

## MULTAN ELECTRIC POWER COMPANY

No. 12281-12302/Company Secy:

Dated 12-8-23

1. Sardar Muhammad Jamal Khan Leghari,  
Ex President House Choti Zerine,  
District D.G Khan.
2. Mr. Allahyar Khan,  
Chief Executive Officer,  
MEPCO Multan.
3. Mr. Zafar Abbas,  
Additional Secretary-II,  
Ministry of Energy (Power Division),  
Block-A, Pak Secretariat, Islamabad.
4. Mr. Javed Iqbal Khan,  
Joint Secretary, Finance Division  
Room 326, Block D  
Pak Secretariat, Islamabad
5. Dr. Naeem Rauf,  
Secretary, Energy Department,  
8<sup>th</sup> Floor, EFU House,  
Jail Road, Lahore.
6. Mr. Fazalullah Durrani,  
House No. 16, Faisal Bagh,  
Stadium Road, Bahawalpur.
7. Muhammad Nawazish Ali Pirzada,  
Pirzada House, Airport Road,  
Bahawalpur.
8. Mian Muhammad Ali  
1/B Ali House Altaf Town Multan City
9. Mr. Khurram Mushtaq,  
House No. 373, overseas B extension,  
Bahria Town, Lahore.
10. Mr. Asghar Leghari  
12-B-2, Off Zafar Ali Road,  
Gulberg V, Lahore.
11. Mian Shahid Iqbal,  
Rehman Villas, Bohar Gate Model Town B,  
Multan Road, Camp Office, Governor House,  
Bahawalpur.
12. Mr. Amad ud Din,  
129 Model Town A,  
Khanpur,  
District Rahimyar Khan.
13. Muhammad Jabir,  
House No. 2, Street No. 2, Eden Palace Villas,  
Raiwand Road, Opposite Etehad Town,  
Lahore.
14. Rana Yasir Rauf,  
House No. 315, F1 Block,  
Johar Town, Lahore.
15. Mr. Athar Ali Mazari  
Mohallah Chief Family Rojhan Tehsil Rojhan,  
District Rajanpur
16. Mr. Hussain Ahmad Fazal  
Hussain Mills, Vehari Road, Fazalabad, Multan.

**Sub:- MINUTES OF 204<sup>TH</sup> BOARD MEETING HELD ON 02-09-2023.**

Enclosed please find herewith Minutes of 204<sup>th</sup> BOD Meeting held on **02-09-2023 (Saturday) at 11:00 AM in Board's Meeting Room MEPCO H/Qs Khanewal Road Multan,** for kind 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. All Managers / Directors MEPCO HQs Multan.
6. The Staff Officer to CEO MEPCO H/Q Multan.

} For kind information and further necessary action please.

**Meeting Date:** 02-09-2023 (Saturday)

**Meeting Time:** 11:00 AM

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

**In attendance:**

- |     |                                    |                               |
|-----|------------------------------------|-------------------------------|
| 1.  | Sardar Muhammad Jamal Khan Leghari | Chairman                      |
| 2.  | Mr. Allahyar Khan                  | CEO/Director                  |
| 3.  | Mr. Zafar Abbas                    | Director (Through Video Link) |
| 4.  | Mr. Javed Iqbal Khan               | Director (Through Video Link) |
| 5.  | Dr. Naeem Rauf                     | Director (Through Video Link) |
| 6.  | Mr. Fazalullah Durrani             | Director                      |
| 7.  | Mian Muhammad Ali                  | Director                      |
| 8.  | Muhammad Nawazish Ali Pirzada      | Director                      |
| 9.  | Mr. Khurram Mushtaq                | Director                      |
| 10. | Mian Shahid Iqbal                  | Director                      |
| 11. | Mr. Amad ud Din                    | Director                      |
| 12. | Mr. Asghar Leghari                 | Director                      |
| 13. | Rana Yasir Rauf                    | Director                      |
| 14. | Mr. Athar Ali Mazari               | Director                      |
| 15. | Mr. Hussain Ahmad Fazal            | Director (Through Video Link) |
| 16. | Muhammad Jabir                     | Director                      |
| 17. | Mr. Sajid Yaqoob                   | Company Secretary             |

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

- |    |                          |                          |
|----|--------------------------|--------------------------|
| 1. | Mian Ansar Mahmood       | Finance Director         |
| 2. | Engr. Rana Muhammad Ayub | General Manager (Tech)   |
| 3. | Engr. Nasir Ayaz Khan    | General Manager (Op)     |
| 4. | Engr. Muhammad Arshad    | Chief Engineer (Dev) PMU |
| 5. | Jam Gul Muhammad Zahid   | Chief Engineer (CS)/CSD  |
| 6. | Mr. Khalid Mahmood       | D.G (HR & Admin)         |
| 7. | Muhammad Sohail Ahmad    | D.G (MIRAD)              |
| 8. | Engr. Muhammad Siddique  | Director (Proc) Dist.    |
| 9. | Mr. Saqib Jamal          | GM (R&CO) PPMC           |

Meeting started under the Chairmanship of Sardar Muhammad Jamal Khan Leghari. 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 202<sup>nd</sup> & Adjourned 202<sup>nd</sup> and 203<sup>rd</sup> / 1<sup>st</sup> Emergent Board Meeting of 2023 held on 16-07-2023, 19-07-2023 & 26-07-2023 respectively.**

Company Secretary apprised that the minutes of 202<sup>nd</sup> & Adjourned 202<sup>nd</sup> and 203<sup>rd</sup> / 1<sup>st</sup> Emergent Board meeting of 2023 held on 16-07-2023, 19-07-2023 & 26-07-2023 respectively, duly endorsed by Chairman BOD were circulated among all Board Members. With consent of the Chair, Company Secretary presented the summary of minutes with salient features of the discussions, directions and resolutions of the Board.

The Chairman invited the attention of all members for offering any reservation(s)/comments(s) regarding approval of minutes. Since, there were no comments received from any of the directors, the proceedings were confirmed as correctly recorded.

After due consideration, the Board unanimously resolved as follows.

**Resolution**

**204-BOD-R1** There being no objection from the house, **RESOVLED that** the minutes of 202<sup>nd</sup> & Adjourned 202<sup>nd</sup> and 203<sup>rd</sup> / 1<sup>st</sup> Emergent Board meeting 2023 held on 16-07-2023, 19-07-2023 & 26-07-2023 be and is hereby confirmed as true record of the proceedings of the meetings.

**Agenda item-3**

**To review the compliance status on the directions issued by BOD during its 188<sup>th</sup> to 203<sup>rd</sup> / 1<sup>st</sup> Emergent Board Meeting of 2023.**

**Resolution**

**204-BOD-R2** **RESOVLED that** the subjected agenda is hereby deferred to next meeting.

**Agenda item-4**

**To consider the recommendations of HR & Nomination Committee for short listing the applicants for the post of Chief Executive Officer MEPCO for further interview process.**

**Proceedings:**

With permission of the Chair, Company Secretary apprised the members that process of appointment of Chief Executive Officer MEPCO in accordance with Section 18 of the State-Owned Enterprises (Governance and Operations) Act, 2023 was started by publishing an advertisement in daily news papers dated 11.06.2023. The process of initial scrutiny and short listing of the received applications has been completed by HR & Nomination Committee of Board during its 13<sup>th</sup> meeting held on 22.07.2023. The Committee has recommended the list of shortlisted applicants for the post of CEO MEPCO for interview. The Members were requested to consider the recommendations of HR & Nomination Committee and decide venue, date and time for holding of interviews for the post of Chief Executive Officer.

Participating into the discussion, one of the members pointed out that the Board has to consider Election Commission of Pakistan's Notification dated: 15-08-2023 wherein, the Commission vide point (d) has directed to "ensure that all kinds of recruitments in any Ministry, Division. Department or Institution under the Federal, Provincial Government and Local Governments are banned with immediate effect, except with the prior approval of the Commission and except recruitments by the Federal and Provincial Public Service Commissions and those government organizations where test/interviews have already been conducted before this day".

After thorough deliberation, the members were of the view that appointment of regular Chief Executive Officer under performance based contract is imperative in order to ensure prudent and



efficient management. Therefore, the matter should be referred to Ministry of Energy (Power Division) with the request to approach Election Commission of Pakistan for its approval to continue and finalize the process for appointment of Chief Executive Officer MEPCO.

After due consideration, the Board unanimously resolved as follows.

### **Resolution**

**204-BOD-R3** **RESOLVED that** Ministry of Energy (Power Division) shall be requested to approach Election Commission of Pakistan for seeking its necessary approval to continue and finalize the process for appointment of Chief Executive Officer MEPCO under a performance based contract at the earliest.

**Note:-** With the permission of the Chair, Mr. Saqib Jamal G.M (R&CO) PPMC joined the meeting regarding Agenda Item No. 5.

### **Agenda item-5**

**Presentation regarding Company's performance for June 2023 with respect to letter received from Honorable Secretary, Ministry of Energy (Power Division) dated 23.08.2023.**

### **Proceedings:**

Before start of formal presentation on Agenda, one of the members briefed the members regarding prevailing situation of Power Sector with regards to economic condition, circular debt and challenges being faced for achievement of targets etc. He informed that Ministry of Finance allocated Rs. 976 Billion for Power Sector, 50% of this amount has been fixed to bridge the gap created due to poor performance of DISCOs in terms of low recovery and high losses. The existing amount of Circular Debt amounting to Rs. 2.3 Trillion has been locked and no budget will be provided to Ministry of Energy by Government of Pakistan in this head. The overall performance of DISCOs is not at par with international standards. The urgency for improvement in bad performance of DISCOs has increased manifolds as Power Sector is crippling the whole economic structure. He stressed that stringent measures are required to be taken on war footing basis in order to ensure Power Sector's sustainability. The Ministry of Energy expects from the Board to play its vital role for devising a workable plan to mitigate the monster of Circular Debt and bad performance of DISCOs.

With permission of the Chair, Chief Engineer (CS) / CSD apprised that a letter dated 23.08.2023 addressed to Chairman BOD and CEO MEPCO has been received wherein Honorable Secretary, Ministry of Energy has noticed that performance of MEPCO against various key performance indicators is not up to the mark as detailed analysis of Financial Year 2022-23 reveals that performance in 14 different areas remained below acceptable standards. It has also been mentioned that sub-optimal performance is adversely impacting the macroeconomic indicators of the Government. Lack of oversight by the Board and poor performance by the management may attract action under the relevant laws and rules. On direction of the Chair, contents of the letter were read out for members' information and deliberation.

