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RBI makes certification necessary for bank employees involved in specialised jobs

KOLKATA: Bank employees working in specialised areas such as treasury, risk management and accounting will need to be specially trained and go through certification programmes, Reserve Bank of India directed banks on Thursday.

The central bank said that bank staff would have obtain the requisite certification before April 1, 2018 for getting posted in these functional areas.

RBI also said that employees engaged in marketing should also get approved certification to prevent mis-selling of products and reduce customer complaints.

The regulator suggested these steps in a view to improve bank's manpower capacity, in step with recommendations put forward by a 'Committee on Capacity Building' headed by former executive director G Gopalakrishna.

The panel has said that banks should strengthen their human resource management with special thrust on areas such as recruitment, performance assessment, promotion and job rotation.

RBI has made certification necesasry for areas like treasury operations, risk management covering credit risk, market risk, operational risk and liquidity risk; preparation of financial results, audit function and credit appraisal, rating, monitoring, credit administration.

"Banks are free to require certification for other areas of work also. The employees working in the aforementioned areas should be asked to acquire certifications within a specified period, say, 6 months," RBI said.

RBI is also thinking of setting up of an accreditation agency for assuring and accrediting learning initiatives within the banking industry.