

Human Resources and Organisational Management

13.1 The present chapter highlighted the initiatives to improve governance structure and manage the human resources of Bangladesh Bank. It also uphold the functions of different committee of the board including BB governance and IT activities.

Governance Structure

Board of Directors

13.2 Under the section 9(3) of Bangladesh bank Order, 1972 (President's Order No. 127 of 1972) later amended as Bangladesh Bank (Amendment) Act, 2020, the Board of Directors is the apex body in governance structure of Bangladesh Bank. The Board comprises the Governor, one Deputy Governor, four Directors who are not Government officials and three Government officials. All the Directors of the Board are nominated by the Government. The Board of Bangladesh Bank for FY20 has partly been reconstituted. Mr. Fazle Kabir, Governor of the Bangladesh Bank, is the Chairman of the Board of Directors. Mr. Abu Hena Md. Rahmatul Muneem, Senior Secretary of Internal Resources Division (IRD) and Chairman of National Board of Revenue (NBR), Ministry of Finance was appointed as Director of the Board in place of Mr. Md. Mosharrof Hossain Bhuiyan, NDC with effect from 09 January 2020 while, Mr. Md. Mosharrof Hossain Bhuiyan, NDC has served as Director of the Board up to 08 January 2020. Dr. Jamaluddin Ahmed, FCA has served as Director of the Board up to 20 August 2019. Mr. Mahbub Ahmed was appointed as Director of the Board with effect from 03 September 2019. Mr. Md. Nazrul Huda was appointed as Director of the Board with

effect from 05 January 2020. There were 08 members in the Board of Directors as on 30 June 2020, yet awaiting for one more member from non-government officials to be appointed to the Board. During FY20, 10 (Ten) meetings of the Board of Directors were held.

Executive Committee

13.3 Under section 12(1) of Bangladesh Bank Order, 1972 (President's Order No. 127 of 1972) later amended as Bangladesh Bank (Amendment) Act, 2020, the Executive Committee (EC) is presently constituted as follows:

Mr. Fazle Kabir	Chairman
Mr. Md. Ashadul Islam	Member
Mr. S. M. Moniruzzaman	Member
Mr. Mahbub Ahmed	Member
Mr. Kazi Sayedur Rahman	Secretary

Mr. Mahbub Ahmed was appointed as Member of the Executive Committee with effect from 10 October 2019. During FY20, 07 (seven) meetings of the Executive Committee were held.

Audit Committee of the Board

13.4 In line with the international best practices for strengthening good governance, an Audit Committee was formed by the Board of Directors on 12 August 2002 comprising four non-executive Directors to assist the Board in discharging its oversight responsibilities on financial reporting, internal control and compliance and the auditing process.

The members of the Audit committee presently are as follows:

Mr. Md. Ashadul Islam	Convener
Mr. Mahbub Ahmed	Member
Mr. A. K. M. Aftab ul Islam, FCA	Member
Mr. Md. Nazrul Huda	Member

Dr. Jamaluddin Ahmed, FCA has served as Member of the Audit Committee up to 20 August 2019. Mr. Mahbub Ahmed was appointed as Member of the Audit Committee with effect from 10 October 2019. Mr. Md. Nazrul Huda was appointed as Member of the Audit Committee with effect from 12 January 2020. 04 (four) meetings of the Audit Committee were held during the FY20.

13.5 According to the Internal Audit Department Charter approved by the Audit Committee of the Board of Directors of BB, Internal Audit Department (IAD) identified 58 (fifty eight) auditable units (departments / offices /units /cells) and prepared the audit plan for FY20. Programmes were conducted four times a year in the 11 (eleven) auditable units, twice a year in the 9 (nine) auditable units and once a year in the 3 (three) auditable units identified as high risk, and twice a year in the 2 (two) auditable units and once a year in the other 33 (thirty three) auditable units identified as medium or low risk. The audit reports were placed before the Governor and the Audit Committee of the Board. Six meetings of the Audit Committee were held during FY20. It is mentionable that the implementation of Annual Audit Plan (FY20) was delayed due to country-wide public holidays and movement restriction for Covid-19. The guidance/ directives/ recommendations received by IAD from the Governor and the Audit Committee were conveyed to the relevant auditable units for implementation. Progress reports on implementation of these guidance/ directives/

recommendations were placed before the meetings of the Audit Committee.

