



# MULTAN ELECTRIC POWER COMPANY

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No. 12902-20/Company Secy

Office of  
The Company Secretary

Dated: 08-07-22

1. Mr. Jalil-Ur-Rehman Tarin  
209-A, 27<sup>th</sup> Street,  
Off Khayaban-e-Roomi, DHA, Phase-8, Karachi.
2. Mr. Allahyar Khan  
Chief Executive Officer,  
MEPCO Multan.
3. Mr. Ahmed Taimoor Nasir  
Joint Secretary (Transmission),  
Room No. 220 Ministry of Energy  
(Power Division), Islamabad.
4. Mr. Javed Iqbal Khan,  
Joint Secretary (Budget), Govt of Pakistan  
Finance Division Islamabad.
5. Commodore Muhammad Siddiq (R),  
D-22, Street # 2, Navel Housing Scheme (NHS),  
Hilal Road, F11/1, Islamabad.
6. Sardar Naufil Mahmud,  
70-B, Sarfraz Rafiqui Road,  
Lahore Cantt 54810, Lahore.
7. Mr. Nauman Siddiqui,  
59-G Commercial, Phase-I,  
DHA, Lahore.
8. Muhammad Shafiq Ur Rahman  
214 - Pak Block, Allama Iqbal Town  
Lahore.
9. Mr. Arif Mansoor,  
1st Floor, Central Design Building,  
Old Anarkali, Lahore.
10. Muhammad Saleem Shah Bukhari,  
Bukhari & Company, 40-41-A,  
Ali Arcade, Multan.
11. Mr. Akhtar Hussain Qamar,  
Watan Builders, Old Sales Tax Building,  
Vehari Chowk, Multan.

**Sub:- MINUTES OF 186<sup>TH</sup> BOARD MEETING HELD ON 25-06-2022.**

Enclosed please find herewith Minutes of 186<sup>th</sup> BOD Meeting held on **25-06-2022 (Saturday) at 11:00 AM in Board's Meeting Room MEPCO H/Qs Khanewal Road Multan,** for information and necessary action please.

**DA/as above**

  
**COMPANY SECRETARY MEPCO**

**CC:-**

1. Finance Director, MEPCO Ltd Multan.
2. All D.Gs under MEPCO Ltd Multan.
3. All G.Ms under MEPCO Ltd Multan.
4. All Chief Engineers under MEPCO Ltd Multan.
5. The Manager (MM) & Procurement (Distn) MEPCO Multan.
6. The Manager (Transport) MEPCO Ltd Multan.
7. Deputy Manager (Civil) MEPCO Ltd Multan.
8. The Staff Officer to CEO MEPCO H/Q Multan.

} For kind information and further necessary action please.

**Meeting Date:** 25-06-2022 (Saturday)

**Meeting Time:** 11:00 AM

**Location:** Board's Room MEPCO H/Q Khanewal Road Multan

**In attendance:**

- |     |                               |                               |
|-----|-------------------------------|-------------------------------|
| 1.  | Mr. Jalil-Ur-Rehman Tarin     | Chairman                      |
| 2.  | Mr. Allahyar Khan             | CEO/Director                  |
| 3.  | Mr. Nauman Siddiqui           | Director                      |
| 4.  | Commodore Muhammad Siddiq (R) | Director                      |
| 5.  | Muhammad Saleem Shah Bukhari  | Director                      |
| 6.  | Mr. Akhtar Hussain Qamar      | Director                      |
| 7.  | Mr. Ahmed Taimoor Nasir       | Director (Through Video Link) |
| 8.  | Muhammad Shafiq Ur Rahman     | Director (Through Video Link) |
| 9.  | Sardar Naufil Mahmud          | Director (Through Video Link) |
| 10. | Mr. Arif Mansoor              | Director (Through Video Link) |
| 11. | Mr. Javed Iqbal Khan          | Director (Through Video Link) |
| 12. | Mr. Sajid Yaqoob              | Company Secretary             |

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

- |    |                               |                                 |
|----|-------------------------------|---------------------------------|
| 1. | Engr. Nasir Ayaz Khan Gurmani | General Manager (Op)            |
| 2. | Engr. Zafar Iqbal Gill        | General Manager (Tech)          |
| 3. | Mian Ansar Mahmood            | Finance Director                |
| 4. | Mr. Liaqat Ali Memon          | D.G (HR & Admin)                |
| 5. | Engr. Jam Gul Muhammad Zahid  | General Manager (CS)            |
| 6. | Col. Waqar Ahmad (R)          | Director (Security & Vigilance) |

Meeting started under the Chairmanship of Mr. Jalil-Ur-Rehman Tarin. The Chair noted the quorum to be in order. Proceedings commenced with recitation of Verses from the **Holy Quran** by Mr. Sajid Yaqoob. 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-1 Leave of absence of Honorable Members.**

The Chairman of Board of Directors noted that all the members are available.

**Agenda item-2 To consider and confirm the minutes of the 185<sup>th</sup> BOD Meeting held on 15-05-2022.**

Company Secretary apprised that the minutes of 185<sup>th</sup> BOD meeting held on 15-05-2022 duly endorsed by Chairman BOD were circulated among all Board Members. The Chairman BOD invited the attention of all Members for offering any reservation(s)/comment(s) regarding the approval of the minutes.

While responding to the query regarding formation of committee vide resolution No 185-BOD-R9, Chief Executive Officer informed that TORs for the committee have been finalized. However, constitution of the committee as desired is under process and nominations from quarters concerned



are still awaited. One of the members proposed that an in-house committee may be constituted as the process is being delayed due to delayed response from other departments and the finalization of this process may take considerable time. All other members agreed with the proposal.

The Board resolved as follows.

### **Resolution**

**186-BOD-R1** There being no objection from the house, **RESOVLED that** the minutes of 185<sup>th</sup> BOD meeting held on 15-05-2022 be and is hereby confirmed as true record of the proceedings of the meetings.

### **Resolution**

**186-BOD-R2** In supersession of 185-BOD-R9, **RESOVLED that** Chief Executive Officer shall constitute an in-house committee to submit its recommendation as per TORs finalized by the Chief Executive Officer.

**Agenda item-3** **To review the compliance status on the directions issued by BOD during its 185<sup>th</sup> Meeting held on 15-05-2022.**

With permission of the Chair, Company Secretary submitted the compliance status received from management. The relevant HoDs apprised the members as follows.

- a) Regarding publication of the post of Chief People Officer with revised advertisements, DG (HR & Admin) informed that revised advertisement for the post of Chief People Officer will be presented in upcoming HR & Nomination Committee meeting. After due consideration, the Board directed to present the revised advertisement after vetting of HR & Nomination Committee.

**Status (Open) (Responsibility: DG (HR & Admin) | Timeline: Next Meeting)**

Regarding 179-BOD-D1, GM (CS) presented tariff wise detail of Permanent Disconnected Consumers and deferred amount. The members observed that status of recovery from permanent disconnected consumer is alarmingly slow. No visible progress has been achieved by the management in this regards. After due consideration, the Board directed to exert all possible efforts for recovery of these outstanding amounts. Moreover, GM (CS) was directed to present age wise data and status of recovery from permanent disconnected consumers & deferred amount in next meeting. Furthermore, DG (HR & Admin) informed the Board that proposal regarding reporting of revenue offices to Finance Directorate encapsulating all pros and cons of proposal and comments of Finance Director & CEO is being prepared and the same will be presented to Board in next meeting.

**Status (Open) (Responsibility: DG (HR & Admin) | Timeline: Next Meeting)**

- b) Regarding 179-BOD-D2, DG (HR & Admin) informed the members that Addl. DG (CM) MEPCO was deputed to visit the office of GM (HR) PPMC Islamabad to get the response regarding grant of time scale up gradation of 02 No officers. Accordingly, he attended the office of GM (HR) PPMC on 17-06-2022 but the later was not available in his office. However, AD (HR) PPMC has been contacted who informed that matter is under consideration and will be replied shortly. The Board directed to present the progress in next meeting.

