



**City HR Community Chat this week**

**SMCR - the Final Countdown for solo regulated  
firms & what next for in-scope firms on managing  
remote workforces and culture**



Dear HR Colleague,

This week's webinar focussed on the final preparations for the Senior Managers and Certification Regime (SMCR) for FCA solo regulated firms alongside some insights for those already in scope. .

Our first speaker was **David Blunt**, Head of Conduct Specialists at the FCA. . The FCA announced on 30th June that HM Treasury has granted an SMCR extension to 31st March 2021 for solo regulated firms on the final elements of SMCR. David outlined the actions that firms needed to take in respect of their first fitness and propriety certification alongside the completion of their conduct rules training. Mindful that many of our members came into scope at the outset in 2016, he also focused on what good looked like in these elements as well as the content and timeliness of regulatory references. Finally, he moved on to Conduct Rules and how they need to drive the culture of the organisation, and the role of Conduct Rules training in achieving that. The following are useful links to the FCA website:

- For solo regulated firms [www.fca.org.uk/publication/policy/guide-for-fca-solo-regulated-firms.pdf](http://www.fca.org.uk/publication/policy/guide-for-fca-solo-regulated-firms.pdf)
- For all others information go to their main web page at [www.fca.org.uk/firms/senior-managers-certification-regime](http://www.fca.org.uk/firms/senior-managers-certification-regime)

Our second speakers were **Jo Owers**, Employment Partner at DAC Beachcroft LLP and **Marian Bloodworth**, Employment Partner at Kemp Little LLP. Initially Jo shared her insights on Fitness & Propriety in practice and the key employment law aspects of issuing an F&P certificate. Marian then shared her thoughts on the challenges of managing F&P during the pandemic, and then went on to the issues for those already in scope in managing remote or split workforces, the potential for bullying and harassment claims and how to maintain a focus on culture and conduct during these times. Their slides are attached.

Cindy Mahoney from City HR reminded us how we should tailor our Conduct Rules training to meet the expectations of the FCA and reinforced David's view that these should be aligned to each individual's role and that scenario based training helped in this regard. Take a look at their Stocktake Report to be sure that your training complies at: <https://www.fca.org.uk/publications/multi-firm-reviews/senior-managers-and-certification-regime-banking-stocktake-report> If you have yet to deliver your Conduct Rules Training and would like our support, please do get in touch with [cindymahoney@cityhr.co.uk](mailto:cindymahoney@cityhr.co.uk). Details of our programme are attached.

Recordings of these presentations are available on request from [sambailey@cityhr.co.uk](mailto:sambailey@cityhr.co.uk).

The City HR team are taking a well earned break from 7th to 24th August. Our next Community Chat will be on the 8th September when we will have a whole new and exciting Autumn schedule for you including Gender Diversity in Financial Services with the Government Equalities Office and the Behavioural Insights Team and Psychological Safety with Byrne Dean and Simmons & Simmons.

Enjoy the rest of your summer and we'll see you in September.

Stay safe

Kind regards,

Andrea and the City HR Team

**Andrea**

**Andrea Eccles**  
**Chief Executive**  
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