Executive Management Team (EMT)

13.6 The Executive Management Team (EMT) consists of Governor, 02 Deputy Governors, and all Executive Directors. This team reviews the implementation status of Bank's overall activities. During FY20, no meeting of the Executive Management Team was held.

Human Resources Initiatives

New Appointment in Different Posts

13.7 A total of 227 officials/ staffs have been appointed in different posts during FY20. New Appointment during FY20 was as follows:

Assistant Director	194
Assistant Director (Engineering-Mechanical)	7
Assistant Director (Engineering-Civil)	11
Assistant Director (Ex Cadre -Law)	5
Staff	10
Total	227

Creation/ Abolition of Posts

13.8 In FY20, 260 new posts of officials and 27 posts of staffs were created. Considering the importance of the job, 197 posts of officials and 141 posts of staffs were upgraded during this period. The posts from which these were upgraded were abolished during the process. At the end of the period the total number of sanctioned post stood at 9,473 as compared to 9,186 of the previous year.

Sanctioned and Working Strength of Officials and Staff

13.9 The sanctioned and working strength of the Bank as on 30 June, 2020 were as follows:

Category	Sanctioned strength	Working strength	Vacant
Class-I	5,857	4,351	1,506
Class-II	1,276	660	616
Class-III	1,572	1,136	436
Class-IV	768	244	524
Total	9,473	6,391	3,082

During FY20, working strength of officials (Class-I and Class-II) increased by 5.32 percent to 5,011 from 4,758 and that of staffs (Class-III & Class-IV) decreased by 12.77 percent to 1,380 from 1,582. At the end of the period, the ratio of officials to staff remains nearly 3.63:1. About 32.53 percent of the sanctioned posts remained vacant on 30 June, 2020.

Promotion

13.10 During the reporting year 984 Officials and 180 staffs were promoted to their next higher grade. In FY20, 19.63 percent of the officials and 13.04 percent of the staffs working in the Bank were awarded promotion.

Number of Officials on Deputation/ Lien

13.11 At the end of FY20, 69 officials of the Bank were working on deputation at different institutions of the country and abroad. On 30 June 2020, 7 officials were on lien of which 5 were working within the country and 2 abroad.

Reorganization/ Newly Established Units/ Divisions of the Bank

13.12 During FY20, a Unit named "Risk Management Unit" has established under Forex Reserve and Treasury Management Department. An independent unit named "Cyber Security Unit" has established to monitor the activities of cyber security related issues. Two sections named "Inflation Expectation Survey Section" and "Residential Price Section" have established under Research Department.

Initiative to Automate the Joining Process in Recruitment System

13.13 The SRMS (Smart Recruitment Management System) is an online based mobile friendly application software that has been developed with the help of ISDSD to automate the joining process, Data entry related issues and expedite to overall recruitment system. Major features of this system are work load distribution, tracking, monitoring and scheduling of all recruitment related activities, online offer letters, online reporting of joining (support Unicode), generate the LSMW (Legacy System Migration Workbench) Template with all the required information of the recruited employees to upload the information directly to ERP system. In addition the Bangla Information (Captured during online reporting) can be used in various tasks like preparation of ID card, seniority list and Promotion Eligibility List. Above all, this system will make the overall recruitment process more reliable and dynamic.