At the very outset of discussion, the Chair expressed his concern with the remarks that such letter has neither been shared by the management nor progress against these parameters was apprised to the Board. CEO responded that such letters are being received from PPMC on monthly basis addressed to CEO with copy to Chairman Board and management has been responding to these letters positively in due course of time. The Chair was of the view that the constraints are being faced in smooth running of the affairs of Company. The shortage of staff, unrealistic target of line losses determined by NEPRA, lack of investment required for system rehabilitation and high average length of HT lines as compared to other DISCOs of Punjab are some examples of bottlenecks being faced by Board. The



Board members are aware of the enormous responsibility that has been endowed to them, he stated. In order to run the affairs of Company efficiently and turns it into profit generating unit, all bottlenecks being faced by Board should also be addressed. In response, one of the members explained the challenges being faced by Ministry of Energy due to non performance of SOEs. It is near to impossible to defend the bad performance of DISCOs at highest levels of Government, he added.

With due permission of the Chair, GM (R&CO) PPMC presented MEPCO performance for the month of July-2023 against key parameters, with special emphasis on AT&C loss of MEPCO i.e. 22.6% for the month as compared to proportionate target of 14.5%. The performance of other important KPIs was also presented to members for consideration. Responding to query of one of members regarding authenticity of presented data, GM (R&CO) assured that billing data of all DISCOs is linked through PITC and the same is consolidated at PPMC level. He confirmed that no objection has been received from MEPCO so far regarding data authenticity as dashboard data is reliable. The management also agreed with stance of GM (R&CO).

Participating into the discussion, Chief Executive Officer briefed the constraints faced by the management in terms of unrealistic target of line losses fixed by NEPRA, shortage of staff, high average length of feeders and issues relating to procurement of distribution material etc. He enlightened that MEPCO has challenged NEPRA fixed targets of line losses in Appellate Tribunal being irrational and unjustified; the hearing of the case is under process. He informed that MEPCO's Technical loss verified by 3<sup>rd</sup> Party is 12.08% whereas; NEPRA target is 11.83% for FY 2023-24. The average feeder length of MEPCO is 48 KM whereas; LESCO and GEPCO have average feeder length of only 22 KM and 16 KM respectively. Furthermore, wheeling related issues were explained for members' consideration. The members acknowledged the explanation given by CEO with the remarks that management is handicapped at different fronts and on other hand, aggressive targets have been assigned by NEPRA without realization of ground facts and other resource constraints. The members were also of the view that although management has challenged target fixed by NEPRA at relevant forum and seems unjustified, yet as a matter of fact; the same is in field as of today and all parameters will be reviewed in line with target fixed by NEPRA as reference. While interjecting the discussion, one of members clarified that all discussions/targets being made at Government level is in accordance with NEPRA fixed targets. So, the Board and management need to understand that performance accountability is with regards to NEPRA fixed targets only.

After due consideration and detailed deliberation, the members were of unanimous view that corrective measures are required to be taken to eliminate the bottlenecks being faced by the management to achieve targets fixed by NEPRA. The management should devise and present a doable roadmap which must include measures which are required to be taken in order to achieve these targets. Furthermore, all Agenda Items which will be presented during Board and its Committees meetings should be linked with performance monitoring indicators.

While concluding the discussion, the Chair commented that surgical measures are required to be taken to meet with the targets assigned by Ministry and desired that CEO should take corrective administrative measures across the Company. Moreover, a detailed reply of instant letter mentioned above should be submitted by CEO indicating that the Board has taken very serious notice of the letter issued by the Ministry and entasked the management to present a roadmap for achievement of assigned targets encapsulating justification regarding all 14 KPIs mentioned in the letter. The bottlenecks being faced by the Board and management should also be incorporated in the letter.

After due deliberation, the Board unanimously resolved as follows. 

**Resolution**

**204-BOD-R4** While taking serious notice of the letter received from Ministry of Energy regarding performance of MEPCO against 14 KPIs, **RESOLVED** that management shall present a road map for achievement of assigned target against key indicators as per following grounds.

- i). Point wise analysis of each target, whether achievable or not, with solid justification/reasoning/facts.
- ii). Necessary actions / decisions required from Board, NEPRA and Ministry to achieve the milestones.

**FURTHER RESOLVED** that Chief Executive Officer shall submit a comprehensive reply to the Ministry/PPMC encapsulating justification/concrete reasoning and bottlenecks being faced in achieving the targets against each KPI.

**Agenda item-6 To consider the presentation on prevailing billing & recovery related issues.**

**Proceedings:**

Before start of formal presentation on Agenda, the Chair raised certain queries regarding hot-spots with respect to non meter reading, incidents of misbehaving with the employees, cooperation of law enforcement agencies, reasons for strike of meter readers and relief / policy announced for flood affected area.

While responding to queries, Chief Executive Officer informed that provisional billing will be carried out in flood affected areas i.e. consumption of previous month or average of previous 11 months whichever is lower as per Consumer Service Manual. Similarly, estimated billing is being done in the batches of few divisions partially due to consumer protests against billing; to avoid any untoward incident. Necessary directions are being issued to the field formation that date of meter reading should be as per Meter Reading & Billing program of the month, he informed. All the field officers have been directed to take legal measures in case of any reported hostage of meter readers/line staff. Furthermore, local administration has also extended its support, as and when required. He briefed that due to consumers' agitation in certain areas resulting in strike of meter readers, only few batches were delayed but the situation was handled amicably; therefore, Company has not faced any significant issue / incident. The recovery position is also satisfactory during current month and prompt relief is being given to consumers on genuine complaints. Upon query of one of members, CEO informed that employees are entitled for free electricity units according to their grades from BPS-1 to 20 as per policy in vogue and this entitlement is part of pay package of every employee of Company. As far as, the recent consumers' protests against high amounts of bills are concerned, the policy announced by Federal Government will be followed.

The members noted the explanation of management with satisfaction.

**Note:-** Mr. Saqib Jamal G.M (R&CO) PPMC left the meeting with the permission of the Chair.

**Agenda item-7 To consider the letter received from Ministry of Energy, Power Division regarding standard Board Committees for Power Sector PSCs/State-Owned Enterprises (SOES) under Ministry of Energy, Power Division.**

**Proceedings:**

With permission of the Chair, Company Secretary informed that a letter has been received from Ministry of Energy (Power Division) dated 21-06-2023, wherein it has been highlighted that number of Board Committees in PSCs/SOEs under Power Division are on higher side and different. In order

to standardize the Board Committees, Government of Pakistan, being major shareholder has proposed the following Five (05) Committees as standard for the DISCOs namely.

- a. Audit, finance, investigation financial risk management and internal control Committee;
- b. HR, legal and other miscellaneous matters Committee;
- c. Technical Initiatives, Development, operational risk management and Procurement Committee;
- d. Policy, strategy, other operations and marketing Committee; and
- e. Recovery, theft control and consumer grievances Committee

The members were further apprised that Ministry vide above mentioned letter has also advised that the Board Committee may meet at least once during a quarter but not more than twice. The representative of Power Division on the Board should be part of the three Committees namely Audit, HR and Technical Committees. Furthermore, in case of any suggestion from Board for enhancement of number or change in nomenclature of Committees, permission may be sought from the shareholders.

After due consideration, the Board agreed to constitute five Board Committees in compliance of Ministry's letter. However, one of members highlighted that representations from employees are received addressed to Chairman Board or Members. These representations need to be disposed off officially by the Board. He proposed that an effective system of grievance redressal should be provided to employees to get their genuine grievances resolved. After due deliberation, the members were of the unanimous view that it is appropriate to place an Alternate Dispute Resolution mechanism which can provide an opportunity for amicable and expeditious solution of genuine complaints after hearing the verdict of employees as well as the management. The members agreed to approach Ministry of Energy seeking permission for constitution of another Committee namely "Employees' Grievances Committee".

After due consideration, the Board unanimously resolved as follows.

### Resolution

**204-BOD-R5** In compliance of Ministry of Energy (Power Division) letter dated 21-06-2023, **RESOLVED that** following Board Committees are hereby constituted.

Audit, Finance, Investigation, Financial Risk Management and Internal Control Committee			HR, Legal and Other Miscellaneous Matters Committee	
i	Mian Shahid Iqbal	Chairman (Independent Director)	i	Sardar Muhammad Jamal Khan Leghari Chairman (Independent Director)
ii	Mr. Hussain Ahmad Fazal	Independent Director	ii	Mr. Asghar Leghari Independent Director
iii	Mr. Amad ud Din	Independent Director	iii	Fazalullah Durrani Independent Director
iv	Mr. Khurram Mushtaq	Independent Director	iv	Muhammad Jabir Independent Director
v	Mian Muhammad Ali	Independent Director	v	Mr. Athar Ali Mazari Independent Director
vi	Rana Yasir Rauf	Independent Director	vi	Rana Yasir Rauf Independent Director
vii	Mr. Zafar Abbas	Non-Executive Director	vii	Mr. Hussain Ahmad Fazal Independent Director
viii	Mr. Javed Iqbal Khan	Non-Executive Director	viii	Mr. Zafar Abbas Non Executive Director
ix	Dr. Naeem Rauf	Non-Executive Director	ix	Mr. Allahyar Khan Executive Director

Technical Initiatives, Development, Operational Risk Management and Procurement Committee			Policy, Strategy, Other Operations and Marketing Committee		
i	Muhammad Nawazish Ali Prizada	Chairman (Independent Director)	i	Mr. Khurram Mushtaq	Chairman (Independent Director)
ii	Sardar Muhammad Jamal Khan Leghari	Independent Director	ii	Mr. Hussain Ahmed Fazal	Independent Director
iii	Mian Muhammad Ali	Independent Director	iii	Mian Shahid Iqbal	Independent Director
iv	Rana Yasir Rauf	Independent Director	iv	Mr. Amad ud Din	Independent Director
v	Mr. Fazalullah Durrani	Independent Director	v	Muhammad Jabir	Independent Director
vi	Mr. Khurram Mushtaq	Independent Director	vi	Mr. Athar Ali Mazari	Independent Director
vii	Mr. Zafar Abbas	Non-Executive Director	vii	Mr. Zafar Abbas	Non-Executive Director
viii	Dr. Naeem Rauf	Non-Executive Director	viii	Mr. Javed Iqbal Khan	Non-Executive Director
ix	Mr. Allahyar Khan	Executive Director	ix	Mr. Allahyar Khan	Executive Director
Recovery, Theft Control and Consumer Grievances Committee					
i.	Mr. Asghar Leghari	Chairman (Independent Director)			
ii.	Mr. Fazalullah Durrani	Independent Director			
iii	Mian Muhammad Ali	Independent Director			
iv	Mr. Amad ud Din	Independent Director			
v.	Muhammad Nawazish Ali Pirzada	Independent Director			
vi	Mr. Athar Ali Mazari	Independent Director			
vii	Muhammad Jabir	Independent Director			
viii	Mr. Zafar Abbas	Non-Executive Director			
ix	Mr. Javed Iqbal Khan	Non-Executive Director			
x	Mr. Allahyar Khan	Executive Director			

**FURTHER RESOLVED** that Ministry of Energy shall be approached for seeking permission for constitution of another Committee namely “Employees’ Grievances Committee”.