**Status (Open) (Responsibility: DG (HR & Admin) | Timeline: Next Meeting)**

- c) Regarding 179-BOD-D4, Chief Engineer (Development) informed that Power of Attorney has been issued in favor of Barrister Dr. Irfan Ahmad Chattha, Advocate Supreme Court to defend

MEPCO in the suit filed by M/s Metropolitan Steel Corporation against MEPCO. The last date for hearing was 21.02.2022. The next date of hearing has not been fixed by High Court yet. Moreover, a high level committee has been constituted to inquire the facts of the case which will submit its recommendations in due course of time. After due deliberation, the Board directed Chief Engineer (Development) to present the progress in next meeting.

**Status (Open) (Responsibility: Chief Engineer (Development) | Timeline: Next Meeting)**

- d) Regarding 182-BOD-D1, DG (HR & Admin) informed that compliance of the direction is being presented at agenda item No. 8-a.

**Status (Closed)**

- e) Regarding 182-BOD-D2, CEO apprised the Board that compliance of the direction has been made and will be presented in Procurement & Disposal Committee meeting. The members noted the response.

**Status (Closed)**

- f) Regarding 183-BOD-D1, GM (CS) informed the members that compliance of the direction regarding analysis of division wise losses, status of PDISC & deferred amount and proposal for recovery of outstanding amount has been prepared & will be presented in Policy, Strategy & Market Reforms Committee of the Board.

**Status (Closed)**

- g) Regarding 183-BOD-D2, DG (HR & Admin) apprised the Board that CEO PESCO & CEO QESCO have been requested to absorb all those MEPCO officers or send them back to MEPCO whose deputation period has been expired. However, no response has been received in this regards. After due deliberation, the Board directed to initiate disciplinary action against all relevant as per service rules and regulations in vogue and present the progress in next meeting.

**Status (Open) (Responsibility: DG (HR & Admin) | Timeline: Next Meeting)**

- h) Regarding 184-BOD-D1, DG (HR & Admin) presented the list of employees who have not been given Ex-Gratia grant. He further apprised the Board that mechanism for award of performance based bonus to MEPCO employees in next year is being formulated and will be presented in HR & Nomination Committee. The members noted the response.

**Status (Closed)**

- i) Regarding 184-BOD-D2, the deliberation upon the direction regarding financial approval of transport policy is hereby deferred.

**Status (Open)**

- j) Regarding 185-BOD-D1, Director (S&V) informed the Board that compliance of the direction is being presented at agenda item No. 6.

**Status (Closed)**

**Agenda item-4 To consider and confirm Circular Resolution No. 03/2022 dated 24.05.2022.**

**Proceedings:**

With permission of the Chair, Company Secretary apprised the members that the matter regarding payment of Annual Support Fee to M/s ABACUS Consulting on urgent basis was presented to the



members of the Board. After considering the matter, the board passed the below detailed Circular Resolution.

“Considering the request of Chief Executive Officer MEPCO and Finance Director / PD ERP, **RESOLVED** that approval for payment of Annual Support Fee to M/S ABACUS Consulting amounting to US\$ 160,283 (Net of discount @ 3.5%) for 02 years i.e. October, 2020 to September, 2022, payable in Pak Rupees @ exchange rate prevalent on date of payment as per terms and conditions of the Agreement is hereby accorded”.

After due consideration, the Board resolved as follows.

**Resolution**

**186-BOD-R3** **RESOLVED** that Circular Resolution No. 03/2022 dated 24-05-2022 be and is hereby approved and confirmed.

**Agenda item-5** **To consider and confirm Circular Resolution No. 04/2022 dated 20.06.2022.**

**Proceedings:**

With permission of the Chair, Company Secretary apprised the members that matter regarding procurement of 50 KVA Distribution Transformers on urgent basis was presented to the members of the Board. After considering the matter, the Board passed the below detailed Circular Resolution.

“**RESOVLED** that considering the request of General Manager (Technical), recommendation of Bid Evaluation Committee and Procurement & Disposal Committee, approval for procurement of 3000 No. (1000x3) 50KVA Transformers from M/S Siddique Sons (Lot-I, 1000 Nos.) @ Rs. 486,600/- each & M/S Sky Power (Lot-II & Lot-III 2000 Nos.) @ Rs. 493,682/- each is hereby accorded. The total cost would be amounting to Rs. 1487.480 million (excluding 17% GST & including testing charges RTL Lab) against Tender No. 206/22 opened on 26.04.2022 having Bid validity upto 25-06-2022.

After due consideration, the Board resolved as follows.

**Resolution**

**186-BOD-R4** **RESOLVED** that Circular Resolution No. 04/2022 dated 20-06-2022 be and is hereby approved and confirmed.

**Agenda item-6** **To consider the briefing by Director (Security & Vigilance).**

The deliberation upon subjected agenda was deferred. However, Director (S&V) intimated that owing to non-compliance of contractual obligations by M/s Pasban, new tendering process for hiring of a suitable and well reputed outsourced security company for MEPCO has been initiated. The Board noted the same with satisfaction.

**Agenda item-7** **Matters relating to HR & Nomination Committee.**

7-a

**Approval for standing committee report regarding grant of proforma promotion and re-fixation of seniority of Syed Jawad Mansoor Ahmad, Superintending Engineer MEPCO.**

**Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding grant of proforma promotion and re-fixation of seniority of Syed Jawad

Mansoor Ahmad, Superintending Engineer MEPCO was presented in 11<sup>th</sup> HR & Nomination Committee meeting held on 03-06-2022 wherein, the Committee has referred the case to Board with the instructions to management to provide its clear cut recommendations/comments upon letter received from MD PPMC while presenting the case to Board for its consideration. In compliance of the instructions, DG (HR & Admin) presented the legal opinions of M/s Rajwana and Rajwana Advocates and Mian Muhammad Javed Advocate Supreme Court of Pakistan.

Upon query of the Chair, the management produced the extract of legal opinion sought from M/s Rajwana and Rajwana Advocates and Mian Muhammad Javed Advocate Supreme Court of Pakistan and stated that the nut shell of the legal opinion is that, the Company MEPCO is fully competent to act according to the rules and regulations etc. Furthermore, it has also been clarified that all the proceedings undertaken and promotions granted to the employees cannot be reopened and treated to be passed and closed transaction. The said judgment will not create any bar upon the MEPCO Company as not implemented the said judgment in true letter and spirit. Furthermore, the para No. 27 (ii) of the judgment not authorized MD PPMC (PPMC) to interfere in the matters of the company employees regarding the terms and conditions, thus the order referred dated 09.03.2022 have no Legal effect to the extent of the employees of the companies, therefore, the proforma promotion order is not binding upon the management of the MEPCO company.

In the light of legal opinion and comments of management, the members were of unanimous view that the promotions granted to the employees cannot be reopened and shall be treated to be passed and closed transaction. The members also considered letter 09.03.2022 received from MD PPMC and did not agree with the recommendation of MD PPMC with the remarks that the matter does not fall within the purview of PPMC since MD PPMC vide letter No. 5778-5810 dated 12.03.2021 has delegated all administrative powers like HR affairs of DISCOs being processed previously by PEPCO to DISCOs. MD PPMC (PPMC) had no authority to interfere in the matters of the Company employees regarding the terms and conditions.

The Board unanimously resolved to regret the case.

#### **Resolution**

**185-BOD-R5** Considering the legal opinion & comments of the management, **RESOLVED that** approval for determination conveyed by MD PPMC vide No. 1738-41 / MD(PPMC) / DCM(P) / WP-10371 dated: 09.03.2022 regarding proforma promotion upon restoration of seniority in pursuance with Honorable Lahore High Court Lahore orders in W.P. No. 10371-2014 is not acceded to.