Retirement, Voluntary Retirement, Resignation, Death, Compulsory Retirement, Removal, Suspension and Dismissal

13.14 The number of officials/ staffs of the Bank retired/ resigned/ died/ compulsorily retired/ removed/ suspended or dismissed during FY20 was as under:

Retirement	169
Voluntary retirement	04
Resignation	11
Death	29
Compulsory Retirement	3
Removal	1
Suspension	4
Dismissal From Service	2
Total	223

Welfare Activities and Approval of Scholarship

13.15 During FY20, an amount of BDT 4.85 million has been provided to the children of the officials and staffs as scholarship and BDT .04 million has been given as medical assistance from the Karmachary/ Karmakarta Kallan Tahbil, established under the auspicious of the Governor. Beside these, during FY20, an amount of BDT 108.78 million has been allotted to Bangladesh Bank schools, mosques, clubs, day care centre and freedom fighters welfare units etc. to carry out their recreation and welfare activities.

Foreign Training and Study

13.16 During FY20, a total of 424 officials of the Bank participated in different training courses/ seminars/ workshops. Moreover, 41 officials were on deputation/ leave for higher study abroad during the same period.

Domestic Training and Study

13.17 During FY20, a total of 392 officials of the Bank participated in different local training courses/ seminars/ workshops organized by different institutions (Other than BBTA) within the country. Moreover, 10 officials were allowed to participate in higher study within the country.

Training Courses, Workshops and Seminars Conducted by Bangladesh Bank Training Academy (BBTA) during FY20

13.18 Bangladesh Bank Training Academy (BBTA) conducts a wide range of activities to attain objectives of transforming itself a world-class center of excellence for imparting quality training to the officers of Bangladesh Bank as well as commercial banks, financial institutions and Government and non-

government organisations. To add values to knowledge management process apart from training; different types of seminars, workshops are also arranged by BBTA. In view of enhancing the capacity of the faculty members and updating them with the changing knowledge frontiers in various fields relating to Economics, Finance and Banking; BBTA also arranges various programs for the trainers with the help of trained personnel of advanced and specialized institutions at home and abroad. BBTA conducted a total of 90 training courses, workshops and seminars during FY20 of which 58 of them were held at the BBTA premises and 32 were held at other offices of Bangladesh Bank. Due to worldwide COVID-19 pandemic total number of training courses has been declined to 90 in FY20 as compared to 141 in FY19. A total of 3693 participants participated in the above mentioned courses. The courses conducted by the BBTA during FY20 are shown in Table 13.1.

Table 13.1 Different Training Courses, Workshops and Seminars Organized by Bangladesh Bank Training Academy during FY20

Sl. no	Subjects	Number of courses	Number Of Participants
1	2	3	4
A.	Foundation Courses	5	282
1)	Foundation Training Course (AD-Specialized)	1	33
2)	Foundation Training Course (AD) –37 th Batch	1	69
3)	Foundation Training Course (AD) –38 th Batch	1	65
4)	Foundation Training Course (AD) –39 th Batch	1	65
5)	1 st Foundation Training Course (Cash Officer)	1	50
B.	Other Training Course	83	3212
i)	For the Officials of Bangladesh Bank	37	986
1)	Advanced Course on MS Word/Excel/ PowerPoint	2	40
2)	Banking Laws and Regulations	2	54
3)	Central Banking: Present and Future Challenges	1	32

