

Compliance News

August 2008

Welcome to Compliance News. This publication is issued by Compliance News Limited for the benefit of IFAs and employed compliance staff in the UK, particularly those working at directly authorised IFA firms. For a copy of all earlier editions please visit:

<http://www.fsresourcing.co.uk/compliance-news.php>

Background of the editor: Phil Dibb worked at PIA/FSA from 1997 to 2002 and now runs his own Compliance Consultancy firm. He spends the majority of time training IFAs on compliance and T & C issues, in addition he is Chairman to 15 regional compliance forums held around the UK and also a member of the Association of Professional Compliance Consultants.

'We are committed to providing IFAs with a periodic free newsletter and value for money additional services – Please support us!'

Distribution: This bulletin is now issued to over 6500 IFAs who have been in contact with Compliance News since Phil Dibb left the FSA. The aim is to get the distribution up to 8000. If this can be achieved, more free updates and assistance will be available to the readers. To this end, please would you ask any other IFAs you know to register for the bulletin by emailing - mail@compliancenes.org

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Compliance News Premier Service

IFAs can now subscribe to receive a wide range of **forms and templates** to assist with the running of their business. See page 9 for full details. All forms will be issued direct to subscribers and most are on a word document. We plan to issue a **minimum of 30** templates / forms during the next 12 months, from only £150 for the year. We hope this service will save a typical firm at least 50 hours each year and avoid 'reinventing the wheel'.

Why not email mail@compliancenes.org and receive it direct to your PC?

Disclaimer: Compliance News is a trading style of Compliance News Limited. Compliance News cannot be held responsible for the views and interpretations shown in this publication. Authorised firms remain responsible for complying with the FSA requirements and such obligations cannot be transferred to a third party. Errors and omissions excepted.

1. New IDD & Menu – Now the SCDD (Services and Costs Disclosure Document)

Changes to the Disclosure Documents (currently referred to as IDD's / CIDD's and Menus).

From the 6th August 2008, the current Initial Disclosure Documents / Menu for Investment business will change again and be replaced by a shorter SCDD (Services and Costs Disclosure Document). This takes effect from the 6th August 2008, however, there is a transitional period to 31st August 2009 to allow firms to adjust and use up existing stocks.

http://www.fsa.gov.uk/Pages/Doing/small_firms/advisers/disclosure/index.shtml

Firms who choose to continue with the existing documents for the time being should review the wordings in Section 1 of both the IDD and Menu, as there have been some changes which many firms have not made.

Compliance News is in the process of updating our new SCDD, this will be available to all Premier Service subscribers by the 11th August 2008. Please see the back page for subscription details. We also provide subscribers with other CIDDs / IDDs, whichever version they require as part of their membership.

The good news for many firms is not having to show the list of Market Averages, but instead having the flexibility when showing how firms are paid.

2. Changes to 'Authorised & Regulated by the Financial Services Authority'

The recent FSA quarterly consultation (no 16) is looking at whether to change the statutory status disclosure and the use of the FSA logo. We expect that any changes could affect a wide range of firms (please take note if you are looking at re-ordering expensive stationery).

Subscribers to the 'Premier Service' (see back page) will receive notification of the detail, once the feedback document has been issued and we have analysed the contents.

3. Retail Distribution Review (RDR) - Update

The Interim report was published in April 2008. This report follows the Discussion Paper (DP07/1) published last year, and the full Feedback Statement should be issued in October this year.

From the interim paper, the following two points appear to be important to the IFA community:

- There will be clear lines between the three areas of advice, sales and money guidance.
- There are likely to be higher minimum professional standards for IFAs.

Whilst many IFAs have criticised the FSA for the lack of detail in this interim report, the scope of

the review is so large that it does warrant further debate and thought. In our opinion, it is going to lead to a large proportion of existing IFAs taking further qualifications. With this in mind, we would recommend that firms consider the options available and prepare for the possibility of further study.

The links below provide further information:

http://www.fsa.gov.uk/pages/Doing/small_firms/advisers/rdr/index.shtml

http://www.fsa.gov.uk/pubs/discussion/rdr_interim_report.pdf

4. Data Security

This topic is now clearly on the radar at the FSA and a number of small IFA firms have already received FSA visits on the topic.