**Agenda item-8**

**To consider and confirm Circular Resolution No. 13/2023 dated 07.08.2023 regarding approval for vetting of PC-1 for electrification of villages / abadies of NA-175 (R.Y. Khan) & NA-187 (Layyah).**

**Proceedings:**

With permission of the Chair, Company Secretary apprised that the matter regarding approval for vetting of PC-1 for electrification of villages / abadies of NA-175 (R.Y. Khan) & NA-187 (Layyah) was circulated amongst the Members through Circular Resolution No. 13/2023 dated 07.08.2023 for



consideration on urgent basis. After considering the matter, the Board passed the below detailed Circular Resolution.

Considering the request of General Manager (Tech), **RESOLVED that** approval for the following is hereby accorded:-

- i. PC-1 of 61 Nos. of schemes of NA-175 (R.Y. Khan) amounting to Rs. 200.000 Million for electrification of Villages / Abadies under PSDP (Public Sector Development Programme), for further submission to Ministry of Energy (Power Division) Islamabad.
- ii. PC-1 of 02 Nos. of schemes of NA-187 (Layyah) amounting to Rs. 9.964 Million for electrification of Villages / Abadies Under SDGs SAP (Sustainable Development Goals Achievement Program), for further submission to Ministry of Energy (Power Division) Islamabad.

During the course of discussion, one of the members commented that the Board has to consider Election Commission of Pakistan's Notification dated: 15-08-2023 wherein, the Commission vide point (e) has directed to "not to announce / execute any kind of development schemes at Federal and Provincial levels except those which are ongoing and approved before the issuance of this notification. Moreover, the Federal Government, Provincial Governments and Local Governments shall not issue tenders of such schemes till culmination of General Elections and except with the prior approval of the Commission".

After thorough deliberation, the members were of unanimous view that the matter should be taken with the Ministry of Energy (Power Division) with the request to approach Election Commission of Pakistan for its approval to seek clarification regarding finalization of on-going / already approved schemes by mentioning proper justification and reasons to continue & finalize the schemes. It should be intimated that PC-1s of these abadies were approved by last government, funds have been received and procurement of material is in process. The potential problems involved in case of delay in execution of these schemes e.g. increase in material cost, shortage of funds, incomplete works etc. should be apprised in detail to the Ministry.

After due consideration, the Board unanimously resolved as follows.

#### **Resolution**

**204-BOD-R6** **RESOLVED that** the Circular Resolution No. 13/2023 be and is hereby confirmed.

#### **Resolution**

**204-BOD-R7** **RESOLVED that** the management shall take up the matter with the Ministry of Energy (Power Division) with the request to seek clarification from Election Commission of Pakistan regarding continuation and finalization of the on-going / already approved schemes for electrification of villages / abadies of different Constituencies by stating the potential problems, if execution of these schemes is delayed e.g. increase in material cost, shortage of funds, incomplete works etc.

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

**To consider and confirm Circular Resolution No. 14/2023 dated 07.08.2023 regarding approval for adoption of Finance Division office memorandums.**

#### **Proceedings:**

With permission of the Chair, Company Secretary apprised that the matter regarding approval for adoption of Finance Division office memorandums was circulated amongst the Members through Circular Resolution No. 14/2023 dated 07.08.2023 for consideration on urgent basis. After considering the matter, the Board passed the below detailed Circular Resolution.

Considering the request of DG (HR & Admin), **RESOLVED that** approval for the adoption of following office memorandums of Finance Division (Regulations Wing) GoP regarding Grant of Adhoc Relief Allowance-2023, Grant of Increase in Pension to Pensioners, Revision of Rate of Orderly Allowance, Revision of Conveyance Allowance, Revision of Rates of Deputation / Additional Charge Allowance / Special Pay on Current Charge and Minimum Pension is hereby accorded:-

Office Memorandum No. & Dated	Details
F.No. 1(1)Imp/2023-226 dated: 04.07.2023	Adhoc Relief Allowance-2023 as mentioned below w.e.f 01.07.2023:- BPS-1 to 16 @35% of Basic pay as on 30.06.2023 BPS-17 to 22 @30% of Basic pay as on 30.06.2023
F.No. 4(1)-Reg.6/2023 dated: 05.07.2023	Increase in Pension to Pensioners @ 17.5% of net pension w.e.f 01.07.2023.
F.No.1(13)Imp/2016-227 dated: 04.07.2023	Revision of rates of Orderly Allowance admissible to BPS-20 to BPS-22 from Rs. 17500/- per month to Rs. 25000/- per month w.e.f 01.07.2023
F.No. 3(1)R-5/2010-293 dated: 04.07.2023	Revision of Conveyance Allowance to disabled employees from Rs. 2000/- per month to Rs. 4000/- per month w.e.f 01.07.2023
F.No. 1(1)Imp/2016-228 dated: 04.07.2023	Revision of Rates of Deputation / additional charge allowance / Special pay on current charge w.e.f 01.07.2023.
F.No. 15(1)-Reg.6/2023 dated: 05.07.2023	Minimum Pension from Rs.10,000/- to Rs. 12,000/-

The members were requested to consider the matter and resolve accordingly. After due consideration, the Board unanimously resolved as follows.

### Resolution

**204-BOD-R8 RESOLVED that** the Circular Resolution No. 14/2023 be and is hereby confirmed.

### Agenda item-10

**To consider and confirm Circular Resolution No. 15/2023 dated 15.08.2023 regarding approval for vetting of PC-1's for electrification of villages / abadies of NA-146 (Pakpattan), NA-151 (Khanewal), NA-160 (Lodhran), NA-168 (Bahawalnagar), NA-171 (Bahawalpur), NA-172 (Bahawalpur) and NA-190 (D.G. Khan).**

### Proceedings:

With permission of the Chair, Company Secretary apprised that the matter regarding approval for vetting of PC-1s for electrification of villages / abadies of NA-146 (Pakpattan), NA-151 (Khanewal), NA-160 (Lodhran), NA-168 (Bahawalnagar), NA-171 (Bahawalpur), NA-172 (Bahawalpur) and NA-190 (D.G. Khan) was circulated amongst the Members through Circular Resolution No. 15/2023 dated 15.08.2023 for consideration on urgent basis. After considering the matter, the Board passed the below detailed Circular Resolution.

Considering the request of General Manager (Tech), **RESOLVED that** approval for PC-1's for Electrification of Villages / Abadies under SDGs SAP (Sustainable Development Goals Achievement Programme) of following constituencies is hereby accorded for further submission to Ministry of Energy (Power Division) Islamabad.

Sr. No.	Constituency	Nos. of Schemes	Amount (Million)
1	NA-146 (Pakpattan)	43	100.000
2	NA-151 (Khanewal)	31	50.000
3	NA-160 (Lodhran)	68	120.000
4	NA-168 (Bahawalnagar)	01	8.500
5	NA-168 (Bahawalnagar)	75	29.803
6	NA-168 (Bahawalnagar)	25	10.000
7	NA-172 (Bahawalpur)	131	143.790
8	NA-190 (D.G. Khan)	13	33.800
9	NA-160 (Lodhran)	40	36.040
10	NA-171 (Bahawalpur)	87	247.368

During the course of discussion, the members reiterated the earlier directions of the Board as stated in Agenda Item- 8. After due consideration, the Board unanimously resolved as follows.

### Resolution

**204-BOD-R9** RESOLVED that the Circular Resolution No. 15/2023 be and is hereby confirmed.

### Matters relating to Procurement & Disposal Committee

**Agenda item-11** Approval for procurement of 722 No. 100 KVA Dist. Transformers (T/No. 132/23, dated 06.06.2023, extended bid validity upto 15.09.2023).

**Agenda item-12** Approval for procurement of 637 No. 200 KVA Dist. Transformers (T/No. 133/23, dated 06.06.2023, extended bid validity upto 15.09.2023).

### Resolution

**204-BOD-R10** RESOLVED that the deliberation on subjected Agenda Items is hereby deferred.

**Agenda item-13** Approval for procurement of 1750 No. Double Pole Platforms (T/No. 141/23, dated 10.07.2023, bid validity up to 08.09.2023).

### Proceedings:

With permission of the Chair, agenda was presented by General Manager (Tech). He informed the Board that matter regarding approval for procurement of 1750 No. Double Pole Platforms (T/No. 141/23, dated 10.07.2023, bid validity up to 08.09.2023) from M/s ABA Engineering Lahore @ Rs. 25,299/- each was presented in 10<sup>th</sup> Procurement & Disposal Committee meeting held on 16-08-2023 wherein, the Committee has recommended the case to Board for approval.

While providing justification of the rate, General Manager (Tech) presented price comparison with other DISCOs' last purchase rates along with dollar rate. The analysis exhibited that above tender rate is 2.07% & 1.22% on higher side as compared with the purchase rate of MEPCO & GEPCO respectively whereas 1.85%, 6.30%, 8.76%, 2.66% & 2.58% on lower side as compared with IESCO, LESCO, SEPCO, PESCO & FESCO respectively.

