



## Enhanced Competency Framework for Banking Practitioners

With the aim of supporting capacity building and talent development for banking professionals, the Hong Kong Monetary Authority (HKMA) has been working together with the banking industry to introduce an industry-wide competency framework - “Enhanced Competency Framework (ECF) for Banking Practitioners” in Hong Kong.

The Hong Kong Institute of Bankers (HKIB) is the programme and qualification provider for the ECF on Anti-Money Laundering and Counter-Financing of Terrorism (AML/CFT), with the following objectives:

- To develop a sustainable talent pool of AML/CFT practitioners for meeting the workforce demand in this sector; AND
- To raise and maintain the professional competence of AML/CFT practitioners in the banking industry.

## Overview of The Hong Kong Institute of Bankers

HKIB has been serving the local banking community in the provision of professional training and certification services since 1963. HKIB is the first not-for-profit institution in Hong Kong to issue banking qualifications up to QF Level 6 under the HKQF, and was appointed by the Education Bureau as a Professional Qualifications Assessment Agency in August 2020. With an objective to maintain and further develop the territory’s status as an international financial centre, the Institute works with the support of banks, regulators, financial institutions, academic institutions and various professional bodies to provide local banking practitioners with professional training and development opportunities.

In view of the changing landscape of the banking and financial services industry in Hong Kong and mainland China, as well as on a global scale, the importance of continuing to enhance the standards of professional development has gained increased attention. HKIB endeavours to provide and enhance its training and development products in order to equip its members with essential knowledge and skills that meet the industry’s needs.

Since the implementation of ECF in 2018, various programmes for different job functions in banking industry have been developed and integrated into HKIB’s flagship Certified Banker (CB) Programme which offer generalist, specialist, and strategic topics. The rationale for putting all programmes under one professional banking qualification is to promote an industry-based common qualifications benchmark. While ECF programmes offer “role-based” knowledge and certification to relevant practitioners, CB is offering a vocational qualification pathway for further career advancement, being continuously enhanced to nurture more holistic banking professionals and ultimately, supporting the industry to develop a continuous learning culture and a sustainable talent pool so as to maintain the competitiveness of Hong Kong as an international financial centre.

## Qualifications Framework

The following Professional Qualification is recognised under the QF at Level 4:

Associate Anti-Money Laundering Professional (AAML<sup>1</sup>)

The following Professional Qualification is recognised under the QF at Level 5:

Certified Anti-Money Laundering Professional (CAML<sup>2</sup>)

---

<sup>1</sup> QR Registration No.: 20/000535/L4, Validity Period from 01/08/2020 to 31/07/2030

<sup>2</sup> QR Registration No.: 20/000538/L5, Validity Period from 01/08/2020 to 31/07/2030

## Becoming an Associate AML Professional (AAMLP) / Certified AML Professional (CAMLCP)

<div style="background-color: #1a2b5c; color: white; padding: 5px; border-radius: 10px; width: fit-content; margin: 0 auto;">Certification</div>	Certify as Associate Anti-Money Laundering Professional (AAMLP) at QF Level 4	Certify as Certified Anti-Money Laundering Professional (CAMLCP) at QF Level 5
↑ <div style="background-color: #1a2b5c; color: white; padding: 5px; border-radius: 10px; width: fit-content; margin: 0 auto;">Experience</div>	Relevant Practitioners <sup>3</sup>	Relevant Practitioners with at least 3 years of work experience in AML/CFT compliance
↑ <div style="background-color: #1a2b5c; color: white; padding: 5px; border-radius: 10px; width: fit-content; margin: 0 auto;">Award</div>	Obtain Advanced Certificate for ECF on Anti-Money Laundering and Counter-Financing of Terrorism (AML/CFT)	Obtain Professional Certificate for ECF on Anti-Money Laundering and Counter-Financing of Terrorism (AML/CFT)
↑ <div style="background-color: #1a2b5c; color: white; padding: 5px; border-radius: 10px; width: fit-content; margin: 0 auto;">Training + Examination</div>	Complete ECF on Anti-Money Laundering and Counter-Financing of Terrorism (Core Level) Training + Pass the examination in (Core Level)	Complete ECF on Anti-Money Laundering and Counter-Financing of Terrorism (Professional Level) Training + (Revision session) + Pass the examination in (Professional Level)
↑ <div style="background-color: #1a2b5c; color: white; padding: 5px; border-radius: 10px; width: fit-content; margin: 0 auto;">Target Participants</div>	Entry-level staff with less than three years of relevant work experience in AML/CFT compliance	Staff with three years or above of relevant work experience in AML/CFT compliance

<sup>3</sup> Relevant Practitioners are new entrants or existing practitioners engaged by Authorized Institution (AI) to perform AML/CFT compliance roles in its Hong Kong operations.

