



Guidelines on Individual Accountability and Conduct

Overview

- **5 Outcomes** financial institutions (FIs) should achieve to promote clear accountability and proper conduct
- **Specific guidance** for FIs with 50 or more headcount

Senior managers¹ (*Promote accountability*)

Outcome 1



Senior managers are **clearly identified**

Outcome 2



Senior managers are **fit and proper** and **held responsible** for the areas and employees they are in charge of

Outcome 3



The FI's governance framework **supports senior managers** in performing their roles

Material risk personnel² (MRPs) (*Strengthen oversight*)

Outcome 4



MRPs are fit and proper and subject to:

- Effective **risk governance**
- Standards of **proper conduct**
- Appropriate **incentive structures**

All employees

(*Promote proper conduct*)

Outcome 5



The FI has a framework that **promotes and sustains** among all employees the **desired conduct**.

Achieving the 5 Outcomes

1. Assess



Assess whether your FI meets the 5 Outcomes

- E.g. Is it clear who is responsible for each core management function?
- Consider measures in specific guidance

2. Adopt



Adopt appropriate measures for your FI

Adapt specific guidance as necessary, based on nature, size and complexity of your business

3. Review



Regularly review effectiveness and adequacy of measures

Take into account gaps between observed behaviours and desired standards of conduct

¹Senior managers are individuals who are principally responsible for the day-to-day management of the FI.

²MRPs are individuals that can significantly impact the FI's safety and soundness, or cause harm to a significant segment of the FI's customers or other stakeholders.

QUESTIONS?

Read the [Frequently Asked Questions](#) and/or approach your MAS supervisor