



HALF YEARLY REPORT

OCTOBER 2021 - MARCH 2022

Overview

The constraints of the global pandemic that started in FY 2020-21 continued in the financial year of 2021-22. The Bureau continued with such systems and processes to ensure that it could function efficiently as hitherto.

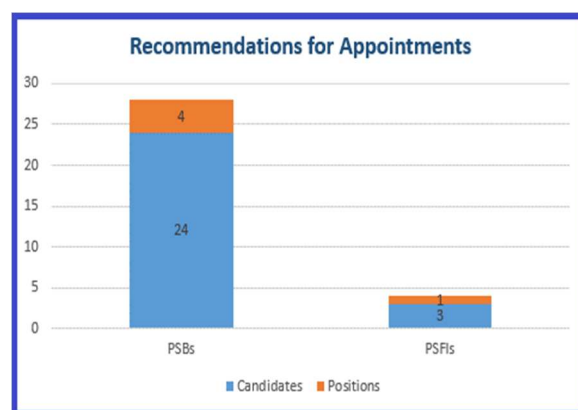
The Bureau met on 4 occasions in the six-month period, and conducted online interactions with 29 candidates for various vacancies over the CISCO WebEx Online Meeting platform in accordance with the protocols agreed upon to support the online mode for meetings and interactions.

Some of the key developments during the half year are in the following paragraphs.

Meetings

The Bureau met on four occasions during October 2021 to March 2022 for deliberating on various agendas related to PSBs and FIs. Recommendations were made in

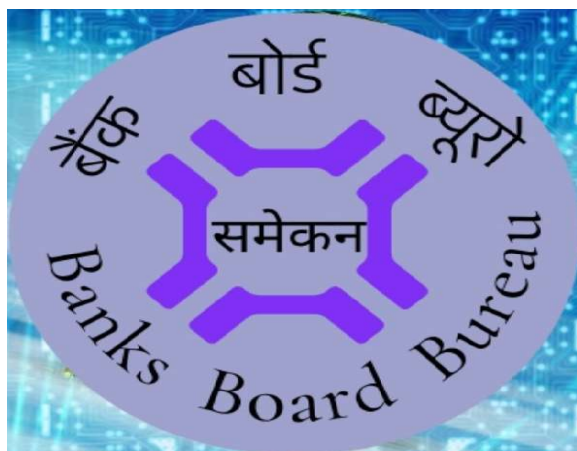
these meetings for positions of DMD EXIM Bank, MD & CEO Indian Overseas Bank, MD & CEO Punjab & Sind Bank, MD & CEO Union Bank of India and Managing Director in State Bank of India.



Apart from the appointments, the Bureau also made recommendations on re-appointment/ extension of tenure of Executive Directors as well as Non-Executive Chairman of PSBs.

To enhance the efficiency in the appointment procedure for the board level positions, the Bureau entered into a contract with an advisory firm to carry out Comprehensive Competency Assessment of Candidates.

SAMEKAN

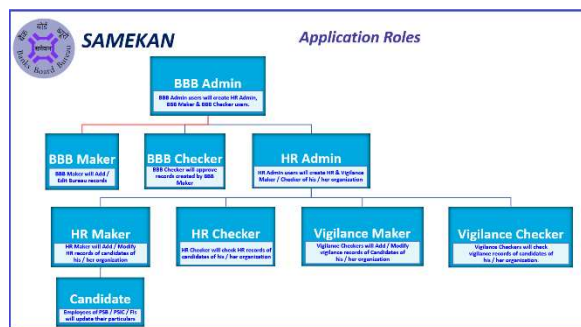


In accordance with the mandate of the Banks Board Bureau regarding building a data bank containing data relating to the performance of mandated institutions and its officers, Bureau has designed a Human Resource Database Management System named SAMEKAN (System to Assimilate data on Management and Employees service and Knowledge and its Analysis) and it's deployment was completed in live environment.

This system will strive to provide comprehensive profile of all senior officers of PSBs and financial institutions at a single location, provide benchmarks and analytical

reports on various human resource metrics like gender ratios, expertise in specific areas like credit, IT etc., average duration of postings, average age at a particular scale for their institution and of the PSB universe and serve as HR repository for talent mapping as well. While application system will also assist the Bureau in assessment of personages for the Board level vacancies, it will also function as a one-stop window for data included in the system for all administrative and HR related functions.

At a functional level, SAMEKAN has four major modules that will, inter-alia, capture details such as personal particulars, training, education, posting and transfers, promotions, vigilance profile and details related to the qualitative and quantitative parameters of the performance report. The cloud based web application would use state-of-the-art encryption to ensure security of data.



