



Workshop on Staff Accountability: Issues and Challenges

April 21 – 22, 2017

Coordinator

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**National Institute of
Bank Management
Pune, India**

Workshop on Staff Accountability: Issues and Challenges

In any work situation, the aspect of accountability goes hand in hand with the responsibility entrusted to a person. The higher the responsibilities, the more will be the accountability. In the banking and financial institutions, this aspect is very crucial, where financial decisions are taken on a regular basis and the risk-taking in this context is an integral part of the very business itself. At the same time, bankers are the custodians of public money and are expected to prevent loss to the same. At times, this aspect of 'accountability' is likely to affect the speed of decision-making and it may even deter the person to take the decision itself. The aspect of accountability is potential enough to generate fear-psychosis among the decision-makers in the banking and financial institutions - fear of their decisions going wrong and being held accountable or punished for the same.

If such a concept is not explained in the organization in the right perspective, the accountability aspect may be seen by the employees as a demotivating factor and it also may lead to indecisiveness vertically and laterally, thereby crippling the entire organisation. Ensuring that the morale of the employees in an organisation is always kept high, and at the same time balancing the same with the aspect of staff accountability, is a challenging task at all levels of management of banks and financial institutions. Therefore, it is essential to understand the various dimensions of the aspect of staff accountability in banking and financial institutions. It is towards this end that the above-captioned workshop is being organised.

Objectives

- To make the participants understand the concept of and approach to staff accountability.
- To understand the role of the authorities concerned in fixing accountability and dealing with the same thereafter, till it is brought to a logical conclusion.

Major Topics

- Understanding loan and credit monitoring policies of the organisation.
- Malfeasance/negligence in banking operations.
- Objectives of fact-finding exercise.
- Bonafide and malafide acts.
- Fault tolerance by the organisation.
- Fixing accountability on the staff.
- Steps to be taken subsequent to fixing staff accountability.

Target Group

The workshop is meant for officers dealing with the staff accountability aspect in their respective organisations.

Pedagogy

The workshop will be highly participative in nature and will be based on concept sessions, group discussions, cases, and mock-enquiry procedures.

Dates

April 21 – 22, 2017

The workshop will commence at 9:00 am on April 21 and conclude by the evening of April 22, 2017. Participants are expected to reach the NIBM campus positively by the evening of April 20, 2017 and plan for their return journey after 6.00 pm on April 22, 2017.

Venue

NIBM Campus, Kondhwe Khurd, Pune, India.

Hostel Accommodation

The workshop is fully residential. Participants will be provided well furnished single room AC accommodation in the Institute's hostel complex on the Campus. However, they will not be permitted to bring their family members to stay on the campus. In case any Officer / Executive with physical/medical disability is being nominated, kindly inform us in advance with particulars of disability to facilitate necessary arrangements.

The Institute has facilities for outdoor and indoor games and a large walking/jogging trail for physical fitness besides a yoga centre. Participants are, therefore, encouraged to bring the appropriate clothes/gears.

Nominations and Enquiries

Please address your enquiries and nominations along with the fees to:

Dr Shomi Srivastava

Workshop Coordinator
National Institute of Bank Management
NIBM Post office, Kondhwe Khurd
Pune 411 048, India

Tel : 0091-20-26716000 (EPABX)
26716462 (Direct)

Fax : 0091-20-26834478

E-mail : shomi@nibmindia.org

Web : www.nibmindia.org

Last Date for Receiving Nominations:

April 11, 2017

Last Date for Availing Early Bird Incentive of 5%

April 6, 2017

(See Fee Structure on home page of
the website)

Workshop Fee (per participant)

US \$ 1000 for foreign participant

(See fee structure on home page of the website for incentive)

	Fee	ST	SBAC	KKC	Fee+ST+ SBAC+KKC	TDS
Mem. Banks	: 16800	2352	84	84	19320	1680
Non-Mem. Banks	: 21600	3024	108	108	24840	2160

The fee includes the cost of tuition, board and lodging facilities, teaching material, etc. (Service Tax (ST) @ 14%, Swachh Bharat Abhiyan Cess (SBAC) @ 0.5%, Krishi Kalyan Cess (KKC) @ 0.5% and TDS @ 10%. Kindly send the TDS Certificate on priority to NIBM).

Mode of Payment for Indian Participants

- The fee may preferably be transferred by RTGS/NEFT/ECS to our A/c No. 20002400021 with Bank of Maharashtra, NIBM Branch, Pune (IFSC Code MAHB0001124). NIBM PAN No. AAATN0040P and ST No. AAATN0040PST001.
- National Institute of Bank Management
NIBM Post Office, Kondhwe Khurd, Pune 411 048, INDIA.

Mode of Payment for Foreign Participants

Mode of Remittance: SWIFT*

1. Name & Address of our Bankers : Oriental Bank of Commerce
C-2, Shop No. 4-5, Bramha Estate
Kondhwe Khurd, Pune 411 048
Maharashtra, India
2. Name of the Account : National Institute of Bank Management
3. NIBM's Bank Account No. : Current A/C 11281131004402
with Oriental Bank of Commerce
4. Bank's Swift Code : ORBCINBBFCP
5. Oriental Bank of Commerce A/c No. : 36152559
with Correspondent Bank
6. Preferred currency : USD
7. Correspondent Bank : CITIBANK N.A.
8. Swift code for Citi Bank : CITIUS33

* The Foreign Bank Charges/ SWIFT charges/Commission is to be borne by the remitter. The fees mentioned in the invoice/brochure is to be paid to NIBM, net of all bank charges.

*Payments will be accepted only through electronic mode.
Cheques/DDs/Pay Orders will not be accepted.

- For all electronic remittances, kindly send a confirmatory e-mail at: accounts@nibmindia.org giving details of the remitter and participant, name and dates of workshop, etc.

Please see workshop fee structure on home page of the website for early bird incentive, incentives for SAARC and other developing countries, mode of remittance, Pune City route map and local conveyance.