Half-Yearly Report

Banks Board Bureau
October-March 2021

Overview

The financial year of 2020-21 started with constraints of global pandemic that required immediate adaptation of systems, processes and manpower to ensure that the Bureau could function efficiently as hitherto. The Bureau conducted online interactions with candidates for various vacancies over the CISCO WebEx Online Meeting platform in accordance with the protocols agreed upon 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.

Some of the developments are in the following paragraphs.

The Bureau met on eight occasions during October 2020 to March 2021 for deliberating on various agendas related to PSBs, PSICs and FIs including one occasion through circulation. Recommendations were made in these meetings for positions of MD SBI, CMD & DMD SIDBI, MD LIC, CMD Oriental Insurance and MD &CEO IFCI Ltd.

The Board devoted one meeting exclusively to reviews its functions vis-à-vis the mandate of the Board. The Board felt that since boards of PSBs and All India FIs comprise members from varied backgrounds, there is a need for orienting them towards public sector and have a system to support them with periodic updation throughout their tenure. It was therefore decided to approach the Indian Bank Association with a proposal to introduce a program for directors on the boards of PSBs. After due consultations with various PSBs and the IBA, an RFP has been floated for a Directors Development Program for board members of nationalised banks (PSBs) and Financial Institutions (FIs) in Public sector.

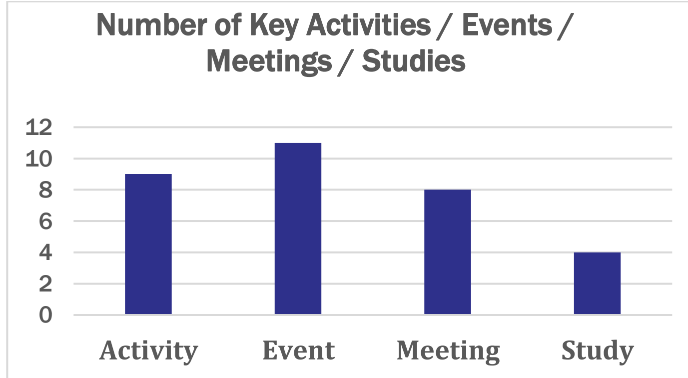
Another important matter discussed in the meeting related to the mandate regarding maintaining a database on performance of the officers of PSBs. The Board felt that the database design should enable the PSBs to leverage it for their own HR analytics and eventually incorporate some of its key features into their own systems. Accordingly, the Bureau completed a study for developing a Senior Banker Information System for the Senior Management of Public Sector Banks. This System would source information related to the senior officers (Scale VI and above) regarding their personal particulars, educations & training, postings & placements, promotions, vigilance and discipline, litigations etc. The database shall also assist the Bureau in assessment of personages for the Board level vacancies; as well as a one-stop window for such data for all administrative and HR related functions, both for the Bureau and the PSBs.

The Leadership Development Program continues as per schedule albeit online. Two Live Project reviews for the Second batch were also done online. The process of identification of candidates for the third batch of the program commenced on schedule.

Shri M Rajeshwar Rao, Deputy Governor, RBI was appointed as the ex-officio Board member for Public Sector Banks and Financial Institutions in Public Sector.

On the administrative front, (i) the half yearly Audit of the Bureau was completed during the period. (ii) The first Annual Report of the Bureau for FY 2019-20 was published and circulated. (iii) A new website of the Bureau developed by M/s Kwebmaker that went live during the period. (iv) The Bureau also entered into an agreement with

MSTC for e-tendering of the various RFPs floated by the Bureau. (v) On account of administrative changes, Shri Rishabh Garg was designated as the new CPIO of the Banks Board Bureau. Chronology of the meetings, the recommendation for appointments and key events / activities is given ahead.



Meetings of the Bureau

The Bureau held 8 meetings during the half year, of which one was through circulation and remaining in person via Video Conferencing. All meetings had participation from the entire Board. Where the Board made recommendations for appointments, the same were published on the Twitter handle within minutes of approval and on the website, within an hour.

