

Republic of Panama

Superintendency of Banks

B.D. RESOLUTION No. 0023-2011.
(of 21 June 2011)

“Whereby the Administrative Organizational Structure of the
Superintendency of Banks is modified”

THE BOARD OF DIRECTORS
In use of its legal powers and,

WHEREAS

Pursuant to Article 4 of the Banking Law, the Superintendency of Banks is an autonomous institution of the State, with juridical personality, own equity, and administrative, budgetary and financial independence;

According to Article 11, Literal II, Number 3 of the Banking Law, it is the duty of the Board of Directors of the Superintendency of Banks to approve the administrative organizational structure of the Superintendency;

According to Article 16, Literal II, Number 12 of the Banking Law, the Superintendent of Banks, after working meetings, has proposed to the Board of Directors several modifications to the administrative organizational structure of the Superintendency;

These modifications are based on the recommendations contained in the Diagnosis Report for the “Training Program Design, Banking Supervisor Civil Service Career Plan and Reviewing and Updating the Human Talent Policies of the Superintendency of Banks”;

The proposal above was analyzed in detail, ensuring that those recommendations match with the 2010 – 2012 Strategic Plan of the Superintendency;

As a result of the analysis made on the Superintendency of Banks’ administrative organizational structure, it is necessary, besides modifying its administrative organizational structure, to modify the name of several posts and to create or eliminate certain areas or administrative units of said structure;

After extensive discussion,

RESOLVES:

ARTICLE ONE: TO APPROVE AND ADOPT the organizational structure of the Superintendency, as described in Annex 1, which is an integral part of this Resolution, as follows:

A. Administrative Units that are eliminated:

1. International Projects and Affairs Division.
2. Institutional Integrity Division.
3. Financial Risks Department within the Financial Studies Division.
4. Database Department within the Financial Studies Division.
5. File Storage Section of the General Affairs Department within the Management and Finance Division.

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B. Administrative Units that are created:

1. Finance Division.
2. Supervision Subdivision/Group II is created within Supervision Division.
3. Planning, Quality and Supervision Policy Department is created within Supervision Division.
4. Office of International Projects and Affairs.
5. Records Management Department is created within Administration Division.

C. Administrative Units' names that will be changed:

1. The Division of Banking Supervision is renamed as "Supervision Division."
2. The Management and Finance Division is changed to "Administration Division."
3. The Division of Banking Regulation is renamed as "Regulation Division."
4. The Public Relations Division is changed to "Communications and Public Relations Division."
5. The Legal Banking Division is renamed as "Legal Division."
6. The Banking Supervision Subdivision is changed to "Supervision Subdivision/Group I."
7. All Administrative Units' names that were appointed as Departments will be changed to "Management" and their managers will be known as "Heads."¹
8. The Banking Supervision Department will remain as "Banking Supervision Department", which functionally will be divided into: 2 groups will directly report to "Supervision Subdivision/Group I" and 4 groups will report to "Supervision Subdivision/Group II."
9. The Human Resources Service Department is renamed as "Talent Management Department."
10. The "Technological Supervision Department" is changed to "Technology Risk Department."
11. The "Process Assessment and Institutional Continuity Department" is renamed as "Process Management Department."

1 TN: For the purposes of this translation we will keep the term "Department" because the literal translation of "*Gerencia*" is "Management" and we rather keep "Departments" to refer to these administrative units. In case of "*Gerencias*" referring to International Projects and Affairs and Bank Customer Service we will refer to them as "Offices" because those have a hierarchical level above the Departments (in Spanish referred to as "*Gerencias*"). For the persons in charge of these offices and departments, we will use the term "Heads".

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D. Hierarchical Organization:

1. The following Administrative Units will report directly to the Superintendent of Banks:
 - a. General Secretariat.
 - b. Legal Division.
 - c. Supervision Division.
 - d. Risk Management Division.
 - e. Division for the Prevention and Control of Illicit Operations.
 - f. Finance Division.
 - g. Financial Studies Division.
 - h. Human Resources Division.
 - i. Internal Audit Department.
2. Will report directly to General Secretariat:
 - a. Information Technology Division.
 - b. Communications and Public Relations Division.
 - c. Administration Division.
 - d. Office of International Projects and Affairs.
 - e. Office of Bank Customer Service.
 - f. Process Management Department.
 - g. Institutional Security Department.
3. Will report directly to Supervision Division:
 - a. Supervision Subdivision/Group I.
 - b. Supervision Subdivision/Group II.
 - c. Planning, Quality and Supervision Policy Department.
4. Will report directly to Supervision Subdivision/Group I:
 - a. Trust Supervision Department.
 - b. Banking Supervision Department (two groups will report directly to it).
5. Will report directly to Supervision Subdivision/Group II:
 - a. Banking Supervision Department (four groups will report directly to it).
6. Will report directly to Risk Management Division:
 - a. Technology Risk Department.
 - b. Credit Risk Department.
 - c. Market Risk Department.
 - d. Operational Risk Department.
7. Will report directly to Finance Division:
 - a. Accounting Department.
 - b. Planning and Budget Department.
 - c. Treasury Department.
 - d. Interest Clearing Special Fund (FECl) Department.
8. Will report directly to Administration Division:

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- a. General Affairs Department.

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- b. Procurement Department.
- c. Patrimonial Assets Department.
- d. Records Management Department.

ARTICLE TWO: TO ORDER to Human Resources Division to make the required adjustments as is provided for in this Resolution. This includes updating the Positions Profile Manual and any other relevant documents, for further approval and implementation.

ARTICLE THREE: TO ESTABLISH that those Administrative Units that were not modified, as set forth in this Resolution, will maintain their current structure.

ARTICLE FOUR: TO PROVIDE that in case of doubts on the interpretation of the above those will be handled according to the provisions of Annex 1.

ARTICLE FIVE: This Resolution shall become effective since 1 July 2011 and repeals any provisions contrary to it.

Legal Grounds: Banking Law: Article 11, Literal II, Number 3; Article 16, Literal II, Number 12.

Given in the city of Panama on the twenty-first (21st) of June, two thousand eleven (2011).

LET IT BE KNOWN, PUBLISHED AND ENFORCED.

THE CHAIRMAN,

THE SECRETARY,

Arturo Gerbaud

Félix B. Maduro