Banks Board Bureau

Half-Yearly Report

Banks Board Bureau
April-September 2020

Overview

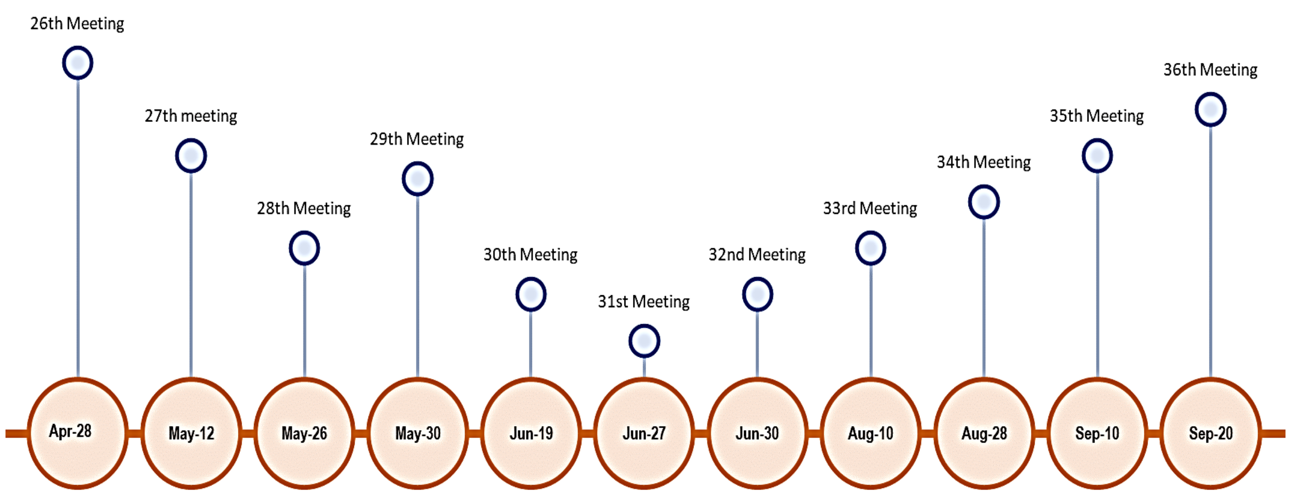
The financial year of 2020-21 started with global pandemic that required immediate adaptation of systems, processes and manpower to ensure that the Bureau could continue to function as efficiently as earlier. Business Continuity Plan was triggered and all employees were advised to work from home. Accordingly, the staff of the Bureau Secretariat made arrangements for adequate IT infrastructure and adherence to 'quick deployment' protocols developed by the Secretariat regarding work from home, including daily/weekly departmental meetings over the CISCO WebEx Online Meeting platform. User licenses were acquired after extensive discussions and trials with Tata Communications, the official product & services partner for CISCO WebEx. The Bureau also prepared and implemented protocols and other documentation to support the online mode for meetings and interactions. The Secretariat also acquired capabilities to e-sign documents.

The Bureau was able to continue its thematic studies on PSBs uninterrupted with meticulous adoption of Work from Home protocol.

A key development in the period was that the Appointments Committee of the Cabinet approved the extension of the term of the Chairman and Expert members of the Bureau (for PSBs and FIs) for a period of two years beyond April 11, 2020. For Insurance Companies the term of Shri G N Bajpai and Shri Mathew Verghese was extended by one year and Shri N M Govardhan was appointed as a Board member of BBB.

The Leadership Development Program continued as per schedule as the lectures and Live Project reviews were done online. The valediction of Batch 1 was also done online with all Program participants, IBA, IIM Bangalore and the Bureau members interacting virtually. The initiation of its Second Batch was also conducted online and this time the batch includes officers from EXIM Bank as well.

The Bureau met on 11 occasions during April to September 2020 for deliberating on various agenda items related to PSBs, PSICs and FIs including on three occasions through circulation.



On the administrative front, the Audit of the Bureau was completed. during the period. The Bureau also created and activated its twitter handle (@BanksBoardBuro) and also awarded the work for design, development and hosting of its website to M/s Kwebmaker, after due tendering process.

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Chronology of the meetings, the recommendation for appointments and key events / activities is given below.

Some Key recommendations made during the period

28-4-2020 26th meeting
- Recommendation for extention of MD & CEO Union Bank of India

12-5-2020 27th meeting
- Recommendation for extention of MD EXIM Bank
- Recommendation for MD & CEO of India Post Payment Bank after interactions with 12 candidates

26-05-2020 28th meeting
- Recommendaton of CMD, OICL after interaction with 5 candidates from various public sector insurance companies.