The development of SAMEKAN was undertaken by Global IT Centre (GITC) of the State Bank of India. Integration of the system and its maintenance was given to an IT firm after floating an RFP.

Directors Development Program

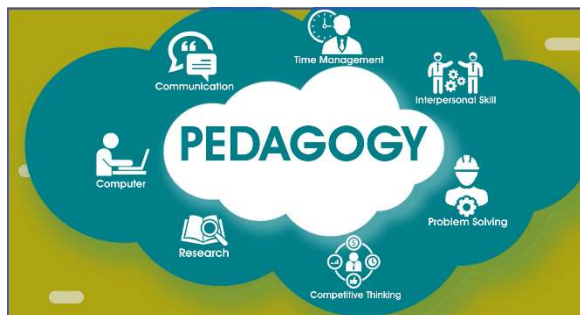


Another mandate of the Bureau, *inter alia*, is to advise the Central Government on evolving suitable training and development programs for banks. In this direction, the Banks Board Bureau and the Indian Banks Association have curated a Directors Development Program

(DDP) for the Directors of PSBs and FIs. M/s Egon Zehnder Pvt. Ltd. has been selected for this purpose by IBA Steering Committee after due e-tendering process. M/s Egon Zehnder Pvt. Ltd. is offering this program in partnership with Harvard Business Publishing (A wholly owned subsidiary of Harvard Business School).



The nine-month Program is designed for Directors of PSBs and financial institutions with the key objective of enhancing director effectiveness to increase their impact on the boards. Egon Zehnder and Harvard Business Publishing are combining their complementary skills and extensive expertise to create this program and guide Board Directors on their development journey.



The Bureau entered into tripartite agreements with M/s Egon Zehnder Pvt. Ltd. and 13 institutions, which included 11 Public Sector Banks and 2 Financial Institutions. A total of 62 directors have been nominated by these institutions for the first batch of the program.

The program was inaugurated by Shri Nandan Nilekani, Co-Founder and Chairman, Infosys and Founding Chairman, UIDAI at a virtual launch event on February 24, 2022. Other speakers in the inauguration included Shri Bhanu Pratap Sharma, Chairman, BBB, Shri Sunil Mehta, Chief Executive, IBA and Shri Sanjay Malhotra (Secretary, DFS and Member Banks Board Bureau). The first module of the program i.e. Online Self-paced learning has begun for the first batch of Directors.

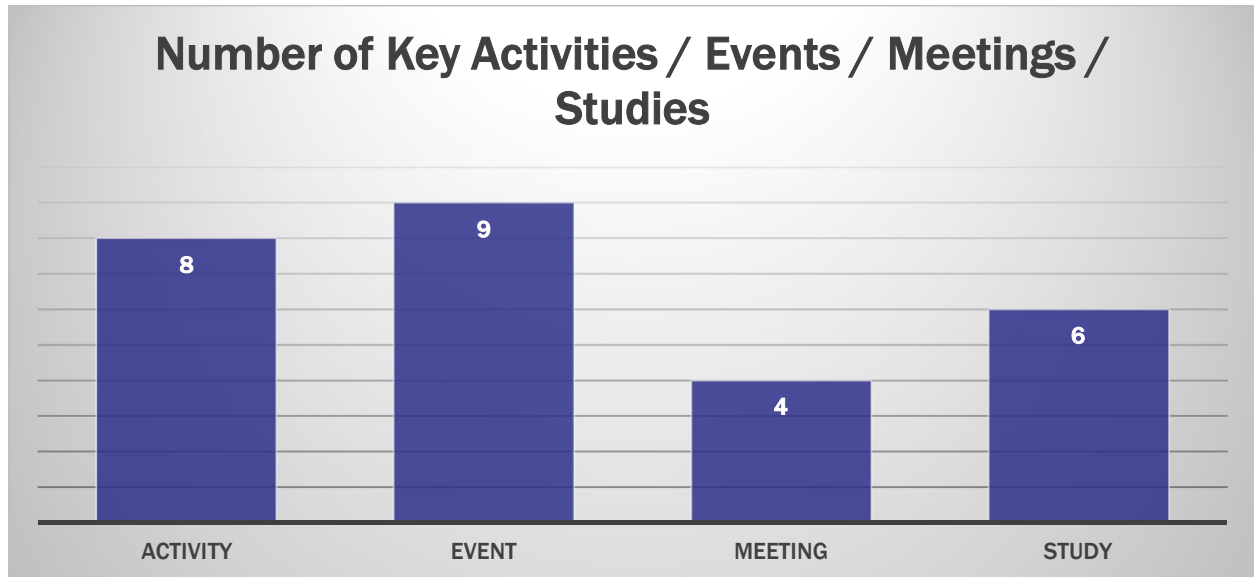
Other Administrative Developments

Shri Sanjay Malhotra, Secretary, Department of Financial Services was appointed as the ex-officio Bureau member. Shri Shishir Kumar Mishra was appointed as the new Secretary to the Banks Board Bureau.