After due consideration, the Board unanimously resolved to endorse the recommendations of Procurement & Disposal Committee as follows.

### Resolution

**204-BOD-R11** Considering the request of General Manager (Tech), recommendations of Bid Evaluation Committee and Procurement & Disposal Committee, RESOLVED that approval for the Procurement of 1750 No. Double Pole Platforms @ Rs. 25,299/- each from M/s ABA Engineering Lahore amounting to Rs. 44.273 million (excluding GST) against Tender No. 141/23 is hereby accorded.

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

- No material information has been withheld and the working paper represents all facts of the case.
- All legal and codal formalities have been complied with.
- That there is no conflict of interest of any member/Officer of MEPCO.
- MEPCO has complied with the PPRA rules and procedures related to such procurement.

- e) 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.
- f) The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder.
- g) The procurement will be in accordance with the approved financial budget and procurement plan.
- h) Previously, there is no issue on supplier side from which this procurement is being made.
- i) The supplier from which this procurement is being made is neither involved in litigation nor black listed in any other DISCO and fulfils all pre-requisites mentioned in tender documents.
- j) There is no violation of SOPs of MEPCO for environmental and social safeguard.
- k) Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- l) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

**Agenda item-14**

**Approval for procurement of 574 (287x2) M.Ton G.S Wire 10mm (T/No. 139/23, dated 10.07.2023, bid validity upto 08.09.2023).**

**Proceedings:**

With permission of the Chair, agenda was presented by General Manager (Tech). He informed the Board that matter regarding approval for procurement of 574 (287x2) M.Ton G.S Wire 10mm from M/s Gujranwala Cables (Lot-I) & M/s Ibrahim Nizami Lahore (Lot-II) @ Rs. 380,000/- per M.Ton was presented in 10<sup>th</sup> Procurement & Disposal Committee meeting held on 16-08-2023 wherein, the Committee has recommended the case to Board for its approval. General Manager (Tech) informed that both advantageous bidders have revised their rate as Rs. 378,000/- per M.Ton.


While providing justification of the rate, General Manager (Tech) presented price comparison with other DISCOs' last purchase rates along with dollar rate. The analysis exhibited that above tender rate is 8%, 5.29% & 19.62% on higher side as compared with the purchase rate of MEPCO, PESCO & LESCO respectively, at par with the latest tender rate of FESCO whereas; 0.53% & 4.79% on lower side as compared with tender / purchase rate of GEPCO & IESCO respectively.

After due consideration, the Board unanimously resolved to endorse the recommendations of Procurement & Disposal Committee as follows.

**Resolution**

**204-BOD-R12** Considering the request of General Manager (Tech), recommendations of Bid Evaluation Committee and Procurement & Disposal Committee, **RESOLVED that** approval for the procurement of 574 (287x2) M.Ton G.S Wire 10mm @ Rs. 378,000/- per M.Ton from M/s Gujranwala Cables (Lot-I) & M/s Ibrahim Nizami (Lot-II) amounting to Rs. 216.972 million (excluding 18% GST) against Tender No. 139/23 is hereby accorded.

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

- 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 MEPCO.
- d) MEPCO has complied with the PPRA rules and procedures related to such procurement.
- e) 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.
- f) The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder.
- g) The procurement will be in accordance with the approved financial budget and procurement plan.
- h) Previously, there is no issue on supplier side from which this procurement is being made.
- i) The supplier from which this procurement is being made is neither involved in litigation nor black listed in any other DISCO and fulfils all pre-requisites mentioned in tender documents.
- j) There is no violation of SOPs of MEPCO for environmental and social safeguard.
- k) Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- l) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

**Agenda item-15**

**Approval for procurement of 1540KM ACSR Rabbit Conductor (T/No. 134/23 dated 13.07.2023 having bid validity upto 11.09.2023).**

**Proceedings:**

With permission of the Chair, agenda was presented by General Manager (Tech). He informed the Board that matter regarding approval for procurement of 1540KM ACSR Rabbit Conductor (T/No. 134/23 dated 13.07.2023 having bid validity up to 11.09.2023) from M/s Eagle Cable Pvt. Ltd. @ Rs. 245,670/- was presented in 10<sup>th</sup> Procurement & Disposal Committee meeting held on 16-08-2023 wherein, the Committee has recommended the case to Board for approval.

While providing justification of the rate, General Manager (Tech) presented price comparison with other DISCOs' last purchase rates along with dollar rate. The analysis exhibited that above tender rate is 67.46%, 26.96%, 29.30% & 6.17% on higher side as compared with the purchase / tender rates of MEPCO, HESCO, QESCO & PESCO respectively, whereas; 1.737%, 0.17% & 1.61% on lower side as compared with the tender/purchase rate of LESCO, IESCO & SEPCO respectively and at par with FESCO.

After due consideration, the Board unanimously resolved to endorse the recommendations of Procurement & Disposal Committee as follows.

**Resolution**

**204-BOD-R13** Considering the request of General Manager (Tech), recommendations of Bid Evaluation Committee and Procurement & Disposal Committee, **RESOLVED** that approval for procurement of 1540 KM ACSR Rabbit Conductor @ Rs. 245,670/-

per KM from M/s Eagle Cable Pvt. Ltd. amounting to Rs. 378.331 million (excluding 18% GST) against Tender No. 134/23 is hereby accorded.

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

- 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 MEPCO.
- d) MEPCO has complied with the PPRA rules and procedures related to such procurement.
- e) 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.
- f) The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder.
- g) The procurement will be in accordance with the approved financial budget and procurement plan.
- h) Previously, there is no issue on supplier side from which this procurement is being made.
- i) The supplier from which this procurement is being made is neither involved in litigation nor black listed in any other DISCO and fulfils all pre-requisites mentioned in tender documents.
- j) There is no violation of SOPs of MEPCO for environmental and social safeguard.
- k) Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- l) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

#### Agenda item-16

#### **Approval for procurement of 266KM ACSR Dog Conductor (T/No. 136/23 dated 13.07.2023 having bid validity upto 11.09.2023).**

#### **Proceedings:**

With permission of the Chair, agenda was presented by General Manager (Tech). He informed the Board that matter regarding approval for procurement of 266KM ACSR Dog Conductor (T/No. 136/23 dated 13.07.2023 having bid validity up to 11.09.2023) from M/s Universal Cable Pvt. Ltd @ Rs. 417,000/- per km was presented in 10<sup>th</sup> Procurement & Disposal Committee meeting held on 16-08-2023 wherein, the Committee has recommended the case to Board for approval.

While providing justification of the rate, General Manager (Tech) presented price comparison with other DISCOs' last purchase rates along with dollar rate. The analysis exhibited that above tender rate is 23.39%, 19.25%, 7.20%, 2.96% & 0.85% % on higher side as compared with the purchase / tender rates of MEPCO, IESCO, LESCO, HESCO & QESCO respectively, whereas; 0.71% & 6.46% on lower side as compared to tender rates of GEPCO & PESCO respectively.

After due consideration, the Board unanimously resolved to endorse the recommendations of Procurement & Disposal Committee as follows.

#### **Resolution**

**204-BOD-R14** Considering the request of General Manager (Tech), recommendations of Bid Evaluation Committee and Procurement & Disposal Committee, **RESOLVED that**

approval for procurement of 266 KM ACSR DOG Conductor @ Rs. 417,000/- per KM from M/s Universal Cable Pvt. Ltd amounting to Rs. 110.922 million (excluding 18% GST) against Tender No. 136/23 is hereby accorded.

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

- 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 MEPCO.
- d) MEPCO has complied with the PPRA rules and procedures related to such procurement.
- e) 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.
- f) The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder.
- g) The procurement will be in accordance with the approved financial budget and procurement plan.
- h) Previously, there is no issue on supplier side from which this procurement is being made.
- i) The supplier from which this procurement is being made is neither involved in litigation nor black listed in any other DISCO and fulfils all pre-requisites mentioned in tender documents.
- j) There is no violation of SOPs of MEPCO for environmental and social safeguard.
- k) Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- l) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

#### Agenda item-17

#### **Approval for procurement of 672KM AAC Wasp Conductor in lots (I &II) (T/No. 137/23 dated 13.07.2023 having bid validity up to 11.09.2023).**

#### **Proceedings:**

With permission of the Chair, agenda was presented by General Manager (Tech). He informed the Board that matter regarding approval for procurement of 672km AAC Wasp Conductor (T/No. 137/23 dated 13.07.2023 having bid validity up to 11.09.2023) from M/s Eagle Cable Pvt. Ltd. (lot-I) & M/s Universal Cable Pvt. Ltd (lot-II) @ Rs. 334,500/- per KM was presented in 10<sup>th</sup> Procurement & Disposal Committee meeting held on 16-08-2023 wherein, the Committee has recommended the case to Board for approval.

While providing justification of the rate, General Manager (Tech) presented price comparison with other DISCOs' last purchase rates along with dollar rate. The analysis exhibited that above tender rate is 39.67% & 19.46% on higher side as compared with the purchase / tender rates of MEPCO & IESCO respectively whereas; 2.89%, 4.29% , 1.33% & 5.77% on lower side as compared to purchase / tender rates of LESCO, GEPCO, FESCO & PESCO respectively.

After due consideration, the Board unanimously resolved to endorse the recommendations of Procurement & Disposal Committee as follows.

### Resolution

**204-BOD-R15** Considering the request of General Manager (Tech), recommendations of Bid Evaluation Committee and Procurement & Disposal Committee, **RESOLVED that** approval for the procurement of 672 KM (336x2) AAC WASP Conductor @ Rs. 334,500/- per KM from M/s Eagle Cable Pvt. Ltd. (Lot-I) and M/s Universal Cable Pvt. Ltd (Lot-II) amounting to Rs. 224.784 million (excluding 18% GST) against Tender No. 137/23 is hereby accorded.


