

EQUIVALENCY STANDARDS

FOR

REGISTRANTS REGISTERED BY

RIBO

"ACTING UNDER SUPERVISION"

(RIB ACT, REGULATIONS & BY-LAWS)

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**PREFACE TO
EQUIVALENCY STANDARDS FOR REGISTRANTS
REGISTERED BY RIBO TO "ACTING UNDER SUPERVISION"**

These equivalency standards for registrants restricted to "Acting Under Supervision" have been adapted to conform to the provincially harmonized National Broker Skills Profile for general insurance brokers. They have been approved by RIBO Council for the "Acting Under Supervision" restriction on registration.

They are based on the Basic Skills levels and describe in detail the skills which are required to pass the RIBO Equivalency examination on the RIB Act, Regulations and By-laws. The depth of knowledge to be possessed of each skill is shown. The Committee has revised the level of knowledge required for certain skills.

Three levels of knowledge have been defined ranging from Level 1 (the most basic) to Level 3 (the most comprehensive). The required level of knowledge assigned is a measure of its importance to the basic skills which insurance brokers registered "under supervision" are required to possess. The complete knowledge level descriptions and the comprehensive descriptions are shown in the Preface.

It is hoped that this document will be a useful guide for educators to follow in designing courses and seminars for potential candidates for this examination. It should also help applicants who choose self-study in preparation for the test.

SKILLS PROFILE FOR GENERAL INSURANCE BROKERS

DEFINITIONS

SKILLS LEVELS

BASIC SKILLS:

When we say that a broker needs a basic skill level in a particular area of expertise, we are saying that the broker needs to have **Knowledge and Comprehension** of that particular area.

Definition of Knowledge: The broker recalls or recognizes information, ideas and principles in the approximate form in which they were learned.

Definition of Comprehension: The broker translates, comprehends, or interprets (explains or summarizes) information based on prior learning.

INTERMEDIATE SKILLS:

When we say that a broker needs an intermediate skill level in a particular area of expertise, we are saying that the broker needs to be able to **Apply and Analyze** the knowledge and comprehension of that particular area.

Definition of Apply: The broker selects, transfers and uses data and principles to complete a problem or task with a minimum of direction.

Definition of Analyze: The broker distinguishes, classifies and relates the assumptions, hypotheses, evidence, or structure of a statement or question.

ADVANCED SKILLS:

When we say that a broker needs an advanced skill level in a particular area of expertise, we are saying that the broker needs to be able to **Synthesize and Evaluate** the knowledge and comprehension of that particular area.

Definition of Synthesize: The broker originates, integrates and combines ideas into a product, plan or proposal that is new to him or her.

Definition of Evaluate: The broker appraises, assesses or critiques on a basis of specific standards or criteria.

Skill #1: Technical Skills

Outline: Develop and maintain related insurance, technical and personal competence. Complete appropriate studies, including courses and seminars, to attain and maintain insurance, technical and personal standards established for RIBO registration and Continuing Education requirements.

Description:

The broker is required to demonstrate skills and knowledge required for registration under supervision and Intermediate Level awareness of RIBO Continuing Education requirements.

The broker must understand the ongoing responsibility to maintain the competence to perform efficiently as an insurance broker under supervision.

The broker must have Intermediate Level knowledge and understanding of the content of all RIBO Bulletins.

Skill #2: Ethics & Professionalism

Outline: Develop and maintain highest standards of personal professional conduct at all times. Comply with the RIB Act, Regulations and By-laws, as well as insurance legislation, regulations and directives which govern daily work activity.

Description:

The broker must have Advanced Level awareness and understanding of the ethics of the vocation. This entails strict adherence to the RIBO Code of Conduct (Ontario Regulation 991, Sections 14 & 15) and in particular, observance of the stipulations regarding confidentiality of client information.

The broker must have Intermediate Level knowledge of RIBO Continuing Education requirements and comply with them. He/she should be aware of the resources offered by various industry trade associations (see Skill #4 – Industry Knowledge) in planning for personal career development.

The broker must demonstrate Intermediate Level knowledge of all sections of the RIB Act and Regulations, **excluding** Regulation 989 and Sections 16, 17, 19, 20 and 21 of Regulation 991. The broker must demonstrate Basic Level knowledge of Sections 16, 17, 19, 20, and 21 of Regulation 991, all sections of Regulation 989 and of RIBO By-laws. In addition, the broker must have Intermediate Level knowledge and understanding of the relevant sections of legislation which govern the day-to-day activity of brokers. These include the Insurance Act, and all revisions affecting automobile insurance, other relevant statutes and directives from the Financial Services Commission of Ontario (FSCO).

Finally, the broker must have Basic Level awareness and understanding of exposures to Errors and Omissions.

Skill #3: Industry Knowledge

Outline: Understand the role of insurance in society, the structure of the insurance industry in Ontario and its various components. Be aware of market trends and certain allied concepts.

Description

The broker must possess Basic Level knowledge of the role of Brokers/Agents, Insurers, Underwriters and Adjusters. The broker must also have Basic Level understanding of the role of RIBO, other regulatory bodies and of industry associations.

The broker must possess Intermediate Level knowledge of RIBO requirements for licensing and various levels of license. He/she must also have Advanced Level knowledge of and compliance with the obligations of fiduciary responsibility.

Skill #4: Office Skills

Outline: Develop and maintain skills to perform all job functions to work efficiently in the office of an insurance broker.

Description:

The broker must acquire personal skills to deal with others sensitively and to be a “team player” at an Advanced Level. This includes the readiness to listen to others, use of the telephone and verbal communication skills. Intermediate Level skill is required in written communication and literacy. An ability for analysis, prioritization and time management is also needed at an Intermediate Level. The broker must also possess Intermediate Level organizational skills.

Finally, the broker must possess Basic Level skill in non-verbal communication, automation, mathematics, negotiating and filing. He/she must also be aware of own limitations.

APPENDIX A

SOFT SKILLS

The skills identified in this report have all been tangible skills that can be studied and tested through the usual examination process. It is important, however, to include "soft" skills which are essential to all independent insurance brokers/agents.

The following skills are required by all levels of licensing at an Advanced Skill Level:

- ◆ self-confidence
- ◆ self-sufficient
- ◆ self-motivated
- ◆ self-directed
- ◆ self-discipline
- ◆ demonstrates:
 - leadership capabilities
 - initiatives
 - eagerness to learn
 - flexibility
 - reliability
 - honesty
 - integrity
 - empathy
 - caring
 - compassion
 - trustworthiness
 - respect for authority
 - respect for confidentiality
 - positive & optimistic personality
 - awareness of office dynamics
 - awareness of external influences
- ◆ ability to:
 - team play
 - focus
 - multi-task
 - interpret
 - assess
 - make decisions
 - delegate