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

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.



7-b

**Approval for enhancement of in-house induction quota for MEPCO employees possessing degree of Engineering in (Electrical / Electronics) for the post of Jr. Engineers / SDOs.**

**Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding enhancement of in-house induction quota for MEPCO employees possessing degree of Engineering in (Electrical / Electronics) for the post of Jr. Engineers / SDOs was presented in 11<sup>th</sup> HR & Nomination Committee meeting held on 03-06-2022 wherein, the Committee has recommended the case to Board to regret the proposal.

After due consideration, the members agreed to endorse the recommendations of HR & Nomination Committee. The Board resolved as follows.

**Resolution**

**185-BOD-R6 RESOLVED that** considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, proposal for enhancement of in-house induction quota for MEPCO employees possessing degree of Engineering in (Electrical/Electronics) for the post of Jr. Engineer / SDO is hereby regretted.

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

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

7-c

**Approval for Criteria / SOP for Recruitment of ALMs.**

**Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding approval for criteria / SOP for recruitment of ALMs was presented in 11<sup>th</sup> HR & Nomination Committee meeting held on 03-06-2022 wherein, the Committee has recommended the case to Board for approval of implementation of already approved SOP by MEPCO BOD in its 167<sup>th</sup> meeting held on 15.02.2021 for recruitment of ALMs in MEPCO with the direction to present legal opinion regarding change in qualification from minimum matriculation to minimum & maximum matriculation.

In compliance of the direction, DG (HR & Admin) presented the legal opinion sought from MEPCO Counsel. The members considered the opinion at length and after due deliberation did not agree with the legal opinion. The members were of unanimous view that change in qualification to matriculation (minimum & maximum) will lead to contradiction in promotion policy of ALMs. There is no precedence / practice prevailing for setting a limit of maximum qualification for hiring /

recruitment. The members agreed to keep the qualification criteria intact i.e. Minimum Matriculation.

After due deliberation, the Committee resolved to adopt qualification criteria mentioned in Employment Policy-2021 already approved by MEPCO BOD with the direction to incorporate the following clause in employment contract of ALMs.

“The employee will not claim any benefit in terms of promotion / up gradation / pay & allowances for possessing higher qualification in future.”

The Board resolved as follows.

#### **Resolution**

**185-BOD-R7 RESOLVED that** considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for implementation of already approved SOP by MEPCO BOD in its 167<sup>th</sup> meeting held on 15.02.2021 with minimum qualification of Matriculation for recruitment of ALMs is hereby accorded.

**FURTHER RESOLVED that** a clause must be included in employment contract of ALMs that “the employee will not claim any benefit in terms of promotion / up gradation / pay & allowances for possessing higher qualification in future.”

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

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO’s management would be liable for any omission/misstatement of the facts and figures in the working papers.

**7-d**

**Approval for representation of 03 No. Office Superintendents for the grant of promotion as A.D (Admin) under direct recruitment quota.**

#### **Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding grant of promotion as A.D. (Admin) under direct recruitment quota was presented in 11<sup>th</sup> HR & Nomination Committee meeting held on 03-06-2022 wherein, the Committee authorized the Chairman of HR & Nomination Committee to give his recommendations to Board after affording the opportunity of personal hearing to the petitioners in compliance of Honorable Lahore High Court Bench at Multan order dated 04.04.2022.

The Chairman HR & Nomination Committee informed the members that the petitioners were called and heard on dated 25.06.2022 in person by himself and other 2 members of Board namely Commodore Muhammad Siddiq (R) and Muhammad Saleem Shah Bukhari and have decided to regret their appeal.



After due consideration, the Board resolved as follows.

**Resolution**

**185-BOD-R8 RESOLVED that** considering the request of D.G (HR & Admin) and recommendations of Chairman HR & Nomination Committee, appeal of the petitioners is hereby regretted.

**FURTHER RESOLVED that** D.G (HR & Admin) shall issue legally vetted speaking order accordingly.

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

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

7-e

**To consider the request for approval to withdraw letter of explanation and constitution of regular enquiry committee.**

**Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding approval to withdraw letter of explanations issued on fact finding report of PEPCO and constitution of regular enquiry committee was presented in 11<sup>th</sup> HR & Nomination Committee meeting held on 03-06-2022 wherein, the Committee has recommended the case to Board for withdrawal of Letter of Explanations on technical grounds served upon different officers and constitute / approve following proposed regular enquiry committee to probe / investigate the matter:-

General Manager (Op) MEPCO	(Convener)
Chief Engineer (Dev) PMU MEPCO	(Member)
Chief Engineer (O&M) T&G MEPCO	(Member)

After due consideration, the Board agreed for constitution of above proposed enquiry committee to enquire the matter. However, all members were of unanimous view that LOEs should be withdrawn in the light of findings / recommendations by enquiry committee.

After detailed discussion, the Board resolved as follows.

**Resolution**

**186-BOD-R9 RESOLVED that** considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for constitution of regular enquiry committee comprising upon following officers to probe / investigate the matter of PEPCO fact finding report is hereby accorded.

- i. General Manager (Op) MEPCO (Convener)
- ii. Chief Engineer (Dev) PMU MEPCO (Member) 

iii. Chief Engineer (O&M) T&G MEPCO (Member)

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

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

7-f

**Approval for GENCO employees declared surplus to be adjusted in MEPCO.**

**Proceedings:**

With authorization of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding adjustment of GENCO employees declared surplus in MEPCO was presented in 11<sup>th</sup> HR & Nomination Committee meeting held on 03-06-2022 wherein, the Committee has recommended the case to Board for its approval.

While apprising the latest development, DG (HR & Admin) stated that in compliance of Honorable Lahore High Court bench at Multan order dated 30.03.2022 passed in W.P No. 7655-21, petitioners (GENCO-III employees) were directed to appear before Additional Secretary-III (Power Division) Ministry of Energy, Govt. of Pakistan, Islamabad for personal hearing on 16.06.2022 vide GM (HR) PPMC, Islamabad letter dated 13.06.2022. After affording personal hearing to petitioners, Additional Secretary-III (Power Division) Ministry of Energy, Govt. of Pakistan, Islamabad has constituted a committee up to extent of term mentioned at Sr. No. (iii) of the order of Honorable Lahore High Court in order to arrive at a definite conclusion and amicable resolution of the issue and will submit its report within 10-days vide PPMC office order dated 16.06.2022.

The members noted that the formation of the above mentioned committee is only for settlement of certain issues. However, matter for adjustment of 254 Nos. employees of GENCO-III TPS Muzaffargarh declared surplus and subsequently relieved by GENCO-III TPS Muzaffargarh has nothing to do with the formation of committee. The members were of unanimous view that Board should endorse the recommendations of HR & Nomination Committee.

After detailed deliberation, the Board resolved as follows.

**Resolution**

**186-BOD-R10 RESOLVED that** considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for adjustment of 254 Nos. employees of GENCO-III TPS Muzaffargarh declared surplus and subsequently relieved by GENCO-III TPS Muzaffargarh in compliance of decision of the Economic Coordination Committee of the Federal Cabinet dated: 23.09.2021, Judgment of Honorable Lahore High Court, Multan bench at Multan in

*hw*



Writ Petition No. 7655 of 2021 and directions of Ministry of Energy (Power Division) letter dated: 22.04.2022 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 papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

7-g

### Approval for Recruitment / Induction under Direct Quota.

#### Proceedings:

With permission of the Chair, agenda was presented by Finance Director. He informed the Board that matter regarding recruitment / induction under direct quota in Finance Department was presented in 11<sup>th</sup> HR & Nomination Committee meeting held on 03-06-2022 wherein, the Committee has recommended the case to Board for its approval for induction of (01) Manager (BPS-19), (02) Deputy Managers (BPS-18) and (04) Assistant Manager (BPS-17) lying vacant under Direct Quota in MEPCO Finance Department with the instruction that prescribed length of service for different posts should be in proportionate to their grade i.e. higher the post, more should be the post qualification experience. Moreover, the quality of experience should also be defined for each post.


