Marking guide for Role Simulation Examination March 2022

The Role Simulation exam aims to examine knowledge, skills and behaviours in roughly equal proportions. This is reflected in the marking process where the available marks for each requirement are identified as Knowledge marks (K), Skills marks (S) and Behaviour marks (B).

A set of answers is issued to markers, giving an overview of the K, S and B points that can attract marks for each requirement. The model answers are extensive and contain all the points that could have been made; candidates are not expected to produce such full answers in the exam.

Broadly speaking, the K marks are for demonstration of appropriate and accurate knowledge and understanding from the Learning Materials for the five Certificate syllabuses assessed by the Role Simulation. This knowledge can be explicit or implied (eg where the answer is developed using recognised terminology, not just common sense).

Specifically, the K marks are for knowledge related to:

- Technical
- Business awareness
- Ethics and standards
- Regulation and compliance
- Systems and processes

The S marks are for the following skills:

- Analysis
- Communication
- Leadership
- Planning and prioritisation
- Producing quality and accurate information
- Team working and collaboration
- Using systems and processes

The B marks are for the following behaviours:

- Adaptability
- Adding value
- Ethics and integrity
- Proactivity
- Professional scepticism

For example, if the requirement was to 'analyse the industry using Porter's Five Forces model' then K marks would be available for knowing the meaning of the key headings and the terminology for items commonly seen under these headings, and both S and B marks would be available for applying this knowledge to the scenario and using the information in the scenario to explain how the force works.

For written requirements where the candidate may make many equally valid points using different aspects of knowledge, skills and behaviour, more marks were identified for explanations in the mark scheme than were available in the maximum mark awarded. In these requirements, once the maximum awarded mark was achieved by a candidate, no further marks were given.

The pass mark is 70% across the paper. There is no requirement to score at least 70% in each of the K/S/B pools of marks, nor to score at least 70% in each of the two tasks.

March 2022 marking grid

	Marks identified in marks scheme				Maximum full marks	Syllabus
	K	S	В	Total		
Task 1						
1.1a	3	4	0	7	7	ACC
1.1b	0	2	0	2	2	ACC
1.1c	1	2	1	4	2	ACC
1.1d	1	0	0	1	1	ACC
1.2a	0	1	0	1	1	ACC
1.2b	3	2	0	5	5	ACC
1.2c	1	10	0	11	10	ACC
1.2d	4	0	0	4	2	ACC
1.3a	0	9	0	9	3	ASS
1.3b	6	12	0	18	9	ASS
1.3c	5	4	3	12	8	ASS
1.4	4	3	6	13	8	ASS
	28	49	10	87	58	
Task 2						
2.1a	0	5	0	5	5	MI
2.1b	0	5	5	10	4	MI
2.1c	4	4	0	8	6	BTF
2.2a	0	5	0	5	5	MI
2.2b	0	2	0	2	2	MI
2.2c	4	4	0	8	4	MI
2.3a	8	3	9	20	6	LAW
2.3b	2	0	0	2	2	LAW
2.3c	0	4	4	8	4	BTF
2.3d	0	5	5	10	4	BTF
	18	37	23	78	42	
Total	49	86	30	165	100	

The marking information set out below is that used to mark the requirements in the December 2021 exam. Markers were encouraged to use discretion and generally to give the benefit of the doubt where it was evident what the candidate was trying to explain even though the explanation could have been expressed more clearly. No partial marks were awarded but the 'own figure' (OF) rule in calculations was applied.

Task 1.1

Examiner's comments

Overall performance on this sub-task was very good, especially parts (a) and (b) and candidates were more comfortable with the calculations than the explanations in (c).

