

# Republic of Panama Superintendency of Banks

**RESOLUTION SBP-JD-0011-2016**  
(dated 1 March 2016)

**THE BOARD OF DIRECTORS**  
in use of its legal powers, and

**WHEREAS:**

The Superintendency of Banks is an autonomous institution of the State with full legal status, its own equity and administrative, budgetary and financial independence;

There is a record of the existence of a Healthcare and Life Insurance Policy for the public servants of this institution that came into effect on February 2008;

At that time a letter was submitted to the Comptroller General of the Republic for his ruling on the legality and feasibility of granting this benefit to the staff as an incentive;

Pursuant to the provisions of the Addendum to the Contract for 2012, the institution would pay 100% of the Life Insurance Policy and 50% of the Healthcare and Hospitalization Insurance Policy, with the subscribing employees covering the remaining 50%, both insurance policies being covered a the specific budget allocation. These percentages have been maintained to date.

At that time and based on the existing legal and budgetary rules, the Comptroller General of the Republic considered the expenditure feasible. To that purpose, and taking the CGR's conditions into account, the SBP proceeded with a public call for bids, in order to choose a service provider for a two-month retail purchase;

From that date on and by means of a procedural exception authorized by the Board of Directors of the Superintendency (2009-2011) and by the Ministry of Economy and Finance (2012-2015), the insurance policies have been contracted directly by publishing the call for bids on the *Panamacompra* website;

The Superintendency of Banks has a consistent policy of retaining the staff it recruits, trains and immerses in the regulatory and supervisory activities that have been entrusted to this Institution by Law;

Besides the payroll adjustments possible within the budget, the SBP seeks to manage its apparent disadvantages relative to the labor market with some incentives and benefits, such as a life and healthcare insurance policies, that permit the employee to weigh, from an income perspective, the advantages of becoming and remaining a member of this institution;

According to Subparagraph 5, Paragraph II of Article 11 of the Banking Law, the Board of Directors of the Superintendency has the authority to approve incentive programs designed to promote the productivity of the employees;;

The Board of Directors has the authority to celebrate a Life and Healthcare insurance policy contract for the employees of the Superintendency of Banks as a permanently established incentive, fully complying with the provisions of the Banking Law;

In view of the above and after carefully considering the issue, the Board of Directors;

**RESOLVES:**

# TRANSLATION

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**ONE:** To approve and to maintain an incentive consisting in the contracting of a life and healthcare insurance policy for the employees of the Superintendency. This incentive will be awarded as follows:

- a) A Collective Life Insurance for all employees of the institution that will be fully covered by the institution.
- b) A healthcare insurance policy for which the institution will cover 50%, with the remaining 50% being covered by the subscribing employees.

**TWO:** To authorize the Superintendent to establish an annual budgetary allocation to pay for the Life and Healthcare insurance policies in accordance with the Law on Public Procurement.

**LEGAL GROUNDS:** Subparagraph 5, Paragraph II of Article 11 of the Banking Law.

Given in the city of Panama on the first (1<sup>st</sup>) day of March, two thousand sixteen (2016).

**FOR PUBLICATION AND ENFORCEMENT,**

**THE CHAIRMAN,**

**THE SECRETARY,**

Luis Alberto La Rocca

Arturo Gerbaud