Firms should be considering:

- Disaster Recovery Planning
- Data Back Up
- Data Security Procedures
- Staff awareness & training

The link shown provides a brief introduction. However, the FSA have also produced an extensive 104 page document.

We are just finishing the drafting of our suite of

documents, to assist IFA firms. The most basic 'plan' is designed for a small directly authorised firm who wish to embrace the FSA message, but do not want to spend thousands of pounds installing extensive procedures, which are not proportionate to the business. This will be issued very soon to all Premier Service subscribers (see back page). We are also developing solutions to suit larger firms that can be tailored to their particular needs.

http://www.fsa.gov.uk/pages/Doing/small_firms/general/PDF/data_security.pdf

5. Recording telephone calls - Do the FSA Rules specifically state that all IFAs must record all calls?

A large number of IFA firms have received calls from various companies trying to sell them telephone recording systems on the back of some recent changes to FSA Rules. Whilst we agree that in many circumstances, such a system would be useful, for the vast majority of directly authorised IFAs (with basic permissions) we do not believe that the FSA Rules require such recording.

We are in the process of seeking specific clarification from the FSA.

All subscribers to the 'Premier Service' will receive a copy of our findings in the next few weeks, when the FSA staff involved return from holiday and reply to our enquiries.

6. Treating Customers Fairly – Be prepared know the common issues raised by the FSA!

This FSA initiative continues to gather pace and hundreds of small firms have now had assessments. The following links provide a good insight as to what firms should be considering when putting their own TCF plans in place. We strongly recommend that firms do not 'finish' their program. The FSA are looking at firms to regularly review their TCF plans and improve / update frequently.

Next deadline: Your firm must be able to demonstrate by the end of December 2008, through its management behaviours / information, that it consistently treats it's customers fairly.

<http://www.fsa.gov.uk/Pages/Doing/Regulated/tcf/index.shtml>

<http://www.fsa.gov.uk/Pages/Doing/Regulated/tcf/library/index.shtml>

http://www.fsa.gov.uk/pages/Doing/small_firms/general/tcf/index.shtml

FSA Quote: 'We expect senior management to take responsibility for ensuring their firms treat their customers fairly. This includes identifying risks, having appropriate systems and controls in place to mitigate these risks, and making sure these are effective. If we notice a breach that requires enforcement action, we will consider taking action against individuals within the firm if we think senior management have failed in their responsibilities. We have already taken enforcement action on breaches of Principle 6 and we will continue to do so.'

Source: FSA TCF – Frequently Asked Question 28/2/08

TCF - Compliance News is able to assist IFAs!

Compliance News has over 20 TCF documents to assist firms work through the initiative. New subscribers will automatically receive a copy of **ALL** such documents.

We have put together a list of common FSA issues reported to us from IFAs who have been involved in the FSA assessments.

7. Treating Customers Fairly – Telephone assistance & support

We are able to provide help to directly authorised IFAs, who require support or direction on the topic of TCF. This generally takes between 90 to 120 minutes on the telephone. We discuss the make-up of the firm, main areas of advice, key staff and understand the existing concerns. Using the FSA's TCF matrix, the known TCF outcomes and a wide range of best practices, we are able to discuss the overall progress of the firm and give an indication of the scale of any work to be carried out by the firms staff (or by additional support from ourselves). Following the telephone discussion, we also e-mail template documents on 'word' to assist your firm work towards the key TCF deadlines.

Costs:

Directly Authorised IFAs	Premier Service Subscribers (including new subscribers - See back page)	Non-members
1 to 10 advisers	£180-	£250-
11 to 20 advisers	£250-	£350-

8. Complaints - IFAs charging clients for frivolous or vexatious complaints

In general, the FSA frown on this practice and we agree that it would be very unusual for the FOS to suggest a complaint was either frivolous or vexatious. However, the FSA have recently re-confirmed this position. Below is an extract from the clarification (Source FSA – 2nd July 2008)

http://www.fsa.gov.uk/pages/Doing/small_firms/general/questions/complaints.shtml

Can I charge customers, or recover costs, for dealing with complaints before the Financial Ombudsman Service?

