

**SENATE OF PAKISTAN
HOUSE OF THE FEDERATION**

REPORT NO.28 OF 2018



House of the Federation

**REPORT OF THE STANDING COMMITTEE ON FINANCE,
REVENUE, ECONOMIC AFFAIRS AND NARCOTICS CONTROL**

ON

**THE SUBJECT MATTER OF CALLING ATTENTION NOTICE MOVED BY
SENATOR MUKHTIAR AHMED DHAMRAH @ AAJIZ IN THE HOUSE ON 25TH
JANURAY, 2018, REGARDING THE PROMOTION POLICY 2016-17, OF THE
NATIONAL BANK OF PAKISTAN (NBP)**

PRESENTED BY

SENATOR SALEEM MANDVIWALLA

SENATE SECRETARIAT

REPORT OF THE STANDING COMMITTEE ON FINANCE, REVENUE, ECONOMIC AFFAIRS AND NARCOTICS CONTROL ON THE SUBJECT MATTER OF CALLING ATTENTION NOTICE MOVED BY SENATOR MUKTHIAR AHMED DHAMRAH @ AAJIZ IN THE HOUSE ON 25TH JANUARY, 2018

I, Senator Saleem Mandviwalla, Chairman, Standing Committee on Finance, Revenue, Economic Affairs and Narcotics Control, have the honour to present, on behalf of the Committee, this report on the subject matter of Calling Attention Notice moved by Senator Mukthiar Ahmed Dhamrah @ Aajiz in the House on 25th January, 2018, regarding the promotion policy 2016-17, of the National Bank of Pakistan (NBP) causing great unrest among the employees of the Bank and referred to the Committee for consideration and report.

2. The composition of the Standing Committee is given as under: -

(1)	Senator Saleem Mandviwalla	Chairman
(2)	Senator Ilyas Ahmed Bilour	Member
(3)	Senator Muhammad Mohsin Khan Leghari	Member
(4)	Senator Ms. Ayesha Raza Farooq	Member
(5)	Senator Muhammad Talha Mahmood	Member
(6)	Senator Ms. Nasreen Jalil	Member
(7)	Senator Kamil Ali Agha	Member
(8)	Senator Mushahid Uallah Khan	Member
(9)	Senator Saud Majeed	Member
(10)	Senator Murtaza Wahab	Member
(11)	Senator Osman Saifullah Khan	Member
(12)	Senator Mohsin Aziz	Member
(13)	Minister for Finance, Revenue, and Economic Affairs	Ex-Officio Member

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3. The Committee considered the said matter in its meetings held on 1st and 27th February, 2018, at Parliament House, Islamabad. The last meeting was attended by the following:-

- | | |
|-------------------------------|----------|
| 1. Senator Saleem Mandviwalla | Chairman |
| 2. Senator Nasreen Jalil | Member |
| 3. Senator Mohsin Aziz | Member |

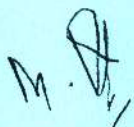
4. In the meeting of the Committee held on 1st February, 2018, the representative of the National Bank of Pakistan (NBP) informed that a promotion policy based on Promotion Assessment Scoring System (PASS) was approved by the NBP Board of Directors in 2016, and traditionally every year new policy was being devised by the NBP. He said that the total marks were increased but the percentage was the same for promotions by generalizing the policy. He said that the marks for interview were increased to 50% for VPs and above only, however, the marks for rest of the cadres were the same i.e. 40%. He said that the SBP had also audited the whole process and its report would be expected within a week's time. He said that number of appeals were received in the matter so far for consideration by the Appeals Review Committee for which the process would be started during the 1st week of February, 2018. At that juncture, the Additional Secretary Finance informed the Committee that the Promotion Policy was reviewed by the NBP Board of Directors three to four times in order to make it merit based while the employees who were not considered by the Board of Directors for promotion had made the complaints, even Finance Division had also received various complaints in that regards. He said that the issue was also raised in the National Assembly Standing Committee on Finance in which it was directed that the audit should be conducted by the SBP that whether the policy was applied consistently or otherwise.

5. The representative of the SBP informed the Committee that as per direction of the National Assembly Standing Committee on Finance, the SBP would conduct a thorough audit to ascertain whether the said promotion policy was being implemented consistently in letter and spirit at senior level or otherwise and the report would be submitted to that committee soon.

6. During the meeting of the Committee held on 27th February, 2018, the representative of the NBP informed that there was a prescribe procedure of the NBP to review the appeals/cases of its employees regarding discriminations/anomalies, if any, secondly three to four committees were also formed for each grade to review the said issues. He said that 3358 appeals were received in 2015, while appeals were reduced to 2010 in 2017 which would be considered/reviewed by the said committees within one or two weeks. The Committee was of the view that since the criteria for promotions as approved by the NBP Board of Directors but the reaction regarding discrimination/anomalies during the promotion procedure of several employees was noticed and various employees having good performance record were ignored in result of the new promotion policy which was changed recently.

7. After due deliberation, the Committee disposed of the matter with the following recommendations:-

- **The NBP should ensure to review the appeals in a fair and transparent manner to address the grievances of the NBP employees and to avoid any discrimination/anomaly causing unrest among the employees of the NBP.**
- **The NBP should ensure to place the present promotion policy before its Board of Directors for review/revisit in order to avoid such discriminations/anomalies being faced by their employees for present / future promotions. If needed, the promotions should be done on old formula.**



(MUHAMMAD TAHIR KHAN)
Secretary (Committee)



(SENATOR SALEEM MANDVIWALLA)
Chairman (Committee)

Islamabad, the
27th February, 2018.