



# MULTAN ELECTRIC POWER COMPANY

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No. 05-25 /Company Secy

Office of  
The Company Secretary

Dated: 06-01-2021

1. Mr. Akhlaq Ahmad Syed  
House No.162, Street No. 73,  
G-9/3, Islamabad.
2. Mr. Mohsin Raza Khan  
Chief Executive Officer,  
MEPCO Multan.
3. Mr. Ahmad Taimoor Nasir  
Joint Secretary (Transmission),  
Room No. 235 Ministry of Water & Power,  
Islamabad.
4. Mr. Javaid Iqbal Khan,  
Joint Secretary (Budget), Govt of Pakistan  
Finance Division Islamabad.
5. Mr. Khalid Masood Khan,  
10-Green Lane, Zakaria Town  
Bosan Road, Multan.
6. Mr. Saadullah Khan  
House No.49/1, Street No.1, Phase-2 DHA  
Lahore-54792.
7. Mr. Salah-Ud-Din  
President, Multan Chamber of Commerce & Industry  
Shahrah-e-Aiwan-e-Tijarat-o-Sanat,  
Near Kalma Chowk, Multan.
8. Mr. Sarfaraz Ahmad  
Addl: Commissioner (Coordination)  
District Courts Multan.

**Sub:- MINUTES OF 165<sup>TH</sup> BOD MEETING HELD ON 31-12-2020.**

Enclosed please find herewith Minutes of 165<sup>th</sup> BOD Meeting held on **31-12-2020,--**  
**(Thursday) at 11:00 AM in Board's Meeting Room, MEPCO HQ, Khanewal Road Multan,**  
for information and necessary action please.

**DA/as above**

  
**COMPANY SECRETARY MEPCO**

Copy to:-

1. Finance Director, MEPCO Ltd Multan.
2. HR/Admn: Director MEPCO Ltd Multan.
3. General Manager (Tech) MEPCO Ltd Multan.
4. General Manager (Op) Distn: MEPCO HQ Multan.
5. Chief Engineer/CS Director MEPCO Ltd Multan.
6. Chief Engineer (T&G) MEPCO Ltd Multan.
7. Chief Engineer (Development) HQ Multan.
8. Chief Engineer (Planning) HQ Multan.
9. Chief Engineer (O&M) HQ Multan.
10. DG (IS) MEPCO HQ Multan.
11. Project Director Construction MEPCO HQ Multan.
12. Manager (Security) / Transport MEPCO Multan.
13. Manager Internal Audit, MEPCO HQ Multan.
14. Manager (L&L) MEPCO HQ, Multan.
15. Manager (MM) MEPCO HQ Multan.
16. Manager (Civil) MEPCO HQ Multan.
17. Addl: Manager (Public Relations) MEPCO HQ Multan.

# MULTAN ELECTRIC POWER COMPANY

**MINUTES OF 165<sup>TH</sup> BOD MEETING, HELD ON 31.12.2020 (THURSDAY) AT 11:00 AM IN BOARD'S MEETING ROOM, MEPCO HEAD QUARTER KHANEWAL ROAD MULTAN.**

- |                            |                               |
|----------------------------|-------------------------------|
| 1. Akhlaq Ahmad Syed       | Chairman (Through Video Link) |
| 2. Mr. Mohsin Raza Khan    | CEO/Director                  |
| 3. Mr. Ahmad Taimoor Nasir | Director (Through Video Link) |
| 4. Mr. Khalid Masood Khan  | Director                      |
| 5. Mr. Sarfraz Ahmad       | Director                      |
| 6. Mr. Javed Iqbal         | Director (Through Video Link) |
| 7. Mr. Saadullah Khan      | Director (Through Video Link) |
| 8. Mr. Sajid Yaqoob        | Company Secretary             |

**Following MEPCO officers attended the Meeting on call.**

- |                                    |                             |
|------------------------------------|-----------------------------|
| 1. Mr. Muhammad Ali                | Finance Director            |
| 2. Mr. Nasar Hayat Maken           | D.G (HR & Admin)            |
| 3. Mr. Shafiq-ul-Hassan            | General Manager (Tech)      |
| 4. Mr. Syed Ahsan Mohy-ud-Din      | General Manager (CS)        |
| 5. Mr. Waqas Masood Amjad Chughtai | Manager (HRM)               |
| 6. Mr. Imran Mehmood               | Director Procurement (Dist) |

Meeting started under the Chairmanship of Mr. Akhlaq Ahmad Syed. Chairman noted the quorum and declared the meeting to be in order. Proceedings commenced with recitation of Verses from the Holy **Quran** by Mr. Akhlaq Ahmad Syed.

The Members and key management personnel declared that they are not directly or indirectly, concerned/interested in any contract or arrangement being considered in this Board meeting.

*Following agenda items were presented to the Board, the resultant discussions and decisions of the BOD are narrated as under: -*

## **AGENDA ITEM NO. 1**

### **Leave of absence of Honorable Members of BOD Meeting.**

The Chairman of Board of Directors granted the leave of absence to Honorable Member of the Board namely Mr. Salah-ud-Din.

## **AGENDA ITEM NO. 2**

### **To consider and confirm the minutes of the 164<sup>th</sup> BOD Meeting held on 18.12.2020.**


Company Secretary apprised that the Minutes of 164<sup>th</sup> BOD Meeting held on 18.12.2020 dully endorsed by the Chairman BOD were circulated among all Board Members. The Chairman BOD invited the attention of all Members for offering any reservation(s)/comments(s) regarding approval of the minutes.