Subject to the considerations below, any provision seeking to charge customers, or to recover costs, for dealing with complaints before the ombudsman service, is unjustifiable, as this could deter customers from exercising their right to refer the dispute to the service.

Treating customers fairly

In most circumstances we would consider such a clause in a firm's terms of business to be unfair under the Unfair Terms in Consumer Contracts Regulations. In addition, such a clause is, in our view, inconsistent with Principle 6 of the FSA's Principles for Businesses, which requires that a firm must pay due regard to the interests of its customers and treat them fairly.

Exceptions

However, we recognise that frivolous or vexatious complaints may raise unnecessary administrative burdens for both firms and the ombudsman service alike. In these circumstances, we think it would be legitimate for firms, through their terms of business, to seek to reclaim costs and expenses reasonably incurred by the firm as a result of defending these complaints through the ombudsman service.

The question of what is frivolous or vexatious would need to be determined on a case-by-case basis; this would undoubtedly only be in a very small minority of cases. Our starting point would be that, if the ombudsman service did not dismiss a case during its initial review under rule 3.3.4(2) of the FSA Dispute Resolution: Complaints manual, the claim should not be regarded as frivolous or vexatious.

Source: Financial Services Authority – 2nd July 2008

Compliance News are in the process of updating a paragraph to be used in a Terms of Business letter/ Retail Client Agreement, by firms who feel it would be relevant. However, we must stress, that caution should be taken when applying such a paragraph / attempting to re-cover costs. This updated wording will be sent to all Compliance News Premier Service subscribers by the 21st August 2008.

9. Financial Ombudsman Service – Annual Review 2007/08

This document is well worth a read. Whilst it may be 80 pages long, much of the information is illustrated and IFAs can be pleased with the information. For example, for the year to 31st March 2008:

- Of the 123,089 new compliants received, only 4% related to IFAs (yes only 4%)
- Outcome of Personal Pension complaint cases across the Financial Services Industry – 82% of these cases were found in favour of the Regulated firm.

- Outcome of Investment Bond complaint cases across the Financial Services Industry – 62% of these cases were found in favour of the Regulated firm.

- Mortgage endowment cases fell from 46,134 to 13,778

Source: Financial Ombudsman Service – Annual Review 2007/08

<http://www.financial-ombudsman.org.uk/publications/ar08/index.html>

10. FSA Variation of Permissions

Do you require FSA authorisation for:-

- Home Reversion advice
- Pension Transfers

We are able to provide assistance to IFAs who wish to vary their existing FSA permissions.

Typically, the FSA fee is £250 for either of these. In addition, we would charge small IFA firms (less than 20 advisers) £500- for putting the documents together and helping with the questions which come back from the FSA. Whilst we cannot make any guarantees, to date all of our VOP's have been granted. Our fee is based on your firm / individuals having the required knowledge, experience and qualifications required for the application. Please e-mail us for more information. compliance@ifahelpline.co.uk

11. FSA Reporting - The FSA are in the process of updating the Reporting system

The new version is currently known as 'Gabriel'. The links below provide more information.

http://www.fsa.gov.uk/pages/Doing/Regulated>Returns/IRR/pdf/email_gabriel_july08.pdf

http://www.fsa.gov.uk/pubs/other/pack_gabriel.pdf

Premier Service members will soon receive a copy of a short summary of how the changes will affect small directly authorised IFA firms.

12. Advertising (Financial Promotions) – Mortgage related

We have had a number of queries regarding the risk warnings for the four main mortgage / loan areas (mortgages, lifetime mortgages, unsecured, debt consolidation). We are soon to issue this listing of required risk warnings (*your home is at risk etc.*). to Premier Service subscribers.

13. MiFID / IMD: Update / help

We are pleased to report that the situation is now generally clearer and many firms have decided to seek permission to 'passport'.

Compliance News Limited strongly recommends that all IFA Compliance staff and Principals read the FSA's recently issued FAQ's on passporting (see link). It is well written and contains some very important information.