The Finance Director submitted the compliance of above mentioned instructions. The members deliberated upon the proposed amendments and agreed to proceed further in this matter.

After due consideration, the Board resolved / directed as follows.

#### Resolution

**186-BOD-R11 RESOLVED that** considering the request of Finance Director and recommendations of HR & Nomination Committee, approval for induction of (01) Manager (BPS-19), (02) Deputy Managers (BPS-18) and (04) Assistant Manager (BPS-17) lying vacant under Direct Quota in MEPCO Finance Department as per proposed qualification and experience 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 papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO. 

- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

#### Direction

**186-BOD-D1** Directed DG (HR & Admin) to initiate and expedite induction process against aforementioned positions at earliest.

(Responsibility: DG (HR & Admin) | Timeline: Next Meeting)

7-h

**Approval for grant of long term advance to MEPCO employees F.Y. 2021-22.**

#### **Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding grant of long term advance to MEPCO employees for F.Y. 2021-22 was presented in 11<sup>th</sup> HR & Nomination Committee meeting held on 03-06-2022 wherein, the Committee has recommended the case to Board for its approval for grant of long term advance to 07 Nos. MEPCO employees working in BPS-18 as recommended by the scrutiny committee in accordance with the rules / policy.

After due consideration, the Board resolved as follows.

#### **Resolution**

**186-BOD-R12 RESOLVED that** considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for grant of Long Term Advance to 07 Nos. MEPCO employees working in BPS-18 as recommended by the scrutiny committee in accordance with the rules / policy as proposed 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 papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

7-i

**To consider the quarterly performance review of MEPCO sports (01.01.2022 to 31.03.2022).**

#### **Proceedings:**

With permission of the Chair, agenda was presented by President MEPCO Sport Association. He informed the Board that the quarterly performance review of MEPCO sports (01.01.2022 to 31.03.2022) was presented in 11<sup>th</sup> HR & Nomination Committee meeting held on 03-06-2022 wherein, the Committee has recommended the case to Board for its approval for the following:- 



- a) MEPCO Hockey Team already spared upto 31.03.2022 be continued to be spared as their performance remained satisfactory.
- b) CEO MEPCO be authorized to spare the players of National / International Level to participate in National and International competitions as and when required to the WAPDA Sports Board.

After due consideration, the Board resolved as follows.

#### **Resolution**

**186-BOD-R13 RESOLVED that** considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for the following is hereby accorded.

- a) MEPCO Hockey Team already spared up to 31.03.2022 shall continue to be spared as their performance remained satisfactory.
- b) CEO MEPCO is hereby authorized to spare the players of National / International Level to participate in National and International competitions as and when required to the WAPDA Sports Board.

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

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

7-j

#### **Approval for engagement of sports persons on stipend basis.**

#### **Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding engagement of sports persons on stipend basis was presented in 11<sup>th</sup> HR & Nomination Committee meeting held on 03-06-2022 wherein, the Committee has recommended the case to Board for ratification of engagement orders issued vide office order Nos. 52-IC & 53-IC dated 11-03-2022 to 03 players on stipend basis.

After due consideration, the Board resolved as follows.

#### **Resolution**

**186-BOD-R14 RESOLVED that** considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for ratification of engagement orders issued vide office order Nos. 52-IC & 53-IC dated 11-03-2022 to following 03 players on stipend basis is hereby accorded.

Sr. No	Name of Player & Father's Name	Discipline	Monthly Stipend
(1)	Miss Zahra Suleman D/O Suleman Yousaf	Lawn Tennis	Rs. 30000/-
(2)	Mr. Khurram Nazir	-do-	Rs. 25000/-

*[Handwritten signature]*

	S/O Nazir Ahmad		
(3)	Miss. Mehak Khokhar D/O Brig. (R) M Khalid Sajjad Khokhar	-do-	Rs. 35000/-

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

- No material information has been withheld and the working papers represent all facts of the case.
- All legal and codal formalities have been complied with.
- There is no conflict of interest of any officer of the MEPCO.
- Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

7-k

### Approval for engagement of 02 No. sports persons on stipend basis.

#### Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding engagement of 02 Nos. Sports persons on stipends basis was presented in 11<sup>th</sup> HR & Nomination Committee meeting held on 03-06-2022 wherein, the Committee has recommended the case to Board for engagement of both players on proposed monthly stipend basis for 3 months, which will not be renewed in any circumstances.


After due consideration, the Board resolved as follows.

#### Resolution

**186-BOD-R15 RESOLVED that** considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for engagement of following 02 Nos. players on monthly stipend basis for a period of 03 months w.e.f 04.06.2022 is hereby accorded. However, the engagement period will neither be extended nor renewed in any circumstances.

Sr. No.	Name of Player & Father's Name	Discipline	Monthly Stipend
(1)	Mrs. Nosheen Aslam W/O Wasim Rafique Khan	Table Tennis	40,000/-
(2)	Mr. Abdullah Muhammad S/O Naeem Shoukat	-do-	25,000/-

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

- No material information has been withheld and the working papers represent all facts of the case.
- All legal and codal formalities have been complied with.
- There is no conflict of interest of any officer of the MEPCO.
- Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO. 



- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

### Agenda item-8 Matters relating to Audit & Finance Committee.

8-a

#### Approval for lump sum pay package for issuance of new offer of appointment letters to the contractual employees.

#### Proceedings:

With authorization of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding lump sum pay package for issuance of new offer of appointment letters to the contractual employees was presented in 7<sup>th</sup> Audit and Finance Committee meeting held on 21-05-2022 wherein, the Committee has directed to prepare revised lump sum pay package for all contractual employees by incorporating the below mentioned observations:-

- The pay package for the professionals and other posts against which multiple applicants are available in market should be designed separately depending upon availability of persons for that particular post.
- The offered pay package should be lump sum including all components.
- Annual increment should be performance based.
- Revised Pay Scales be devised instead of existing pay scales.
- The compatible and competitive organizations i.e. NESPAK, PIA, PTCL, OGDL and other DISCOs should be taken into consideration as guideline for preparation of pay package.

DG (HR & Admin) presented the proposed lump sum pay package in compliance of the directions of Audit & Finance Committee. After due consideration, the members were of unanimous view that presented data does not merit for consideration as above mentioned observations have not been kept in view while preparation of proposed pay package.

The members reiterated their observations that management should prepare a lump sum market based competitive salary package to the contractual employees falling in particular groups or pay scales. The management should also seek guidelines from competitive organizations while preparing MEPCO Pay Scales which may include performance based increments linked with KPIs of employees. The Board desired to rehash the pay package in the light of above observations and present the case to HR & Nomination Committee.

The Board directed as follows.

#### Direction

**186-BOD-D2** Directed DG (HR & Admin) to present revised pay package for contractual employees to HR & Nomination Committee after incorporating aforementioned observations.

(Responsibility: DG (HR & Admin) | Timeline: Next Meeting)

8-b

#### Approval of MEPCO Corporate Budget for F.Y. 2022-23.

#### Proceedings:

With permission of the Chair, agenda was presented by Finance Director. He informed the Board that MEPCO Corporate Budget for Operating and Capital Expenditure for F.Y. 2022-23 has been

prepared and was presented in 8<sup>th</sup> Audit & Finance Committee meeting held on 17-06-2022 wherein, the Committee has recommended the case to Board to approve the proposed Corporate Budget of MEPCO for F.Y 2022-23 comprising Operating Expenses amounting to Rs. 510,999 (M) and Capital Expenditure amounting to Rs. 23,644 (M) and to authorize the Finance Director for distribution of budgets to all accounting units / formations.

