



HONG KONG MONETARY AUTHORITY
香港金融管理局

Circulars

09 Apr 2010

Self-Assessment of Compliance with the Supervisory Policy Manual (SPM) CG-5 "Guideline on a Sound Remuneration System"

Our Ref: B1/15C
B1/21C
B9/92C

9 April 2010

The Chief Executive
All Authorized Institutions

Dear Sir/Madam,

Self-Assessment of Compliance with the Supervisory Policy Manual (SPM) CG-5 "Guideline on a Sound Remuneration System"

Further to the issuance of the SPM module "Guideline on a Sound Remuneration System" (Guideline) on 19 March 2010, I enclose a template developed by the HKMA to facilitate Als' assessment of their compliance with the principles in the Guideline, and thereby assist Als in bringing their existing remuneration systems into line with these principles.

The self assessment should be carried out independently of Als' management with the assistance and support of the relevant risk control functions (including internal audit and compliance), where appropriate. If necessary, Als may commission external consultants to conduct the self-assessment. Als should submit their completed self-assessment report to the HKMA on or before 19 July 2010. Where an AI encounters any problems in meeting this timeframe, it should approach the HKMA to discuss the difficulties encountered and the likely timeframe required for completion of the assessment.

On-line access to the self-assessment template is also available on the HKMA's private web-site for Als (<http://www.stet.finnnet.hk>).

Should you have any questions relating to the self-assessment template, please feel free to contact Ms Rose Luk at 2878-1638 or Mr W L Cheng at 2878-1683.

Yours faithfully,

Karen Kemp
Executive Director (Banking Policy)

Encl. [Self Assessment Template](#) (Word file, 258KB)

c.c. The Chairman, The Hong Kong Association of Banks
 The Chairman, The DTC Association
 FSTB (Attn: Ms Natalie Li)

Last revision date : 01 August 2011