BANKS BOARD BUREAU

Half-Yearly Report April-September 2021

Overview

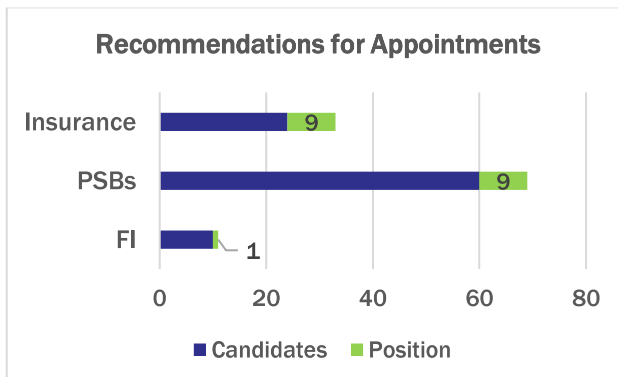
During the period from April to September 2021, the Bureau not only adapted its process to the meet the constraints posed by the global pandemic that started in FY 2020-21 but was able to achieve a record number of activities and start new initiatives during the period.

The Bureau met on 10 occasions in the six-month period, a record in itself, to conducted online interactions with 94 candidates for various vacancies, over a Video Conferencing facility.

In terms of agenda in these meetings, several new initiatives (Directors Development Program, Project SAMEKAN) and proposals were approved, apart from recommending candidates for various positions. A brief on the meetings and new initiatives are in the following paragraphs.

Meetings

The Bureau met on ten occasions during April 2021 to September 2021 for deliberating on various agendas related to PSBs, PSICs and FIs. Recommendations were made in these meetings for positions of MD EXIM Bank, MD & CEO Indian Bank, CMD National Insurance Company Ltd, CMD United India Insurance Company Ltd, GM & Director in Public Sector Insurance Companies, MD & CEO Punjab National Bank and Executive Directors in PSBs.



Apart from the appointments, the Bureau also recommended extension of tenure of the MD & CEOs and Executive Directors in PSBs as well as that of Chairman, LIC.

All these meetings and interactions were done while maintaining strict pandemic related protocols without compromising on the standards and norms.

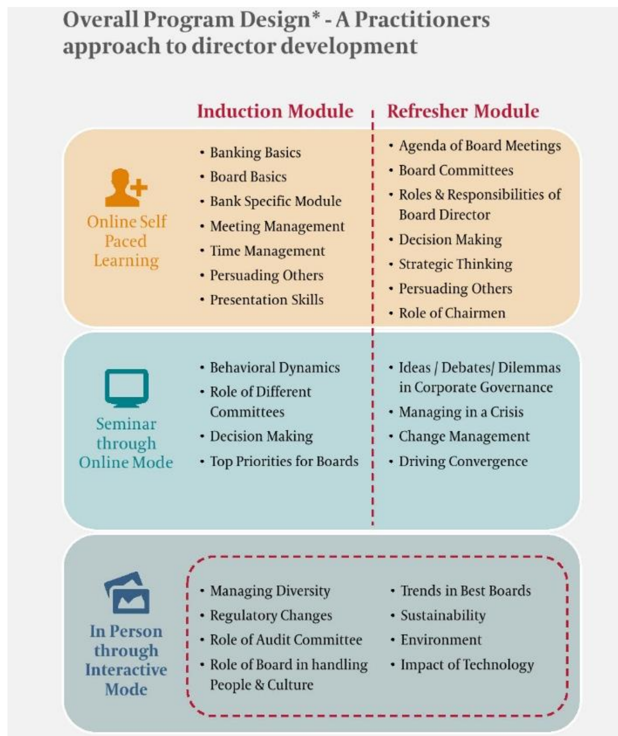
Strengthening Interaction processes

The interaction process has been further strengthened with introduction of new processes.

Some of the key new processes are on further verification background of the candidates, collation of a vigilance profile and adoption of a new model of comprehensive competency assessment of candidates.

