



INVESTOR IN PEOPLE

liP and the FSC

David Parody, COO,
Financial Services Commission

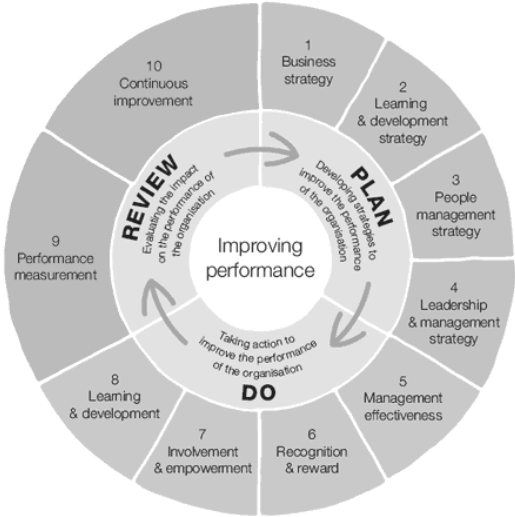
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Objectives

- The liP Standard
- Why the FSC chose liP
- The Benefits of liP to the FSC

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The Standard



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Developing strategies to improve the performance of the organisation

An Investor in People develops effective strategies to improve the performance of the organisation through its people.

- A strategy for improving the performance of the organisation is clearly defined and understood.
- Learning and development is planned to achieve the organisation's objectives.
- Strategies for managing people are designed to promote quality of opportunity in the development of the organisation's people.
- The capabilities managers need to lead, manage and develop people effectively are clearly defined and understood.

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Taking action to improve the performance of the organisation

An Investor in People takes effective action to improve the performance of the organisation through its people

- Managers are effective in leading, managing and developing people.
- People's contribution to the organisation is recognised and valued.
- People are encouraged to take ownership and responsibility by being involved in decision-making.
- People learn and develop effectively.

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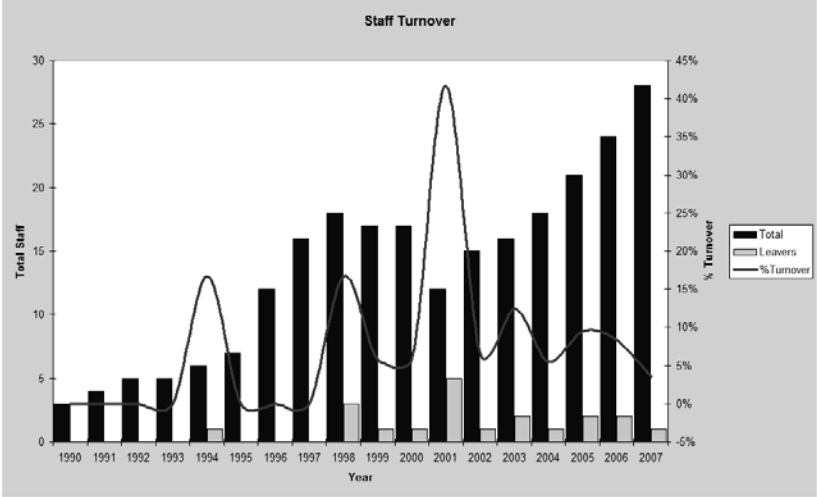
Evaluating the impact on the performance of the organisation

An Investor in People can demonstrate the impact of its investment in people on the performance of the organisation

- Investment in people improves the performance of the organisation.
- Improvements are continually made to the way people are managed and developed.

