

SBP's discrimination

Dawn, Letter to Editor

May 17th, 2015

THERE is a long list of discriminatory policies in the State Bank of Pakistan.

Seniority in promotion and elevation of employees has been ignored. No seniority list of officers or employees is published or declared.

Pay-scales have no basic pay concept, as it is in government basic pay-scales, so they have no limit or end of scales.

The administrative expenditure has increased one thousand times on renovation, repairs, demolition and additional furniture and building structures.

Discrimination in pay scales shows that serving employees are getting salaries less than those given to officers directly recruited. For example, a serving executive director gets Rs0.3m or Rs0.4 m, whereas a directly-recruited or appointed lower-grade officer gets a salary of more than Rs0.8m to Rs1m a month.

It was also a bad act on the part of former governor(s) to sell the 63 well-constructed staff and officers' flats, located on Preedy Street and Nazimabad, as well as a huge plot of land, well-constructed flats and building structures at low costs. No director has ever been appointed from rural Sindh as a member of the SBP board.

In Lahore, too, well-constructed two-storey flats and huge plots of land have been given free of cost to favourites.

Pensioners have also been ignored. It is requested not to mix up the pensioners case with that of serving employees.

Dr Ali Akbar Dhakan

Karachi

Discrimination: SBP version

Dawn/ Letter to Editor

APROPOS the letter (May 17) the State Bank of Pakistan would like to share its views on the issues highlighted in it. The practice of seniority-based promotions has long been abandoned by the bank. Elevation to the next level is based on required competencies for the position and potential of the employee where eligibility of an employee is determined by considering qualifications and past performance.

Similarly, the remuneration of employees based on the concept of basic pay and allowances has also been replaced since the late 1990s with the concept of monetised salary structure, following good market practices, where all allowances have been merged with the basic salary. Salary scales are defined at each grade level with a minimum and maximum of the range.

Regarding the increase in administrative expenditures, it must be recognised that over the years inflation affects such type of expenditures for every organisation, and the SBP is no exception.

It would be pertinent to mention that the federal government appoints board members in line with Section 9 (2) (c) of the SBP Act, 1956, which requires representation from all four provinces. Currently, Sindh is being represented in the central board.

Lastly, following the changes to organisational structure and its requirements, the SBP has been rationalising its assets and it is an ongoing process.

Abid Qamar
Chief Spokesman
State Bank of Pakistan
Karachi

Apropos to the letter published in your newspaper on Sunday 17 May, 2015, SBP would like to share its views on the issues highlighted in it. The practice of seniority based promotions has long been abandoned by the bank. Elevation to next level is based on required competencies for the position and potential of the employee where eligibility of an employee is determined by considering qualifications and past performance.

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Lastly, following the changes in organizational structure and its requirements SBP has been rationalizing its assets and it is an ongoing process.