4) Core Risk Management	1	23	9) International Trade Finance	3	120
5) Communicative English	1	29	10) Money & Banking Data Reporting	6	221
6) English Language Proficiency Course	1	25	11) Training Program on SDGs	1	30
7) ERP-MM Module	1	15	12) ToT on CIB Business Rules and Collateral Database	1	22
8) Etiquette and Personal Grooming	2	60	13) ToT on Important Guidelines of BB and ISS Reporting	1	24
9) Financial Inclusion	1	35	14) ToT on "Foreign Exchange Transaction Reporting "	1	32
10) In-Service Training	1	24	15) ToT on Money and Banking Data Reporting	1	22
11) Islamic Banking & Finance	1	27	16) ToT on "NPL Management: Handling Legal Issues, Writ Petition etc.	1	26
12) IT Auditing	1	27	17) ToT on trade Based Money Laundering	1	27
13) Leadership Development	1	23	C. Workshops/Seminars/Lecture Sessions	2	199
14) Monetary Policy Formulation and Implementation Process in Bangladesh Bank	3	73	1) Executive Development Seminar	1	80
15) Network and Hardware Security Awareness	1	34	2) Integrity and Anticorruption in Financial Sector	1	119
16) Orientation Course for New Supervisors	3	119	Grand Total (A+B+C+D)	90	3693
17) Payment & Settlement System in Bangladesh	2	58	Source: BBTA, BB.		
18) Presentation Skills for Enhancing Managerial Performance	2	41	Financial Sector Support Project (FSSP)		
19) Safety, Security and Disaster Management	1	29	13.19 The Financial Sector Support Project (FSSP) is being implemented with the assistance of International Development Association (IDA) to improve financial market infrastructure, regulatory and oversight capacity of Bangladesh Bank and access to long term financing for manufacturing sector in Bangladesh for ensuring stability and greater resilience of the financial sector. The project has commenced on 01 July 2015 and will end on 31 March 2021. The total approved project cost is USD 350.00 million of which IDA will provide USD 300.00 million and Bangladesh Bank will provide USD 50.00 million. Total amount of fund received from IDA is USD 273.26 million, out of which USD 232.41 million has been disbursed. On the other hand, USD 36.88 million has been disbursed up to June, 2020 from BB end.		
20) Strategic planning, Management & Leadership Development Course for DGMs	1	23	13.20 The project will be implemented through three major components over the project term. The components are (a)		
21) Techniques of Inspection of Banks and NBFIs and Report writing (Including Foreign exchange Inspection & ISS Reporting)	2	40			
22) Techniques of Inspection of Banks and Report writing	1	23			
23) ToT on Prevention of Money Laundering & Terrorist Financing	1	32			
24) ToT on Risk Based Supervision	1	22			
25) Understanding and Analysis of Financial Statement of Bank	2	51			
26) Understanding Economic Indicators	1	27			
ii) For the officials of Commercial Banks	46	2226			
1) CIB Business Rules and Collateral Database	13	765			
2) Combating Money Laundering and Terrorist Financing and Trade Based Money Laundering	1	40			
3) Detection, Disposal of Forged & Mutilated Notes	5	363			
4) Environmental & Social Risk Management and Green Financing	1	31			
5) Foreign Direct Investment and External Debt Reporting	1	42			
6) Foreign Exchange Transaction Reporting	4	151			
7) Guidelines on NRB Saving Bonds (Wage-Earner Development Bond, US\$ Investment Bond and US\$ Premium Bond)	3	191			
8) Integrated Supervision System (ISS) Reporting	2	119			

Developing key financial market infrastructure through benchmarking with international best practices, (b) Strengthening the capacity of the regulator to comply with international standards and accords on banking sector supervision and regulation, (c) Serving as a catalyst for developing a financial market in long-term finance market segment. Specific objectives of these components are as follows:

Strengthening Financial Market Infrastructure

13.21 This component aims to improve financial IT infrastructure of the country further, specially focusing on: (a) development of Payment and Settlement System to ensure a large scale shift to electronic payments in Bangladesh, specially of the Government payments, (b) expanding and modernizing Credit Information Bureau (CIB) by including credit information of the Microfinance Sector (MFI) and increasing reliability of credit reporting system, and (c) strengthening the IT Governance and IT management of the Bangladesh Bank to lay a robust and secured financial platform for advanced financial market. Necessary capacity building and knowledge transfer initiatives will also be taken to make the officials of the central bank and its associated organizations to embrace the new technologies and align their regular functions with the technology based new processes. Till June, 2020, 03 consultants have been recruited and 07 IT packages have been procured and 02 IT packages are undergoing Tender Evaluation Process to construct 03 data centers under this component. Already one data center and one near data center has been established and partially operative at present. Construction of one disaster recovery center (DRS) is ongoing at BB Rajshahi Office. IT Governance and