Task 1.1 (a)						Marks	Nature
Item	Quantity	Cost per box	NRV per box	Valuation per box	Valuation total		
	boxes	£	£	£	£		
Candied fruit Icing	425	190	231	190	80,750		
flowers Chocolate	100	90	70	70	7,000		
sprinkles	250	77	37	37	9,250		
Total	-				97,000		
3 x 1 for calculating NRV 3 x 1 for selecting correct option of cost or NRV						S-Analysis K- Regulation	
1 for valuatio	n based on lo	ower of cost a	and NRV				and compliance S-Analysis
Examiner's	comments						
This requirement was very well answered with almost all candidates presenting completely correct answers and scoring full marks.							
Total possible						7 7	3K, 4S

Task 1.1 (b)			Marks	Nature	
Icing flowers Chocolate sprinkles Total increase in Cost Of Sales	(100 x (90 – 70)) = (250 x (77 – 37)) =	2,000 10,000 12,000	1	S-Analysis S-Analysis	
Examiner's comments					
Almost all candidates correctly calculated the change in cost of sales as equal to the change in measurement of inventory. Some candidates incorrectly described this as a decrease in cost of sales.					
Total possible marks Maximum full marks	·		2 2	2S	

Task 1.1 (c)	Marks	Nature
In accordance with IAS 2 Inventories, when a business has many different inventory items on hand, as is the case with Panifica, the comparison of cost and NRV should be carried out for each item or each line of inventory (where a line of inventory consists of identical or interchangeable items).	1	K- Regulation and compliance
Panifica knows that the amount recoverable from icing flowers and chocolate sprinkles is less than cost, and so should remeasure those inventory items accordingly, even though for inventory in total cost is lower than net realisable value.	1	S-Quality and accurate information
Otherwise inventory would be overstated and the loss that will be made on sales of those items would be hidden by the profits made on other items (including candied fruit).	1	S-Quality and accurate information
Separate measurement of the different inventory lines thus improves the quality of the information in the financial statements.	1	B- Proactivity
Examiner's comments		

Many candidates correctly explained that inventory is measured at cost or net realisable value on a line by line basis so that losses on one line of inventory are not hidden and made the point that this improves the overall quality of information available to users of financial statements. Weaker answers included less clear explanations and repeated the requirement to measure inventory at cost or net realisable value on the line by line basis without explaining why.

Total possible marks Maximum full marks	4 2	1K, 2S, 1B
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Task 1.1 (d)	Marks	Nature			
A, D	1	K-Technical			
Examiner's comments Many candidates answered correctly; the most common error was to exclude import taxes and duties already paid by Pacifica.					
Total possible marks Maximum full marks	1	1K			

Task 1.2

Examiner's comments

Performance on the different requirements within this sub task varied. Requirement (c) was, in general, well answered which shows that candidates are capable of preparing financial statements. However, answers to requirements (a) and (d) were poor.

Task 1.2 (a)	Marks	Nature		
£110,300 + £34,200 + £9,000 + £9,500 = £163,000	1	S-Analysis		
Examiner's comments Although this objective test question was similar to an example in the study text many candidates answered incorrectly. The most common mistake was to exclude employer's national insurance and pension contributions from total cost.				
Total possible marks Maximum full marks	1 1	18		

Task 1.2 (b)			Marks	Nature
Insurance policy				
Dr Prepayments (156,000 x 5/12)	65,000			
Cr Administrative expenses		65,000		
1 for Dr / Cr 1 for amount			1 1	K-Technical S-Analysis
Consulting work				
Dr Administrative expenses (125-95)	30,000			
Cr Accruals / Payables		30,000		
or:				
Dr Administrative expenses (125-95)	30,000			
Dr Accruals	95,000			
Cr Payables		125,000		
1 for Dr / Cr 1 for amount			1 1	K-Technical S-Analysis
Award marks for adjusting accruals / payables by the correct amount ie Dr Expense Cr Liability or for reversing the accrual and recognising £125,000 within payables.				
Interest expense				
Dr Finance expense	38,000			
Cr Accruals		38,000		
1 for Dr / Cr			1	K-Technical

Performance on this requirement was variable. Some candidates answered completely correctly, obtaining full marks. However many candidates struggled to identify the journal entries needed even for simple adjustments like recognising prepayments. The weakest answers did not even balance debits and credits.