### **Resolution**

**165-BOD-R1** There being no objection from the house, **RESOLVED** that the Minutes of 164<sup>th</sup> BOD Meeting held on 18.12.2020 be and is hereby confirmed as true record of the proceedings of the meeting.

## **AGENDA ITEM NO. 3**

### **To consider and confirm Circular Resolution No. 6 dated: 22.12.2020.**

The Board was apprised that the agenda was presented by Company Secretary MEPCO that the matter regarding procurement of 14000 No. H.T Spun Hollow Poles 36' long on FCS basis. (T/No. 62/21 dt: 26.11.2020) was presented to the Members of the Board. After considering the matter, the Board passed the below detailed Circular Resolution reproduced as follows: 

**“RESOLVED THAT** considering the request of General Manager (Technical), recommendations of Tender Evaluation Committee and Procurement Committee of Board, approval for procurement of 14000 No. H.T Spun Hollow Poles 36’ long @ Rs 17300/- each from following firms is hereby accorded. The total cost for procurement of above item would be Rs. 242.2 million (excluding GST) against tender No. 62/21 opened on 26.11.2020”.

Name of the firm	Location of Store	Offered Qty (No.)
M/s Potential Engg: Sadiqabad	132 kv Grid Station MianWaliQureshian R.Y Khan Circle	2240
M/s Amin Brothers Jhang	132 kv Grid Station Jampur D.G Khan Circle,	2240
M/s Namco Associates Jahanian	132 kv Grid Station Larr Multan Circle,	2800
M/s Polecrete Spun KachaKhu	132 kv Grid Station GaraMorh Vehari Circle	2240
M/s ANN Global Sahiwal	132 kv Grid Station Noorpur Sahiwal	2240
M/s Precast Building Sumandri	132 kv Grid Station Bagdad ul JadeedB.Pur Circle	2240

The members were requested to consider the above proposed resolution. Board considered the case and resolved as follows.

**Resolution**

**165-BOD-R2 RESOLVED** that the above Circular Resolution No. 6 dated: 22.12.2020 approved in circulation is hereby confirmed.

**AGENDA ITEM NO. 4**

**To consider and confirm Circular Resolution No. 7 dated: 22.12.2020.**

The Board was apprised that the agenda was presented by Company Secretary MEPCO that the matter regarding procurement of 14000 No. L.T Spun Hollow Poles 31’ long on FCS basis(T/No. 63/21 dt: 26.11.2020) was presented to the Members of the Board. After considering the matter, the Board passed the below detailed Circular Resolution reproduced as follows:

**RESOLVED THAT** considering the request of General Manager (Technical), recommendations of Tender Evaluation Committee and Procurement Committee of Board, approval for procurement of 14000 No. L.T Spun Hollow Poles 31’ long @ Rs 13450/- each from following firms is hereby accorded. The total cost for procurement of above item would be Rs. 188.3 million (excluding GST) against tender No. 63/21 opened on 26.11.2020”.

Name of the firm	Location of Store	Offered Qty (No.)
M/s Namco Associates Jahanian	132 kv Grid Station Larr Multan Circle	2800
M/s Potential Engg:Sadiqabad	132 kv Grid Station MianWaliQureshian R.Y Khan Circle	2240
M/s ZHN ContractingOkara	132 kv Grid Station Noorpur Sahiwal	2240
M/s Polecrete Spun Kacha Khu	132 kv Grid Station GaraMorh Vehari Circle	2240
M/s Potential Engg:Sadiqabad	132 kv Grid Station Bagdad ul JadeedB.Pur Circle	2240
M/s Amin Brothers Jhang	132 kv Grid Station Jampur D.G Khan Circle	2240

The members are requested to consider the above proposed resolution. Board considered the case and resolved as follows.

**Resolution**

**165-BOD-R3 RESOLVED** that the above Circular Resolution No. 7 dated: 22.12.2020 approved in circulation is hereby confirmed.

## **AGENDA ITEM NO. 5**

### **To consider and confirm Circular Resolution No. 8 dated: 22.12.2020.**

The Board was apprised that the agenda was presented by Company Secretary MEPCO that the matter regarding procurement of 2940 No. H.T Spun Hollow Poles 45' long on FCS basis (T/No. 65/21 dt: 26.11.2020) was presented to the Members of the Board. After considering the matter, the Board passed the below detailed Circular Resolution reproduced as follows:

**RESOLVED THAT** considering the request of General Manager (Technical), recommendations of Tender Evaluation Committee and Procurement Committee of Board, approval for procurement of 2940 No. H.T Spun Hollow Poles 45' long @ Rs 36500/- each from following firms is hereby accorded. The total cost for procurement of above item would be Rs. 107.31 million (excluding GST) against tender No. 65/21 opened on 26.11.2020”.

Name of the firm	Location of Store	Off: Qty
M/s Namco Associates Jahanian	132 kv Grid Station Larr Multan Circle	700
M/s Polecrete Spun KachaKhu	132 kv Grid Station GaraMorh Vehari Circle	560
M/s Potential Engineers Sadiqabad	132 kv Grid Station Jampur D.G Khan Circle	560
M/s Junaid Pvt. Ltd. Lahore	132 kv Grid Station Mian Wali Qureshian R.Y Khan Circle	560
M/s Polecrete Spun KachaKhu	132 kv Grid Station Bagdad ul Jadeed B.Pur Circle	560

The members are requested to consider the above proposed resolution. Board considered the case and resolved as follows.

### **Resolution**

**165-BOD-R4 RESOLVED** that the above Circular Resolution No. 8 dated: 22.12.2020 approved in circulation is hereby confirmed.

