

State Bank of Pakistan
Banking Policy and regulations Department

Phases and Activities		Timeline	Quarterly Status
Phase-1 : Framework Design and Governance Structure		End: 31-12-2017	
S.No.	Activities		
1.	Review the existing governance structure relating to remuneration practices-including activities of BOD on the subject		
2.	Development of TOR's of BOD remuneration committee and monitoring mechanism for implementation of guidelines.		
3.	Identification of MRT's and RCF and review of KPI's, scorecards etc.		
4.	Identification of areas for improvement in existing business, operational, HR, risk etc. including system acquisitions / alignments		
5.	Development of a bank wide remuneration policy, a risk adjusted Balanced scorecard along with supporting KPI's at Bank, business unit, and individual employee level and linkage with overall remunerations, variable compensation payout structure,		
6.	Creation of system of treatment of deferrals, management of deferred pool of remuneration, including accounting, financial reporting, legal and tax implications.		
Phase-2: Implementation		Start: 01-01-2018 End: 31-12-2018	
1.	Implementation of risk adjusted remuneration model as described in the guidelines across the converged business areas/MRTs-RCF as designed in Phase-1		
2.	Improvements in the business, HR, risk management structure, risk adjusted remuneration model (fixed vs. variable) of designed framework.		
3.	Refinement of risk adjusted remuneration framework.		