Directors Development Program

The Banks Board Bureau 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. After due consultations with various PSBs and the IBA, an RFP was floated for a Directors Development Program for board members of nationalised banks (PSBs) and Financial Institutions (FIs) in public sector. The RFP was awarded to M/s Egon Zehnder Pvt. Ltd., who had partnered with Harvard Business Publishing – Corporate Learning (a wholly owned subsidiary of Harvard Business School) and the program is expected to commence in the second half of the current year.

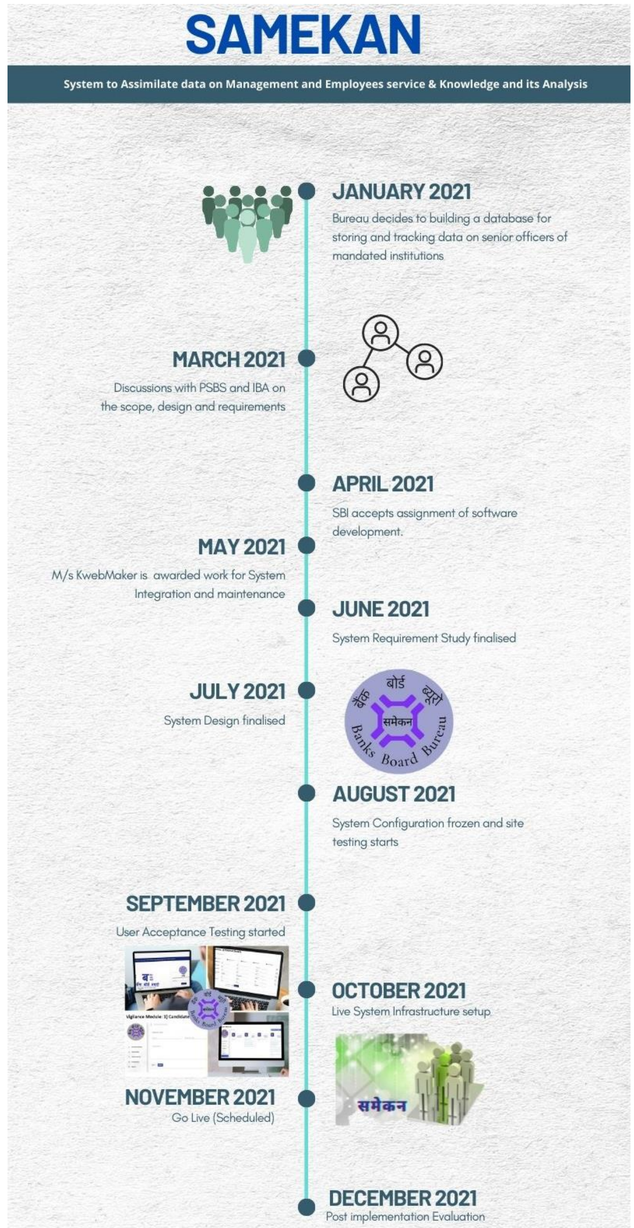


SAMEKAN

In accordance with the mandate of the Banks Board Bureau regarding maintaining a database on performance of the officers of PSBs and FIs, the Bureau felt that the database design should enable the PSBs and FIs 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 the 'SAMEKAN' System for the Senior Management of Public Sector Banks and Financial Institutions.

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.

State Bank of India is developing the 'SAMEKAN' software for the Bureau. The Bureau also floated an RFP for integration of the system and its maintenance and accordingly, the work order for the same was awarded to M/s KWebMaker. The system is expected to go live this year.



Other Administrative Developments

The Leadership Development Program continues as per schedule albeit online. Third Live Project review as well as valedictory for the Second batch were done online. The Third Batch was inaugurated, and the program is undergoing as per schedule.

Shri Ali R Rizvi, Secretary, Department of Public Enterprises was appointed as the ex-officio Bureau member for Public Sector Banks and Financial Institutions in Public Sector. The terms of Shri G.N. Bajpai and Shri Mathew Verghese, the expert Bureau Members for Public Sector Insurance Companies.