## **AGENDA ITEM NO. 6**

### **Matters relating to Procurement Committee.**

i. **Approval for procurement of 2000 km PVC 2/Core 10mm<sup>2</sup> SID Cable (T/No. 53/21 dt: 19.10.2020).**

The agenda was presented by General Manager (Technical) apprising the Board that the case was presented in 33<sup>rd</sup> Procurement Committee meeting held on 15.12.2020. He intimated that tender inquiry regarding procurement of 2000 km PVC 2/Core 10mm<sup>2</sup> SID Cable was floated in widely circulated newspapers in line with the approval of competent authority under Single Stage, Two Envelopes (Technical and Financial) bidding procedure. The technical bids were opened by the tender opening committee on scheduled date i.e., 19.10.2020. Four (04) firms purchased the tender documents whereas Two (02) firms participated in tender. The Technical bids were sent to Tender Evaluation Committee for technical evaluation on 20.10.2020. The committee evaluated the case as “Based on the technical evaluation in the report, following firms have been found as responsive bidders:

- M/s Madni Cables
- M/s Mutahir Metal Works

The information regarding results of Technical evaluation & opening of financial bids were conveyed to technically responsive bidders vide memo No. 3706-10 dated 29.10.2020 as well as informed telephonically. Subsequently the financial bids were opened by the tender opening committee on scheduled date i.e., 02.11.2020. The recommendations of the Bid Evaluation Committee are “Based on the Technical as well as Financial evaluation, M/s Madni Cables Lahore has emerged as lowest evaluated responsive bidder for the procurement of 2000 km PVC 2/Core 10mm<sup>2</sup> SID Cable @Rs. 47489/- per km without GST. Later on, the lowest bidder i.e., M/s Madni Cables voluntarily provided discounted rate of Rs. 47200/- per km vide their letter dated 10.11.2020.

The above lowest tender rate is 2.95% higher as compared with the purchase rate of MEPCO whereas on lower side as compared with the purchase rates of other DISCOs.

Upon query of one of members of Board, GM (Technical) confirmed that MEPCO has complied with the PPRA rules/procedures related to such procurement and technical, financial evaluation of the bid submitted for the said procurement have been carried out correctly on the basis of true facts of each bid submitted by the bidders. The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder. Moreover, previously there is no issue on supplier side from which this procurement is being made.

Continuing with his briefing, GM (Technical) stated that the total cost for the procurement of 2000 km PVC 2/Core 10mm<sup>2</sup> @ Rs. 47200/- per km would be Rs.94.4 million (excluding GST) from M/s Madni Cables. CEO also accorded approval for putting up agenda item in BOD.

During the course of discussion, the GM (Technical) emphasized that the subjected procurement is very beneficial, critical to the operations of the Company and any delay will cause significant loss to the Company. He informed that subjected procurement is required for new general domestic / commercial connections.

One of members pointed out that while providing the rate comparison with other DISCOs, the tender opening date and PO issued dates have been mentioned which is confusing. So, he suggested that management should mention tender opening dates so avoid any confusion. The management noted the same for future compliance.

Members also observed that quoted rate is 2.95% higher as compared with the purchase rate of MEPCO whereas on lower side as compared with the purchase rates of other DISCOs. The management informed that LME has increased by 15.99%, moreover, higher rates are expected in case of retendering.


Based on operational justification provided by the management as stated above, the Board agreed for proposed procurement. The Board also considered the stock balance position is Nil whereas monthly consumption is 250 No.

The Board resolved as follows.

#### **Resolution**

**165-BOD-R5 RESOLVED** that considering the request of General Manager (Technical), recommendations of Tender Evaluation Committee and Procurement Committee of Board, approval for the procurement of 2000 km PVC 2/Core 10mm<sup>2</sup> SID Cable @ Rs 47200/- per km from M/s Madni Cables Lahore is hereby accorded. The total cost for procurement of above item would be Rs. 94.4 million (excluding GST) against tender No. 53/21 opened on 19.10.2020.

The resolution is based on the following confirmation by the management of MEPCO.

- a) No material information has been withheld and the working paper represents all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) That there is no conflict of interest of any member/Officer of the MEPCO.
- d) MEPCO has complied with the PPRA rules and procedures related to such procurement.
- e) The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder.
- f) Technical and financial evaluation of the bid submitted for the said procurement have been carried out correctly on the basis of true facts of each bid submitted by the bidders.
- g) Previously, there is no issue on supplier side from which this procurement is being made. 

- h) There is no violation of SOPs of MEPCO for environmental and social safeguard.
- i) The procurement will be in accordance with the approved financial budget and procurement plan.
- j) The case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- k) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

**165-BOD-D1 Directed** the GM (Technical) to mention tender opening date rates while providing comparison with previous purchase rates of MEPCO and other DISCOs.

**ii. Procurement of 3000 km ACSR Rabbit Conductor (T/No. 50/21 dt: 19.10.2020).**

Before start of formal presentation of Agenda, the Chairman invited the attention of Members. He pointed out that comparative Bid statement prepared at the time of financial bid opening and attached with the working paper did not have signatures of one of the members of the Tender Opening Committee which is a serious violation. Such state of affairs put sanctity of whole procurement process in question. All other members showed their displeasure for this gross negligence and desired that the management should take this omission at its own level. However, all members were of unanimous view that the case does not merit for consideration with such an unacceptable discrepancy.

Board resolved as follows.

