



HALF YEARLY REPORT

FINANCIAL SERVICES
INSTITUTIONS BUREAU



HALF YEARLY REPORT
2022-23



Overview

At the beginning of July in the current financial year (2022-23), vide Government Resolution dated July 01, 2022, the Central Government constituted the Financial Services Institutions Bureau (FSIB) for recommending persons for appointment as Whole-time Directors (WTD) and Non-executive Chairpersons (NEC) on the Boards of public sector financial services institutions. It was also mandated to advise on certain matters relating to human resource development in such institutions. The FSIB replaced the erstwhile Banks Board Bureau (BBB) whose term had ended in April 2022. Consequently, all of the functions which were earlier carried out by the BBB were to be carried out by the newly formed FSIB.

In exercise of the powers conferred by National Bank for Financing Infrastructure and Development (NaBFID) Act, 2021, the Central Government notified the Financial

Services Institutions Bureau as the Bureau for the purpose of recommending candidates for appointment of Managing Director and Deputy Managing Directors under sub-section (1) of section 6 of the Act.

Composition of FSIB

The composition of FSIB is as follows:

For PSBs and FIs

1.) Shri Bhanu Pratap Sharma,
Chairperson of FSIB, Former Secretary Department of Personnel & Training, Government of India

2.) Shri Sanjay Malhotra
Secretary, Department of Financial Services, Government of India

3.) Shri Ali Raza Rizvi
Secretary, Department of Public Enterprises, Government of India

4.) Shri M. Rajeshwar Rao
Deputy Governor, Reserve Bank of India

5.) Shri Animesh Chauhan
Former MD & CEO, Oriental Bank of Commerce, Expert Member

6.) Shri Shailendra Bhandari
Former MD & CEO ING Vyasa Bank, Centurion Bank of Punjab, ICICI AMC, Expert Member

7.) Shri Deepak Singhal

Former ED, RBI In-charge of Department of Corporate Strategy and budget, Corporate Services and Human Resources, Expert Member

For Public Sector Insurers:

1.) Shri Bhanu Pratap Sharma,

Chairperson of FSIB

Former Secretary Department of Personnel & Training, Government of India

2.) Shri Sanjay Malhotra

Secretary, Department of Financial Services, Government of India

3.) Shri Ali Raza Rizvi

Secretary, Department of Public Enterprises, Government of India

4.) Shri Debasish Panda

Chairperson, Insurance Regulatory and Development Authority of India

5.) Mrs. Usha Sangwan

Former Managing Director LIC, with specialisation in life insurance, Expert Member

6.) Shri. A. V. Girija Kumar

Former CMD, Oriental Insurance Company Limited, with specialisation in non-life insurance, Expert Member

7.) Shri Sujay Banarji

Former Whole-Time Member (Distribution), IRDAI, Expert Member

Inaugural Meeting of Financial Services Institutions Bureau

The inaugural meeting of the Bureau for members of PSBs and FIs was held on July 13, 2022 at the office of the FSIB in Mumbai and the inaugural meeting for members of Public Sector Insurers was held on July 21, 2022 through Video Conference.

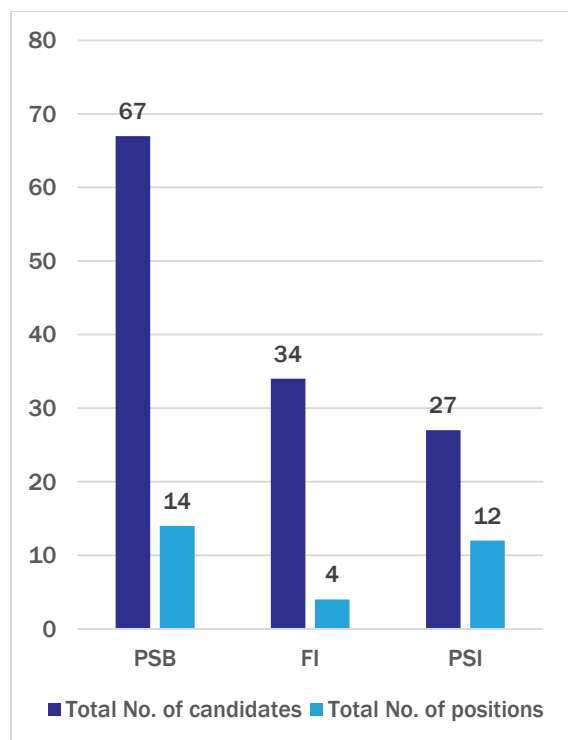
Some of the key developments of the Bureau during the half year are in the following paragraphs.