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

- 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 MEPCO.
- d) MEPCO has complied with the PPRA rules and procedures related to such procurement.
- e) 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.
- f) The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder.
- g) The procurement will be in accordance with the approved financial budget and procurement plan.
- h) Previously, there is no issue on supplier side from which this procurement is being made.
- i) The supplier from which this procurement is being made is neither involved in litigation nor black listed in any other DISCO and fulfils all pre-requisites mentioned in tender documents.
- j) There is no violation of SOPs of MEPCO for environmental and social safeguard.
- k) Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- l) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

### **Agenda item-18**

**Approval for procurement of ACSR OSPREY Conductor 900KM in lots (I&II) (T/No. 135/23 dated 26.06.2023 having bid validity up to 24.08.2023)**

### **Proceedings:**

With permission of the Chair, agenda was presented by General Manager (Tech). He informed the Board that matter regarding approval for procurement of 900KM ACSR OSPREY conductor M/s Fast Cable Pvt. Ltd. (lot-I) & M/s Universal Metal Pvt. Ltd (lot-II) @ Rs. 1,050,000/- per KM was presented in 10<sup>th</sup> Procurement & Disposal Committee meeting held on 16-08-2023 wherein, the Committee has recommended the case to Board for approval. 



While providing justification of the rate, General Manager (Tech) presented price comparison with other DISCOs' last purchase rates along with dollar rate. The analysis exhibited that above tender rate is 46.24%, 17.45% & 17.03% on higher side as compared to previous purchase / tender rates of MEPCO, HESCO & PESCO respectively, at par with tender rate of FESCO & IESCO whereas; 0.47%, 1.22% & 11.39 % on lower side as compared to the tender rates of LESCO, GEPCO & SEPCO respectively.

After due consideration, the Board unanimously resolved to endorse the recommendations of Procurement & Disposal Committee as follows.

### **Resolution**

**204-BOD-R16** Considering the request of General Manager (Tech), recommendations of Bid Evaluation Committee and Procurement & Disposal Committee, **RESOLVED that** approval for procurement of 900 (450x2) KM ACSR Osprey Conductor @ Rs. 1,050,000/- per KM from M/s Fast Cable Pvt. Ltd. (Lot-I) and M/s Universal Metal Pvt. Ltd (Lot-II) amounting to Rs. 945 million (excluding 18% GST) against Tender No. 135/23 is hereby accorded.

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

- 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 MEPCO.
- d) MEPCO has complied with the PPRA rules and procedures related to such procurement.
- e) 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.
- f) The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder.
- g) The procurement will be in accordance with the approved financial budget and procurement plan.
- h) Previously, there is no issue on supplier side from which this procurement is being made.
- i) The supplier from which this procurement is being made is neither involved in litigation nor black listed in any other DISCO and fulfils all pre-requisites mentioned in tender documents.
- j) There is no violation of SOPs of MEPCO for environmental and social safeguard.
- k) Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- l) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

**NOTE:- With the permission of the Chair, Mr. Zafar Abbas left the meeting to attend his other assignments.**



## Matters relating to HR &amp; Nomination Committee

## Agenda item-19

**Approval for recruitment and re-designation of the post of Chief Information Officer as Chief (Information Technology & System) and Chief People Officer as Chief (HR & Career Planning).****Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that the subjected matter was presented in 14<sup>th</sup> HR & Nomination Committee meeting held on 17-08-2023 wherein, the Committee has recommended the case to Board for approval to quash the recruitment process for the post of Chief Information Officer already initiated against advertisement published on 02.01.2022 and to re-designate the post of Chief Information Officer and Chief People Officer as Chief (Information Technology and Systems) and Chief (HR and Career Planning) respectively. It was also desired by the Committee to present revised advertisements for the posts of Chief (Information Technology and Systems) and Chief (HR and Career Planning).

Participating into the discussion, one of the members reiterated the earlier directions of the Board as stated in Agenda Item-4 above to consider the Election Commission of Pakistan's Notification dated: 15-08-2023. After discussion, the members were of the view that on the analogy of Agenda Item-4, the matter should be referred to Ministry of Energy (Power Division) with the request to approach Election Commission of Pakistan for its approval to initiate & finalize the process for the posts of Chief (Information Technology & System) and Chief (HR & Career Planning).

Continuing, D.G (HR & Admin) presented the draft advertisement for the post of Chief (Information Technology and Systems) and Chief (HR and Career Planning). The Board proposed different amendments which were noted by the management for revision in proposed advertisements.

Participating into the discussion, Chief Executive Officer informed that both posts are of BPS-20, which are required to be filled through promotion as per the policy. However, if no officer is eligible for the post, the same be recruited from open market. There is no officer eligible for the post of Chief (Information Technology and Systems). However; presently one officer of HR Cadre is on training, he will be eligible for promotion as Chief (HR and Career Planning) after successful completion of training as well as attaining the desired length of service. As per existing promotion rules, total length of service required for promotion from BPS-19 to 20 is "17 years' service in BPS-17 and above with one year relevant experience in BPS-19". One of the members was of the view that it is prerogative of the Board to fill the post through promotion or hiring from open market and in case the post is advertised, the regular employees can also apply for the advertised post through proper channel. All members agreed.

After due consideration, the Board unanimously resolved as follows.

**Resolution**

**204-BOD-R17** Considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, **RESOLVED that** approval for the following is hereby accorded:-

- i). To quash the recruitment process for the post of Chief Information Officer already initiated against advertisement published on 02.01.2022.
- ii). To re-designate the post of Chief Information Officer as Chief (Information Technology and Systems) and Chief People Officer as Chief (HR & Career Planning).

- iii). To publish the advertisements in daily newspapers for the posts of Chief (Information Technology & System) and Chief (HR & Career Planning) with following amendments, subject to receipt of permission from Ministry of Energy (Power Division) Islamabad & Election Commission of Pakistan.
- Exclude the requirement of Electrical Engineering qualification for the post of Chief (Information Technology & System).
  - The total requirement of experience for both posts should be 17 years.
  - The remuneration package should commensurate with the qualification and experience of the candidate for both posts.
- iv) To request Ministry of Energy (Power Division) with the submission to approach Election Commission of Pakistan for seeking its necessary approval to initiate the process for appointment of Chief (Information Technology & System) and Chief (HR & Career Planning) at the earliest.

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

- 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.

#### Agenda item-20

#### Approval for amendment in the parameters for payment of performance allowance already approved on 26.06.2023.


#### Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding approval for amendment in the parameters for payment of performance allowance already approved on 26.06.2023 was presented in 14<sup>th</sup> HR & Nomination Committee meeting held on 17-08-2023 wherein, the Committee has recommended the case to Board for approval.

During the course of discussion, one of the members suggested that award of bonus must be linked with performance of an employee against defined KPIs. The management should define KPIs for each post and targets need to be established. Furthermore, there should be relative ranking / evaluation of the employees to define bonus %age accordingly. The principle of bell curve should be established for comparative analysis of the employees to reward correspondingly. All members agreed with the proposal and directed to present the detailed criteria in next HR, Legal & other Miscellaneous Matters Committee.

After due consideration, the Board unanimously resolved and directed as follows.

#### Resolution

**204-BOD-R18** Considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, **RESOLVED** that approval for relaxation of conditions No. "iii, iv and v" of this office order dated: 27.06.2023 with following replacements in payment of performance allowance to MEPCO employees working in BPS-1 to 15, on the analogy of other DISCOs is hereby accorded: 

- iii. The employees involved in acts of misconduct viz, corruption, theft of electricity, fraud, and unethical acts / gross misconducts etc. will not be entitled.
- iv. The employees who are under any inquiry / investigation in department as well as in NAB / FIA etc. will not be eligible. In case of exoneration from the charges, the employee will be entitled to performance allowance.
- v. An employee penalized (major penalty) under E&D Rules during the last one year will not be entitled.

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

- 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

**204-BOD-D1** DIRECTED to present a comprehensive Bonus Policy defining the mechanism for award of bonus, linked with performance of an employee against defined KPIs.

(Responsibility: D.G (HR & Admin) | Timeline: Next HR, Legal & other Miscellaneous Matters Committee)

#### Agenda item-21

**Approval for revision of rates of Daily Allowance / Travelling and Mileage Allowances / Daily Allowance admissible to officers / officials while on tour and duty Abroad / Head Office Allowance.**

#### Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding 03 No. office memorandums issued by Section Officer (R-10), Finance Division (Regulations Wing), Govt. of Pakistan, Islamabad regarding Revision of rates of Daily Allowance on official duty within country / Revision of rates of Daily Allowance Admissible to officers / officials while on tour and duty abroad / Revision of Travelling and Mileage Allowance w.e.f 01.07.2023 was presented in 14<sup>th</sup> HR & Nomination Committee meeting held on 17-08-2023 wherein, the Committee has recommended the case to Board for approval.

After due consideration, the Board unanimously resolved as follows.

#### Resolution

**204-BOD-R19** Considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, **RESOLVED that** approval for adoption of following office memorandums issued by Finance Division (Regulation Wing), Govt. of Pakistan w.e.f. 01.07.2023 is hereby accorded:-

Office Memorandum No. & Date	Details
No. F.7(3)R-10/2023 Dated: 06.08.2023	Revision of Rates of Daily Allowance on official duty within country.
No. F.1(10)R-10/2006-259 Dated: 02.08.2023	Revision of Rates of Daily Allowance Admissible to officers / officials while on tour and Duty Abroad.
No. F.7(3)R-10/2023 Dated: 06.08.2023	Revision of Travelling and Mileage Allowance.

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

- 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-22****Approval for revision of rate of upper limit ceiling of Head Office Allowance from Rs. 12000 to Rs. 20000.****Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding approval for revision of rate of upper limit ceiling of Head Office Allowance from Rs. 12000 to Rs. 20000 was presented in 14<sup>th</sup> HR & Nomination Committee meeting held on 17-08-2023 wherein, the Committee has recommended the case to Board for approval.

D.G (HR & Admin) briefed that work load of MEPCO H/Qs ever remains tremendous and its disposal demand quick response to Ministry and PPMC. After 2021, all matter pertaining to DISCOs being dealt at PEPCO level had been assigned / shifted to respective DISCOs which made the quantum of work almost double. The employees are reluctant, hesitant and avoid their posting at MEPCO H/Qs as the working of Headquarter comprises on lengthy hours, late sitting besides working on gazzetted holidays. Recently, Finance Division (Regulations Wing) Govt. of Pakistan, Islamabad vide office memorandum No. F.No. 1(1)Imp/2016-228 dated: 04.07.2023 has revised the Rates of Deputation / additional charge allowance / Special pay on current charge from Rs.12,000/- to Rs.20,000/- w.e.f 01.07.2023. On the analogy of above memorandum, he requested to revise the upper Limit / ceiling of Head Office Allowance from Rs.12,000/- to Rs.20,000/- per month; to attract and compensate the employees in the present wave of inflation. Continuing, D.G (HR & Admin) enlightened that Head Office Allowance is the legacy from WAPDA to all DISCOs. Furthermore, LESCO has also revised the upper Limit / ceiling of Head Office Allowance from Rs. 12,000/- to Rs. 20,000/- per month, he updated.