**Resolution**

**165-BOD-R6 RESOLVED** that the management request for approval of the procurement is declined.

**AGENDA ITEM NO.7**

**Matters relating to HR Committee.**

**i. Approval for Ratification of proceedings of Selection Board regarding Time Scale Up gradation of officers from BPS-17 to BPS-18 held on 20.02.2020.**

The Board was apprised that the agenda was presented by D.G (HR & Admn) in 20<sup>th</sup> HR Committee Meeting held on 26.10.2020. He intimated that meeting of Time Scale Up gradation Board of officers from (BPS-17 to BPS-18) was held on 20.02.2020 and subsequently the cases of those officers whose eligibility was as on 01.01.2019 or onward were recommended by HR Committee and accordingly ratified by MEPCO BOD in its 162<sup>nd</sup> meeting held on 06.10.2020. List of following officers who were not recommended by HR Committee in its meeting held on 12.06.2020 for Time Scale Up gradation in BPS-18 of those officers whose eligibility was before 01.01.2019:-

A. SDOs (Graduates):-

Sr.#	Name & Designation	Date of Eligibility
01	Muhammad Yousaf, the then SDO, now XEN attach with MEPCO H/Q Multan	27.05.2010
02	Mr. Saad Shafique, SDO (Op) Hassan Parwana, Multan	08.01.2017

B. SDOs (Non-Graduates):-

Sr.#	Name & Designation	Date of Eligibility
01	Mr. Anwar Ul Haq, AET Bosan Road Multan	29.12.2016
02	Ch. Tanveer Akhtar, SDO (Op) New Multan	18.12.2017

The HR, Committee of MEPCO BOD in its 20<sup>th</sup> meeting held on 26.10.2020 has recommended the case to Board for its ratification of proceedings / recommendations of Time Scale Up gradation Board of officers from BPS-17 to BPS-18 held on 20.02.2020 with the instruction to clarify the due date for eligibility in respect of Mr. Anwar Ul Haq, AM(Grids) Bosan Road Multan.

DG (HR & Admin) informed that Mr. Anwar Ul Haq, AM (Grids) Bosan Road Multan was considered in TSU Board held on 18.12.2017 and not recommended due to pending Charge Sheet

No. 410 dated 22.02.2017 against him. He was again considered in TSU board held on 30.05.2018 but not recommended due to under "Major Penalty", subsequently MEPCO, BOD accorded approval in its meeting held on 20.03.2018 notified vide this office order No. 50-P dated 05.04.2018 regarding grant of TSU to the officer / officials from the date of eligibility and further clarification in this respect was also issued vide GM (HR) PEPCO, O.M No. 8108-34 dated 31.08.2018. Since Mr. Anwar Ul Haq, AM (Grids) Multan had passed Departmental Up gradation Exam (DUE) on 28.12.2016 vide result Notification No. 2684-2702 dated 28.12.2016, and mandatory trainings for the purpose of TSU was exempted at that time, therefore he become eligible for grant of TSU w.e.f. 29.12.2016 in the light of Para-vii of the clarification issued vide GM (HR) PEPCO, O.M No. 8108-34 dated 31.08.2018, which reproduces as "In case an employee completed prescribed length of service as on 15.10.2017 but qualify DPE at later stage, e.g. 31.01.2018, he will be entitled for Up gradation w.e.f. 01.02.2018, if otherwise eligible", and as such selection board recommended grant of Time Scale Up gradation to the officer w.e.f. 29.12.2016 accordingly.

The criteria/parameters of Up gradation from BPS-17 to BPS-18 as well as the working papers / pen-pictures and Bio Data of recommended officers were intimated to the Board.

The Board resolved as follows.

**Resolution**

**165-BOD-R7 RESOLVED** that considering the request of D.G (HR & Admn) and the recommendations of HR Committee, the approval for ratification of Time Scale Up gradation Boards of officers from BPS-17 to BPS-18 held on 20.02.2020 of only those officers who have been considered for the first time in Time Scale Up gradation Boards from the dates mentioned against each is hereby accorded.

**A. SDOs (Graduates):-**

Sr.#	Name & Designation	Date of Eligibility
01	Muhammad Yousaf, the then SDO, now XEN attach with MEPCO H/Q Multan	27.05.2010
02	Mr. Saad Shafique, SDO (Op) Hassan Parwana, Multan	08.01.2017

**B. SDOs (Non-Graduates):-**

Sr.#	Name & Designation	Date of Eligibility
01	Mr. Anwar Ul Haq, AET Bosan Road Multan	29.12.2016
02	Ch. Tanveer Akhtar, SDO (Op) New Multan	18.12.2017

The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working paper represents all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) That there is no conflict of interest of any member/Officer of the MEPCO.
- d) There is no violation of SOPs of MEPCO for environmental and social safeguard.
- e) Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- f) The proposal is technically & economically feasible.
- g) The budget required for execution of above-mentioned proposals has been approved by the Board.
- h) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the Consequences.

*W*

ii. **Approval for special additional remuneration for Chief Executive Officer (CEO Allowance).**

The management requested the Board to accord its approval to withdraw subjected agenda item. The members acceded the request. Board resolved as follows.

**Resolution**

**165-BOD-R8** Considering the request of management, **RESOLVED** that approval to withdraw the subject agenda is hereby accorded.

iii. **Approval for grant of incentive / hardship allowance to the employees of (OP) Sub-Division Maroot being scattered / far-flung area.**

Before start of formal presentation of subjected agenda, one of Members of HR Committee pointed out that the same working paper which was presented during Committee meeting has been submitted to Board without compliance of direction of HR Committee and presented working paper does not merit for consideration. Members did not accede the request of management for consideration. Board resolved as follows.