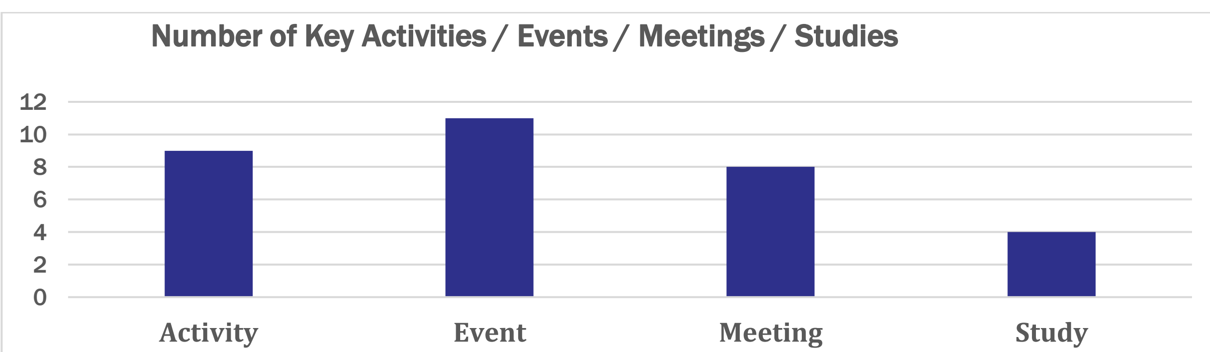
On the administrative front, the annual Audit of the Bureau for FY 2020-21 was completed during the period.

The Bureau submitted self-appraisal of the 'Transparency Audit of Disclosures under section 4 of the Right to Information by the Public Authority. For the purpose of disclosure under RTI Act, the Banks Board Bureau constituted a Consultancy Committee on Suo-Moto disclosure and also a committee to identify frequently sought information under RTI.

The Bureau commenced using an automated Document Management Workflow titled 'SARTHI'.

Meetings of the Bureau

The Bureau held 10 meetings during the half year, all of which in person via Video Conferencing. Where the Board made recommendations for appointments, the same were published on the Twitter handle and on the Bureau's website within minutes of approval. Chronology of the meetings, the recommendation for appointments and key events / activities is given ahead



May 1, 2021	45th Meeting
May 24, 2021	47th Meeting
May 11, 2021	48th Meeting
May 20, 2021	49th Meeting
Jun 1, 2021	46th Meeting
Jul 3, 2021	50th Meeting
Jul 8, 2021	51st Meeting
Jul 24, 2021	52nd Meeting
Aug 28, 2021	53rd Meeting
Sep 4, 2021	54th Meeting

Some Key recommendations made during the period

1-May-2021 45th meeting

- Recommendation for the position of MD in EXIM Bank after interaction with 10 candidates

7-May-2021 48th meeting

- Recommendation for 2 positions of MD in LIC after interactions with 6 candidates
- Recommendation for the positions of CMD in National Insurance Co. Ltd and United India Insurance Co. Ltd. after interactions with 8 candidates

11-May-2021 48th meeting

- Recommendaton for 5 positions of GM & Directors in PSICs after interaction with 10 candidates.

24-May-2021 47th meeting

- Recommendation for the position of MD & CEO in Indian Bank after intercation with 9 candidates.

3-Jul-2021 50th Meeting

- Recommendation for the position of Executive Directors in PSBs after intearctions with 40 candidates

4-Sep-2021 54th Meeting

- Recommendation for the position of MD & CEO in Punjab National Bank after interaction with 11 candidates