<http://www.fsa.gov.uk/Pages/Doing/Regulated/Notify/apply/faqs/index.shtml>

For firms with less than 10 advisers, who hold the basic permissions, we are able to provide advice on which option is required for a set fee of £175.

In order for us to assist you we will need to be aware of any clients who have close links outside the UK (house abroad, living / working / residency abroad, known time away from the UK etc.). Please contact us for further information.

14. Help from the FSA

Current surgeries for financial advisers

Preston - Tuesday 23 September 2008
Warrington - Wednesday 24 September 2008
Chester - Thursday 25 September 2008

<http://www.fsa.gov.uk/Pages/Doing/training/index.shtml>

Moneydeclared guides:

The FSA have updated the publication *'The State Second Pension - should you be contracted out?'*

http://www.moneydeclared.fsa.gov.uk/pdfs/contracting_out.pdf

Current surgeries for mortgage advisers

Peterborough – Tuesday 12th August 2008
Northampton – Wednesday 13th August 2008
Coventry – Thursday 14th August 2008

RDR Conference

Tuesday 28 October 2008

Online Fee Calculator

This has also been updated to take account of the 2008/09 fee rates. The calculator enables you to work out the amounts you are likely to be invoiced for your fees and levies for 2008/09.

<http://www.fsa.gov.uk/Pages/Doing/Regulated/Fees/calculator/index.shtml>

Please note the following dates were taken from the FSA website on the 5th August 2008, whilst every care was taken, we cannot be held responsible for any changes, errors or omissions.

15. Fair Contract Terms: A key part of TCF

In June the FSA published a report reminding firms that fair contract terms are a key part of treating customers fairly. This followed work conducted by the FSA to measure firms' awareness of and compliance with the Unfair Terms in Consumer Contracts Regulations 1999.

The FSA found that although most firms had systems and controls in place to review the fairness of standard consumer contract terms, these are not delivering the right outcomes in all firms.

The FSA now expects firms to review their standard contracts with customers for fairness.

The full report can be found at: <http://www.fsa.gov.uk/Pages/Doing/Regulated/consumer/index.shtml>.

The link below is also relevant to this topic.

http://www.fsa.gov.uk/pubs/other/undertaking_hayburnrock.pdf

16. Travel Insurance

Connected travel insurance will be regulated by the FSA with effect from 1st January 2009. The FSA published its final rules for regulating this type of business on 29th May 2008 in PS 08/4.

http://www.fsa.gov.uk/pages/Library/Policy/Policy/2008/08_04.shtml

The FSA is now accepting applications for authorisation to arrange connected travel insurance. If firms apply before 30th September 2008, the FSA will reduce authorisation application fees by 30%. The closing date for applications is 15th November if firms wish to be able to carry on transacting CTI business from 1st January 2009.

17. Anti-Money Laundering (AML) – Risk based approach

The FSA has undertaken a review of the ways in which firms have implemented a risk-based approach to AML. They visited a broad cross section of firms and found that many small firms have a considerable amount of work to do to reach an acceptable standard. Particular areas of weakness were:

- The need to train staff better
- Keeping anti-money laundering procedures under ongoing review
- Small firms need to improve the ways in which they classify money laundering risk associated with their clients.

Compliance News has a link with a two AML Professionals who are able to assist IFAs with reviewing their own systems and also providing training on AML.

In addition, subscribers to the Premier Service also receive a copy of an Annual AML knowledge / awareness test. This will be also updated by the 1st September 2008 (this is a key area for the FSA and another reason for firms to subscribe to the Premier Service – see the back page).

18. Contracting-Out comparisons - Projections of benefits from NI Rebates for SIPP's

Last year the government agreed to permit SIPP's to hold protected rights, which were previously prohibited under DWP regulations. This change is planned to take effect in October 2008.

The FSA currently requires firms that are advising/selling an appropriate personal pension to give the customer a Contracting-Out Comparison that allows them to compare the State Second Pension being given up with the potential return under the APP.

The FSA is now proposing to require SIPP providers to supply a Contracting-Out Comparison to anyone who wishes to use a SIPP to contract out from October 2008.