**Resolution**

**165-BOD-R9** **RESOLVED** that deliberation on above mentioned agenda item is deferred to next meeting with the direction to resubmit the revised working paper along with compliance of direction of HR Committee.

iv. **Approval for Time Scale Up gradation from BPS-17 to BPS-18 in respect of Mr. Nasir Rasheed, the then Jr. Engineer / SDO MEPCO now GM (Retired) MEPCO.**

The Board was apprised that the agenda was presented by D.G (HR &Admn) in 21<sup>st</sup> HR Committee Meeting held on 01.12.2020. He intimated that Mr. Nasir Rasheed, the then Jr. Engineer / SDO MEPCO, now GM (Retired) MEPCO (Seniority No. 469 of seniority list) has made a representation for grant of TSU, from BPS-17 to BPS-18 from the date of eligibility i.e. 20.04.2003. The case of Mr. Nasir Rasheed, has been scrutinized and observed that case of the officer for grant of TSU from BPS-17 to BPS-18 from the date of eligibility i.e. 20.04.2003 is in line with the policy and Authority decision No. 10. of the meeting held on 12.11.2001 conveyed by Secretary WAPDA, Lahore vide letter No. ADC (Coor) / 03003/ MGT/3679-99 dated 07.12.2001 as well as decision of MEPCO BOD taken in its 134th meeting held on 20.03.2018 notified vide this office order No. 50-P dated 05.04.2018 and further clarified vide GM(HR)PEPCO, Lahore OM No. 8108-34 dated 31.08.2018 and also some junior officers (Seniority No. 471 to 1210) to the appellant have already been considered and granted TSU from BPS-17 to BPS-18 vide GM(Admn) WAPDA Office Order No. GM A/DCM/0995(2)/2443-2563 dated 17.01.2004.

In view of above, the case of said officer was presented before Selection Board in its meeting held on 30.11.2020 and the Selection Board after due consideration of the case has recommended the grant of Time Scale Up gradation from BPS-17 to BPS-18 from the date of eligibility i.e. 20.04.2003 to Mr. Nasir Rasheed, the then Jr. Engineer / SDO MEPCO, now GM (Retired) MEPCO. Proceedings / recommendations of the Selection Board and Bio Data of the officer were intimated to the Board.

Board was further apprised that HR Committee had directed to present list of all employees having for same nature of case. The management certified that as of now as per all available information, 3 cases of same nature exist and the working is under process. Members desired that cases should be finalized on priority with approval of Competent Authority.

The Board resolved as follows.

**Resolution**

**165-BOD-R 10** **RESOLVED** that considering the request of D.G (HR &Admn) and the recommendations of HR Committee, the approval for ratification of Time Scale Up gradation Board proceedings in respect of Mr. Nasir Rasheed, the then Jr.



Engineer / SDO MEPCO, now GM (Retired) MEPCO from BPS-17 to BPS-18 held on 30.11.2020 is hereby accorded.

The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working paper represents all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) That there is no conflict of interest of any member/Officer of the MEPCO.
- d) There is no violation of SOPs of MEPCO for environmental and social safeguard.
- e) Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- f) The proposal is technically & economically feasible.
- g) The budget required for execution of above-mentioned proposals has been approved by the Board.
- h) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the Consequences.

v. **Approval for adoption of PEPCO Office Order No. 5406-20/ MDP/GM (HR)/ADG (E)/CBA/20 dated: 27.05.2019 regarding allowing recruitment of employees' children through advertisement up to BPS-15 instead of BPS-14 against all such posts which have been upgraded in BPS-15.**

The Board was apprised that the agenda was presented by D.G (HR & Admn) in 18<sup>th</sup> HR Committee Meeting held on 24.07.2020. He intimated that the children of employees who died during service are being appointed against the posts BPS-01 to BPS-15 and children of employees under 20% Employee's Children Quota through advertisement are being appointed against the posts BPS-01 to BPS-14 in the light of PEPCO Office Order No. 2254-67 dated 15.03.2008. Now, GM (HR) PEPCO, WAPDA House Lahore vide Office Order No. 5406-20/ MDP/GM (HR)/ADG(E)/CBA/20 dated: 27.05.2019 has intimated that BOD PEPCO in its 72<sup>nd</sup> meeting held on 16<sup>th</sup> March 2019 while considering the demand of CBA union has allowed the recruitment of employees' children up to BPS-15 instead of BPS-14 against all such posts which have been upgraded in BPS-15.

In compliance of resolution No. 18-HR-R3 of 18<sup>th</sup> HR Committee meeting held on 24.07.2020, it was certified that no post of BPS-15 was advertised in last one year.


Board was requested to accord approval for adoption of GM (HR) PEPCO, Lahore Office Order No. 5406-20/MDP/GM (HR)/ADG (E)/CBA/20 dated: 27.05.2019 regarding allowing recruitment of employees' children against 20% quota through advertisement up to BPS-15 instead of BPS-14 against all such posts which have been upgraded in BPS-15.

Board resolved as follows.

**Resolution**

**165-BOD-R 11 RESOLVED** that considering the request of D.G (HR & Admn) and the recommendations of HR Committee, approval for adoption of GM (HR) PEPCO, Lahore Office Order No. 5406-20/ MDP/GM (HR)/ADG(E)/CBA/20 dated: 27.05.2019 regarding allowing recruitment of employees' children against 20% quota through advertisement up to BPS-15 instead of BPS-14 against all such posts which have been upgraded in BPS-15 is hereby accorded.

The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working paper represents all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) That there is no conflict of interest of any member/Officer of the MEPCO. 

- d) There is no violation of SOPs of MEPCO for environmental and social safeguard.
- e) Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- f) The proposal is technically & economically feasible.
- g) The budget required for execution of above-mentioned proposals has been approved by the Board.
- h) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the Consequences.

