

**SKILLS FRAMEWORK FOR RETAIL  
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

<b>TSC Category</b>	Finance					
<b>TSC</b>	Financial Analysis					
<b>TSC Description</b>	Determine financial implications, conduct and review financial analyses for business units					
<b>TSC Proficiency Description</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
			<b>RET-FIN-3001-1.1</b>	<b>RET-FIN-4001-1.1</b>	<b>RET-FIN-5001-1.1</b>	<b>RET-FIN-6001-1.1</b>
			Perform financial analysis calculations, conduct cost-benefit analysis and present findings for further evaluation	Assess financial ratios, cost-benefits analysis and derive implication for business units. Analyse financial implications and report findings	Review financial statements and ratios determine financial implications and review cost-benefit analysis	Endorse financial statements and lead execution of financial analysis
<b>Knowledge</b>			<ul style="list-style-type: none"> <li>Processes within financial analysis frameworks</li> <li>Methods to calculate and interpret financial ratios</li> <li>Components of each financial ratio</li> <li>Scope of financial analysis</li> </ul>	<ul style="list-style-type: none"> <li>Scope of financial analysis</li> <li>Methods to evaluate performance using financial ratio analysis</li> <li>Ways to review financial analysis results and their potential impact on business strategies</li> <li>Methods to review short and long-term financial performance to recommend continuous improvements</li> </ul>	<ul style="list-style-type: none"> <li>Scope of financial analysis</li> <li>Finance, accounting and economic definitions</li> <li>Types of financial analysis methodologies</li> <li>Methods of calculating financial ratios</li> <li>Evaluation criteria and implication of financial analysis results impacting organisational strategies and budgeting processes</li> </ul>	<ul style="list-style-type: none"> <li>Objectives of relevant finance and accounting principles relating to analysis and interpretation of financial reports</li> <li>Finance, accounting and economic terminologies</li> <li>Practices for endorsing financial analysis policies and procedures in accordance with relevant reporting requirements</li> <li>Methods and techniques of analysing financial data and its impact on organisational strategies</li> </ul>
<b>Abilities</b>			<ul style="list-style-type: none"> <li>Perform financial calculations</li> <li>Perform cost-benefit analysis to evaluate the financial impact of business decisions</li> <li>Check financial analysis information for accuracy and completeness</li> </ul>	<ul style="list-style-type: none"> <li>Analyse short and long-term financial implications for the business units to facilitate management decision-making</li> <li>Assess financial analysis to evaluate the financial impact of business decisions</li> <li>Present financial analysis to management</li> </ul>	<ul style="list-style-type: none"> <li>Evaluate financial statements to maximise returns on financial resources</li> <li>Oversee execution of financial analysis activities</li> <li>Review financial analysis ratios to measure profitability, viability and resource utilisation</li> </ul>	<ul style="list-style-type: none"> <li>Evaluate financial and economic information to achieve organisational objectives and maximise returns on financial resources</li> <li>Interpret results based on reported financial statements including balance sheets, income statements and cash flow statement ratios</li> <li>Draw inferences from financial results and their impact on business strategies</li> </ul>