At the time of publication, the FSA had not finalised these new requirements. However, we will update our subscribers as the situation changes.

19. Your own Compliance away day – To make decisions!

Would you and your fellow Directors / Partners benefit from a day with a Compliance Consultant, to discuss strategy and change. We have recently assisted a number of firms in this way who visited us in Horsforth (near Leeds airport).

Our boardroom seats eight. You will be surprised how much can be covered in one day.

Typical cost: £680 inclusive of refreshments.

20. Please tell us if you change your e-mail address

Compliance News is very pleased to announce that we now have over 6500 e-mail addresses on the mailing list. Please continue to pass this publication on to industry colleagues. If you move firms or change e-mail address please send a brief e-mail to us. To register send an e-mail with 'Register' in the title box to mail@complianceness.org

21. Classified advert – For rent - Florida 4-Bedroom Villa with own pool (sleeps 10 adults)

A regular subscriber to Compliance News, who lives in the Manchester Area, owns this property. Special rates (from £450 per week) are available for other Financial Services staff. Please e-mail rebeccawillmore@btinternet.com or call 07715 755239.

22. Remote file checking

Most IFA firms view this activity as a 'necessary evil' however, few individuals enjoy the task of checking files and writing-up the cases reviewed. Compliance News now has a direct-link to a firm who undertake such checking services for IFA firms, including mortgage advice. The firm are able to sign the required confidentiality agreements and either return copies of the documents to the IFA firms or shred the material, as agreed individually. Many existing users now e-mail scanned copies of the main documents.

Each file review is summarised with a short file-check report and suggested corrective action. This would also be useful to link in with the T & C records. Typical costs per transaction (plus any related recorded postage costs, if required)

- ISAs / Basic protection cases: £60 per transaction
- Investment Bonds: £70 per transaction
- PPP to PPP switching: £70 per transaction
- Mortgages: £50 per transaction
- Complex SIPP cases: £90 per transaction

Please e-mail compliance@ifahelpline.co.uk for more information.

23. The use of platforms

In June 2007, the FSA published a discussion paper on the role of wrap platforms and fund supermarkets. In March 2008, it issued a feedback statement that recognised that platforms can bring benefits to firms and customers, if they are used to support improvements in the quality of advice and administration that customers receive. However, it also identified 3 main risks associated with the use of platforms:

- They sometimes might lead to increases in complexity and costs to clients, without these new or valued services being received in return
- Adopting platforms can create conflicts of interest, since they may provide benefits for

intermediaries while potentially increasing costs and complexity for customers

- There is a risk that advisers may not always have the appropriate competence to provide the level of investment advice they are offering through a platform.

The FSA has been conducting thematic work during the second quarter of 2008 on platforms and pensions transfers advice (including SIPP's).

We will provide our subscribers with further information on the outcome of this project and the implications for IFA's once the FSA has published the results of its work.

24. PII – Make sure you shop around

As previously mentioned, Compliance News has been approached by a PII specialist who is looking to offer IFAs an alternative quote and work with them to improve their existing terms. The most recent quote provided was received back within 5 working days of submitting the proposal. To quote our contact: *'We are still in a "soft market" and there are also a number of new insurers in the market. There are good opportunities to show substantial savings on existing premiums and potentially reduce the level of policy excess. Firms should use this news to shop around and review their current policy at renewal'*.

Please e-mail compliance@ifahelpline.co.uk

Example premiums (as at August 5th 2008, subject to underwriting etc.)

1. ABC Financial Ltd: Fee Income £1,500,000, 98% Financial Services work, 2% PMI/Medical Insurance, 17 Employees, Limit of Indemnity £1,200,000, Excess £5,000, **Premium £18,000 + 5% Insurance Premium Tax.**
2. XYZ Financial Management LLP: new start up 1 director, Fee Income £50,000, 99% Financial Services, 1% Personal Lines, Limit of Indemnity £1,200,000, Excess £5,000 **Premium £1,500 + 5% Insurance Premium Tax.**

25. Compliance News Premier Service

As mentioned, this is a service offered by Compliance News, which was prompted by several IFAs who contacted us following the first newsletter, requesting most of the forms. We believe this service will save a typical IFA firm at least 50 to 80 hours per year.