**vi. Approval for request for bonus on achieving line losses target ending Decemeber-2020.**

The Board was apprised that the agenda was presented by G.M (CS) in 21<sup>st</sup> HR Committee Meeting held on 01.12.2020. He intimated that NEPRA has assigned target against (T&D) losses as 15% through tariff petition (copy attached) for period 07/2020 to 06/2021. However, MEPCO Management along with all officers / officials is committed & are struggling through strict vigilance & monitoring to achieve NEPRA target as well further reduction by 0.25% (below NEPRA Target) that is going to be achieved ending Dec-2020 (ahead of June-2021 by six months). If such target is achieved, then it is recommended that 50% of basic pay as bonus be paid during Jan-2021 as motivation to encourage all MEPCO officers / officials struggling for the land mark through Day & Night Anti Theft Campaign by operation staff to reduce administrative / Distribution losses as well construction staff by bifurcation of 11KV line & GSC staff by upgrading existing transmission line & construction of new Transmission Line / Grid Stations, further GSO staff also working hard to augment the existing overloading power transformer & replacement of deteriorated bushes & circuit breaker to reduce technical loss. The balance 50% will be payable during July-2021 on achieving NEPRA Target as (15%) & further reduction by (0.25%) will come out as 14.75% ending June-2021. By achieving NEPRA Target as well as further reduction of 0.25% (below NEPRA Target) ending Dec-2020, total units saved will be 49.28MKWH amounting to Rs.549.94 Million.

One of member commented that as per global practice of organizations, the performance bonus is granted on basis of twelve months results against defined targets instead of six months results. The short period of six months is not enough to gauge the performance of Public sector Company. Such adhoc decision may compromise the interests of Company as well as the stakeholders. Moreover, presented proposal is also not adequate to be deliberated upon as it does not provide substantial figures to take a decision.


While participating into discussion, one of members commented that award of bonus for achievement of predefined targets is a healthy exercise as the employees would be motivated to achieve the targets. However, the rationale of the proposal should be adequate enough for Board's consideration. Furthermore, the financial justification of proposal should be mentioned in revised working paper.

After detailed discussion, the members desired that a comprehensive proposal with verifiable data along with financial justification should be presented to the Board.

One of Members also proposed that Ministry has taken positive initiative by directing the BODs of DISCOs to start process of hiring of CEO from open market for term of 3 years which will finalized within next 3 months. So, Board should start the start the process of framing a performance contract which will be required to be signed between Board and the new incumbent as CEO. He proposed that DG (HR & Admin) should be assigned this task. All other members agreed with the proposal.

During the course of discussion, it was intimated that results of December will be finalized up to

**Resolution**

**165-BOD-R12 RESOLVED** that the case is hereby deferred with direction to present revised working paper to Board and prepare a comprehensive proposal with verifiable actual data along with financial justification. 

**165-BOD-D2 Directed DG (HR & Admin) to present a draft Performance Contract Agreement with defined KPIs for approval of Board to be signed between Board and new incumbent being hired as CEO.**

**vii. Approval for Enhancement of Marriage Grant.**

Before start of formal presentation of subjected agenda, one of members pointed out that scrutiny of working paper reveals that direction of HR Committee regarding creation of MEPCO Welfare Fund was given in its meeting held on 1.10.2019 and despite lapse of more than a year, nothing has been done by the management in this regard. Such state of affairs shows seriousness and commitment of the management for the subjected matter. He proposed that Board should not consider the agenda till compliance of direction of HR Committee. All other members unanimously agreed with the observation and proposal of the member. The members also showed their displeasure upon the issue. Board resolved as follows.

**Resolution**

**165-BOD-R13 RESOLVED** that deliberation upon subjected agenda is hereby deferred till compliance of 14-HR-D5.

**AGENDA ITEM NO.8**


**Matters relating to Risk Management Committee.**

**i. Administrative approval for the proposal for bifurcation and rehabilitation of 11KV Baba Fareed feeder emanating from 132KV Grid Station Hoota under Account Head “Energy Loss Reduction (ELR)”.**

The Board was apprised that the agenda was presented by Chief Strategic Planner in 11<sup>th</sup> Risk Management Committee Meeting held on 13.11.2020. He intimated that S.E (Op) MEPCO Circle Sahiwal has submitted the said proposal vide memo # 9054-55 dated 13.05.2020. PD (Const) MEPCO conducted detailed site survey and submitted scope of work & cost estimate amounting to Rs. 41.938 Million vide his memo # 2828-29 dated 30.07.2020. The overall B.C Ratio works out to be 3.04. The proposal is viable under A/C Head “Energy Loss Reduction (ELR)”. The said proposal estimate is prepared as per fresh Material rates, interest and Electricity Purchase rates while preparing the cost benefit justification slip which duly vetted by Finance Directorate. However, on the directions of RMC, alternate proposal to bring down the line losses and voltage drop within minimum threshold set by NEPRA has been carried out by proposing 01 new Grid Station and the results comparison is provided. It was further apprised that it was directed by RMC to present technical solution for above mentioned proposal was desired to be presented while presenting the case to Board.

**11-KV FEEDER BABA FAREED PROPOSAL-A  
(BIFURCATION WITH 01 PROPOSED FEEDER)**

11KV Feeder	Peak Load (Amps)	C. KVA	Length (KM)	Power Loss		A.E Loss		Max
				KW	%age	KWH	%age	%age V.D
Baba Fareed (Existing)	400	8915	114	1283	21.07	2607466.6	12.22	32
Baba Fareed (Remaining)	188	4465	63.2	249	8.15	506047.7	4.74	9
New Proposed feeder	188	4450	61	265	8.68	538564.8	5.04	10
Total Saving				769	KW	1562854.1	KWH	

Estimated cost of proposal (A) Rs. 41.938 M.B.C ratio of proposal A is 3.04. Proposal is feasible in ELR head having B.C ratio more than 2. 