Upon query of one of members, the Finance Director briefed about key operational assumptions of the budget, informing that growth in unit purchase & unit sold are estimated to be 4.14% & 4.66% respectively and peak demand in F.Y 2022-23 is projected to be 5743MW, based on the historical trend. The Finance Director further apprised that management has set target line loss for the upcoming financial year as 14.40%. He presented the summary of the budget broadly categorized as "OPEX" amounting to Rs. 510,999 million and "CAPEX" amounting to Rs. 23,644 million.

During the course of discussion, the members observed that the budget being presented for F.Y 2022-23 includes new creation of 05 operation Divisions and 25 operation Sub Divisions which needs a detailed deliberation. One of members proposed that management should provide justification for creation of each division & sub division keeping in view its impact on Company's performance and efficiency. The budget allocation for creation of these offices should be subject to approval of relevant Committee of Board. The adjustment in budget should be made accordingly. All other members agreed with the proposal with the direction to Finance Director that the corporate budget will stand approved with the proviso that budgeted amount will be reduced in accordance with the approval of relevant Committee for creation of 5 Divisions and 25 Sub Divisions.


The members after due consideration endorsed the recommendations of Audit & Finance Committee. The members resolved as follows.

#### **Resolution**

**186-BOD-R16 RESOLVED** that considering the request of Finance Director and recommendation of Audit & Finance Committee, approval for Corporate Budget of MEPCO for F.Y 2022-23 comprising PPP & Operating Expenses amounting to Rs. 510,999 (M) and Capital Expenditure amounting to Rs. 23,644 (M) is hereby accorded.

**FURTHER RESOLVED** that the Finance Director is hereby authorized for distribution of budgets to all accounting units / formations.

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

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers. 



**8-c Approval for placement of funds.****Proceedings:**

With permission of the Chair, agenda was presented by Finance Director. He informed the Board that matter regarding placement of funds was presented in 8<sup>th</sup> Audit & Finance Committee meeting held on 17-06-2022 wherein, the Committee after detailed deliberation recommended that the Funds be placed in top five Banks with the ratio mentioned against each. The Committee also advised to mention the long term rating of banks.

In pursuance of above, Finance Director informed that placement of funds as recommended by the Audit & Finance Committee amounting to Rs. 27.500 Billion (on three months TDR basis) in five banks offering high profit rates are tabulated as under:-

Name Of Bank	Rating	Rate Offered	Amount Rs. In Million	Share
M/S Al-Falah	AA+	15.26%	Rs. 8.250	30%
M/S Habib Metro	AA+	15.10%	Rs. 6.875	25%
M/S NBP	AAA	15.06%	Rs. 4.125	15%
M/S HBL	AAA	15.06%	Rs. 4.125	15%
M/S Soneri Bank	AA-	15.06%	Rs. 4.125	15%
<b>Total</b>			<b>Rs. 27.500</b>	<b>100%</b>

After due consideration, the Board resolved as follows.


**Resolution**

**186-BOD-R17 RESOLVED that** considering the request of Finance Director and recommendations of Audit & Finance Committee, approval for placement of funds in banks which have offered most competitive rates as tabulated above 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 papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

**8-d Approval for un-audited quarterly accounts 3<sup>rd</sup> quarter for F.Y. 2021-22.****Proceedings:**

With the permission of the Chair, Finance Director presented un-audited 3<sup>rd</sup> quarter accounts for F.Y 2021-22. He gave a detailed presentation to members regarding the Profit and Loss Statement, Purchase and Sales Analysis, Balance Sheet and Cash Flow statement for the period ended 31-03-2021. Finance Director presented following salient features to members as under:- 

		<u>Rs. In Million</u>
i.	Sales	268,652
ii.	Cost of Electricity	259,714
iii.	Gross Profit	8,938
iv.	Operating Expenses:	
	-Salaries & others	13,191
	-Post Retirement	7,862
	-Depreciation	4,262
	-Interest	1,303
		26,618
v.	Operating Loss	(17,680)
vi.	Other Income (Including Amortization)	6,856
vii.	Net Loss	(10,824)

It was further apprised that 7<sup>th</sup> Audit and Finance Committee has also recommended the Board to accord approval for un-audited Quarterly Accounts for 3<sup>rd</sup> Quarter F.Y 2021-22.

After due consideration, the Board resolved as follows.

#### **Resolution**

**186-BOD-R18 RESOLVED that** considering the request of Finance Director and recommendations of Audit & Finance Committee, approval for Un-Audited Accounts of MEPCO for 3<sup>rd</sup> Quarter of FY-2021-22 as recommended by the Audit & Finance Committee 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 papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.


#### **Agenda item-9**

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

**9-a**

#### **Approval for Tentative Annual Procurement Plan for F.Y. 2022-23 in respect of Chief Engineer (Development) PMU MEPCO Multan.**

#### **Proceedings:**

With permission of the Chair, agenda was presented by Chief Engineer (Development) PMU. He apprised the Board that the matter regarding tentative annual procurement plan for the F.Y 2022-23 in respect of Chief Engineer (Development) PMU MEPCO Multan was presented in 12<sup>th</sup> Procurement & Disposal Committee meeting held on 16-06-2022 wherein, the Committee recommended the case to Board for approval of tentative fresh procurement of Grid Station and Transmission Line Material required by GSC, GSO and P.D (Const) under MEPCO's own resources. 



Upon query of the Chair, CE (Dev) PMU informed that 3 new grid stations will be constructed during coming financial year which will be completed up to December, 2022. The land required for construction of these grids is undisputed.

One of the members pointed out that it has been instructed time and again to present every project approval along with a complete project plan. He proposed that the approval should be subject to presentation of project plan of individual project. All other members agreed with proposal and after due consideration, the Board directed CE (Dev) PMU to present project plans by 28-06-2022 and ensure that all future procurements should be in line with these project plans.

The Board resolved / directed as follows.

#### **Resolution**

**186-BOD-R19** **RESOLVED** that considering the request of Chief Engineer (Development) PMU and recommendations of Procurement & Disposal Committee, approval for the followings is hereby accorded:-

1. Tentative procurement plan for F.Y. 2022-23 against procurement of material required for STG Works, GSO maintenance and P.D (Const) under MEPCO's own resources / Deposit Works amounting to Rs. 5,308 M (Approx.) and floating of ICB / NCB tenders.
2. Budget amounting to Rs. 1,593 M against execution of Civil Works and Land acquisition.
3. Budget amounting to Rs. 503 M for making payment against carry forward purchase orders issued during F.Y 2021-22.

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

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

#### **Direction**

**186-BOD-D3** **Directed** CE (Dev) PMU to present project plans by 28-06-2022 and ensure that all future procurements should be in line with these project plans.

**(Responsibility: CE (Dev) PMU | Timeline: 28-06-2022)**

9-b

**Approval for Tentative Annual Procurement Plan in respect of Director (Proc) Dist. MEPCO for the F/Y 2022-23 including Distribution Material, Safety Items, AMR Meters, I.T Items & Transport Department with contingency of additional 10% amount due to overall inflation and new items requirement for urgent need.**

#### **Proceedings:**

With permission of the Chair, agenda was presented by General Manager (Tech). He intimated the Board that matter regarding tentative annual procurement plan in respect of Director (Proc) Dist.

MEPCO for the F.Y 2022-23 including distribution material, safety items, AMR meters, I.T items & transport department with contingency of additional 10% amount due to overall inflation and new items requirement for urgent need was presented in 12<sup>th</sup> Procurement & Disposal Committee meeting held on 16-06-2022 wherein, the Committee recommended the case to Board for its approval of tentative Annual Procurement Plan for the F.Y 2022-23 amounting to Rs. 13234 million including Rs. 9942 million (for 12 months requirement of Dist. material) with contingency of additional 10% amount (due to overall inflation and new items requirement due to any urgent requirement).

