

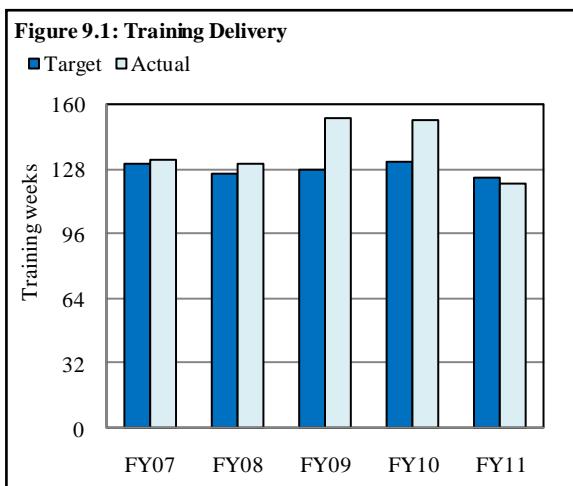
9 National Institute of Banking and Finance

9.1 Overview

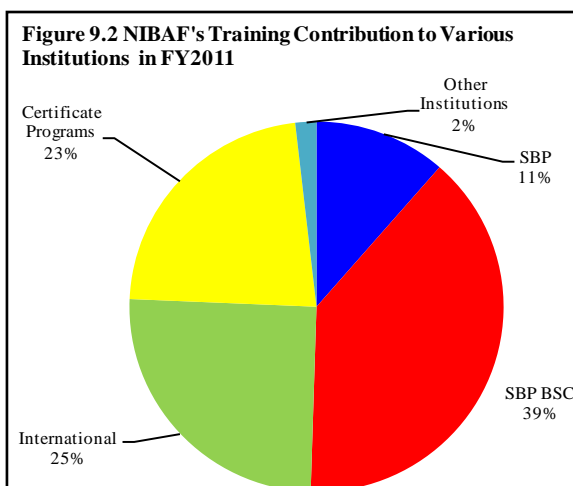
NIBAF is a State Bank of Pakistan subsidiary that offers effective training programs to the existing and the newly inducted staff of the State Bank of Pakistan and SBP BSC (Bank). It also arranges training programs for the financial sector besides helping public sector in its efforts for capacity building. Training is also being offered to foreign central and commercial bankers of the region annually under the Technical Assistance program of the Government of Pakistan and State Bank of Pakistan.

9.2 Business Plan for FY11

For FY11 a total of 123.8 weeks of training were planned to meet the training needs of SBP, SBPBSC as well as for the regional institutions. The effective and efficient arrangement combined with successful conduct of training helped NIBAF to almost achieve annual target in terms of training weeks. The slight shortfall could be attributed to restructuring and subsequent staff rotation as well as to SBP-SC T&DD's decision to withhold some function specific training programs of skill up-gradation trainings due to curriculum & course contents revision. Annual training delivery vis-a-vis target is shown in **Figure 9.1**.



Of the total trainings, 50.0 percent were delivered to SBP and BSC, followed by International courses with 25 percent share. This large share was due to significant trainings conducted for neighbouring country of Afghanistan for developing its human resource in the field of banking and finance. The contribution of certificate courses stood at 23 percent mainly due to NIBAF flagship Islamic banking course and program in development finance (see **Figure 9.2**).



9.3 Training Delivery and Participation

9.3.1 State Bank of Pakistan

In order to meet the needs assessed in consultation with the Training & Development Department of SBP for FY11, 12.6 weeks of training were allocated to SBP including 3.4 weeks for Post Induction and 9.2 weeks for skills up-gradation. Against the target, 13.8 weeks were delivered including 3.4 weeks of Post Induction and 10 weeks of skills up-gradation.

9.3.2 SBP BSC (Bank)

In case of SBP BSC, a total of 47.2 training weeks were delivered in FY11 against a target of 59.2 weeks. About 1,677 officers from different offices & departments of SBP BSC participated against

2001 last year. The training given to SBP BSC is broadly divided into two main categories: Pre-Induction and Skill Up-gradation.

9.3.3 International Training

International courses of the NIBAF are not only building the image of the institute but also contributing in the image building of the country especially in the field of Banking and Finance. International seminars and academic programs are permanent feature of NIBAF annual calendar of events. These courses also facilitate local participants by sharing knowledge, experience, and latest developments in the field of banking and finance.

9.3.3.1 Pakistan Technical Assistance Program

This year 41st international commercial banking course and 42nd international central banking course were conducted under the Government of Pakistan Technical Assistance Program. These courses are jointly offered by State Bank of Pakistan and Ministry of Finance, Economic Affairs Division (EAD) and are fully funded. During FY11 against invitations extended to various friendly developing countries, a total of 13 foreign countries participated.