## **Certified Individual (CI)**

AAMLPCAMLP holders will be registered as CI and included in a public register on HKIB website. The Registers of Certified Individuals posted on HKIB website enables the public recognition of AAMLPCAMLP holders. To ensure your Professional Qualification reflected in the Registers of Certified Individuals, you are required to maintain a valid membership status with HKIB.

## **Continuing Professional Development (CPD)**

The AAMLPCAMLP holders are required to comply with the following annual Continuing Professional Development (CPD) requirements in order to maintain the Professional Qualifications.

1. Undertake a minimum of 10/12 hours of verifiable CPD, of which
2. At least 5/6 hours should be on AML/CFT while the remaining CPD hours should be on compliance (including financial crime compliance), risk management, ethics, or legal and regulatory requirements.

For more details, please refer to Continuing Professional Development (CPD) Scheme on HKIB Website.

(Home > Membership > Individual Members > HKIB CPD Requirements)

# ECF on Anti-Money Laundering and Counter-Financing of Terrorism (AML/CFT) (Core Level)

## **Intended Outcomes**

- Explain what ML/TF is and how to relate it to the banking and finance sector and to their work in HK
- Specify the importance ML/TF related to HK banking and finance sector
- Describe the AML/CFT International Standards and related HK legal and regulatory framework
- Identify key elements of AML/CFT risk management framework in system design and assess the related risks
- Assess the transactions pattern and apply customer due diligence requirements for identifying suspicious transactions for reporting
- Apply and assess the on-going AML/ CFT monitoring system and investigation process

## **Outline**

- Fighting money laundering/ terrorist financing – Why it is important and what is the legal / regulatory framework?
- Managing the risk of ML/TF in banks in Hong Kong – How does ML/TF take place?
- How can banks combat ML/TF through establishing AML/CFT risk management framework?
- Knowing your customer – customer due diligence
- Monitoring, sanctions compliance and suspicious transaction reporting
- Latest Regulatory Updates

## **Entry Requirements**

The programme is open to both members and non-members of HKIB. Learners must fulfil the stipulated minimum entry requirements with:

- Students of Associate Degree (AD)/Higher Diploma (HD) in any disciplines (QF L4); OR
- Equivalent qualifications or above; OR
- Mature applicants<sup>4</sup> with 3 years of relevant banking experience with recommendations from employer

## **Medium of Instruction**

- Training is delivered in classroom setting / zoom in either Cantonese or English supplemented with English materials.
- All the examination questions are set in English only.

---

<sup>4</sup> Mature applicants (aged 21 or above) who do not possess the above academic qualifications but with relevant banking experience and recommendation from their employers will be considered on individual merit.

# ECF on Anti-Money Laundering and Counter-Financing of Terrorism (AML/CFT) (Professional Level)

## Intended Outcomes

- Assess and analyse the compliance risk of different operations by applying a risk-based approach and take current and emerging AML/CFT trends, regulatory requirements, techniques and typologies into account
- Develop compliance programme, control measures assessment tools and internal standards to manage compliance and fraud risk to align with laws and regulations particularly related to AML/CFT
- Track and monitor of activities critical to compliance and detect non-compliance issues, suspicious and illegal transactions based on observation, data analysis and regulatory requirements
- Manage and investigate incidents of non-compliance and develop mitigation strategies to minimize the impacts of breaches of regulations
- Build an effective AML/CFT risk management system with risk-based approach to ensure regulatory changes and related compliance programme and measures are well communicated to the employees

## Outline

- Application of the risk-based approach
- Building an effective AML/CFT risk management system
- The risk-based approach and AML/CFT risks in specialist topics
- Ensuring financial inclusion and Regtech solutions in managing AML/CFT risk
- Managing stakeholders effectively
- Latest regulatory updates

## Entry Requirements

The programme is opened to both members and non-members of HKIB. Learners must fulfil the stipulated minimum entry requirements with:

- Advanced Certificate for ECF on Anti-Money Laundering and Counter-Financing of Terrorism (AML/CFT) awarded; OR
- Grandfathered for ECF on Anti-Money Laundering and Counter-Financing of Terrorism (Core Level) by HKIB.

## Medium of Instruction

- Training is delivered in classroom setting in English supplemented with English materials.
- All the examination questions are set in English only

## Application

Applicants can submit their application via [MyHKIB](#).