Chronology of other Important Activities and events are as follows

Date	Events
06-04-2021	Shri Ali R Rizvi, Secretary, Department of Public Enterprises joins as Board member of the Bureau
22-04-2021	Third Review of the Live Projects module of the Batch 2 of Leadership Development Program completed, via VC conducted by IIM Bengaluru
24-04-2021	Bureau floats an RFP for System Integration of hardware/software environment for SAMEKAN software and the Maintenance of the environment and the SAMEKAN Software
01-05-2021	Bureau recommends candidates for the position of MD of EXIM Bank in its 45th meeting
01-05-2021	Bureau starts the procedure of obtaining a self-declaration and a vigilance profile certified by the CVO of the candidate's institution
07-05-2021	Bureau recommends candidates for the position of MD of LIC in its 48th meeting
07-05-2021	Bureau recommends candidates for the position of CMD in National Insurance Company Ltd and United India Insurance Company Ltd in its 48th meeting
10-05-2021	The pre-qualification bids and the technical bids for the Directors Development Program opened in the MSTC portal
11-05-2021	Bureau recommends candidates for the position of GM & Directors in PSICs in its 48th meeting
17-05-2021	The audit of the accounts of the Bureau for FY 2020-21 completed
20-05-2021	Bureau recommends extension of the tenure of the Chairman of LIC in its 49th meeting
24-05-2021	Bureau recommends candidates for the position of MD & CEO of Indian Bank in its 47th meeting
27-05-2021	M/s KWebMaker is appointed as the firm for System Integration of hardware/software environment for SAMEKAN software and the Maintenance of the environment and the SAMEKAN Software
28-05-2021	Sh Ravi, General Manager, National Insurance Company Ltd filed a case in High Court of Delhi in which BBB is one of the respondents. In the case, the petitioner argued on the constitutional validity of the Bureau making the recommendations for the position of GM & Directors in PSICs
31-05-2020	The Bureau submitted self-appraisal of the 'Transparency Audit of Disclosures under section 4 of the Right to Information by the Public Authority'
01-06-2021	Bureau recommends extension of the tenure of MD & CEOs and Executive Directors in PSBs in its 46th meeting
15-06-2021	Bureau invites application for the position of MD & CEO in Punjab National Bank
03-07-2021	Bureau recommends candidates for the position of Executive Directors in PSBs in its 50th meeting
05-07-2021	The technical evaluation committee comprising of the Steering Committee of the IBA evaluated the technical scores of the eligible bidders for the Directors Development Program
06-07-2021	The financial proposals for the Directors Development Program were evaluated
08-07-2021	The Bureau in its 51st Meeting approved the proposal for Comprehensive Competency Assessment of Candidates (CCAC) prior to interactions with Bureau
08-07-2021	The Bureau in its 51st Meeting approved the proposal for collecting reference material to aid assessment of attributes of "Diversity of Experience" and "General and Economic Awareness" of candidates
10-07-2021	Valedictory Ceremony of the Second Batch of Leadership Development Program conducted via VC conducted by IIM Bengaluru
23-07-2021	Letter of Intent issued to M/s Egon Zehnder Pvt. Ltd for the Directors Development Program
26-07-2021	Bureau extends the last date for application for the position of MD & CEO in Punjab National Bank
09-08-2021	The Hon'ble High Court of Delhi reserved its judgement in the case filed by Sh. Ravi, in which BBB was one of the respondents.
16-08-2021	Inauguration of the Third Batch of Leadership Development Program conducted via VC conducted by IIM Bengaluru
18-08-2021	Bureau floats an RFP to appoint to appoint an Advisory Firm to assist the Banks Board Bureau for Comprehensive Competency Assessment of Candidates for Vacancies in mandated institutions
04-09-2021	Bureau recommends candidates for the position of MD & CEOs of PNB in its 54th meeting
13-09-2021	Bureau floats an RFP to appoint a Firm to carry out Background Verification of Candidates for Vacancies in mandated institutions
17-09-2021	Bureau invites application for the position of DMD in EXIM Bank
29-09-2021	User Acceptance Testing (UAT) of the SAMEKAN project commences

SAMEKAN (समेकन)

SAMEKAN - System to Assimilate data on Management and Employees service and Knowledge and its Analysis.

At a functional level, SAMEKAN has five major modules that will capture details like personal particulars, training, and education, posting and transfers, promotions, vigilance profile, assessments, standard reports, and benchmarks etc. The web application would use state-of-art encryption and authentication mechanism to ensure security of data. The database is expected to provide a comprehensive profile of all PSB senior officers at a single location, provide PSB level HR benchmarks e.g., average level of education at scale VI, average years of expertise in risk management in a PSB at a particular scale age of a scale VII officer in a PSB versus the remaining PSBs etc.