The members had detailed deliberation upon the issue at length and after due consideration unanimously resolved to regret the proposal.

**Resolution**

**204-BOD-R20 RESOLVED that** the subjected Agenda is hereby regretted.

**Agenda item-23****Approval for condonation of deficiency in qualifying service for pension purpose in respect of late Muhammad Iqbal, Naib Qasid.****Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding approval for condonation of deficiency in qualifying service for pension purpose in respect of late Muhammad Iqbal, Naib Qasid was presented in 14<sup>th</sup> HR & Nomination Committee meeting held on 17-08-2023 wherein, the Committee has recommended the case to Board for approval. However, the management shall include additional note while presenting the case to Board indicating all emoluments for which the deceased employee will be entitled, if the case is approved by Board.



D.G (HR & Admin) apprised that family of deceased official will only receive medical facility/ allowance, electricity supply (half) alike other pensioners in addition to the gratuity / monthly pension. Responding to query of a member, he informed that total length of service of deceased official is 09 x years 05 x months & 05 x days. He narrated the Deficiencies Clause-10 Para (ii) of Pension Rules-1977, wherein it is stated that “a deficiency of more than six months but less than a year, may be condoned by the Authority, if both the conditions mentioned below were satisfied: -

- i). If the employee has died while in service, and
- ii). The service rendered by the employee was meritorious”.

During the course of discussion, one of the members inquired regarding the term Authority. D.G (HR & Admin) briefed that previously the term Authority means WAPDA. However, after formulation of DISCOs; concerned BOD is considered as the Authority. Another member was of the view that deficiency of six months or less are deemed to have been condoned automatically as per rules and now the Board will have to condone deficiency of only 26 days. All members agreed.

After due consideration, the Board unanimously resolved as follows.

### Resolution

**204-BOD-R21** Considering the request of D.G (HR & Admin) & recommendations of HR & Nomination Committee and based on the understanding that deficiency of six months or less are deemed to have been condoned automatically as per rules, **RESOLVED that** approval for condonation of 26 days for grant of pensionary benefits in favor of Mst. Zahida Perveen Wd/O Late Muhammad Iqbal, Ex-Naib Qasid in the light of Pension Rules-1977 is hereby accorded.

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

- 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-24

**Approval for condonation of deficiency in qualifying service for pension purpose in respect of late Muhammad Yasir, ALM.**

### Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding approval for condonation of deficiency in qualifying service for pension purpose in respect of late Muhammad Yasir, ALM was presented in 14<sup>th</sup> HR & Nomination Committee meeting held on 17-08-2023 wherein, the Committee has recommended the case to Board for approval. However, the management shall include additional note while presenting the case to Board indicating all emoluments for which the deceased employee will be entitled, if the case is approved by Board.

D.G (HR & Admin) apprised that family of deceased official will only receive medical facility/ allowance, electricity supply (half) alike other pensioners in addition to the gratuity / monthly pension. Responding to query of a member, he informed that total length of service of deceased

official is 09 x years 05 x months & 25 x days. He narrated the Deficiencies Clause-10 Para (ii) of Pension Rules-1977, wherein it is stated that “a deficiency of more than six months but less than a year, may be condoned by the Authority, if both the conditions mentioned below were satisfied: -

- i). If the employee has died while in service, and
- ii). The service rendered by the employee was meritorious”.

On the analogy of discussion as recorded in Agenda Item-23, the member observed that there seems deficiency of 05 days only and the same was condoned.

After due consideration, the Board unanimously resolved as follows.

### Resolution

**204-BOD-R22** Considering the request of D.G (HR & Admin) & recommendations of HR & Nomination Committee and based on the understanding that deficiency of six months or less are deemed to have been condoned automatically as per rules, **RESOLVED that** approval for condonation of 05 days for grant of pensionary benefits in favor of Mst. Shahnaz Haider Wd/O Late Muhammad Yasir, Ex-ALM in the light of Pension Rules-1977 is hereby accorded.

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

- 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-25

**Approval for amendment in clause-B (i) of MEPCO Up-gradation Policy for officers BPS-17 & above.**

### Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding approval for amendment in clause-B (i) of MEPCO Up-gradation Policy for officers of BPS-17 & above was presented in 14<sup>th</sup> HR & Nomination Committee meeting held on 17-08-2023 wherein, the Committee has recommended the case to Board for approval to partially amend the Clause-B (i) of MEPCO Up-gradation Policy of Officer BPS-17 & above up to the extent of exemption of mandatory trainings only for those officers who fulfill all the pre-requisites for Time Scale Up-gradation (& not declined the trainings) and waiting for nomination of mandatory trainings for 02 Years. They will be considered for grant of TSU from the date of eligibility except trainings.

After due consideration, the Board unanimously resolved to endorsed the recommendations of HR & Nomination Committee as follows.

### Resolution

**204-BOD-R23** Considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, **RESOLVED that** approval is hereby accorded to partially amend the Clause-B (i) of MEPCO Up-gradation Policy of Officer BPS-17 & above up to the extent of exemption of mandatory trainings only for

those officers who fulfill all the pre-requisites for Time Scale Up-gradation (& not declined the trainings) and waiting for nomination of mandatory trainings for 02 Years. They will be considered for grant of TSU from the date of eligibility except trainings.

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

- 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-26

**To consider the order dated: 24.05.2022 passed by Hon'ble Lahore High Court Bench at Multan in Writ Petition No. 9490/2021 filed by Muhammad Arshad, Revenue Officer etc. vs MEPCO etc.**

#### Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter to consider the order dated: 24.05.2022 passed by Hon'ble Lahore High Court Bench at Multan in Writ Petition No. 9490/2021 filed by Muhammad Arshad, Revenue Officer etc. vs. MEPCO etc was presented in 14<sup>th</sup> HR & Nomination Committee meeting held on 17-08-2023 wherein, the Committee has recommended the case to Board for approval.

While briefing the Board about back ground of the case, DG (HR & Admin) informed that BOD in its 197<sup>th</sup> meeting held on 12.03.2023 vide Resolution No. 197-BOD-R2 accorded approval for grant of 04 advance increments on the basis of MBA degree to the officers who were initially appointed on the basis of MBA qualification. Further resolved that, in future, the same will not be granted to those officers who will be initially appointed on the basis of MBA qualification and 04 advance increments policy shall stand amended to that extent. Moreover, the grant of 04 advance increment to officer on account of acquiring MBA qualification in the interest of Company after obtaining NOC will be allowed as per policy in vogue. Later on, MEPCO BOD in its 198<sup>th</sup> meeting held on 21.03.2023 vide resolution No. 198-BOD-R3 stated that "since case is pending with Ministry of Energy for decision, therefore, resolved that implementation on Boards approval accorded vide Resolution No. 197-BOD-R2 is hereby deferred to the extent of grant of 04 advance increments to the officers involved in writ petition No. 9389/2021, till outcome / decision of Ministry for writ petition No. 9490/2021 to avoid any legal complication in future. The Secretary Ministry of Energy has directed that case of the petitioner may be placed before CEO MEPCO to decide the same in accordance with relevant rules/regulations. The petitioners were heard in person by Chief Executive Officer MEPCO on 11.07.2023 and issued Speaking Orders dated: 28.08.2023.

DG (HR & Admin) also informed that MEPCO BOD accorded approval for grant of 04-advance increments to all officers of (BPS-17 and above) on account of acquiring / possessing MBA qualification from recognized Universities except those who were initially appointed on the basis of MBA qualification vide office order dated: 29.11.2008. Subsequently, MEPCO BOD accorded approval for grant of 04-advance increments to officers who were initially appointed on the basis of MBA w.e.f. 29.11.2008 vide office order dated: 25.06.2012. 



After due consideration, the Board unanimously resolved as follows.

### Resolution

**204-BOD-R24** Considering the request of D.G (HR & Admin), **RESOLVED that** approval for grant of 04 advance increments on the basis of MBA degree to 06 No. RO/ petitioners in W.P No. 9389/2021 & 9490/2021, who have been initially appointed on the basis of MBA qualification with immediate effect is hereby accorded.

**FURTHER RESOLVED that**, in future, the same will not be granted to those officers who will be initially appointed on the basis of MBA qualification and 04 advance increments policy shall stand amended to that extent. Moreover, the grant of 4 advance increments to officers on account of acquiring MBA qualification in interest of Company after obtaining NOC will be allowed as per policy in vogue.

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

- 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-27

**Approval for bifurcation of existing PD (Const) Directorate into PD (Const)-I & II Directorates under MEPCO.**

### Proceedings:

D.G (HR & Admin) requested the Board to allow withdrawal of the subjected Agenda. After due consideration, the Board unanimously acceded the request and resolved as follows. .

### Resolution

**204-BOD-R25 RESOLVED that** approval for withdrawal of subjected Agenda is hereby accorded.

### Agenda item-28

**Approval for rationalized promotion quota for the post of SDO (Civil).**

### Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding approval for rationalized promotion quota for the post of SDO (Civil) was presented in 14<sup>th</sup> HR & Nomination Committee meeting held on 17-08-2023 wherein, the Committee has recommended the case to Board for approval

While advocating for the proposal, D.G (HR & Admin) informed that direct induction against 70% quota of Civil Engineers has not carried out since long. A request in this regards was made to the Ministry of Energy (Power Division) but induction against the post of SDO / Junior Engineer Electrical Engineer was allowed only. On the other hand, existing employees are waiting for years for their promotion. Resultantly, the 3 number seats of SDO Civil are lying vacant since long. D.G (HR & Admin) apprised that a committee of management was constituted for scrutiny and amendment in PEPCO / PPMC Policies adopted by MEPCO. The committee has also proposed the subjected revision in quota.



