

## Chapter 25

Senior managers and  
certification regime:  
Management responsibilities  
maps and handover  
procedures and material

			<div>25.3</div> <div>Management responsibilities maps: Exclusion of non-financial services activities for some firms</div>
25.3.1	R	<p>An <i>enhanced scope SMCR firm</i> may prepare its <i>management responsibilities map</i> so that (subject to ■ SYSC 25.3.2R) it only includes its management and governance arrangements to the extent that they cover, support or otherwise relate to its <i>SMCR financial activities</i>.</p>	
25.3.2	R	<p>If a <i>firm</i> uses the exclusion in ■ SYSC 25.3.1R it must include sufficient information about the excluded management and governance arrangements to show how the included management and governance arrangements fit in with the <i>firm's</i> management and governance arrangements as a whole.</p>	
25.3.3	G	<p>Support functions that should be covered by a <i>management responsibilities map</i> despite ■ SYSC 25.3.1R include:</p> <ul style="list-style-type: none"> <li>(1) human resources;</li> <li>(2) the <i>firm's</i> information technology; and</li> <li>(3) compliance and legal services.</li> </ul>	
25.3.4	G	<ul style="list-style-type: none"> <li>(1) A <i>firm</i> may have a non-financial services business in addition to carrying on its <i>SMCR financial activities</i>. Its support services may support both aspects of its business and its <i>management responsibilities map</i> may therefore still need to cover the support services even though they also cover the <i>firm's</i> non-financial services business.</li> <li>(2) Take for example human resources. If the <i>firm's</i> human resources function covers the <i>firm's</i> entire workforce without separating the parts that deal with the <i>firm's</i> financial services and its other business, the <i>management responsibilities map</i> should cover the entire human resources function.</li> <li>(3) On the other hand, the <i>firm</i> may separate the part of its human resources function that deals with those working in its financial services business from the part that deals with the other part of its business. In that case the <i>management responsibilities map</i> may leave out (subject to ■ SYSC 25.3.2R) the part of the human resources function that covers its non-financial services business.</li> </ul>	