Risk Management Specialist was hired under FSSP and the specialist put recommendation on IT Governance of BB. Credit Information Monitoring Specialist was hired under FSSP for the development of CIB at Micro Credit Regulatory Authority (MRA). The specialist reviewed the Microfinance sector's ability to participate in a Credit information sharing scheme and designed the requirements of the MFI sector for a CIB. Finally, he prepared and submitted an action plan for establishing credit information database for MRA. Bangladesh Bank hired an international consultant firm for Preparation of Information System Strategy Paper (ISSP) for the State owned Commercial Banks (SOCBs), State owned Insurance Companies (SOICs), Development Financial Institutions (DFIs), Insurance Development Regulatory Authority (IDRA) and Bangladesh Insurance Academy (BIA). Accordingly, the consultant firm submitted Information System Strategy Paper (ISSP) and recommendation on business process re-engineering for Sonali Bank Limited, Janata Bank Limited, Agrani Bank Limited, Basic Bank Limited, Rupali Bank Limited; Bangladesh Development Bank Limited (BDBL), Bangladesh Krishi Bank (BKB), Rajshahi Krishi Unnyan Bank (RAKUB), Ansar-VDP Unnayan Bank, Prabasi Kallyan Bank, Karmasangsthan Bank; Shadharan Bima Corporation (SBC), Jibon Bima Corporation (JBC), Insurance Development and Regulatory Authority (IDRA), and Bangladesh Insurance Academy (BIA).

Strengthening Regulatory and Supervisory Capacity

13.22 The project expects to provide technical assistance towards the development and adoption of the comprehensive risk-based

integrated approach to banking regulation and supervision, which would include related documentation and training. Currently, rules based approach is in place to regulate and supervise the banking system. However, the risk based approach evolves the supervisory process toward one that is more anticipatory. This component will help BB to migrate to a risk-based approach to supervision to discharge its responsibilities to ensure a safe and sound banking system. Technical support will also be provided by appointing national and international individual advisor/consultant(s) or firm(s) to help building the system and develop the capacity to review and strengthen prudential regulations in future. Under this component, Resident Macro Prudential Regulation Specialist has completed his mission. A Supervision Specialist (Firm) is working on developing roadmap to introduce effective Risk Based Supervision (RBS) in line with Basel Committee on Banking Supervision (BCBS) recommendations (including but not limited to Pillar 2). They will review supervisory organisation and governance, support the preparation, conduct and review of on-site examination and propose amendments. They will assess corporate governance frameworks and practices, including risk management, internal control and audit functions in banks and FIs. They will address the FSAP recommendations related to supervisory issues. At the end of the assignment, they will submit final recommendation.

Supporting Long Term Finance

13.23 One of the deficiencies of the current financial market structure is inadequate sources of long term fund to meet the demand of the productive sector of the country. As a result, the financing need for long term investments

are met with relatively shorter maturity funds creating maturity mismatch both at banks and investors book. Hence there is a demand for long term financing for the manufacturing sectors for maintaining growth through up-gradation of technology and production lines and improve compliance with the international standards on social and environmental practices. This prime component of the project will provide long term funds, especially in US Dollar, which would be channeled by BB to eligible participating financial institutions (PFIs) based on eligibility criteria for lending. The fund will be available, on demand, to the manufacturing enterprises for procurement of capital machineries, equipment and other needs of the industry for setting up of new firm, expansion and/or up-gradation. The project would extend technical assistance to support PFIs to build appraisal skills (including on assessing safeguards risks) and to funded borrowers. The PFI agreement has been signed with 31 scheduled banks and USD 280.04 million has been sanctioned from which USD 246.08 million has been disbursed till June, 2020. Besides, an Environmental Regulations Compliance Specialist (National) and an Advisor for Long Term Project Financing have completed their tenure. One Environmental and Social Safeguards and compliance reporting workshop has been conducted in FY 2019-20 in order to disseminate the safeguards knowledge to the relevant officials of BB and borrowers. Around 60 officials from BB and borrowers participated in the workshop.