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Increase in FSC Staff



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Planning



- FSC Strategy Map
 - Defines what high level goals are
 - Learning and Growth Strategy
- Managing the employee lifecycle
 - Recruitment
 - Day-to-day HR management
- Appraisal Process
 - Management Competencies

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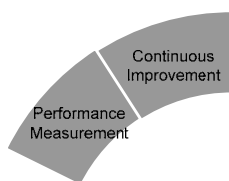
Doing



- Monitoring of management competencies
- Individual Portfolio
- Additional roles and responsibilities
- Linkage between appraisal and salary review being made in 2007
- Voicing of views/opinions
- ISO9001:2000 audit teams
- Training submission process
 - Approval process-transparency
 - Training feedback

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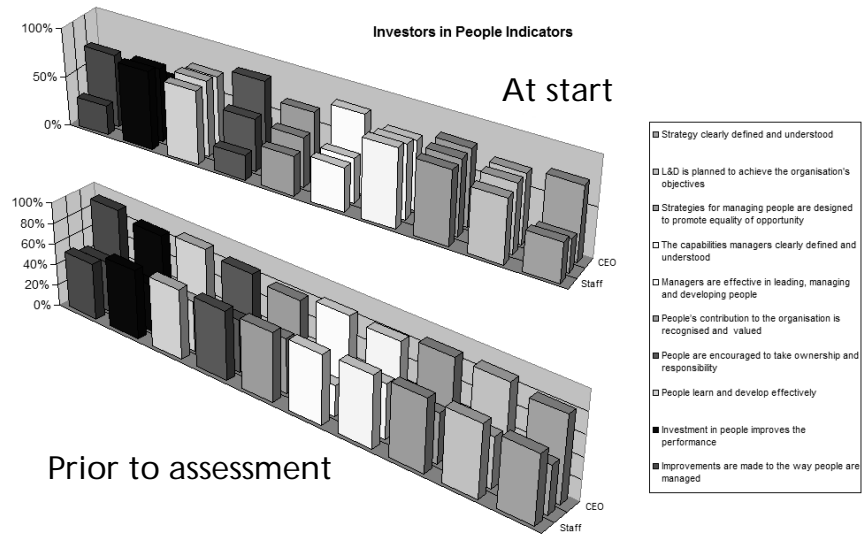
Reviewing



- ISO9001:2000 Process for continuous improvement
- Staff appraisals
- Business Plan reporting

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The realisation



Sharing our knowledge > COO Business Plan

COO Business Plan

Home | Sharing

View All Site Content

What's New

Wiki Pages

Database Search

Business Plans

- BIS
- Enforcement
- Fiduciary Services
- Insurance
- IT
- Operations

Discussions

Contacts

Stuff

- Events
- Extensions
- General Pics
- MORM Agenda

Links

Recycle Bin

Title	Assigned To	Task Status	Priority	Due Date	Description	% Complete
Staff Appraisals	David M Parfity	Completed	Normal	30/04/2007	Redesign FSC staff appraisal process	100%
ANK/FFT Guidance Notes	David M Parfity	In Progress	Normal	01/12/2007	ANK/FFT. Complete re-write of FSC ANK/FFT guidance notes for regulated financial sector. Including processing of feedback from consultation process by 30 July 2007. Roll-out of revised notes to comply with GdS implementation of 3PLD.	95%
3PLD	David M Parfity	Waiting on someone else	Normal	01/12/2007	Provide input to GoC's legislative drafting process for transposition by 01 Dec 2007.	10%
Approved Persons Regime	David M Parfity	Waiting on someone else	Normal	01/09/2007	Design and implement internal process and systems to handle the requirements of the Approved Persons Regime. 30 September 2007 or later. Regulation is brought into effect sooner.	90%
FSC Cover	David M Parfity	Deferred	Normal	31/12/2007	Re-work consultation paper and advise to Government on Gibraltar on the introduction of compulsory FSC cover for November 2007.	0%
IP	David M Parfity	Completed	Normal	30/06/2007	Lead in the preparation and attainment of the IP standard for 3/07/07.	100%

on-site report 2007 ver 2 | Ibiana Peralta
Fiduciary Regulatory Officer Portfolios | Eugene Cottrell
Risk Assessment Visits 2008-09 | Albert Yone