Meetings

Altogether, the Bureau met on nine occasions since its formation on July 01, 2022 to September 2022, for deliberating on various agenda items related to PSBs, FIs, and PSIs.

During these three months, overall, the Bureau made 30 recommendations for the Board level positions in various PSBs, PSIs and FIs after interacting with 128

candidates. Recommendations were made in these meetings for positions of MD in NaBFID, CMD AICIL and NIACL, DMDs in NaBFID, Chairman NABARD, EDs in Public Sector Banks, GM & Directors in Public Sector Insurers. In one of the meetings, the Bureau also took up an item relating to filling up of the vacancies of NECs.



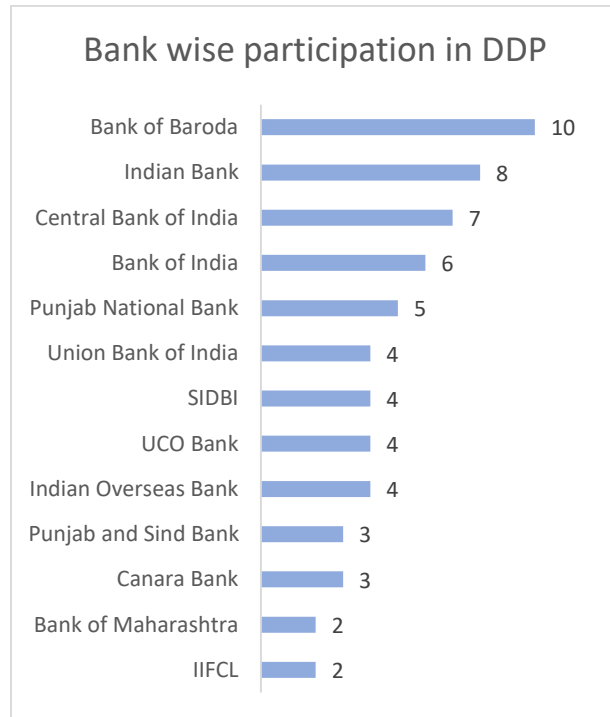
Apart from the appointments, the Bureau also made recommendations on extension of tenure of Whole-Time Directors in PSBs.

DIRECTORS DEVELOPMENT PROGRAM



DDP is an initiative of the FSIB to create a unique and continued learning program for the directors of public sector banks and other financial institutions. It is a nine-months program with the key objective of enhancing directors' effectiveness to increase their impact in the working of the Boards. The program was designed by FSIB in consultation with Indian Banks Association and delivered by M/s Egon Zehnder in partnership with Harvard Business Publishing. Directors from 11 public sector banks and two financial institutions participated in the inaugural batch of the DDP. The bank wise

distribution of 62 participants is as follows:



The initial cohort, comprising Whole Time Directors, Shareholders Directors, Independent Directors and Nominee Directors, has successfully completed the program. The program culminated on September 08, 2022 with three days of in-person sessions by distinguished and eminent personalities. The participants, in general, gave positive feedback of the program.

The convocation address was delivered by Hon'ble Union Finance Minister, Smt. Nirmala Sitharaman, who in her remarks mentioned that India's size demands not just big banks, but also better governed banks and therefore the role of FSIB is going to be very critical. She mentioned that this program puts on the table what is expected of independent directors, other directors and Banks' Board.

The second batch of the Directors Development Program shall commence shortly.

LEADERSHIP DEVELOPMENT PROGRAM

The Leadership Development Programme (LDP) was curated by FSIB and IBA and delivered by IIM, Bangalore with Egon Zehnder as the knowledge partner is a flagship programme to help the Public Sector Banks in creating a leadership pipeline, by grooming a future generation of leaders who are

digitally savvy, strategic thinkers who have the ability to create a customer centric organization that could thrive in a very dynamic competitive environment.