Capacity Building

13.24 One Masters program for BB officials at the Asian Institute of Technology (AIT), Thailand, is ongoing under FSSP fund. Moreover, training programmes are arranged at National Institute

Box 13.1 Cyber Security and Bangladesh Bank's Role

Cyber security is the practice of defending computers, servers, mobile devices, electronic systems, networks, and data from malicious attacks. It's also known as information technology security or electronic information security. The term applies into a variety of contexts, from business to mobile computing, and can be divided into a few common categories.

Application security focuses on keeping software and devices free of threats. Network security is the practice of securing a computer network from intruders, whether targeted attackers or opportunistic malware. Information security protects the integrity and privacy of data, both in storage and in transit. Operational security includes the processes and decisions for handling and protecting data assets. The permissions users have when accessing a network and the procedures that determine how and where data may be stored or shared all fall under this umbrella.

The global cyber threat continues to evolve at a rapid pace, with a rising number of data breaches each year. A report by Risk Based Security revealed that a shocking 7.9 billion records have been exposed by data breaches in the first nine months of 2019 alone. This figure is more than double (112%) of the number of records exposed in the same period in 2018. With the scale of the cyber threat set to continue to rise, the International Data Corporation predicts that worldwide spending on cyber-security solutions will reach a massive \$133.7 billion by 2022. Governments across the globe have responded to the rising cyber threat with guidance to help organizations implement effective cyber-security practices.

In the U.S., the National Institute of Standards and Technology (NIST) has created a cyber-security framework. To combat the proliferation of malicious code and aid in early detection, the framework recommends continuous, real-time monitoring of all electronic resources.

The threats countered by cyber-security are three-fold:

1. Cybercrime includes single actors or groups targeting systems for financial gain or to cause disruption.
2. Cyber-attack often involves politically motivated information gathering.
3. Cyberterrorism is intended to undermine electronic systems to cause panic or fear.

Some common methods used to threaten cyber-security are: Malware like Virus, Trojans, Spyware, Ransomware, Adware, etc. Besides this Botnets, SQL injection, Phishing, Vishing, Smishing, DNS Phishing, Farming, Man-in-the-middle attack, Denial-of-service attack, etc are mentionable cyber attack. Dridex malware (December 2019), Romance scams (February 2020), Emotet malware (late 2019), etc are some latest cyber threats of the world.

End-user protection or endpoint security is a crucial aspect of cyber security. After all, it is often an individual (the end-user) who accidentally uploads malware or another form of cyber threat to their desktop, laptop or mobile device.

Cyber-security measures protect end users and systems in the following way: First, cyber-security relies on cryptographic protocols to encrypt emails, files, and other critical data. This not only protects information in transit, but also guards against loss or theft.

Here are some top cyber safety tips: update your software and operating system, use anti-virus software, use strong passwords (not easily guessable), do not open email attachments from unknown senders (These could be infected with malware), do not click on links in emails from unknown senders or

unfamiliar websites (This is a common way that malware is spread), avoid using unsecure WiFi networks in public places (Unsecure networks leave you vulnerable to man-in-the-middle attacks), etc.

Bangladesh bank has taken different measures regarding cyber security. Different training and awareness program are arranged on a regular basis through IT departments and Human resources department. Bank has already formed a separate Cyber Security Unit (CSU) and appointed a security specialist from outside who is posted as the head of that unit. CSU is responsible for ensuring IT security, information security and cyber security of Bangladesh Bank.

Besides, Bangladesh Bank has published EOI for PCI DSS certification and evaluation is going on. Moreover, ISO 27001 certification is under process. Both IT departments and PSD are working on this issue. As per the instruction of Ministry of ICT and Ministry of Finance Bangladesh Bank asked all banks and NBFIs to get PCI DSS and ISO 27001 certification with the mentioned deadlines.