Total possible marks

Maximum full marks

5

5

13K, 2S

Task 1.2 (c)		Marks	Nature
Panifica plc: Statement of profit or loss for the year ended 31 Ja			
	£ 000		
Revenue	78,502,800		
Cost of sales (54,707,100 + 12,000 (Task 1.1 (b))	(54,719,100)	1	S-Analysis
Gross profit	23,783,700		
Administrative expenses	(40.557.000)	4	C. Amalysis
(10,592,200 – 65,000 (b) + 30,000 (b))	(10,557,200)	1	S-Analysis S-Analysis
Distribution costs (8,346,200 + 163,000 (a))	(8,509,200)	1	S-Analysis
Profit from operations	4,717,300	·	7
Finance costs (426,000 + 38,000 (b))	(464,000)	1	S-Analysis
Profit before tax	4,253,300		
Income tax (824,000 + 14,000)	838,000	1	S-Quality ar accurate information
		1	S-Analysis
Profit for the period	3,415,300		
Give credit for OF from previous calculations			
Revenue and COS b/f		1	S-Quality and accurate
Administrative expenses and Distribution costs b/f		1	information S-Quality and accurate
Finance expense b/f		1	information S-Quality and accurate
Title, headings and layout		1	information K- Regulation and compliance
Examiner's comments			

Most candidates produced answers that were mainly or completely correct, showing that they had the key skill of preparing financial statements. Marks were awarded if candidates used their own, incorrect, figures from previous requirements in adjustments to the statement of profit or loss. The best answers included clear workings so that it was obvious what calculations have been done and in those cases it was possible to give full credit for using incorrect figures. Candidates should note that incorrect answers with no supporting workings cannot be awarded marks.

Total possible marks	11	1K,10S
Maximum full marks	10	

Task 1.2 (d)	Marks	Nature		
To understand the overall financial performance of the business ie the return				
produced on the investment made by shareholders.	1	K-Business awareness		
To assess the directors' stewardship of Panifica's assets.	1	K-Business		
·		awareness		
To predict future performance / profits.	1	K-Business		
To make economic decisions such as buying / holding / selling shares in the	1	awareness K-Business		
company		awareness		
Examiner's comments				
Answers to this requirement were varied. The best answers made explicit reference to the conceptual framework, as required by the question. Poorer quality answers made general points about using financial statements or conducting ratio analysis.				
Total possible marks	4	4K		
Maximum full marks	2	711		

Task 1.3

Examiner's comments

Performance on the different parts of this sub task was varied – parts (a) and (b), requiring technical knowledge and analysis were generally well answered; part (c) requiring explanations to David were on average lower quality.

Task 1.3 (a)	Marks	Nature
Check a sample of hours paid to original swipe card records.	1	S-Using systems
Check hourly rate of pay used to employee records.	1	and processes S-Using systems
Check existence of employees by checking a sample of payments to list of employees.	1	and processes S-Using
Recheck the brought forward figures from the previous payroll.	1	systems and processes
Cast a sample of lines in the payroll to ensure it is arithmetically accurate.	1	S-Using systems
Check the calculations of statutory deductions.	1	processes S-Using

