

## GOV8

Ensure the organisation's structure, resource allocation and remuneration systems align with its strategy



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### Overview

This standard is about the Governing Body's responsibility and accountability for achieving strategic objectives, ensuring that systems are in place and that they align with the organisation's strategy. It is about negotiation and influencing, setting goals and making sound judgements and decisions.

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### **Performance criteria**

*You must be able to:*

- P1 Determine and agree a structure for the organisation to meet the needs of its strategy
- P2 Ensure the application of clear lines of responsibility and accountability throughout the organisation
- P3 Agree the allocation of resources to ensure the organisation has the capability to achieve its strategic objectives
- P4 Ensure remuneration and incentives are aligned to strategy
- P5 Put systems in place to monitor and evaluate the structure and oversee the implementation of improvements

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### Knowledge and understanding

*You need to know and understand:*

- K1 The range of potential organisational structures to meet requirements
- K2 The differences between responsibility and accountability and the techniques for setting clear lines of responsibility and accountability throughout the organisation
- K3 Resource management systems
- K4 Monitor evaluate, remunerate and improve systems

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### Links to other NOS

Company Secretary NOS  
CS1, CS5

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**Developed by** CfA Business Skills @ Work

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**Originating organisation** CfA Business Skills @ Work

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**Original URN** GOV8

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**Relevant occupations**

- 1000 Managers and Senior Officials
- 1112 Directors and chief executives of major organisations,
- 1114 Senior officials of special interest organisations
- 1131 Finance Managers and Chartered Secretaries
- 1135 Personnel, training and industrial relations managers
- 2000 Professional Occupations
- 2421 Chartered and certified accountants
- 2422 Management accountants
- 4000 Administrative and Secretarial Occupations
- 4214 Company Secretaries

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**Suite** Governance

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**Key words** Organisational strategy, organisational structure requirements, resource allocation, management systems, strategic objectives, evaluating the structure, improving systems, monitoring systems, improving systems