MOST DOCUMENTS ARE SENT ELECTRONICALLY ON 'WORD'

The following is a list of some of the documents, which will be issued.

TCF Visit – IFA feedback from FSA assessments

New IDD (SCDD) documents

Generic Knowledge test for advisers

RDR Responses

MiFID related documents

NEWCOB Summary

Conflicts of Interest Policy

Data Security documents

Copies of relevant FSA interaction / guidance

Treating Customers Fairly (TCF) – A full suite

Initial Disclosure Documents (Templates),

Menu Documents (Templates),

Updated Terms of Business letters,

Compliance / Risk Mitigation plan,

Compliance Audit forms,

SERPS review letters,

Updated Observed forms (Menus / IDDs),

Adviser Role / Job Description templates,

Update / Short fact-finds,

Corporate fact-finds,

Telephone conversation file note forms,

....and more, list to be continuously updated as the market changes and Regulations develop.

Benefit: You have access to **all the forms** we have, at no extra charge. We will send a wide range of IFA forms / guidance on a regular basis to you in 'word' document format. In addition, wherever possible we will try and assist with individual requests.

To register: Please complete the back page with your details, enclosing a cheque made payable to Compliance News Limited.

Pensions / Generic Knowledge tests

TCF – MI sheets

Risk Assessment / calculator of adviser,

Income Drawdown checklist.

Mortgage advice / File checking forms,

Training Needs Analysis forms,

Personal Account Dealing declaration,

RMAR Fact-sheet and example form,

Fit & Proper adviser annual declarations,

Compliance Board Report templates,

Client agreements / Fee agreements,

Mortgage Regulation checklists,

Customer Satisfaction Surveys,

Maintaining Competence (T & C) form,

Suitability Letter templates,

File completeness checking forms,

Blank reference request forms, diary template,

Disaster Recovery / Continuity plan,

Provider Research summary forms,

Recruitment checklist.

You would expect to receive some communication from us every 6 to 8 weeks. There are three levels of membership, depending on your size and activities.

1. Small IFA firms with less than 10 advisers. Cost £150 per year.

Firms who do not have more than 10 IFAs or 3 Appointed Representatives, do not provide Compliance / Commercial services to other IFAs and agree not to pass on the material to external firms.

2. IFAs with 11 to 25 advisers or 9 or less Appointed Rep's. Cost £245 per year.

Firms who do not have more than 25 IFAs or 9 Appointed Representatives, do not provide Compliance / Commercial services to other IFAs and agree not to pass on the material to external firms.

3. Large organisations that do not fit into either of the above. Please contact us for costs.

26. Wizard Learning – Special deal for Compliance News Premier Service subscribers

Are you taking any exams? If so, you should seriously consider using Wizard Learning.

www.wizardlearning.com

They are the first training firm that we have agreed to actively promote. This is because the feedback we have received about their material and end-user satisfaction has been very good. The following has been written by Mike Goldsmith (Director at Wizard), we can confirm that they have not paid to be included in this publication.

‘Wizard Learning Online Training provide a wide variety of learning solutions to help financial services professionals pass recognised industry qualifications as well as developing their technical knowledge and key skills.

Services offered include:

- Online assessments and training for the Certificate in Financial Administration, Certificate in Financial Planning, Diploma in Financial Planning, Advanced Diploma in Financial Planning and CeMAP. These include unique online features to follow as closely as possible the format of the actual exam.*
- The assessment centre has been designed to assess the technical knowledge of financial advisers and technicians. This is achieved by providing online assessments on a wide range of topics and providing assessment feedback together with a CPD certificate.*

- Provision of bespoke assessments to assist businesses with ongoing training and professional development needs. Clients range from large multi-national organisations to micro businesses. Wizard Learning have the technical ability, business and industry experience to find a solution that suits your requirements.

Compliance News Limited is pleased to have arranged a 10% discount for ‘Premier Service’ subscribers. To purchase an assessment module you will need to firstly register via the link below then follow the online instructions. When you reach the instruction ‘Choose Payment Method’ you MUST enter the promotional code in the box to obtain the discount. (This will be issued to all subscribers).