Trace postings to ledgers eg by checking from journal sheet and confirm that the postings are correct.	1	systems and
	ļ	processes
Ensure that Mary's electronic signature appears on the pdf as evidence	1	S-Using
of authorisation.		systems
	ļ	and
Use analytical procedures involving comparison of eg average wage per	1	processes
employee, total payroll cost etc with budget and/or prior year and		S-Using
investigation of differences.		systems
		and
		processes
		S-Using
		systems
		and
		processes S-Using
		systems
	ļ	and
		processes
Mark first three points only.	ļ	p. 000000
Examiner's comments		
This requirement was generally well answered with candidates successfully identif	ying three pa	yroll audit
procedures. Many candidates scored full marks.		
Total passible marks	0	98
Total possible marks Maximum full marks	9	93
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Гask 1.3 (b)			Marks	Nature
Possible misstatement	Cause	Assertion		
Inventory that belongs to third parties being included in the financial	Third party goods (Alton's inventory) are not segregated.	rights and obligations / existence	1	S-Using systems and
statements.			1	processes
			1	S-Analysis K-Systems
Inventory which has been sold is included in the	In 2021 and 2022 sold goods were mistakenly	cut-off / existence	1	and processes
financial statements.	included in the inventory count.		1	S-Using systems
	Goods are moved during the count.		1	and processes S-Analysis
Inventory which has already been received is not included in the	In 2021 goods delivered were not included in inventory.	completeness/ cut-off	1	K-Systems and processes
financial statements.			1	
			1	S-Using systems
Inventory being included in the financial statements at full value when it	Inventory damaged in both years, including during the 2022 count.	valuation	1	and processes S-Analysis K-Systems
damaged.			1	and
			1	processes

Inventory being included in the financial statements at full value when it is out of date / close to being out of date and planned to be sold in the factory shop at a price less than cost	Inventory close to its use by date is often sold via the factory shop at less than cost.	valuation	1 1 1	S-Using systems and processes S-Analysis K-Systems and processes	
Inventory being included in the financial statements at the wrong value, whether due to miscalculation of cost or the fact that cost has been used although net realisable value is lower than cost. Mark first three points only.	New products may have greater risk of incorrect cost.	valuation	1 1 1	S-Using systems and processes S-Analysis K-Systems and processes S-Using systems and processes S-Analysis K-Systems and processes S-Analysis K-Systems and processes	
Examiner's comments					
This requirement was also generally well answered with candidates successfully identifying possible misstatements and linking these to financial statement assertions. Many candidates scored full marks.					
Total possible marks Maximum full marks			18 9	6K, 12S	

Task 1.3 (c)	Marks	Nature
The purpose of Saskia attending the inventory count		
Reisen needs to be satisfied that the correct amount of inventory is shown in the financial statements.	1	K- Regulation and compliance
Reisen might normally be expected to rely on the controls that Panifica has in operation over its inventory count.	1	K-Systems and processes
However, at last year's count there were several problems (improper storage, some of Alton's inventory was not segregated, materials delivered but not included in the count and the count starting before inventory movements had been complete).	1	S-Analysis
Saskia also observed the same problem of inventory being moved during the count this year.	1	S-Analysis
Partly because of these problems, Reisen has assessed that inventory is a high risk area.	1	S-Planning and prioritisation

Attending the inventory count is therefore a way of testing existence, cut-off etc	1	B- Adaptability
The purpose of Saskia carrying out sample counts		
Carrying out sample counts allows Reisen to conclude whether the count was conducted properly.	1	K-Systems and processes
Specifically, Saskia was checking to see that the count instructions were being followed.	1	B- Adaptability
For example that procedures for obsolete and damaged inventory were being followed, and that third party inventory was properly separated and identified.	1	B- Adaptability
Why Saskia is following up individual items sampled at the inventory count		
Saskia is following up items sampled at the inventory count to ensure that they are included in the final inventory sheets and the financial statements,	1	K-Systems and processes
and to ensure that the third party inventory is not included in the final inventory sheets and the financial statements.	1	K-Systems and processes
Communication / Quality of explanations to David	1	S- Communic ation
Eyaminer's comments		

Performance on this part of this sub task was more varied with lower quality answers making general or irrelevant points about auditing inventory with no reference to the scenario. Better answers included relevant specific explanations to David and explained the causal relationship between Saskia attending the inventory counts and carrying out sample counts with previous problems such as movement of inventory during the inventory counts and lack of segregation of third-party inventory. This required integrating the advance information with the information and the requirements in the examination.