11KV BABA FAREED PROPOSAL-B  
(BIFURCATION WITH NEW GRID STATION)

11KV Feeder	Peak Load (Amps)	C. KVA	Length (KM)	Power Loss		A.E Loss		Max
				KW	%age	KWH	%age	%age V.D
Baba Fareed(Exi.)	400	8915	114	1233	21.07	2607467	12.22	32
IrshadDastagir (Exi.)	280	4215	48.4	454	10.63	922673	6.17	11
ZafarShaheed (Exi.)	210	3785	55.3	418	13.07	849510	7.57	14
Baba Fareed(Rem)	144	3210	45.5	134	6.06	272331	3.52	5
Baba Fareed (Prop.1)	256	5705	40.2	232	5.92	471498	3.45	5
IrshadDastagir (Rem)	159	2395	27.4	142	5.89	288589	3.42	4
IrshadDastagir (Prop.)	121	1820	22.1	116	5.97	235749	3.48	5
ZafarShaheed (Rem)	101	1825	28.5	102	6.64	207297	3.85	5
ZafarShaheed (Prop.)	109	1960	27.4	108	6.69	219491	3.89	5
<b>Total Saving</b>				<b>1271</b>	<b>KW</b>	<b>2684695</b>	<b>KWH</b>	

Estimated cost of proposal (B) Rs.255 M (Tentative).B.C ratio of proposal B is 0.67. As per geographical location of the area, only 03 feeders are present being the end jurisdiction of MEPCO. All the three feeders have been bifurcated and connected to propose Grid Station to achieve maximum benefits. As per requirement, 132 KV Grid Station has been proposed with 1 x 10/13 MVA power transformer which is around 8 KM distance from existing 132 KV Grid Station as per RMC direction since there is no other possible way to bring down the parameters within permissible NEPRA limits. As per proposal (B), reduction of V.D to 5% requires 01 new 132 KV Grid Station which need significant time and expense in the STG project subject to budget allocation and reflect an ample utilization of funds. Integrated study is carried out to involve maximum feeders on new grid station.

Keeping in view the B.C Ratio and time constraints, the approval of proposal (A) as per original case was proposed by the management due to the reason that construction of new 132 KV Grid Station will take significant time as the feeder is highly overloaded and cannot remain in operation due to overloading and tripping in upcoming summer season and proposed Grid Station is not included in next 5-year plan and will be executed after the construction of already proposed Grids in pipeline. This process will take approximately 6 years. There is no need of one additional Grid Station to reduce VD's to 5% as it requires an additional amount of 213 Million, contributing a total of rupees 255 Million which is 5 times more than the original one. The improvement in technical parameters despite an expense of huge amount is not considerable. The proposal B having B.C ratio of 0.67

being below 2 will come under DOP head in which the budget availability is limited while the proposal falls under ELR criteria. Following such practice, only a limited number of proposals could be executed and would affect the remaining consumers of MEPCO.

The Board resolved as follows.

**Resolution**

**165-BOD-R14 RESOLVED** that considering the request of Chief Strategic Planner and the recommendations of Risk Management Committee, the administrative approval of the said proposal (A) for Bifurcation and Rehabilitation of 11 KV Baba Fareed feeder emanating from 132KV Grid Station Hoota under Account head "ELR" involving amount of Rs. 41.938 Million is hereby accorded.

The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working paper represents all facts of the case.
  - b) All legal and codal formalities have been complied with.
  - c) The load assessment has been carried out for No. of plots as mentioned in TMA approved layout plan.
  - d) That there is no conflict of interest of any member/Officer of the MEPCO.
  - e) There is no violation of SOPs of MEPCO for environmental and social safeguard.
  - f) Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
  - g) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the Consequences.
- ii. **Approval of soft loan agreement amounting to Rs. 133,357,295/- (Cost of Connectivity) between MEPCO and M/S Zhenfa Pakistan New Energy Company (Pvt) Limited (ZPNECPL).**

Before start of formal presentation of subjected agenda, representative of Ministry of Energy, Mr. Ahmad Taimoor Nasir informed the Board that IA/PPA of subjected projected has not yet been signed at Ministry level. He proposed that the agenda should be deferred till signing off IA/PPA at Ministry level. Board resolved as follows.

**Resolution**


**165-BOD-R15 RESOLVED** that the deliberation upon subjected agenda item is deferred till signing off IA/PPA at Ministry level.

**AGENDA ITEM NO.9**

**Any other point with the permission of the chair.**

**a) Approval for recruitment process for the Post of Chief Executive Officer MEPCO.**

The Board was apprised that Ministry of Energy (Power Division) vide its letter No. 10(02)/2018-DISCOs dated: 23<sup>rd</sup> December, 2020 has directed that the recruitment process for the CEOs of DISCOs may be initiated forthwith and shall be completed within 90 days as per the provisions of the Companies ACT, 2017, the Public Sector Companies (Appointment of Chief Executive) Guidelines, 2015 with the approval of respective BODs. The BODs of DISCOs are required to furnish a panel of at least three (03) shortlisted candidates in the order of merit after advertisement and short listing as per 'Fit and Proper Criteria', to this Division for submission of case to the Federal Government, as per rules.