## General Enquiry / Feedback

Tel: (852) 2153 7800

Email: [cs@hkib.org](mailto:cs@hkib.org)

Website: [www.hkib.org](http://www.hkib.org)

Address: 3/F Guangdong Investment Tower, 148 Connaught Road Central, Hong Kong

## Integration of ECF Programme in Certified Banker (CB)

Certified Banker (CB) is a professional banking qualification programme developed and offered by HKIB. This common qualification benchmark is intended to raise the professional competency of banking and financial practitioners in Hong Kong to meet modern demands, while providing a transparent standard with international recognition. “ECF on AML/CFT (Core and Professional Level)” have already been incorporated in CB (Stage I/II) respectively. You may refer to the CB Programme structure as below to plan for your learning path. Learners who have obtained a pass at the relevant examination can then apply for an exemption for the elective module “ECF on AML/CFT (Core Level)” of the CB (Stage I) programme and the module “ECF on AML/CFT(Professional Level)” of the CB (Stage II) programme.

<b>CB Pathway</b>	<b>CB</b> Certified Banker (CB Stage) <QF Level 6> <sup>1</sup>				
<b>CB Stage CORE+ELECTIVE SPECIALIST STREAM</b>	With 3 years banking or finance related working experience				
	↑				
	Postgraduate Diploma for Certified Banker (Stream-Specific)				
	Final Case Study Assessment and Oral Assessment				
	Core Module: Strategic Management and Leadership (Credit: 15)				
	<b>Credit Management</b>	<b>Treasury Management</b>	<b>Operations Management</b>	<b>GBA and Cross-boundary Banking Management</b>	<b>Fintech Management</b>
	<ul style="list-style-type: none"> <li>◇ ECF-CRM (Professional Level) – Advanced Commercial Lending (M4)<sup>7</sup> (Credit: 30)</li> <li>◇ ECF-CRM (Professional Level) – Advanced Credit Risk Management and Regulatory Requirements (M5)<sup>7</sup> (Credit: 30)</li> </ul>	<ul style="list-style-type: none"> <li>◇ Bank Asset and Liability Management (Credit: 30)</li> <li>◇ Treasury Markets and Operations (Credit: 30)</li> </ul>	<ul style="list-style-type: none"> <li>◇ Banking Law and Practice (Credit: 30)</li> <li>◇ Operational Risk Management (Credit: 30)</li> </ul>	<ul style="list-style-type: none"> <li>◇ GBA Banking Compliance and Cross-boundary Wealth Management (Credit: 30)</li> <li>◇ Cross-boundary Banking Strategy and Management (Credit: 30)</li> </ul>	<ul style="list-style-type: none"> <li>◇ ECF-Fintech (Professional Level)<sup>14</sup> (Credit: 60)</li> </ul>
	↑				
<b>CB (Stage II)</b>	Professional Diploma for Certified Banker CB (Stage II)				
(with 2 years banking or finance related working experience)	Obtain 60 credits from any TWO modules				
	<ul style="list-style-type: none"> <li>◇ Green Finance and Sustainability (Credit: 30)</li> <li>◇ Corporate Finance Services (Credit: 30)</li> <li>◇ Finance of International Trade (Credit: 30)</li> <li>◇ Essential Fintech in Next-gen Banking (Credit:30)</li> </ul>	<ul style="list-style-type: none"> <li>◇ ECF-RWM (Professional Level)<sup>1</sup> (Credit: 30)</li> <li>◇ ECF-AML/CFT (Professional Level)<sup>2</sup> (Credit: 30)</li> <li>◇ ECF-CRM (Core Level)<sup>6</sup> (Credit: 30)</li> <li>◇ ECF-ORM (Professional Level)<sup>9</sup> (Credit: 30)</li> <li>◇ ECF-Fintech (Core Level)<sup>11</sup> (Credit: 30)</li> <li>◇ ECF-Compliance (Professional Level)<sup>12</sup> (Credit: 30)</li> <li>◇ ECF-GSF (Professional Level)<sup>15</sup> (Credit: 30)</li> </ul>			
	↑				
<b>CB (Stage I) CORE+ELECTIVE</b>	Advanced Diploma for Certified Banker CB (Stage I)				
(with 1 year banking or finance related working experience)	Obtain 20 credits from Core and 40 credits from Elective modules				
	<b>Core Module</b> <ul style="list-style-type: none"> <li>◇ Future Banking and ESG (FBESG) (Credit: 10)</li> <li>◇ Professional Ethics and Compliance (Credit: 10)</li> </ul>	<b>Elective Module</b> <ul style="list-style-type: none"> <li>◇ Fundamentals of Accounting (Credit: 10)</li> <li>◇ Introduction to Banking Law (Credit: 10)</li> <li>◇ Introduction to People Management Skills (Credit: 10)</li> <li>◇ Risk Management (Credit: 10)</li> <li>◇ Qualification Certificate of Banking Professional (QCBP)<sup>8</sup> (Credit 10)</li> <li>◇ ECF-Treasury Management (Core Level)<sup>3</sup> (Credit: 10)</li> <li>◇ ECF-AML/CFT (Core Level)<sup>4</sup> (Credit: 20)</li> <li>◇ ECF-Cybersecurity (Core Level)<sup>5</sup> (Credit: 20)</li> <li>◇ ECF-ORM (Core Level)<sup>10</sup> (Credit 20)</li> <li>◇ ECF-Compliance (Core Level)<sup>13</sup> (Credit: 20)</li> <li>◇ ECF-GSF (Core Level)<sup>16</sup> (Credit: 30)</li> </ul>			