Oct 05, 2020	Oct 28, 2020	Dec 5, 2020	Dec 12, 2020	Jan 4, 2021	Jan 15, 2021	Mar 27, 2021	Mar 12, 2021
37th Meeting	38th Meeting	39th Meeting	40th Meeting	41st Meeting	42nd Meeting	43rd Meeting	44th Meeting

Some Key recommendations made during the period

5-10-2020 **37th meeting**

- Recommendation for 2 positions of MD in SBI after interaction with 16 candidates

28-10-2020 **38th meeting**

- Recommendation for the position of MD in LIC after interactions with 5 candidates

5-12-2020 **39th meeting**

- Recommendaton for the position of CMD, SIDBI after interaction with 20 candidates.
- Recommendation for the position of MD& CEO in IFCI Ltd. after interaction with 5 candidates

12-12-2020 **40th meeting**

- Recommendation for the position of DMD in SIDBI after intercation with 14 candidates

4-1-2021 **41st Meeting**

- Recommendation for the position of CMD in Oriental Insurance Company Ltd. after intearctions with 5 candidates from various public sector general insurance companies

Chronology of other Important Activities and events are as follows

Date	Events
05-10-2020	*Bureau recommends candidates for the position of MD of SBI in its 37th meeting*
05-10-2020	*Proposal for a Directors Development Program for board members of nationalized banks (PSBs) and Financial Institutions (FIs) in Public sector approved by the Board in its 37th meeting*
28-10-2020	*Bureau recommends candidates for the position of MD of LIC in its 38th meeting*
11-11-2020	*Shri M Rajeshwar Rao, DG of RBI joins as Board member of the Bureau*
19-11-2020	*First Review of the Live Projects module of the Batch 2 of Leadership Development Program completed, via VC conducted by IIM Bengaluru*
20-11-2020	*IBA approved the proposal for Directors Development Program and set up the Steering Committee comprising of MD & CEOs of select PSBs for the same.*
04-12-2020	*Bureau recommends candidates for positions of CMD of SIDBI and MD & CEO of IFCI Ltd.*
04-12-2020	*The redesigned website of Banks Board Bureau goes live. The website is hosted on Cloud with integrated MySQL database, Sucuri security and firewall and has a fully functional content management system.*
11-12-2020	*Feedback obtained on LDP Batch 2 from the participants.*
06-01-2021	*The first meeting of the Steering Committee of the IBA for Directors Development Program takes place*
12-01-2021	*Bureau signs contract with MSTC for the e-tendering*
15-01-2021	*Proposal to develop the Senior Banker Information System for the Senior Officers of all the PSBs approved by the Board of the Banks Board Bureau*
15-01-2021	*Annual Report approved by the Board of Banks Board Bureau*
28-01-2021	*Software Requirements Specification (SRS) document on Senior Banker Information System (SBIS) circulated amongst all the PSBs for their comments.*
12-02-2021	*Second Review of the Live Projects module of the LDP Batch 2, via VC conducted by IIM Bengaluru*
22-02-2021	*The second meeting of the Steering Committee of the IBA for Directors Development Program takes place*
03-03-2021	*Half-yearly audit of Bureau's accounts by M/s SCA Associates completed*
04-03-2021	*Request for Proposal (RFP) for the Directors Development Program approved by the Steering Committee of the IBA*
19-03-2021	*RFP for Directors Development Program floated in e-tendering mode on MSTC portal*
26-03-2021	*IBA approves the proposal to develop the Senior Banker Information System for all the PSBs.*
30-03-2021	*Pre-bid meeting for the RFP for Directors Development Program takes place.*
30-03-2021	*State Bank of India agrees in-principal to develop the Senior Banker Information System.*
31-03-2021	*Candidates shortlisted for LDP Batch 3.*
31-03-2021	*Contract of Knowledge Partner viz M/s Egon Zehnder Pvt. Ltd. With IBA and the contract of IIM, Bangalore with the PSBs extended till the completion of the third batch of the Leadership Development Program*

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

LEADERSHIP DEVELOPMENT PROGRAM Banks Board Bureau

भारतीय प्रबंध संस्थान बेंगलूर
INDIAN INSTITUTE OF MANAGEMENT BANGALORE

Indian Banks' Association