At the very outset of discussion, one of the members did not agree with the proposal with the remarks that the existing quota as determined by the Authority should not be altered in any case as such approval will hamper right of fresh engineers. The honorable member was of the view that in order to overcome the shortage of SDO (Civil), the Ministry of Energy should be approached seeking its approval for recruitment / induction from open market. Another member was of the view that the proposals for individual cadres should be discouraged and instead management may review the service rules of all cadres in detail. The objective of this review should be reduction of unnecessary quotas, and ensure that better & up-skilled staff may be inducted in the best interest of the department. A comprehensive proposal for all cadres in this regard should be presented in HR, Legal & other Miscellaneous Matters Committee for discussion. All members agreed.

After due consideration, the Board unanimously resolved as follows.

#### **Resolution**

**204-BOD-R26 RESOLVED that** the subjected Agenda is hereby referred back to HR, Legal & other Miscellaneous Matters Committee for its reconsideration with the direction to management to revisit the service rules of all cadres based on ground realities and present a consolidated proposal.

#### **Agenda item-29 Approval for rationalized promotion quota for the post of LM-II.**

Before start of formal presentation on subjected agenda, the Board observed that the agenda is related to revision in quota, therefore agreed to resolve on the analogy of observations recorded in Agenda Item- 28.

#### **Resolution**

**204-BOD-R27 RESOLVED that** the subjected Agenda is hereby referred back to HR, Legal & other Miscellaneous Matters Committee for its reconsideration with the direction to management to revisit the service rules of all cadres based on ground realities and present a consolidated proposal.

#### **Agenda item-30 To consider the revision / amendments in MEPCO Deputation Policy –2022.**

#### **Resolution**

**204-BOD-R28 RESOLVED that** the deliberation on subjected Agenda item is hereby deferred.

#### **Agenda item-31 To consider the request for grant of deputation in respect of Mr. Yasir Hayat Sattu SDO (OP) MEPCO (OP) Sub Division Tulamba.**

#### **Proceedings:**

D.G (HR & Admin) requested the Board to allow withdrawal of the subjected Agenda. After due consideration, the Board unanimously acceded the request and resolved as follows. .

#### **Resolution**

**204-BOD-R29 RESOLVED that** approval for withdrawal of subjected Agenda is hereby accorded.

#### **Agenda item-32 To consider the approved minutes of meeting of the Senate Standing Committee on Power held on 15.06.2023.**

#### **Proceedings:**


With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that previous Sports Officer MEPCO has been retired from service on 30.04.2021 on attaining the age of superannuation. The Sports officer going to be retired, on his own, prepared a

recommendation for Rana Muhammad Asif, Tehsildar Recovery MEPCO as Sports Officer and submitted to the CEO MEPCO. In the meantime, 04 applications received in the office of the CEO MEPCO. Rana M. Asif preferred an appeal on 21.12.2020 to the MEPCO BOD for his posting as Sports Officer. The HR Committee of MEPCO BOD, in its meeting held on 30.12.2020 directed the management to consider the appeal on merit at its own level by comparing the profiles of the potential candidates in terms of Education, Competency, Experience and Achievements.

In compliance to the directions of HR Committee, a committee comprising upon the senior officers was constituted to evaluate the requests of officials working on sports basis for posting as Sports Officer by comparing the profiles of the potential candidates in terms of education, competency, experience & achievements, vide office order dated: 22.03.2021. The committee scrutinized the received applications of the candidates / officials (sports persons). Upon the recommendations of the committee, Mst. Razia Sultana, Office Superintendent (BPS-18) having highest marks as per evaluation report of Scrutiny Committee has been posted as Sports Officer MEPCO vide office order dated: 06.05.2022.

Few months ago, Senator Rana Mehmood-ul-Hassan raised a point of public notice regarding, “the process of appointment of Sports Officer in MEPCO”. The Honourable Chairman Senate referred the matter to Senate Standing Committee on Power for consideration and report. The recommendations of Senate Standing Committee on Power were read out for members’ information. Section Officer (Council) Ministry of Energy (Power Division), Islamabad has conveyed the approved minutes of the Senate Standing Committee on Power held on 15.06.2023 with the advice to take suitable action in the light of recommendations of the committee.

Continuing with his briefing, DG (HR & Admin) informed that matter was presented in 14<sup>th</sup> HR & Nomination Committee meeting held on 17-08-2023. Mst. Razia Sultana and Rana Muhammad Asif were afforded patience hearing by the Committee members. After detailed examination of the presented record, matrix adopted by management for evaluation of the candidates for the post of sports officer and after affording the patience hearing to both players, the HR & Nomination Committee resolved that the selection criteria / scoring matrix adopted by the management for scrutiny of the received applications of the candidates/officials (sports persons) is hereby endorsed by HR & Nomination Committee and the recommendations are hereby forwarded to Board for its approval to adopt the same for future posting of Sports Officer. Furthermore, the HR & Nomination Committee directed to present verification of medals of both candidates from relevant forums and proof of resignation tendered by Rana Muhammad Asif to Hockey Club Belgium while presenting the case to Board.

While presenting the compliance of the directions, DG (HR & Admin) presented the detail of medals won by Rana Muhammad Asif and Ms. Razia Sultana for members’ consideration. The presented record indicated that Rana Muhammad Asif has claimed 5 gold medals and 1 bronze medal at international level; but only 1 gold medal has been verified by PHF Secretariat. At national level, he has claimed 6 gold, 3 silver and 4 bronze medals and the same has been verified by Manager WAPDA Hockey Team. On the other hand, Ms. Razia Sultana has not achieved any medal at international level, however, she has claimed 19 gold, 4 silver medals at national level in different sports and the same has been verified by relevant forums. He also informed that letter was written to Rana Muhammad Asif to provide proof of resignation tendered by him to Hockey Club Belgium. In this regard, he has submitted his reply stating therein that he has already telephonically informed to the President, Neo Hockey Club Mechelen Belgium regarding his resignation from the post of Director Sports Neo Hockey Club Mechelen Belgium, whereas; during the hearing proceedings, he had stated that he has resigned through email. 

Upon query of one of members, DG (HR & Admin) confirmed that the post of Sports Officer is approved post from Competent Authority and posting against this post is prerogative of Chief Executive Officer. Moreover, the period for posting against this post is subject to satisfactory performance of the incumbent. However, KPIs to evaluate the performance of the incumbent posted as Sports Officer is under process as KPIs for categories of all posts of Company are being devised by the management.

The report presented by the management regarding verification of medals of both candidates from relevant forums and reply of Rana Muhammad Asif regarding his resignation to Hockey Club Belgium was thoroughly reviewed by the members. After due consideration, the members were of unanimous view that claim of Rana Muhammad Asif for achieving 5 gold and 1 bronze medal at international level has been found fake as PHF Secretariat through its email dated 1<sup>st</sup> September, 2023 has clarified that he has achieved only one Gold Medal in 10<sup>th</sup> South Asian Games held in Colombo 2006. Moreover, he has failed to provide authentic proof of tendering his resignation as he had stated that he has resigned through email during hearing proceedings in HR & Nomination Committee meeting. The management should take action in this regards accordingly. As far as criteria adopted by management for evaluation of candidates for the post of Sports Officer is concerned, the members were of considered opinion that KPIs needs to be devised in order to evaluate the yearly performance of incumbent. The services of the player for MEPCO Sports, his/her role in talent hunting, individual performance, his/her presence at MEPCO should be given considerable weightage.

After lengthy discussion and deliberation, the Board unanimously resolved and directed as follows.

### Resolution

**204-BOD-R30** After careful examination of presented record regarding verification of medals of both candidates from relevant forums, it has been found that claim of Rana Muhammad Asif has been found fake and he has also concealed the facts regarding his resignation from the post of Director Sports Neo Hockey Club Mechelen Belgium, whereas; the claim of Ms. Razia Sultana have been found verified, therefore, **RESOLVED that** Rana Muhammad Asif is not eligible for the post of Sports Officer and Ms. Razia Sultana shall continue to work as Sports Officer subject to satisfactory performance.

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

- 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

**204-BOD-D2** **DIRECTED to** devise KPIs to evaluate the yearly performance of Sports Officer in the light of above noted discussion.

**(Responsibility: D.G (HR & Admin) | Timeline: Next meeting)**

### Agenda item-33

**Approval for recruitment of various categories of BPS-18 & BPS-19 posts through external hiring under MIRAD.**



**Agenda item-34** Approval of contract agreement between CEO MEPCO and DG (MS) WAPDA for provision of Healthcare facilities to MEPCO employees and their families.

**Agenda item-35** To consider the request for approval to accept the regular enquiry report conducted under the convenership of General Manager (OP) MEPCO.

**Matters relating to Audit & Finance Committee**

**Agenda item-36** Approval for revision of Book of delegation of Financial Powers.

**Resolution**

**204-BOD-R31** RESOLVED that the deliberation on subjected Agenda items is hereby deferred to next meeting.

**Agenda item-37** Approval for enhancement of Bank guarantee in favor of M/S Pakistan State Oil Ltd.

**Proceedings:**

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding approval for enhancement of Bank Guarantee in favor of M/S Pakistan State Oil Ltd. was presented in 8<sup>th</sup> Audit & Finance Committee meeting held on 15-08-2023 wherein, the Committee has recommended the case to Board for approval.

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

**Resolution**

**204-BOD-R32** Considering the request of DG (HR & Admin) and recommendations of Audit & Finance Committee, RESOLVED that approval for enhancement of Bank Guarantee from Rs. 100 Million to Rs. 200 Million in favor of M/S PSO against the provision of Fleet Card services is hereby accorded.

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

- 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.

**Matters relating to Policy, Strategy, Market Reforms & Risk Management Meeting**

**Agenda item-38** Approval of mechanism for debarring / blacklisting in respect of MEPCO Ltd. Multan.

**Resolution**

**204-BOD-R33** RESOLVED that the deliberation on subjected Agenda item is hereby deferred to next meeting.

**Agenda item-39** Approval for signing of purchase agreement for 2.82MW Pakpattan Hydro Power Project.

**Proceedings:**

With permission of the Chair, agenda was presented by DG (MIRAD). He apprised the members that that matter regarding signing of energy purchase agreement for 2.82MW Pakpattan Hydro Power



Project was presented in 202<sup>nd</sup> BOD meeting held on 16-07-2023 wherein, it was directed to take up the matter of NEPRA Gazette notification with Ministry of Energy (Power Division) and CPPA-G after coordinating with quarters concerned and legally thrash out the proposed Energy Purchase Agreement in accordance with Marala and Chianwali EPAs.