Wizard Learning Registration

<http://www.wizardlearning.com/register.php>

The 10% discount also applies to Wizard Learning's online monthly CPD. This is an ideal way to evidence what training you have undertaken for compliance purposes. Further information is provided via the link below.

Wizard Learning CPD

http://www.wizardlearning.com/monthly_cpd.html

They also run their own online monthly CPD and the topics covered are listed in the PDF link within that document. To access the main website for further details on costs and the subjects covered, please click on the link below. If you have any questions regarding this deal, please contact mike@wizardlearning.com

Compliance News Premier Service – Any questions?

If you cannot decide whether this service will be of benefit, or if you have any questions as to how many documents you will get / have access to, we will be glad to call you to answer any queries. Please send a quick email to the address below with ‘Premier News Enquiry’ in the title box and we will call you.

compliance@ifahelpline.co.uk

27. FS Resourcing...the no risk recruiter

Have you registered yet?

Did you know that over 70% of our placements made are never advertised?

Unlike the vast majority of recruitment consultants they fully understand the many different roles connected to IFA firms and will not waste time introducing unsuitable vacancies / candidates. Between the 3 Directors at the firm the following qualifications are held. G60, G10, G20, H15, CeMap, CeFA, FPC and Cergi. Can your recruitment firm match those?

A quote from Gary Kershaw, Compliance Director, Simply Biz *‘We use the services of FS Resourcing for the majority of our head office recruitment. They fully understand each different role and appreciate our specific needs. Their pre-vetting of CV’s saves a lot of time’.*

If you're looking to add to your team, we can help you to find the right person. FS Resourcing have extensive experience in selecting candidates that fit your company as well as the position on offer. We are very competitive and highly professional.

If you would like to discuss your career or recruitment needs in more detail then please contact David Webster on the numbers below.

A number of the Authorised firms we work on behalf are looking for quality staff for the following roles:

Compliance Managers	Compliance Analysts	Regulatory Risk Analysts
File-checking staff	Paraplanners	IFA Administrators (with FPC)
Salaried IFA’s	Compliance Assistants (with FPC)	GI Compliance Staff

If you're looking for a new position, FS Resourcing act for some of the UK's best known household names & prominent IFAs and are placing people right across the country....from new trainees to director level. All information given is treated in the strictest confidence.

“Refer & Reward” scheme:

At FS Resourcing we have a reputation for providing clients with high quality staff. We are growing and we have more vacancies, often exclusive to us, than we have applicants to fill them. For each and every new relevant applicant you introduce to us, we’ll give you £250 when they are placed (payable after 3 months of the applicant starting).

For more information please contact David Webster or Phil Dibb on **0113- 3444446** (mobile 07711 419484) or email david@fsresourcing.co.uk , phil@fsresourcing.co.uk

www.fsresourcing.co.uk

IFA Compliance work in Norfolk, Suffolk & Cambridgeshire required

One of our regular contacts in the industry is looking at taking on more self-employed Compliance Consultancy work. If you are based in these areas and require some assistance, please contact us by e-mail: compliance@ifahelpline.co.uk

28. Compliance News Premier Service – How to Subscribe

SHOULD YOU WISH TO SUBSCRIBE TO THE COMPLIANCE NEWS PREMIER SERVICE OR REGISTER YOUR INTEREST FOR ANY OTHER SERVICE, PLEASE COMPLETE THIS SHEET AND POST TO:

Compliance News Limited, 19 Henley Close, Rawdon, Leeds, LS19 6QB

mail@compliancenews.org

<p>Compliance News Premier Service (cost for 12 month membership): This service provides copies of all the popular documents (80+) we offer, mainly in ‘word’ format. As detailed on page 9.</p> <p style="text-align: center;"><u>SUBSCRIBERS TO THE PREMIER SERVICE WILL AUTOMATICALLY BE ENTITLED TO ALL THE DOCUMENTS DETAILED AT NO EXTRA COST (PLUS OTHERS WE DESIGN DURING YOUR SUBSCRIPTION).</u></p>	
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