During the course of discussion, Chairman Health, Safety, Environment, Quality Assurance & Customer Services Committee proposed to keep the budget amounting to Rs. 280 Million for Safety Directorate (T&P) instead of 245 Million. All other members agreed with the proposal with the direction to make necessary adjustment in proposed procurement plan.

The Board resolved as follows.

#### **Resolution**

**186-BOD-R20 RESOLVED that** considering the request of General Manager (Tech) and recommendations of Procurement & Disposal Committee, approval for the Tentative Annual Procurement Plan for the F.Y 2022-23 amounting to Rs. 13234 million including Rs. 9942 million (for 12-months requirement of Dist. material) with contingency of additional 10% amount (due to overall inflation and new items requirement due to any urgent requirement) is hereby accorded. However, budget required for procurement of Safety (T&P) will be amounting to Rs. 280 Million instead of 245 Million.

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 the facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) There is no violation of SOPs of MEPCO for environmental and social safeguard.
- e) The procurement will be in accordance with the approved financial budget and procurement plan.
- f) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- g) Concerned official / officer of MEPCO's management would be liable for any omission / misstatement of the facts and figures in the working papers.

9-c

**Approval of Tentative Procurement Plan for F.Y 2022-2023 for reclamation of 12791 Nos. transformers to the extent of Rs. 727.230 million in respect of transformer reclamation workshop under MEPCO.**

#### **Proceedings:**

With permission of the Chair, agenda was presented by General Manager (Tech). He apprised the Board that matter regarding tentative procurement plan for F.Y 2022-2023 for reclamation of 12791



Nos. transformers to the extent of Rs. 727.230 million in respect of transformer reclamation workshop under MEPCO was presented in 12<sup>th</sup> Procurement & Disposal Committee meeting held on 16-06-2022 wherein, the Committee referred the case to Board with the recommendation to deliberate upon allocation of budget on quarterly basis with the instructions that the procurement process & MEPCO business should not be affected with quarterly release of funds.

Upon request of management and considering the fact that MEPCO business may be affected in terms of material shortage due to quarterly allocation of budget, the Board acceded to enhance the term for budget allocation for 06 months.

The Board resolved as follows.

#### **Resolution**

**186-BOD-R21** **RESOLVED that** considering the request of General Manager (Tech) and recommendations of Procurement & Disposal Committee, approval for the Annual Tentative Procurement Plan for the F.Y 2022-2023 amounting to Rs. 727.230 million required for Transformers Reclamation Workshops under MEPCO for Reclamation of 12791 Nos. transformers is hereby accorded. However, the budget allocation will be on 6 months basis.

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 the facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) There is no violation of SOPs of MEPCO for environmental and social safeguard.
- e) The procurement will be in accordance with the approved financial budget and procurement plan.
- f) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- g) Concerned official / officer of MEPCO's management would be liable for any omission / misstatement of the facts and figures in the working papers.

**9-d**

**Approval for procurement of 600 KM (300x2) Lots ACSR DOG conductor (T/No. 207/22 dated 07-05-2022) bid validity up to 06-07-2022.**

#### **Proceedings:**

With consent of the Chair, agenda was presented by General Manager (Tech). He apprised the Board that matter regarding procurement of 600 KM (300x2) Lots ACSR DOG conductor was presented in 12<sup>th</sup> Procurement & Disposal Committee meeting held on 16-06-2022 wherein, the Committee recommended the case to Board for its approval for the procurement of 600 KM (300x2) ACSR Dog Conductor @ Rs. 337943/- per KM from M/s Newage Cables for (Lot-I) & ( Lot-II) amounting to Rs. 202.7658 million (excluding GST) against tender No. 207/22 opened on 07.05.2022.

After due consideration, the Board resolved as follows. 

**Resolution**

**186-BOD-R22** **RESOLVED** that considering the request of General Manager (Tech) and recommendation of Bid Evaluation Committee and Procurement & Disposal Committee, approval for the procurement of 600 KM (300x2) ACSR Dog Conductor @ Rs. 337943/- per KM from M/s Newage Cables for Lot-I & Lot-II amounting to Rs. 202.7658 million (excluding GST) against Tender No. 207/22 opened on 07.05.2022 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 the facts of the case.
- b. All legal and codal formalities have been complied with.
- c. There is no conflict of interest of any officer of the MEPCO.
- d. 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.
- e. Previously, there is no issue on supplier side from which this procurement is being made.
- f. The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder.
- g. There is no violation of SOPs of MEPCO for environmental and social safeguard.
- h. The procurement will be in accordance with the approved financial budget and procurement plan.
- i. Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- j. Concerned official / officer of MEPCO's management would be liable for any omission / misstatement of the facts and figures in the working papers.

**Agenda item-e**

**Approval for acquisition of state land for proposed 132KV Grid Station Shah Jamal in the name of MEPCO.**

**Proceedings:**

With permission of the Chair, agenda was presented by Chief Engineer (Development) PMU. He intimated the Board that matter regarding acquisition of state land for proposed 132 KV Grid Station Shah Jamal in the name of MEPCO was presented in 12<sup>th</sup> Procurement & Disposal Committee meeting held on 16-06-2022 wherein, the Committee recommended the case to Board for its approval of purchase of state land measuring 48-Kanal amounting to Rs. 11,248,000/- for construction of proposed 132 KV Grid Station Shah Jamal in Mouza Rakh Basti Jarh (Shah Jamal) Tehsil & District Muzaffar Garh.

After due consideration, the Board resolved as follows.

**Resolution**

**186-BOD-R23** **RESOLVED** that considering the request of Chief Engineer (Development) PMU and recommendations of Procurement & Disposal Committee, approval for



purchase of state land measuring 48-Kanal amounting to Rs. 11,248,000/- for construction of proposed 132 KV Grid Station Shah Jamal in Mouza Rakh Basti Jarh (Shah Jamal) Tehsil & District Muzaffar Garh 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 the facts of the case.
- b. All legal and codal formalities have been complied with.
- c. There is no conflict of interest of any officer of the MEPCO.
- d. There is no violation of SOPs of MEPCO for environmental and social safeguard.
- e. The procurement will be in accordance with the approved financial budget and procurement plan.
- f. Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- g. Concerned official / officer of MEPCO's management would be liable for any omission / misstatement of the facts and figures in the working papers.

9-f

**Approval for hiring of services from M/S Pakistan State Oil (Fleet Cards for MEPCO vehicles).**

**Proceedings:**


With permission of the Chair, agenda was presented by D.G (HR & Admin). He apprised the Board that matter regarding hiring of services from M/S Pakistan State Oil (Fleet Cards for MEPCO vehicles) was presented in 12<sup>th</sup> Procurement & Disposal Committee meeting held on 16-06-2022 wherein, the Committee recommended the case to Board for its approval for hiring the services of M/S PSO Fleet Card for MEPCO vehicles on the following conditions:-

- i. Service Charges 0.4% on monthly consumption.
- ii. Due date will be 25<sup>th</sup> of every month. In case of delay in payment within due date 2% LPS will be leviable.
- iii. Quoted Volume of MEPCO is Rs. 50 Million per month i.e. (Rs. 47 M Fuel & Rs. 3 M Lube).
- iv. MEPCO will furnish Bank Guarantee of two times of monthly consumption (based on expected quoted volume, Bank Guarantee would be Rs. 100M).
- v. Fleet Card for utility vehicle will be issued on vehicle registration number, however, Fleet Card for cars under Vehicle Management Policy – 2022 will be issued on concerned officer's name.

After due diligence, the Board resolved as follows.

**Resolution**

**186-BOD-R24 RESOLVED that** considering the request of D.G (HR & Admin) and recommendation of Procurement & Disposal Committee, approval is hereby accorded for hiring of services of M/S Pakistan State Oil (PSO) Fleet Card for MEPCO vehicles on the following conditions:-

- i. Service Charges 0.4% on monthly consumption.
- ii. Due date will be 25<sup>th</sup> of every month. In case of delay in payment within due date 2% LPS will be leviable. 