In compliance of above directions, D.G (MIRAD) informed that he along with Manager (Legal / Contract) & Manager (CM & RA) visited the office of PPDCL and Secretary Energy Punjab. After detailed discussion with CEO PPDCL and Secretary Energy Punjab, various suggestions were made by PPDCL on the queries of MEPCO. D.G (MIRAD) briefed the point wise detail to the members.

Regarding Gazette notification of Tariff, DG (MIRAD) apprised that the amended NEPRA Act 2021, under sub-section 7 of Section 31, NEPRA is empowered to notify its determination. As a way forward for the same it has been proposed that after signing of EPA, PPDCL will submit application to NEPRA for COD cost based tariff. Upon determination of NEPRA, the revised tariff would be notified by NEPRA under aforementioned provision of NEPRA Act. Similar approach has been followed in case of Marala HPP, for which GEPCO is agreed. Hence it was decided that the clause under the obligation of seller shall be added in the draft EPA (2.1.3) that “the seller shall get the tariff notified in the Gazette of Pakistan as already determined by NEPRA”.

With respect to appointment of independent engineer, MEPCO’s observation was based on the definition of independent engineer provided in Standard PPA designed by CPPA-G but PPDCL has proposed definition of Independent Engineer on the analogy of EPA of Marala HPP signed with GEPCO that “Independent Engineer”– means the inspection engineer, firm or association, having a required expertise of the requisite task, who shall examine the Complex and certify to the seller regarding the activities of the EPC contractor for the construction, operation and commissioning of the complex. Upon query of a member, he apprised that Punjab Hydro Consultant (PHC) was appointed as independent engineer by PPMU in consultation with Asian Development bank (ADB).

Going forward, DG (MIRAD) informed that Commissioning Tests of Pakpattan HPP have been carried out by the EPC Contractor as per relevant International Standards i.e. IEC 60041 for Turbines and IEC 60043 for Generator. Moreover, said tests have been duly witnessed and verified by the Independent Engineer. The completion of commissioning and plant’s Operational Acceptance Certificate was issued by independent engineer. However, it has been agreed that PPDCL will provide a certificate from Independent Engineer to MEPCO that all related commissioning tests i.e. plant commissioning/ reliability tests, guarantee tests and simultaneous load rejection test have been completed successfully along with verification of power curves of the power plant. Independent engineer will also verify that he has reviewed the drawings, technical data and witnessed the type / factory acceptance tests of the power plant. Furthermore, MEPCO and PPDCL will obtain approval of respective BOD for EPA of Pakpattan HPP on the pattern of EPAs for Marala and Chianwali signed by GEPCO.

Responding to the query of a member, Manager (legal / Contract) MIRAD narrated the article-15 of Generation License No. IGSPL/43/2014 issued to PPDCL, wherein it has been stated that “the power purchaser shall verify the power curve of the generation facilities of the Licensee, as part of the commissioning tests according to the latest IEC/IEEE standards and shall be used to measure its performance”. Hence, there is no mandatory condition of test witness by the purchase, he apprised. Presently, the agreement is on take and pay basis; no capacity charges will have to be paid by MEPCO in this regard.

Participating into the discussion, one of the members proposed to add a clause in EPA that Punjab Power Development Company Limited (PPDCL) shall not sell the power produced by PakPattan Hydro Power Project Ltd (PHPPL) to any other consumer without prior consent of MEPCO. All members principally agreed with above amendments and directed to incorporate the same in EPA.

After due deliberation, the Board unanimously resolved as follows.

### Resolution

**204-BOD-R34** Considering the request of D.G (MIRAD) and aforementioned amendments, **RESOLVED** that approval for the followings is hereby accorded:-

- i. Energy Purchase Agreement (EPA).
- ii. CEO MEPCO is authorized to sign agreement of PakPattan Hydro Power Project with Punjab Power Development Company Ltd as per approved / amended draft.

However, a clause shall be included in EPA that “Punjab Power Development Company Limited (PPDCL) shall not sell the power produced by PakPattan Hydro Power Project Ltd (PHPPL) to any other consumer without prior consent of MEPCO”.

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

- 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-40

### Approval of revision of capital cost for new electricity connection on quarterly basis.

#### Proceedings:

Before start of formal presentation upon subjected agenda, Company Secretary informed that the matter has not been discussed in PSM & Risk Management Committee meeting. Chief Engineer (CS) requested the Board to condone the requirement of presenting the case along with recommendations of relevant Board’s Committee. The Board accorded approval to condone the requirement of presenting the case firstly to PSM & Risk Management Committee.

With permission of the Chair, agenda was presented by Chief Engineer (CSD). He informed that as per MEPCO Board of Directors' approval during the 195<sup>th</sup> BOD Meeting held on 12.01.2023, capital cost for new electricity connections is being recovered as follows:-

Sr. No.	Fixed cost to be recovered		
	Description	S/Phase	3/Phase
1	Service line upto 10 meters	Rs.5,300/-	Rs.25,350/-

The market has experienced an unprecedented surge in material prices for establishing new electricity connections due to sharp increase in dollar / rupee exchange rate, scarcity of material in the market due to import embargo. Various factors such as inflation, supply chain disruptions, fluctuating market demands and geopolitical tensions have contributed to these rising costs, leading to significant financial challenges for the company. As a responsible electricity provider, MEPCO

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strives to offer reliable services with competitive rates for customers. However, the current pricing structure does not accurately reflect the economic realities, necessitating a revision of material charges to recover actual cost. The rise in price of meters and other allied material; in comparison with the previous rates was briefed by Chief Engineer (CSD). He proposed a mechanism of adjusted material recovery charges for new electricity connections on quarterly basis in order to address this issue. This approach will incorporate the effects of fluctuations in material costs, enabling the company to recover expenses incurred due to abrupt price increases while considering prevailing market conditions to prevent undue burden on both the company and applicants, he argued.

While advocating the proposal, Chief Engineer (CSD) quoted the reference of NEPRA Consumer Service Manual, Clause 2.5, permitting DISCOs to recover costs from consumers on an actual basis, for installation of connections. Further, he narrated the NEPRA Distribution Licensing Rules vide S.R.O No.476(I) /99 dated 10.04.1999, clause-11, sub clause-04 & 05.

After discussion in detail, the members principally agreed with the proposal and directed to update the Board regarding revised rates quarterly. Further, it was instructed to present a comprehensive workable plan for digitization of inventory/ stock balance and reduction in waiting time; the objective of this exercise should be to reduce human intervention and increase the system efficiency. The stock should be traceable from receipt to installation at consumer premises.

The Board unanimously resolved and directed as follows.

### **Resolution**

**204-BOD-R35** Considering the request of Chief Engineer (CS)/(CSD), **RESOLVED** that approval for the quarterly revision/adjustment of material recovery charges by the Chief Engineer (P&E) with the approval of CEO MEPCO on a quarterly basis according to the price bulletin issued by the Director (MM) MEPCO is hereby accorded.

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

- 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**

**204-BOD-D3** **DIRECTED** to present a comprehensive workable plan for digitization of inventory / stock balance and reduction in waiting time to reduce human intervention and increase the system efficiency.

**(Responsibility: General Manager (Tech) | Timeline: Next meeting)**

### **Agenda item-41**

**To deliberate upon employees' grievance handling mechanism for disposal of the representation being made by employees to Hon'ble Chairman / Members of the Board.**

### **Proceedings:**

With permission of the Chair, agenda was presented by Company Secretary. He informed the Board that Based on the recommendations of HR & Nomination Committee, approval for constitution of





Employees Grievances Committee as Sub-Committee of Board was accorded in 193<sup>rd</sup> BOD meeting held on 25-11-2022. Resultantly, the 1<sup>st</sup> Employees Grievances Committee meeting was held on 20-01-2023 wherein, 09 No. cases were discussed. The recommendations of Employees Grievances Committee were presented in 8<sup>th</sup> HR & Nomination Committee meeting held on 12-03-2023 wherein, HR & Nomination Committee forwarded the matter to Board for its collective deliberation. Subsequently, the case was presented in 199<sup>th</sup> BOD meeting held on 28-04-2023 wherein, the Board resolved to refer the recommendations of 1st Employees Grievances Committee to D.G (HR & Admin) with the direction to present the recommendations of Grievances Committee to HR & Nomination Committee along with the comments by management on each case. Further, the deliberation upon employees' grievance handling mechanism for disposal of the representations being made by employees to Honorable Chairman / Members of the Board was deferred to next meeting.

At the outset of discussion, the Chair invited the attention of members towards the importance of issue by informing that recently, various representations are being made by employees to Honorable Chairman / Members of the Board. The need of the hour is to dispose off the complaints on merit, keeping in view the departmental SOP/ policy and procedure.

The members of Employees Grievances Committee briefed the proceedings of 1<sup>st</sup> Employees Grievances Committee. The members deliberated on the matter in detail and were of the unanimous view that it is appropriate to place an Alternate Dispute Resolution mechanism which will provide an opportunity for mutual understanding and solution of genuine complaints of employees. The role of Committee will be recommendatory and facilitating both the management and employees.

During the course of discussion, one of members recalled that Ministry of Energy (Power Division) vide its letter No. 12(03)/CA-I dated 21.06.2023 has advised that in case of any suggestion from Boards for enhancement of number or change in nomenclature of Committees, permission may be sought from shareholders. After due deliberation, the members agreed to approach Ministry of Energy seeking permission for constitution of another Committee namely "Employees' Grievances Committee", in addition to 5 Standard Board Committees; which will provide the employees an avenue to have their grievances heard and resolved.

The Board unanimously resolved as follows.

#### **Resolution**

**204-BOD-R36 RESOLVED that** the Ministry of Energy (Power Division) shall be approached for seeking its permission for constitution of another Committee namely "Employees' Grievances Committee" in addition to 5 Standard Board Committees.

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

  
(Engr. Sajid Yaqoob)  
Company Secretary MEPCO