Training for two batches have already been completed in the previous financial years. The third batch of the Programme culminated in a valedictory program at IIM, Bangalore on July 23, 2022.

The process for commencing of the fourth batch for Leadership Development Programme is underway. The RFP for the same was issued on July 08, 2022 by IBA.

SAMEKAN

SAMEKAN stands for System to Assimilate data on Management and Employee service & Knowledge and its Analysis. Several rounds of testing of the functionality were done by the

Bureau and feedbacks on user-friendliness were taken from various stakeholders. The application went live in May 2022 and is accessible to authorized users on direct weblink-<https://samekan.banksboardbureau.org.in/>.

Briefly, SAMEKAN application envisages to provide comprehensive profile of all senior officers of public sector banks and other mandated financial institutions at a single location, provide benchmarks and analytical reports on various human resource metrics such as gender ratio, expertise in specific areas like credit, IT etc., average duration of posting, average age at a particular scale of their institution vis-a-vis relevant industry standard.

Benefits that SAMEKAN application offers is as shown in infographic.

- Access to candidate profile, as and when they apply for Board positions.

- Access to candidate profile for leadership development programs.

- History of candidate's interaction with Bureau.

- Leverage database to identify potential candidates with specific skills / profile

- Comparative studies

- Single repository for all Scale VI and above officers

- Ease in Succession planning

- Across PSBs comparative profile (average age / educations / training / vigilance matters etc)

- Repository of skill sets after the employee retires for contractual engagement.

- Leveraging the data for APAR reforms (eg. dispersion of scores)

- Studies for HR based on average time to promotion, age profile, gender diversity, skill concentration, training needs etc

Other Administrative Developments

1.) The Half yearly audit of the Bureau's accounts was completed for the HY October 2021 to March 2022.

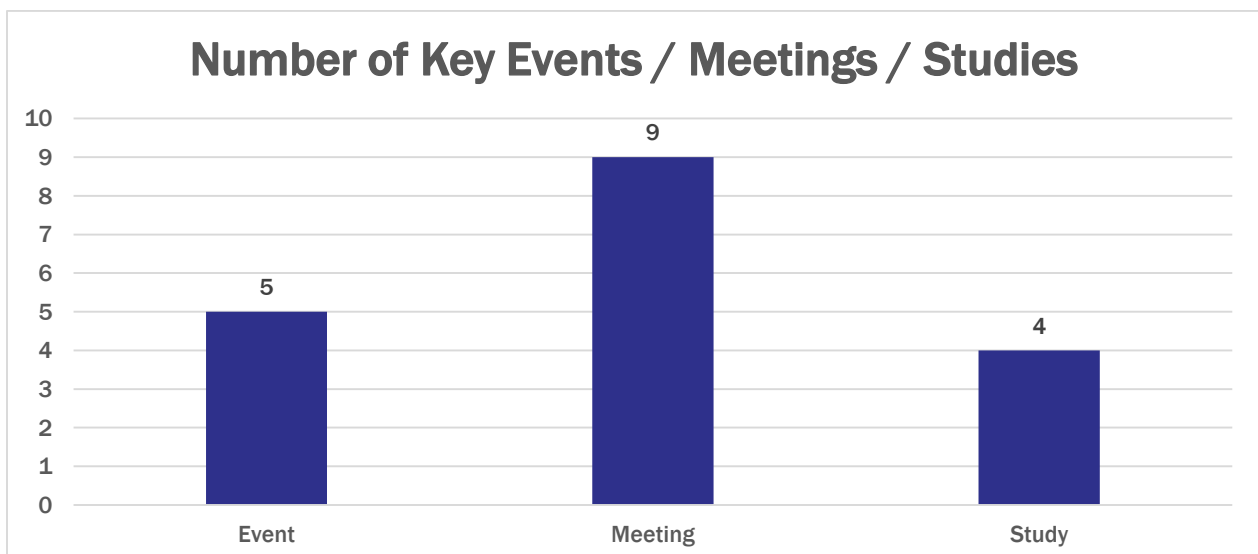
2.) Based on anticipated vacancies for FY 2022-23, the projected expense of the Bureau was calculated and subsequently apportioned between PSBs, PSIs and Fls. Suitable demands for the same were raised and the same was realized subsequently.