Total possible marks	12	5K,4S, 3B
Maximum full marks	8	

Task 1.4	Marks	Nature
EMAIL: From: Assistant Accountant To: Eleanor Friedman Dear Eleanor,	1	S- Communic ation
I have set out below a summary of the implications for the auditor's independence of the questions you asked me:		
<u>Purchases</u>		

If the auditor were accepting gifts and hospitality, then this could create a self-interest threat.	1	K-Ethical standards
Even though Aimee purchases Panifica goods regularly, this is done on a normal commercial basis, from a third party.	1	S-Analysis
The audit team members are not obtaining gifts or hospitality from Panifica because discounted products in the factory shop are made available to the general public on similar terms.	1	S-Analysis
And the likely number and value of the transactions between the audit team members and Panifica means that they are not substantial.	1	B-Adding value
Therefore there is no significant benefit to any of the audit team.	1	B-Ethics and
And so there is no self-interest threat. Max: 4	1	integrity B-Ethics and integrity
Wax. 4		integrity
Recruitment services		
Reisen should not provide recruitment services to Panifica,	1	K-Ethical standards
Because doing so would likely create a familiarity threat,	1	B-Ethics and
And a management threat if expected to make decisions,	1	integrity B-Ethics and
And is specifically prohibited by the FRC Ethical Standard.	1	integrity K-Ethical
This includes advising on the appointment of a director or employee, or advising on a remuneration package.	1	standards K-Ethical standards
Although Reisen may be able to give a ballpark salary level within the context of informal advice.	1	B-Adding value
Max: 4		

Overall answers to this requirement were reasonable. There were several relevant points that could be made. Higher scoring answers were the ones that gave clear explanations of whether and why accepting invitations from Dan and providing recruitment services were a threat to the auditor's independence.

A number of candidates said that the invitations from Dan were a self-interest threat. However these invitations are almost certainly not a threat to the auditor's independence since the auditors are getting no benefit that is not available to any member of the public – the requirements to have an invitation to use the shop being a formality and the value of the discount being very low. Candidates' judgement and ability to apply their technical knowledge is being tested here: because there are no significant benefits to any of the audit team it is likely that there is no self-interest threat.

Candidates generally answered the second point, about recruitment services, better with almost all candidates correctly identifying that Reisen could not undertake this work.

Total possible marks Maximum full marks	13 8	4K,3S,6B
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Task 2.1

Examiner's comments

Performance on part (a) of this task was consistently good, with more variation on part (b) and some very poor answers to (c).

Task 2.1 (a)						Marks	Nature
Month Invoice amount Cash payment - Feb - Mar - Apr x 98% - May x 98% Updated invoice amount Payments of Feb and Apr invoice payment (of May invoice payment) Payment of Apr invoice payment (of Payment)	Mar invoice: calc) (calc)	, ,	,	May £ 87,500 93,200 88,200 181,400	June £ 88,500 85,750	1 1 1 1	S-Analysis S-Quality and accurate information S-Analysis S-Analysis S-Quality and
Examiner's comment	ts						accurate information
Most candidates answered this requirement correctly, although standards of presentation were very variable and in some cases it was not always clear how calculations had been done. The most common mistake was in relation to timing: payments of February and March invoices are made two months in arrears (as before); payments of April and May invoices are made one month in arrears, not in the same month that the invoice is issued.							
Total possible marks						5	5S

Task 2.1 (b)	Marks	Nature
Advantages Trade credit is generally an easy and convenient source of short-term finance since it is informal.	1	S-Using systems and processes
It is usually flexible: on a short-term basis Panifica may simply take a longer credit period from its suppliers without asking or telling them.	1	B- Adaptability
Trade credit is likely to be free or cheap, many suppliers will not charge extra for credit, especially if its normal in the industry.	1	S-Using systems and processes