- iii. Quoted Volume of MEPCO is Rs. 50 Million per month i.e. (Rs. 47 M Fuel & Rs. 3 M Lube).
- iv. MEPCO will furnish Bank Guarantee of two times of monthly consumption (based on expected quoted volume, Bank Guarantee would be Rs. 100 M).
- v. Fleet Card for utility vehicle will be issued on vehicle registration number, however, Fleet Card for cars under Vehicle Management Policy – 2022 will be issued on concerned officer's name.

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 the facts of the case.
- b. All legal and codal formalities have been complied with.
- c. There is no conflict of interest of any officer of the MEPCO.
- d. There is no violation of SOPs of MEPCO for environmental and social safeguard.
- e. The procurement will be in accordance with the approved financial budget and procurement plan.
- f. Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- g. Concerned official / officer of MEPCO's management would be liable for any omission / misstatement of the facts and figures in the working papers.


#### Agenda item-g

#### Approval for healthcare facilities for MEPCO serving and retired employees.

#### Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding providing healthcare facilities for MEPCO serving & retired employees was presented in 12<sup>th</sup> Procurement & Disposal Committee wherein, the Committee has recommended the case for Board's consideration with the direction to explore all possibilities under PPRA Rules to engage all technically responsive firms to mention their revised rates if the OPD facility amount exceeds Rs. 60,000/- per family per year and submit the progress in Board meeting.

While presenting the compliance of the direction of Procurement and Disposal Committee, D.G. (HR & Admin) apprised that slab wise rates were obtained from three insurance companies. He presented the response of the firms to members for their consideration.

One of the members was of the view that slabs were not part of RFP, rather OPD facility amounting to Rs. 60000/- was fixed for all employees. This change in tender is clear cut violation of PPRA rules. Upon query of one of members, DG (HR & Admin) confirmed that non finalization of tender will not affect the agreement with WAPDA hospital and it will continue to provide services to MEPCO employees after 30-06-2022. The notice issued to WAPDA hospital has nothing to do with withdrawal of facility after 30-06-2022. He assured that MEPCO employees will not be deprived from medical services provided by WAPDA hospital in case of delay in finalization of tender. He also apprised the Board that bid validity of the said tender is upto September 2022. 



During the course of discussion, it was also observed that 70% of the budget is consumed in the O&M head to pay salaries & POL to WAPDA hospital. The members showed their concern for this situation.

After detailed discussion and deliberation, the members were of unanimous view that management should carry out its working on following grounds:-

- i. To engage WAPDA hospital for cost rationalization against the services they are providing to MEPCO employees by taking into consideration the cost and quality of health care facilities achieved in instant tender.
- ii. To reconsider the OPD facility up to the limit of Rs. 60,000/- per family per year.
- iii. To prepare communication plan and streamline the implementation process.
- iv. To engage all technically responsive firms to mention their revised rates / premium if the OPD facility amount exceeds Rs. 60,000/- per family per year without compromising PPRA rules.

The Board resolved as follows.

#### **Resolution**

**186-BOD-R25** Based on understanding given by management that WAPDA will continue to provide medical services in case of non finalization of tender up to 30-06-2022 and the bid is valid up to September, 2022, therefore; **RESOLVED that** DG (HR & Admin) shall provide the revised working well before expiry of bid validity on following grounds.

1. To engage WAPDA hospital for cost rationalization against the services they are providing to MEPCO employees by taking into consideration the cost and quality of health care facilities achieved in instant tender.
2. To reconsider the OPD Facility up to the limit of Rs.60,000/- per family per year.
3. To prepare communication plan and streamline the implementation process.
4. To engage all technically responsive firms to mention their revised rates/ premium if the OPD facility amount exceeds Rs. 60,000/- per family per year without compromising PPRA rules.

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

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

#### **Agenda item-10 Any other point**

Before start of formal presentation of the agenda items in any other points (10-a to 10-d), the management sought condonation of the requirement of presenting the cases along with

recommendations of HR & Nomination Committee as these cases are of urgent nature. After due consideration, the Board acceded the request.

10-a

**Approval for extension in contract period of contractual employees and in engagement period of skilled / semi-skilled / unskilled daily wagers working in MEPCO for further period of one year (01.07.2022 to 30.06.2023)**

**Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that MEPCO BOD in its 179<sup>th</sup> meeting held on 23.12.2021 against agenda item No. 6 (iv) accorded approval for extension in contract period of contractual employees & engagement period of skilled / semi-skilled / unskilled daily wagers working in MEPCO w.e.f. 01.01.2022 to 30.06.2022. The above extension in contract and engagement period is going to expire on 30.06.2022.

He further apprised that all contract employees presently working under MEPCO were appointed against sanctioned / vacant post and presently extension in contract of 1408 Nos. employees for further period of 1 year upto 30.06.2023 is essentially required due to shortage of staff and heavy work load as per recommendations of field offices. The contract period of above said employees will be expired on or after 30.06.2022 as per the joining date of each employee. Furthermore, as recommended by field formations, extension/retention in engagement period of ERP Basis Administrator (hired on Lump Sum package) and skilled / semi-skilled / unskilled / daily wagers was required beyond 30.06.2022 for further period of 01 year up to 30.06.2023 on 89 & 75 days spell basis respectively due to shortage of staff and heavy work load. Detail is given as under:-

Office Name	Hired on lump sum package	Daily Wagers (Semiskilled) (75 days Basis) M/Readers	Daily Wagers (unskilled) (75 days Basis) ALM	Daily Wagers (89 days Basis)
ERP	01	-	-	18
(Op) Circle Multan	-	24	-	-
(Op) Circle DG Khan	-	44	-	-
(Op) Circle Vehari	-	22	-	-
(Op) Circle B/Pur	-	42	-	-
(Op) Circle Sahiwal	-	32	88	01
(Op) Circle R.Y. Khan	-	59	-	-
(Op) Circle M/Garh	-	96	-	-
(Op) Circle B/Nagar	-	35	-	-
(Op) Circle Khanewal	-	45	-	-
TRWs	-	-	-	65
PD (Const)	-	-	592	72
PD GSC	-	-	-	04
<b>Sub Total</b>	<b>01</b>	<b>399</b>	<b>680</b>	<b>160</b>
<b>Grand Total</b>				<b>1240</b>

In view of above, Board was requested to accord its approval regarding extension in contract period of contractual employees & in engagement period of skilled / semi-skilled / unskilled daily wagers working in MEPCO w.e.f. 01.07.2022 to 30.06.2023.

After due consideration, the Board resolved as follows. 



**Resolution**

**186-BOD-R26 RESOLVED** that considering the request of D.G (HR & Admin), approval for extension in contract period of contractual employees & engagement period of skilled/semi-skilled / unskilled daily wagers working in MEPCO w.e.f. 01.07.2022 to 30.06.2023 on existing terms & conditions as proposed 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 papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

**10-b**

**Approval for extension in engagement period of 301 Nos. outsourced skilled / unskilled labour through M/s. Ali Azhan contractor / firm.**

**Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that MEPCO BOD in its 185<sup>th</sup> meeting held on 15.05.2022 against agenda item No. 8 (a) has accorded approval for extension / retention in engagement period of 301 skilled / un-skilled labour hired through M/s Ali Azhan Enterprises for 03 months up to 30.06.2022. Formation wise detail is as below:-

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
<b>Total</b>		<b>10</b>	<b>291</b>

In this regard, it was apprised that due to acute shortage of staff, 301 Nos. outsourced labour was engaged for field formations, M&T and TRW. The recruitment process was underway meanwhile Ministry of Energy (Power Division) Islamabad has frozen all recruitments in DISCOs for a period of 06 months vide letter dated 28.05.2022. In this scenario, the staff is required to run the operations of Company and there is no way except to hire the services of outsourced labour during ban period i.e. 06 months. Furthermore, M/s Ali Azhan Enterprises has also given his consent for further extension / retention in engagement period beyond 30.06.2022.