**Notes:**

1. For exemption only. Holders of the Professional Certificate for ECF-RWM or respective grandfathered certificate are eligible to apply for ECF-RWM (Professional Level) modular exemption. Please refer to "[ECF-RWM](#)" for details.
  2. For exemption only. Holders of the Professional Certificate for ECF-AML/CFT or respective grandfathered certificate are eligible to apply for ECF-AML/CFT (Professional Level) modular exemption. Please refer to "[ECF-AML/CFT](#)" for details.
  3. For exemption only. Holders of the Professional Certificate for ECF-Treasury Management (Core Level) offered by LiPACE of HKMU are eligible to apply for ECF-Treasury Management (Core Level) modular exemption.
  4. For exemption only. Holders of the Advanced Certificate for ECF-AML/CFT or respective grandfathered certificate are eligible to apply for ECF-AML/CFT (Core Level) modular exemption. Please refer to "[ECF-AML/CFT](#)" for details.
  5. For exemption only. Holders of the Advanced Certificate for ECF-Cybersecurity offered by HKIB are eligible to apply for ECF-Cybersecurity (Core Level) modular exemption. Please refer to "[ECF-Cybersecurity](#)" for details.
  6. For exemption only. Holders of the Professional Certificate for ECF-CRM or respective grandfathered certificate are eligible to apply for ECF-CRM (Core Level) modular exemption. Please refer to "[ECF-CRM](#)" for details.
  7. For exemption only. Holders of the respective Postgraduate Certificate for ECF-CRM are eligible to apply for ECF-CRM (Professional Level) – Advanced Commercial Lending (M4) and/or ECF-CRM (Professional Level) Advanced Credit Risk Management and Regulatory Requirements (M5) module exemption. Holders of the respective grandfathered certificate of ECF-CRM are eligible to apply for ECF-CRM (Professional Level) – Advanced Commercial Lending (M4) and/or ECF-CRM (Professional Level) Advanced Credit Risk Management and Regulatory Requirements (M5) module exemption after passing the written assessment developed by the HKIB. Please refer to "[ECF-CRM](#)" for details.
  8. Holders of Qualification Certificate of Banking Professional (QCBP) who have passed the QCBP exam are eligible to apply for QCBP modular exemption.
  9. For exemption only. Holders of the Professional Certificate for ECF-ORM or respective grandfathered certificate are eligible to apply for ECF-ORM (Professional Level) modular exemption. Please refer to "[ECF-ORM](#)" for details.
  10. For exemption only. Holders of the Advanced Certificate for ECF-ORM or respective grandfathered certificate are eligible to apply for ECF-ORM (Core Level) modular exemption. Please refer to "[ECF-ORM](#)" for details.
  11. For exemption only. Holders of the Professional Certificate for ECF-Fintech or respective grandfathered certificate are eligible to apply for ECF-Fintech (Core Level) modular exemption. Please refer to "[ECF-Fintech](#)" for details.
  12. For exemption only. Holders of the Professional Certificate for ECF-Compliance or respective grandfathered certificate are eligible to apply for ECF-Compliance (Professional Level) modular exemption. Please refer to "[ECF-Compliance](#)" for details.
  13. For exemption only. Holders of the Advanced Certificate for ECF-Compliance or respective grandfathered certificate are eligible to apply for ECF-Compliance (Core Level) modular exemption. Please refer to "[ECF-Compliance](#)" for details.
  14. For exemption only. Holders of the Postgraduate Certificate for ECF-Fintech or respective grandfathered certificate are eligible to apply for ECF-Fintech (Professional Level) modular exemption. Please refer to "[ECF- Fintech](#)" for details.
  15. For exemption only. Holders of the Professional Certificate for ECF-GSF or respective grandfathered certificate are eligible to apply for ECF-GSF (Professional Level) modular exemption. Please refer to "[ECF-GSF](#)" for details.
  16. For exemption only. Holders of the Advanced Certificate for ECF-GSF or respective grandfathered certificate are eligible to apply for ECF-GSF (Core Level) modular exemption. Please refer to "[ECF-GSF](#)" for details.
- \* For CB, the Professional Qualification of CB is recognised under the QF at Level 6. (QR Registration No.: 20/000543/L6, Validity period: 1/8/2020 – 31/7/2030)