Maximum full marks

5

Therefore it will be cheaper than alternative sources of finance such as bank loans or overdrafts.	1	B-Adding value
It can be used on a very short-term basis to overcome unexpected cash flow problems	1	S-Using systems and processes
<u>Disadvantages</u>		
However, if Panifica consistently exceeds agreed credit periods suppliers may give lower priority to the buyer's future orders,	1	S-Using systems and processes
This may cause disruption of activities, especially as Panifica relies on a single supplier for some of its purchases.	1	B-Adding value
Suppliers may cover the cost of credit in other ways, such as offering less favourable prices, or attempting to raise prices when Panifica renegotiates contracts (it does so regularly) to compensate for the probability of having to offer extended credit periods.	1	B- Profession al scepticism
Suppliers may charge interest, or taking extended credit periods may deprive Panifica of savings available by taking settlement discounts or cash discounts.	1	S-Using systems and processes
Panifica has already been offered a significant settlement discount by one supplier (Shole Ltd).	1	B-Adding value
Mark first two advantages and disadvantages only.		

Answers to this requirement were varied. The best answers gave clear explanations of the advantages and disadvantages of trade credit as a short-term source of finance for Panifica and integrated points from the scenario in their answer – for example the cost to Panifica of taking longer credit periods when a supplier is offering settlement discounts. Weaker answers tended to talk in much more general terms about trade credit and sources of finance.

Total possible marks	10	5S,5B
Maximum full marks	4	

Task 2.1 (c)	Marks	Nature
The project could be classified as meeting the environmental objective of pollution prevention and control.	1	S-Analysis
Since using the electric vehicles will eliminate the particle emissions caused by burning diesel fuel and so local pollution will be significantly reduced.	1	S-Analysis
The project could be classified as meeting the environmental objective of natural resource conservation.	1	S-Analysis
Since using the electric vehicles will consume fewer fossil fuels.	1	S-Analysis
Give credit for reasonable alternative suggestions using:		

pollution prevention and control.		
Max 4		
Further actions needed to comply with the Green Bond Principles:		
 Use of Proceeds: it should be stated in the legal documentation for bond that the proceeds will be used for projects that should provide clear environmental benefits. 	1	K-Technical
 Process for Project Evaluation and Selection: there should be defined processes in place to determine which projects are eligible. 	1	K-Technical
 Management of proceeds: the proceeds of the issue of the bonds should be kept in a separate account or tracked by the issuer. 	1	K-Technical
 Reporting: issuer should make and keep readily available information on the use of the proceeds. 	1	K-Technical

Max 2

Examiner's comments

Answers to this requirement were very varied in quality. The best answers scored full marks by identifying and explaining the most relevant objectives in the Green Bond Principles issued by the International Capital Markets Association: pollution prevention and control and natural resource conservation. Some answers did not mention the objectives and discussed only the actions needed (e.g. use of proceeds, reporting).

Total possible marks	8	4K,4S
Maximum full marks	6	

Task 2.2

Examiner's comments

Answers to this sub task showed that most candidates could correctly complete the calculations in (a) but answers to part (c) which required explanations of the benefits of marginal costing were less consistent.

Task 2.2 (a)		Marks	Nature
	per pack £		
Full cost plus Cost of flour Variable repackaging costs Fixed overhead costs (2.10 x 30%) Mark up (4.48 x 25%) Selling price	2.10 1.75 <u>0.63</u> 4.48 <u>1.12</u> 5.60		
Marginal cost plus Cost of flour Variable repackaging costs Marginal cost Markup (3.85 x 40%) Selling price	2.10 <u>1.75</u> 3.85 <u>1.54</u> 5.39		
Updated costs from exam paper Fixed overhead costs included / excluded Fixed overhead costs calculation Markup and selling price calculation (full cost plus) Markup and selling price calculation (marginal cost plus)		1 1 1 1	S-Analysis S-Analysis S-Analysis S-Analysis

Most candidates scored full marks on this requirement, presenting completely correct calculations, using updated costs from the examination paper and demonstrating that the key difference between full cost and marginal cost is the inclusion of fixed overhead costs in full cost.