9.3.3.2 Training Programs for Afghanistan

During FY11, NIBAF delivered tailor made training programs that were specially designed & developed for Afghanistan International Bank (AIB). AIB nominated 18 participants for these programs. NIBAF in consultation with IBD-SBP also organized a customized program in Islamic Banking for the Da Afghanistan Bank to cater their requirements. This program was spread over three weeks and held during October – November 2010 at Islamabad.

9.3.3.3 SAARCFINANCE

NIBAF continued to be the venue for the program being held under the banner of SAARCFINANCE. During FY11, Research Department SBP and NIBAF organized a SAARCFINANCE seminar on ‘Basel II Enhancements and Policy Response of SAARC Countries’. SAARC countries delegates, representative of Bank for International Settlement (BIS) and A. F. Ferguson participated in the Seminar. Participant appreciated SBP and NIBAF for organizing SAARCFINANCE conference that provided a forum to share knowledge on important issues.

9.3.3.4 Zahid Hussain Memorial Lecture Series

NIBAF and SBP organized a prestigious Zahid Husain Memorial Lecture series that was delivered by eminent economist of international repute with key note address by Governor, State Bank of Pakistan. The learned guest speaker shared his findings concerning bank efficiency in emerging markets and Pakistan that was followed by question & answer session simultaneously held at Islamabad & Karachi through video conferencing.

9.3.3.5 International Conference on Islamic Business and Finance

NIBAF also aims to provide a platform for exchanging ideas, provoking intellectual debate through sharing experiences on key issues of topical significance that are of interest to Central Bankers and policy makers apart from providing opportunity to academia and research & development organizations. During FY11, NIBAF with Riphah International University jointly organized a two day International Conference on Islamic Business and Finance wherein large number of local and foreign scholars participated.

9.3.4 Certification Courses

9.3.4.1 Islamic Banking Certificate Program

NIBAF's Islamic Banking Certificate program is currently in high demand because of its reputation of one of the best trainings programs in Islamic banking. To cope with the ever increasing demand for human resources in the area of Islamic banking, NIBAF arranged five regular Islamic Banking Certificate courses of 3 week each in FY11. These were held at Library Resource Centre Karachi and NIBAF Islamabad. A total of 164 bankers from different commercial banks participated in these programs. Moreover, as part of the understanding, NIBAF continued to assist INCEIF-The Global University in Islamic Finance, Malaysia in conducting Chartered Islamic Financial Professional (CIFP), Part I and Part II examinations that were held simultaneously at NIBAF Islamabad and Karachi during FY11.

9.4 Other Training Programs/Services

9.4.1 Development Finance Trainings

During FY11, NIBAF in collaboration with SMEFD-SBP launched a well developed capacity building program for banks in SME finance to help support strengthening SBP's efforts for the promotion of SME sector. IFC certified trainer(s) in SME Finance were engaged and the program received positive and encouraging response from the banking sector.

Furthermore, NIBAF in collaboration with AC&MFD-SBP launched a training program for the capacity building of Credit/Field Officers of Micro Finance Banks and microfinance service providers at different locations during FY11.

9.4.2 Training Program for DFIs/Commercial Banks/Others

As part of its charter to contribute to the development of human resources of financial sector and to bring diversity by expanding horizon & scope of training activities, during FY11 NIBAF organized three one-day workshops on Maturity and Interest Rate Sensitivity Gap reporting. Similarly, in collaboration with the External Relations Department SBP, NIBAF organized a two-day Workshop on Macroeconomics for Journalists at Islamabad to enhance their understanding of macroeconomic linkages. Moreover, as part of the public sector capacity building program, NIBAF organized 1-week training in project management for the officers of Planning & Development Department, Government of Baluchistan under self finance scheme.

9.4.3 Outsourced Training Programs & Activities

As part of its goal of building and strengthening strategic partnerships, a number of initiatives were undertaken during FY11 to boost the scope and horizon of collaboration/partnership. This was done by developing closer affiliations with some of the academic & training service providers, in order to ensure optimum utilization of the facilities and resources. During FY11, NIBAF facilitated hosting of 114 weeks of different training programs for 3,792 participants. The major stakeholders who availed NIBAF facilities during FY11 included Askari Bank, Khushali Bank, IBP, COMSATS, Ministry of Finance, Government of Pakistan, Pakistan Microfinance Network, National Bank of Pakistan, HR Forum, Kashf Microfinance Bank, International Islamic University, Federal Bureau of Statistics etc.