3.) The Bureau had asked for quotations from various leading newspapers to ensure wider distribution of the open advertisements published by Bureau, at

the same time adhering to extant Rajbhasha circulars. Subsequently, based on pricing quoted by the agency and their circulation, the Bureau narrowed it to four leading newspapers for publishing of advertisements for the Bureau.

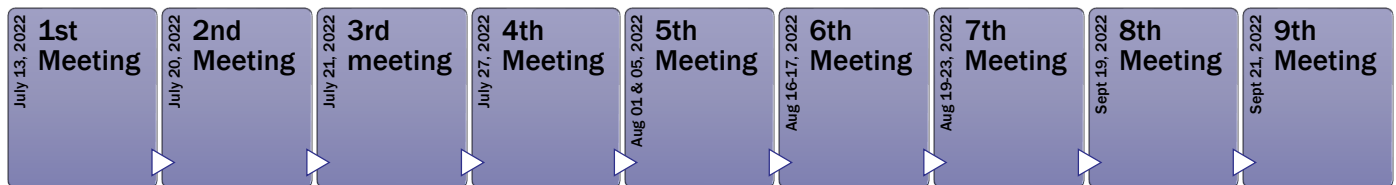
4.) An RFP was floated by the Bureau for publication of FSIB Advertisements. M/s Sunjeet Communications was awarded the work order on July 01, 2022 on account of being the L1 bidder.

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



MEETINGS OF THE BUREAU

The Bureau held 9 meetings during the half year, seven of which were held via Video Conferencing, one was through physical mode 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 on the same day after the interactions were completed.



Some Key recommendations made during the period

July 13, 2022 1st Meeting

- Recommendation for the position of MD in NaBFID

July 27, 2022 4th Meeting

- Recommendation for the position of CMDs in AICIL and NIACL

Aug 01 & 05, 2022 5th Meeting

- Recommendation for the position of DMDs in NaBFID

Aug 16-17, 2022 6th Meeting

- Recommendation for the position of Chairman in NABARD

Aug 19-23, 2022 7th Meeting

- Recommendation for the position of EDs in PSBs

Sept 19, 2022 8th Meeting

- Recommendation for the position of GMDs in PSIs

Chronology of other Important Activities and events are as follows

Date	Events
06-04-2022	Bureau extends the last date for application for three positions of DMDs in NaBFID
08-04-2022	Third review of the Live Projects for the 3 rd Batch of Leadership Development Programme commences
11-04-2022	Bureau releases its halfyearly activity report for the period October 2021 to March 2022
25-04-2022	Audit of Bureau accounts for the Half Year October 2021 to March 2022
27-06-2022	Tender opening date for RFP relating to quotes for publication of Bureau Advertisements
01-07-2022	Award of work relating to publication of recruitment advertisements to M/s Sunjeet Communications
01-07-2022	Constitution of FSIB vide Government Resolution dated July 01, 2022
04-07-2022	Notification by Central Government to make FSIB the Bureau for the purpose of recommending candidates for appointment of MD and DMD NaBFID under the NaBFID Act.
13-07-2022	Inaugural meeting of the Bureau and recommendation by Bureau for the position of Managing Director in NaBFID.
21-07-2022	Inaugural meeting of the Insurance members of the Bureau
23-07-2022	Valedictory Ceremony of the Third Batch of Leadership Development Program
27-07-2022	Bureau makes recommendation for the position of CMDs in NIACL and AICIL
05-08-2022	Bureau makes recommendation for the position of DMD (CFO & CRO) in NaBFID
17-08-2022	Bureau makes recommendation for the position of Chairman in NABARD
23-08-2022	Bureau makes recommendation for the position of Executive Directors in PSBs
26-08-2022	Bureau invites applications for the position of DMD IFCI
06-09-2022	Directors Development Program- 'In Person Interactive Session' commences in Taj Lands End
08-09-2022	Directors Development Program convocation address by Finance Minister
19-09-2022	Bureau makes recommendation for the position of GMDs in PSIs
22-09-2022	Bureau invites applications for the position of DMD (Lending & Project Finance) in NaBFID
23-09-2022	Bureau invites applications for the position of MD & CEO in Canara Bank

*****END OF REPORT*****