Total passible marks	E	EC
Total possible marks	o o	5S
Maximum full marks	5	

Task 2.2 (b)		Marks	Nature	
Total sales volume (15,000 + 25,000 + 30,000) units x 90% Contribution per unit £ Total contribution £	63,000 1.54 97,020	1 1 (OF)	S-Analysis S-Analysis	
Examiner's comments Many candidates answered this requirement correctly. Several candidates used the original sales volumes from the advance information rather than incorporating the new information about sales in the exam paper. Marks were awarded if candidates used an incorrect contribution per unit from part (a).				
Total possible marks Maximum full marks		2 2	28	

Task 2.2 (c)	Marks	Nature
Marginal cost plus pricing avoids the need to apportion fixed costs, thus avoiding using arbitrary and unrealistic methods of apportionment that might result inaccurate cost estimates. (The fixed overhead absorption rate used does not really reflect cost behaviour.)	1	K-Technical S-Analysis
Fixed costs will be the same regardless of the volume of output because they relate to a period of time. It is therefore more sensible to recognise those costs in full rather during the period in which they are incurred (rather than on a per unit basis).	1	K-Technical S-Analysis
Marginal costs are more relevant for short-term decision-making because using marginal costs highlights the effect on profit of decisions made. Therefore pricing based on marginal cost plus will be a better reflection of cost behaviour as the cost of purchasing and selling additional units is the variable cost to produce an extra unit.	1	K-Technical S-Analysis
Selling Belobio products is a short-term trial for Panifica so short-term decision-making is appropriate. Although if Panifica sells Belobio products long-term then the price may need to be increased.	1	K-Technical S-Analysis
Max 2 marks per point if fully explained.		
Examiner's comments		

Answers to this requirement were very variable. Better answers included clear explanations of why marginal cost-plus pricing was suitable for the trial of Belobio flour. Some answers did not score full marks as they identified advantages of marginal cost-plus pricing but did not explain them, and no marks were awarded for simply repeating the point that marginal cost plus pricing is quicker and simpler to calculate.

Total possible marks	8	4K,4S
Maximum full marks	4	

Task 2.3

Examiner's comments

Overall this was the worst attempted sub-task. Performance across the four requirements, covering different syllabus areas, was variable, with some surprisingly over-simplistic answers to the challenge in part (a), although generally better answers to the technology-related requirements.

Task 2.3 (a)	Marks	Nature
How Holly should manage any conflict of interest		
Holly can formally disclose her work for Entrico to the board of directors (she has already told Jo).	1	S-Team working and collaboratio n
Holly can ask the directors of Panifica to authorise her continued independent work for Entrico. (Authorisation by the directors means that the duty to avoid conflict of interest is not infringed.)	1	K- Regulation and
If Holly has an interest in a proposed transaction or arrangement eg between Panifica and Entrico then she should declare that interest at a board meeting, by notice in writing or by a general notice (ie Holly would state that she has an interest in Entrico and is therefore to be regarded as interested in any transaction or arrangement with Entrico).	1	compliance K- Regulation and compliance
Holly would also need to ensure that she respected commercial confidentiality for both Panifica and Entrico.	1	B-Ethics and
It is unlikely that there would be a conflict of interest.	1	Integrity B-
Because		Proactivity
Entrico is not obviously in competition with Panifica.	1	S-Analysis
Holly is providing services to Entrico but is not a shareholder in Entrico.	1	S-Analysis
The sales made by Panifica to Entrico are relatively unimportant to Panifica (£115,000 of sales to Entrico vs total revenue of over £78m.)	1	B- Adaptability
Max 4		
<u>Duties of directors</u>		
To act within powers (s.171)	1	K- Regulation and
Holly can only act in accordance with the company's constitution and exercise powers for the purpose for which they were conferred, so she could not use her powers as a director outside the company eg in her own business.	1	compliance B- Adaptability
To promote the success of the company (s172):	1	K- Regulation and compliance

