



Simplified Accountability Under SEAR

Navigating Ireland's Senior Executive Accountability
Regime with confidence and audit-readiness

Central Bank of Ireland | Individual Accountability Framework Act 2023

Ireland's Senior Executive Accountability Regime (SEAR), introduced under the Central Bank (Individual Accountability Framework) Act 2023, places clear, enforceable obligations on in-scope firms and their most senior individuals. Firms must define Prescribed Responsibilities, maintain Statements of Responsibilities (SORs) and Management Responsibilities Maps (MRMs), and demonstrate ongoing fitness and propriety of PCF and CF holders to the Central Bank of Ireland. Ruleguard is purpose-built to make every element of this straightforward.

SEAR Industry Challenges

Firms across Ireland's regulated financial services sector face significant operational and cultural challenges in meeting SEAR obligations. The five key pressure points are:



Navigating SEAR Obligations

Firms must implement the Individual Accountability Framework, map Prescribed Responsibilities and satisfy CBI requirements all while managing business as usual across the organisation.



Complexity of MRMs & SORs

Accurately defining responsibilities across PCF holders, capturing matrix reporting structures and multi-entity groups, is highly time-consuming without purpose-built tooling.



Ongoing Fitness & Propriety

Continuous F&P assessments extending beyond initial appointment demand significant resource, structured evidence collection, and clear audit trails for CBI inspection.



Record-Keeping & Reporting

SEAR requires thorough, current records for each PCF and CF holder responsibilities, training, assessments and conduct history placing a substantial administrative load on compliance teams.



Embedding Individual Accountability

Driving genuine personal accountability and a culture of transparency throughout the organisation is a significant shift, especially for internationally headquartered or group firms.



Multi-Jurisdiction Complexity

Firms subject to SM&CR (UK), IAC (Singapore) or FAR (Australia) alongside SEAR need a single platform that handles all regimes without duplicating effort or creating inconsistent records.

SEAR SCOPE — WHO IS IN SCOPE?

SEAR applies to: credit institutions, insurance undertakings (life and non-life), investment firms, and certain investment managers regulated by the Central Bank of Ireland. The SEAR Individual Accountability Framework requires these firms to implement Conduct Standards, Prescribed Responsibilities mapping, certification and ongoing F&P obligations.

Why Ruleguard for SEAR?

Ruleguard's Accountability Regime solution centralises every aspect of your SEAR programme MRMs, SORs, fitness and propriety workflows, conduct breach recording and certification tracking in a single, auditable platform. Built to satisfy the Central Bank of Ireland's expectations, it turns a complex ongoing obligation into a structured, manageable process.

Platform Features



MRM & SOR Builder

Create and maintain your Management Responsibilities Map and individual Statements of Responsibilities. Capture matrix reporting across multiple entities and jurisdictions with version control and a full audit history.



Fitness & Propriety Workflows

Automate F&P assessments for PCF and CF holders. Structured questionnaires, evidence upload, approval routing and a complete audit trail always ready for CBI inspection.



PCF Role Identification

Track all Pre-Approval Controlled Function holders, their Prescribed Responsibilities, and any changes over time minimising the risk of gaps, overlaps, or unassigned responsibilities.



Conduct Breach Recording

Log, investigate and remediate individual conduct breaches within the platform. Maintain a structured record that supports CBI reporting and internal governance requirements.



HR & Workday Integration

Connect with Workday and other HR systems to automatically sync employee data, roles, reporting lines and changes keeping SEAR records current without manual effort.



Certification & Training Tracking

Manage certification and CPD requirements for CF holders with automated reminders, completion evidence capture and dashboards for senior management oversight.



Org Chart & Reporting Lines

Visualise your full organisational structure including dual reporting lines within Ruleguard to support accurate MRM creation and regulatory submissions to the CBI.



Board & Stakeholder Reporting

Generate clear, structured accountability reports for your Board, Audit Committee and senior management enabling confident assurance at every governance level.



Multi-Regime Support

For firms also subject to UK SM&CR, Singapore IAC or Australia FAR, Ruleguard manages all regimes in one platform eliminating duplicated effort across jurisdictions.

Transform how your firm manages SEAR compliance

[Book a discovery call →](#)

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Ruleguard's Accountability Regime solution is purpose-built for Ireland's SEAR framework. Centralise MRMs, SORs, F&P assessments and conduct breach recording in a single, auditable platform and assure your Board and the Central Bank of Ireland with confidence.

See how Ruleguard's intuitive platform simplifies the complexity of compliance, enabling you to assure your Board and Stakeholders in an effortless way.