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Fiduciary links

- Guernsey FSC
- Jersey FSC
- Isle of Man FSC
- ACCA
- FSC
- FSA
- STP
- SCSA
- IPS
- IR conferences
- Moray
- Mauritius - Financial Services Commission

Enforcement Links

- C6 Intelligence
- CCS Extranet
- Client Screening (Compliance)
- Leads News
- World Check
- Penions Regulator's register of prohibited trustees

Team Discussion

Subject

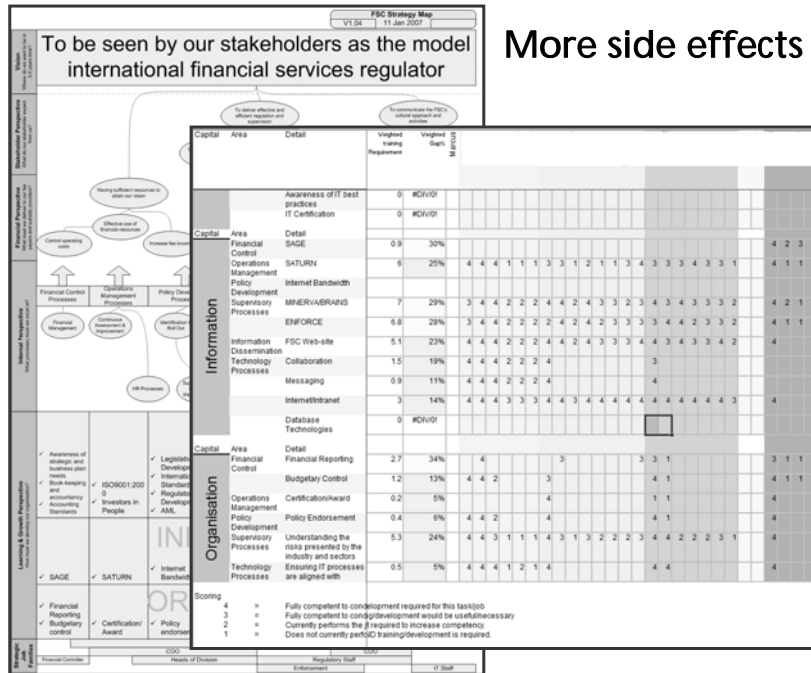
Course

guys get some colour into it

Add new discussion

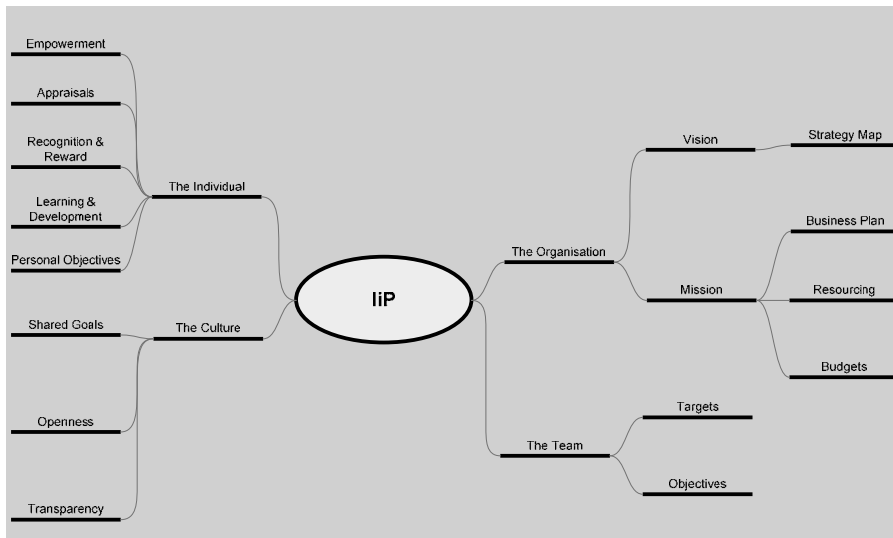
Team photos

Thumbnail Name



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Summary



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