As a director of Panifica, Holly would have a duty to promote the success of the company. This means that she must act in the way that she considers likely to promote the success of the company for the benefit of its members as a whole.	1	B- Adaptability
To exercise independent judgement (s.173)	1	K- Regulation and compliance
Holy must use her judgement independently of any other position that she holds.	1	B- Adaptability
To exercise reasonable care, skill and diligence (s.174)	1	K- Regulation and
Holly will be expected to demonstrate the care, skill and diligence that would be exercised by a reasonably diligent person in a position of director and because of her experience as an IT professional she will be expected to show a higher level of expertise and standard of care in this area.	1	compliance B- Adaptability
Not to accept benefits from third parties (s.176):	1	K- Regulation and compliance
This means that Holly would not be able to accept a benefit from a third party by reason of her either being a director or doing, or not doing, anything as director, for example accepting additional remuneration from Entrico because of her position in Panifica.	1	B- Adaptability
To declare interest in proposed transaction or arrangement (s.177)	1	K- Regulation and
Holly would be obliged to declare an interest in, for example, transactions between Panifica and Entrico if she stood to benefit personally from such transactions as a supplier to Entrico.	1	compliance B- Adaptability
Any two of the above are acceptable, mark first two only, max 4		

This requirement was quite poorly attempted by a significant number of candidates. The best answers included clear explanations of how Holly could manage or avoid any conflict of interest and concluded that it was unlikely there would be a conflict of interest. But many answers tended to take an overly simplistic approach, identify a conflict of interest, and conclude that Holly could not take on the role. The requirement to explain two other duties of directors was better answered.

Total possible marks Maximum full marks	20 6	8K,3S,9B

Task 2.3 (b)	Marks	Nature
A True B False	1	K- Regulation and compliance K- Regulation and compliance

Examiner's comments		
Most candidates correctly answered this objective test question which tested knowledge of law.		
Total possible marks Maximum full marks	2 2	2K

Task 2.3 (c)	Marks	Nature
As the software is cloud-based, computers are required to be connected to the internet to run the software.	1	S-Analysis
So as more devices are connected to the internet for longer, so they are more exposed to risk.	1	B- Adaptability
If wi-fi / other network connections become unavailable users will not be able to access systems or data.	1	S-Analysis
This will, potentially, cause operational and/or security problems for Panifica if eg systems or data are unavailable to process the payroll or make payments.	1	B- Adaptability
Panifica is also more reliant on the software provider's security.	1	S-Analysis
Even though a software provider, as an IT company, would be expected to have good security and backup procedures in place as an integral part its offering to customers, Panifica would still be reliant on a third party and so would have less control.	1	B- Adaptability
Staff may use more than one device, including personal mobile devices, to access cloud-based software.	1	S-Analysis
This would increase the exposure to cyber-risk. (This risk could be mitigated to an extent by introducing technical limitations on what devices are trusted.)	1	B- Adaptability
Max 2 marks per point if fully explained.		

The best answers included clear explanations of how Panifica's exposure to cyber risk had increased as a result of using cloud-based payroll software. Weaker answers identified disadvantages of cloud-based software without explaining them or relating them to Panifica's situation or tended to talk about cyber risk generally without explaining the impact of the move to cloud-based software..

Total possible marks	8	4S,4B
Maximum full marks	4	

Task 2.3 (d)		Marks	Nature
Controls available to Panifica	Technical protections		
Use a firewall to secure its internet connection	Boundary firewalls and internet gateways – software that intercepts network traffic in and out of a system	1+1	S-Using systems and processes B-
Choose the most secure settings for its devices and software	Secure configuration – ensuring the system is set up with cyber security as a priority	1+1	Proactivity S-Using systems and
		1+1	processes

Control who has access to data and services	Access control – physical and network procedures to restrict access to a system	1+1	B- Proactivity S-Using systems
Protect itself from viruses and other malware	Malware protection – software that prevents and removes unwanted programs from a system such as anti-virus software	1+1	and processes B- Proactivity
Keep devices and software up to date	Patch management – ensuring the latest updates to software are installed		S-Using systems and processes B-Proactivity S-Using systems and processes B-Proactivity
Examiner's comments			
This requirement was generally well answered.			
Total possible marks Maximum full marks		10 4	5S,5B