30-5-2020 29th meeting
- Recommendation for MD in SBI and two posts of MD & CEO in Central Bank of India and Indian Overseas Bank – 19 candidates for SBI MD and 18 candidates for the two MDCEO posts

10-8-2020 33rd Meeting
- Recommendation for nine positions of General Managers & Directors in 5 Public Sector Insurance General Companies after intearctions with 22 candidates from various public sector general insurance companies

28-8-2020 34th meeting
- Recommendation for Chairman, State Bank of India; Extension of Executive Directors of PSBs; Review of eligible candidates for the position of ED in PSBs; Review of the Leadership Development Program; introduction to the proposed Directors Development Programme Framework

20-9-2020 36th meeting
- Recommendation for EDs in PSBs after Interactions with 28 candidates

Chronology of other Important Activities and events are as follows

Date	Events
18-03-2020	BCP triggered in context of Covid-19 pandemic – all employees advised to work from home. Arrangements for adequate IT infrastructure and adherence to 'quick deployment' protocols developed by the Secretariat regarding work from home, including daily/weekly departmental meetings over the CISCO WebEx Online Meeting platform. The platform was adopted after extensive discussions and trials with TataComm, the official product & services partner for CISCO WebEx.
27-03-2020	Competency assessment framework was recalibrated pursuant to feedback from the members of the Bureau
31-03-2020	Shri N S Vishwanathan, ex-DG of RBI and Ex Officio member of the Board retires and Shri M K Jain, DG of RBI joins as Board member of the Bureau
07-04-2020	Appointments Committee of the Cabinet approved extension of the term of the part-time Chairman/members of BBB for a period of two years beyond 11.4.2020
08-04-2020	Testing of CISCO WebEx platform for Online Meetings commenced
21-04-2020	Final Review of the Live Projects module of the LDP Batch 1, via VC conducted by IIM Bengaluru
27-04-2020	Contract with Korn Ferry suitably drawn up to include assessments of candidates for FIs and the PSICs, on the same conditions as those for the

	SLA for PSBs
28-04-2020	The Guide, Protocol and Non-Disclosure terms for the Online Meetings on CISCO WebEx platform finalised.
30-04-2020	Comprehensive feedback obtained on LDP Batch 1 participants from their peers, subordinates and super-ordinates.
30-04-2020	Adoption of new protocol for funding of expenses of the Bureau, based on the Revised ACC Guidelines. Hereafter, SBI, IRDAI and NABARD shall serve as nodal agencies for reimbursements and pre-funding.
13-05-2020	Appointment Committee of the Cabinet approved extension of the term of Shri G N Bajpai and Shri Mathew Verghese by one year as member of the Bureau for PSICs
18-05-2020	Alternative channels for documents delivery during lockdown adopted.
04-06-2020	RFP for updation and re-design of the Website of the Bureau issued via web notice
05-06-2020	e-Signing capabilities acquired by the Bureau Secretariat
08-06-2020	Audit of Bureau's accounts by M/s SCA Associates commences
03-07-2020	Feedback via online confidential survey by the participants of LDP Batch 1 commenced. This input forms a part of the process of assessment of the design and delivery of the LDP.
08-07-2020	Audit of the Bureau's accounts completed
14-07-2020	Final Project Report submitted by Knowledge Partner on LDP Batch 1. All modules (as per SLA with Knowledge Partner) of the LDP completed for FY 2019-20.
15-07-2020	Procurement and operationalization of enterprise-wide CISCO WebEx license (A-FLEX - Collaboration Flex Plan).
18-07-2020	Valediction of batch 1 of LDP through VC. Valedictory address by Chairman of the Bureau; co-attendants – CE, IBA; Director IIM (B) and MD & CEOs of select banks
18-07-2020	Ms Kwebmaker awarded the work of re-design, development and hosting of Bureau' website
03-08-2020	Shri N M Govardhan appointed as an expert member on the Board for PSICs
18-08-2020	Schedule of Programme for Batch 2 of LDP released;
08-09-2020	IIM B, Knowledge Partner and the Bureau firm up the design for the Batch 2 based on the feedback of Batch 1 participants and guidance from Bureau members.
11-09-2020	Inauguration of the LDP batch 2 in Online Meeting mode; Inaugural address by Chairman of the Bureau; co-attendants – CE, IBA; Director IIM (B) and MD & CEOs of select banks; a presentation on overview of the banking industry by Secretary, BBB
18-09-2020	First Project Report by Knowledge Partner on LDP Batch 2.Modules 1-4 of the SLA with Knowledge Partner completed for FY 2020-21 (viz. Programme Design review; finalisation of participants based on diagnostics and other criteria, preparation of IDPs of the identified participants and handholding IIM B for these modules)

Inauguration of Batch 2 of the
Leadership Development Program on September 11, 2020

Banks Board Bureau Leadership Development Program

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