The Third Batch of Leadership Development Program continues as per schedule. Two Live Project reviews were completed during the period.

On the administrative front, (i) the Half Yearly Audit of the Bureau for HY April – September 21 was completed during the period. (ii) The Bureau Published its Annual report for the year 2020-21 (iii) Bureau started publishing recruitment related notifications in LinkedIn, to reach out to more candidates.

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



Meetings of the Bureau

The Bureau held 4 meetings during the half year, three of which in person via Video Conferencing and one was through circulation. 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.



Some Key recommendations made during the period

10-January-2022 55th meeting

- Recommendation for the position of DMD in EXIM Bank after interaction with 3 candidates

16-March-2022 58th meeting

- Recommendation for 3 positions of MD & CEOs in small PSBs after interaction with 15 candidates
- Recommendation for the position of MD in State Bank of India after interaction with 21 candidates

Chronology of other Important Activities and events are as follows

Date	Events
04-10-2021	The Hon'ble High Court of Delhi passed a judgement in the case filed by Sh. Ravi, setting aside the recommendations made by the Bureau for the positions of GM & Directors in PSICs
18-10-2021	Bureau started entering into tripartite agreements by signing SLAs with Egon Zehnder and Banks/FIs for Directors Development Program
27-10-2021	Bureau entered into an agreement with M/s Deloitte Touche Tohmatsu India LLP. for carrying out Comprehensive Competency Assessment of Candidates
29-10-2021	First review of the Live Projects for the 3 rd Batch of Leadership Development Programme commences
10-11-2021	User Acceptance Testing of SAMEKAN completed
12-11-2021	Bureau releases its half yearly activity report for the period April to September 2021
26-11-2021	Security Review of SAMEKAN Completed
02-12-2021	Source Code of SAMEKAN was handed over to the Bureau by SBI team
03-12-2021	An Introductory Session on SAMEKAN was conducted by the Bureau for all Nodal officers of PSBs and FIs
13-12-2021	Bureau releases its annual report for the year 2020-21
17-12-2021	Bureau entered into an agreement with M/s SecUR Credentials Ltd. for carrying out Background Verification of Candidates
27-12-2021	The audit of the accounts of the Bureau for HY April - September 2021 completed
10-01-2022	Bureau recommends candidates for the position of DMD of EXIM Bank in its 55 th meeting
10-01-2022	Bureau makes recommendation on extension of the tenure of WTDs in PSBs in its 55 th meeting
21-01-2022	Second review of the Live Projects for the 3 rd Batch of Leadership Development Programme commences
25-01-2022	Bureau makes recommendation on re-appointment of EDs in PSBs in its 56 th meeting
02-02-2022	Bureau invites applications for the position of MD in NaBFID
04-02-2022	SAMEKAN source code was deployed in the host environment
10-02-2022	Shri Sanjay Malhotra assumed charge as the Secretary, Department of Financial Services
11-02-2022	Bureau invites applications for the three positions of DMDs in NaBFID
16-02-2022	Bureau recommends extension of the tenure of the Non-Executive Chairman of Bank of Baroda in its 57 th meeting
21-02-2022	Shri Shishir Kumar Mishra takes over as the Secretary, Banks Board Bureau
24-02-2022	Inauguration of Directors Development Program for PSBs and FIs in India conducted via VC
07-03-2022	Bureau extends the last date for application for the position of MD in NaBFID
16-03-2022	Bureau recommends candidates for the position of MD of State Bank of India in its 58 th meeting
16-03-2022	Bureau recommends candidates for the positions of MD & CEOs of PSBs in its 58 th meeting
17-03-2022	Bureau extends the last date for application for three positions of DMDs in NaBFID

Inauguration of Directors Development Program

DDP was inaugurated on February 24, 2022 at a virtual launch event by Chief Guest, Mr. Nandan Nilekani, Co-Founder and Chairman, Infosys and Founding Chairman, UIDAI.

Shri Bhanu Pratap Sharma, Chairman, BBB, Shri Sunil Mehta, Chief Executive, IBA, Shri Sanjay Malhotra (Secretary, DFS and Member Banks Board Bureau), Shri Shishir Kumar Mishra, Secretary, Banks Board Bureau, All participants of Directors Development Program, BBB Secretariat, officials from Egon Zehnder & Harvard Business Publishing attended the event.