Bangladesh Bank is going to implement Security Operation Center (SOC) soon. Security Information and Event Management (SIEM), Anti Advanced Persistent Threat (Anti-APT), Privileged Access Management (PAM) solutions are going to be implemented soon. Vulnerability Assessment & Penetration Testing (VAPT) is performed through Information Systems Development and Support Department (ISDSD), ICT Infrastructure Maintenance and Management Department (ICTIMMD) and Cyber Security Unit (CSU) to protect valuable data and systems from malicious attacks.

of Bank Management (NIBM), Pune, India for participants of foundation training courses of BB. Several training programmes are also arranged for BB officials at home and abroad under this component.

13.25 On successful implementation of the project, it is expected that the IT infrastructure of the financial market will be strengthened, the regulatory and supervisory capacity of the central bank will migrate to more advanced level and an additional production capacity will be created which will result in increase of real output in the country.

Information and Communication Technology (ICT)

13.26 During FY20, ISDSD (former ISDD and ITOCD) has performed its regular software development and data processing activities through existing applications software as well as conducted various IT systems procurement and implementation activities. Following

Information Systems and related tasks have been completed during this period.

ICT Strategy Implementation

13.27 In FY20, ISDSD has implemented several ICT strategy as per the defined strategy in ICT strategy 2017-2021 for Bangladesh Bank.

IT Security and Awareness Building

13.28 To build more secured ICT infrastructure as a part of remediation plan several security devices and technology have been deployed in Bangladesh Bank. Besides, training on IT security awareness is a continuous process, which is going on in association with other departments to build IT security awareness among the Bangladesh Bank officials.

Information Systems Development

13.29 Information Systems and related tasks have been completed during FY20 as shown in the following table 13.2.

Table 13.2 Statement on Information Systems and Related Tasks during FY20

Sl. No.	Name of the Software/ Information Systems	Brief description of
1	2	3
1.	Tax calculation software for <i>Sanchayapatra</i>	Developed as system for Tax calculation for <i>Sanchayapatra</i> based on the information of National Identification Number (NID) and <i>Sanchayapatra</i> .
2.	Software Quality Assurance	Vulnerability Assessment Checklist: Draft of Vulnerability Assess Checklist has been prepared. The approval process is going on for finalization. Procedure for SQAT: Draft of Software Quality Assurance and Testing procedure has been prepared. The approval process is going on for finalization.
3.	Pension Management System	Development of Pension Management System has been finished based on Business Requirements. The software is now under User Acceptance Testing for implementation.
4.	Enterprise Support Fund (ESF)	Development of ESF System has been finished based on Business Requirements. The implementation is under process.
5.	Enterprise Data Warehouse (EDW)	New data components as per new requirements from different departments added and hence designed new mappings, reports and dashboards. OBU (Offshore Banking Unit) and OFCs (Other Financial Corporations) data are two challenges we are working about, for the coming days.
6.	Redesigning of BB Website	Redesigning of existing BB website has been completed with the approval of the competent authority. This process has been initiated in line with the circular of the ministry.
7.	Website for BFIU	According to the requirement of BFIU an independent website has been developed for its functionalities. Some changes have been proposed by BFIU in the website and accordingly ISDSD is now making necessary changes.
8.	BB Medical System	An online system has been developed for applying to enjoy the beyond ceiling facilities in BB Medical Centre recently. On the other hand Web based centralized medical system for BB is under development.
9.	Certifying Authority(CA)	Tender has been evaluated and notification of award has already been given to M/S Spectrum Engineering Consortium Ltd.
10.	Electronic Platform of <i>Sanchoybond</i> and Electronic Dealing System	Electronic Platform for <i>Sanchaybond</i> : Online purchasing and encashment of <i>Sanchaybond</i> from own desk for Non Resident Bangladeshis (NRB) has been automated through this system. Electronic dealing System: Call money market for Banks has been made online through this system.
11.	CBS Portal	--

Source: ISDSD, BB.