In view of above, Board was requested to accord approval for retention / extension in engagement period of 301 Nos. skilled & unskilled outsourced labour provided by the firm i.e. M/S Ali Azhan Enterprises for further 06 months w.e.f 01.07.2022 to 31.12.2022.

After due consideration, the Board resolved as follows.

**Resolution**

**186-BOD-R27 RESOLVED** that considering the request of D.G (HR & Admin), approval for retention / extension in engagement period of 301 Nos. skilled & unskilled

outsourced labour provided by the firm i.e. M/S Ali Azhan Enterprises for further period of 06 months w.e.f 01.07.2022 to 31.12.2022 on existing terms & conditions 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 papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

10-c


**Approval for extension / retention in engagement period of 145 Nos. outsourced skilled / unskilled outsourced labour through M/s. Muneer Hussain Bhutta, contractor / firm.**

**Proceedings:**

With permission of the Chair, agenda was presented by General Manager (Op). He informed the Board that the work "for providing of 120 No. un-skilled and 25 No. skilled labour for the Transformer Reclamation Workshops under MEPCO" was awarded to the successful bidder i.e. M/s Muneer Hussain Bhutta Multan after obtaining necessary approval from the competent authority i.e. MEPCO BOD in its 167<sup>th</sup> meeting held on 15.02.2021 vide agenda item No.6 (ii). After fulfilling the departmental & codal formalities, Letter of Intent was issued vide General Manager (OP) MEPCO Ltd. Multan memo No. 602-05 dated 10.04.2021, the detail of labour is as:-

Sr. No.	Place of work	No: of Personnel		Total Labour
		Skilled	Un-skilled	
1.	TRW Multan	10	77	87
2.	TRW BahawalPur	05	03	08
3.	TRW D.G.Khan	05	10	15
4.	TRW R.Y.Khan	05	30	35
<b>Total</b>		<b>25</b>	<b>120</b>	<b>145</b>

After expiry of engagement period, MEPCO BOD in its 176<sup>th</sup> meeting held on 05.10.2021 has accorded approval for further extension in engagement period of one year w.e.f. 01.07.2021 to 30.06.2022. As per Clause-1 of General Terms & Conditions laid down in the LOI, formal contract agreement is further extendable with mutual understanding subject to approval of competent authority. In the existing hot weather, the reclamation activity of damaged transformers is at full swing at MEPCO TRWs and in absence of adequate manpower, it will become quite difficult to maintain the reclamation place & progress of work. Thus, continuity of power supply cannot be ensured and either damaged transformers will be repaired from private workshops and in some instances replaced with new transformers resulting in massive financial impact for MEPCO.

DG (HR & Admin) requested the Board to accord its approval for Extension in engagement period of 145 No. skilled / unskilled outsourced labour provided by the firm i.e. M/s. Muneer Hussain Bhutta for further one-year w.e.f. 01.07.2022 to 30.06.2023 on same terms & conditions as laid down in contract agreement / Letter of Intent, for smooth reclamation activities in TRWs to restore supply to the valuable consumers of MEPCO. 



After due consideration, the Board resolved as follows.

**Resolution**

**186-BOD-R28 RESOLVED that** considering the request of General Manager (Op), approval for retention / extension in engagement period of 145 No. skilled / unskilled outsourced labour provided by the firm i.e. M/s. Muneer Hussain Bhutta for further period of 06 months w.e.f. 01.07.2022 to 31.12.2022 on existing terms & conditions 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 papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

**10-d**

**Approval for ratification of proceedings of upgradation boards from BPS-18 to BPS-19 held on 10-06-2022.**


**Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that a meeting of Time Scale Upgradation Board of following categories from BPS-18 to BPS-19 has been held on 10.06.2022 under the convenership of Chief Executive Officer MEPCO:-

1. Senior Engineers / XENs
2. XEN (Civil)
3. Dy: Commercial Manager / DCM
4. Dy: Managers (Computer)
5. Dy: Manager (C.A)
6. Dy: Manager (MM).

The Criteria / Parameters for Time Scale Upgradation from BPS-18 to BPS-19 was presented to Board members. Category wise summary of upgradation Board is as under:-

Category	No. of Officers considered	Recommendations of Upgradation Board	
		Recommended	Not Recommended
XENs	29	24	05
XEN (Civil)	01	01	00
DCM	01	01	00
DM (Computer)	03	03	00
DM (C.A)	01	01	00
DM (M.M)	02	01	01
<b>Total</b>	<b>37</b>	<b>31</b>	<b>06</b>

The working papers / pen-picture of TSU Board from BPS-18 to BPS-19 held on 10.06.2022 were also presented to Board. 

The Board was requested to accord its approval to ratify the proceedings / recommendations of upgradation board of above mentioned categories from BPS-18 to BPS-19 held on 10.06.2022.

After due deliberation, the Board resolved as follows.

### **Resolution**

**186-BOD-R29 RESOLVED that** considering the request of D.G (HR & Admin) and recommendations of upgradation board held on 10-06-2022, ratification of the proceedings / recommendations of Upgradation Board of following categories from BPS-18 to BPS-19 held on 10.06.2022 is hereby accorded:-

Category	No. of Officers considered	Recommendations of Upgradation Board	
		Recommended	Not Recommended
XENs	29	24	05
XEN (Civil)	01	01	00
DCM	01	01	00
DM (Computer)	03	03	00
DM (C.A)	01	01	00
DM (M.M)	02	01	01
<b>Total</b>	<b>37</b>	<b>31</b>	<b>06</b>

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

- No material information has been withheld and the working papers represent all facts of the case.
- All legal and codal formalities have been complied with.
- There is no conflict of interest of any officer of the MEPCO.
- Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

10-e

**Approval for administrative approval of revised estimate amounting to Rs. 69.98 million in the light of the measurements rechecked by the committee & technical sanction accorded by Chief Executive Officer MEPCO for constructed SE Office Complex (Multi Storey) Muzaffar Garh to pay balance amount to the contractor.**

### **Proceedings:**

With permission of the Chair, agenda was presented by General Manager (Op). He apprised the Board that matter regarding administrative approval of revised estimate amounting to Rs. 69.98 million in the light of the measurements rechecked by the committee & technical sanction accorded by Chief Executive Officer MEPCO for constructed SE Office Complex (Multi Storey) Muzaffar Garh to pay balance amount to the contractor was presented in 8<sup>th</sup> Audit & Finance Committee meeting held on 17-06-2022 wherein, the Committee referred the case to Board for its collective



deliberation with the direction to present technical sanction of revised estimate from designated/competent authority while presenting the case to Board.

In compliance of directions of the Audit & Finance Committee GM (Op) presented the technical sanction of revised estimate dully approved by CEO. He also presented the recommendations of enquiry committee constituted to recheck the measurements of executed work of constructed building.

Based on the recommendations of enquiry committee, the Members agreed to acced the request. However it was reiterated that no time extension will be allowed for this matter and LD will be deducted as per rules and regulations.

The Board resolved as follows.

**Resolution**

**186-BOD-R30 RESOLVED that** considering the request of General Manager (Op) and recommendations of Audit & Finance Committee, administrative approval to the revised estimate amounting to Rs. 69.981 million (including 5% PST) to make balance payment to the contractor amounting to Rs. 11.179 (M) after deduction of Rs. 3.025 (M) from gross claim of Rs. 14.204 (M) in respect of constructed SE office Complex (Multi Storey) including boundary wall, vehicle parking shed and outside flooring at 132KV Grid Station Muzaffar Garh is hereby accorded subject to fulfillment of following conditions.

- 1) No time extension will be allowed.
- 2) Deduction of LD will be as per rules & regulations and contractual terms and conditions.

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

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

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

  
(Engr. Sajid Yaqoob)  
Company Secretary MEPCO