The matter regarding the recruitment for the post of Chief Executive officer has been discussed thoroughly in HR Committee meeting held on 30.12.2020. As per guidelines of the HR Committee an SOP has been devised for hiring process for the Post of CEO MEPCO. The draft advertisement was also presented to the Board. 

Board was requested to consider and approve the following:-

1. SOP for hiring process for the Post of CEO MEPCO;
2. Advertisement to be published in the leading three (3) English and two (2) Urdu national newspapers, on the MEPCO WEBSITE and on the Ministry of Energy WEBSITE.

Members deliberated upon the proposed SOP and advertisement at length and members provided valuable inputs for amendments in proposed SOP and advertisement. The Company Secretary was directed to incorporate the valuable inputs.

Board resolved as follows.

**Resolution**

**165-BOD-R16** With the direction to Company Secretary to incorporate the inputs of Members, **RESOLVED** that approval is hereby accorded for following.

1. SOP for hiring process for the Post of CEO MEPCO;
2. To publish advertisement in the leading three (3) English and two (2) Urdu national newspapers, on the MEPCO WEBSITE and on the Ministry of Energy WEBSITE.

**b) Approval regarding grant of additional charge of the post of Manager (IA) MEPCO H/Q Multan to Mr. Noor-ud-Din Lund, Manager (CA) O/O Finance Director.**

One of Members pointed out that presented working paper has been presented without recommendations of Audit and Finance Committee which is violation of Corporate Governance Rules. He proposed that Board should consider the agenda only after deliberation of Audit and Finance Committee of Board. The members unanimously agreed with the proposal.

Board resolved as follows.

**Resolution**

**165-BOD-R17** **RESOLVED** that the above-mentioned agenda is referred to Audit Committee for due consideration and deliberation.

- c) Approval for procurement of 135 No. 25 kVA Distribution Transformers through 15% repeat order (P.O No. 0605502 dt: 24.07.2020).**
- d) Approval for procurement of 97 No. 50 kVA Distribution Transformers through 15% repeat order (P.O No. 0605501 dt: 17.07.2020).**
- e) Approval for procurement of 39 No. 100 kVA Distribution Transformers through 15% repeat order (P.O No. 0605495 dt: 08.07.2020).**

Board did not consider the above mentioned cases as they have not been considered by Procurement Committee of Board.

**F) Approval for engagement of outsourced labour through contractor / firm.**

The Board was apprised that the agenda was presented by D.G (HR & Admn) in 22<sup>nd</sup> HR Committee Meeting held on 30.12.2020. He informed that as per directions of MEPCO BOD in its 162<sup>nd</sup> meeting held on 06.10.2020 against agenda item No. 6-iv, MEPCO has published EOI for hiring of contractor / firm for provision of skilled & unskilled outsourced Labour in MEPCO for following offices on 14.10.2020. Last date for receiving of Bids was 30.10.2020: -

Sr. No.	Formation	Required Labour	
		Skilled	Unskilled
1	(Op) Circle R.Y. Khan	10	125
2	(Op) Circle D.G. Khan	0	98
3	M&T-I & II	0	48
4	TRW D.G. Khan	0	20
Total		10	291

In response to said tender, two firms submitted their bids in given time i.e., 30.10.2020 and technical bids were opened on the same day in the presence of representatives of firms by the Bid Opening Committee. Later on, bid evaluation committee has evaluated the Technical Bids and declared both firms as non-responsive. To initiate the retendering process, this office has

constituted a committee to prepare bid documents and advertisement as per PPRA Rules regarding hiring of contractor / firm for provision of above said outsourced skilled & unskilled labour. It is pertinent to mention here that the retention period of above said 301 Nos. outsourced labour is going to be expired on 31.12.2020. It is further added that process of tendering is time taking and a committee has been constituted to prepare bid documents containing all necessary details like minimum wages laws, applicable taxes, the terms and conditions for qualification of prospective bidders and to take care of the security of jobs of existing workers.

In view of above, MEPCO BOD is requested to accord approval for the following: -

- 1) Extension in retention / engagement period of 301 Nos. Skilled & Unskilled outsourced labour provided by the current firm i.e., M/S Ali Azhan Enterprises on the same terms and conditions may be granted for further 06 x months i.e., up to 30.06.2021 or till the finalization of the award of the contract to the prospective bidder (whichever is earlier).
- 2) A fresh tender may be floated to start the re-tendering process for engagement of 301 Nos. Skilled & Unskilled outsourced labour through contractor / firm for the above said offices.

The Board considered the case in detail and after due deliberation resolved as follows.

**Resolution**

**165-BOD-R18 RESOLVED** that considering the request of D.G (HR & Admn), recommendations of HR Committee of Board, approval for the following is hereby accorded: -

- 1) Extension in retention / engagement period of 301 Nos. Skilled & Unskilled outsourced labour provided by the current firm i.e., M/S Ali Azhan Enterprises on the same terms and conditions may be granted for further 06 months i.e., up to 30.06.2021 or till the finalization of the award of the contract to the prospective bidder (whichever is earlier).
- 2) To start process of re-tendering for engagement of 301 Nos. Skilled & Unskilled outsourced labour for the above said offices.

The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working paper represents all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) That there is no conflict of interest of any member/Officer of the MEPCO.
- d) There is no violation of SOPs of MEPCO for environmental and social safeguard.
- e) Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- f) The proposal is technically & economically feasible.
- g) The budget required for execution of above-mentioned proposals has been approved by the Board.
- h) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the Consequences.

**The meeting ended with thanks to and from the chair.**

  
(Engr. Sajid Ali)  
Company Secretary MEPCO