

SBP Employees Welfare Trust

Policy # TEP-04	Title: Talent Encouragement Policy	Policy approval Date: 1st July, 2009
Revision # 1.1		Revision Eff. Date: 20th Feb, 2019

1. Philosophy

SBP Employees Welfare Trust (EWT) is making its best efforts to widen the canvas of its operations for transforming the Trust into a proactive and target oriented entity.

With this objective, Board of Trustees (BoT) approved talent encouragement program to encourage talented children of the SBP EWT members and the same is effective since 1st July 2009. Later on several amendments have also been approved to extend its canvas as well as improvement of benefits. This Policy encompasses all the key features, instructions and procedure for imparting clarity to the members.

2. Eligibility Criteria:

- 2.1. Children of members achieving top positions in SSC / HSC or O / A Levels or Graduation/Masters from any Board of Education or HEC accredited Universities / foreign universities are eligible to get benefit of this scheme.

Details of eligibility criteria and award for top positions are as under:

Examination	Position/Result	Award
Matric / Intermediate (or equivalent examination) / Bachelor / Masters	1st position in any Board or University OR 8 A* (for O-Level Examination) OR 4 A* (for A-Level Examination)	Rs. 50,000 cash with Shield & certificate
	2nd position in any Board or University OR 7 A* and 1 A (for O-Level Examination) OR 3 A* (for A-Level Examination)	Rs. 35,000 cash with certificate

	<p>3rd position in any Board or University</p> <p style="text-align: center;">OR</p> <p>6 A* and 2 A (for O-Level Examination)</p> <p style="text-align: center;">OR</p> <p>2 A* and 1 A (for A-Level Examination)</p>	<p>Rs. 25,000 cash with certificate</p>
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2.2. Particulars of the beneficiaries / members as mentioned in the application form shall be subject to verification as per Bank/ CNIC records.

3. Procedure:

- 3.1. Interested members of the SBP Employees Welfare Trust whose children meet the above mentioned eligibility criteria may apply to SBP Employees Welfare Trust secretariat, or to the concerned office of SBP Banking Services Corporation (Bank) for onward submission to SBP Employees Welfare Trust secretariat.
- 3.2. After scrutiny of the case, approval will be sought from Scrutinizing Committee (SC).
- 3.3. Prizes of students residing in Karachi would be distributed to them personally by the Chairman or Secretary of the Trust, while for other Offices same may be distributed by the respective Chief Managers or any Bank's Senior Officer visiting that Office for any official assignment.

4. Decision Making Authority:

The Scrutinizing Committee (SC) of the SBP Employees Welfare Trust is authorized:

- To interpret and decide regarding various clauses of the policy (in case of any ambiguity) during its implementation.
- To approve the cases related to Talent Encouragement Program.

Decision of The SC will be final for all matters regarding this scheme.

Change History

Sr.#	Document Section	Change Description	Change/ Approval Date	Updated version
01	Change History	A new section added (this page) to track changes to this manual		1.1
Board of Trustees on SBP EWT approved following amendments in its 33rd meeting held on 8th Feb, 2019				
02	2.1 Eligibility Criteria	The criteria for A/O level is included for all three positions	20 th Feb, 2019	1.1
03	2.1 Cash Award	Amount of Cash prize increased as follows: For 1 st Position, from 25,000 to 50,000 For 2 nd Position, from 15,000 to 35,000 For 3 rd Position, from 10,000 to 25,000	20 th Feb, 2019	1.1