

MULTAN ELECTRIC POWER COMPANY

No. 13005-26 /Company Secy:

Dated 26-09-23

1. Sardar Muhammad Jamal Khan Leghari,
Ex President House Choti Zerin,
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. Mr. Naeem Rauf,
Secretary, Energy Department,
8th 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 205TH BOARD MEETING HELD ON 13-09-2023.

Enclosed please find herewith Minutes of 205th BOD Meeting held on **13-09-2023 (Wednesday) at 10:00 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: 13-09-2023 (Wednesday)

Meeting Time: 10:00 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 (Through Video Link) |
| 9. | Mr. Khurram Mushtaq | Director (Through Video Link) |
| 10. | Mian Shahid Iqbal | Director |
| 11. | Mr. Amad ud Din | Director (Through Video Link) |
| 12. | Mr. Asghar Leghari | Director (Through Video Link) |
| 13. | Rana Yasir Rauf | Director |
| 14. | Mr. Athar Ali Mazari | Director (Through Video Link) |
| 15. | Mr. Hussain Ahmad Fazal | Director |
| 16. | Muhammad Jabir | Director |
| 17. | Mr. Sajid Yaqoob | Company Secretary |

Following officers attended the Meeting on call.

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|----|--------------------------|---|
| 1. | Mian Ansar Mahmood | Finance Director |
| 2. | Engr. Rana Muhammad Ayub | General Manager (Tech) |
| 3. | Engr. Nasir Ayaz Khan | General Manager (Op) and D.G (HR & Admin) |
| 4. | Engr. Muhammad Arshad | Chief Engineer (Dev) PMU |
| 5. | Jam Gul Muhammad Zahid | Chief Engineer (CS) |
| 6. | Muhammad Sohail Ahmad | D.G (MIRAD) |

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 204th Board meeting held on 02-09-2023.

Company Secretary apprised that the minutes of 204th Board meeting held on 02-09-2023, 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

205-BOD-R1 There being no objection from the house, **RESOVLED that** the minutes of 204th Board meeting held on 02-09-2023 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 188th to 204th BOD Meeting.

Resolution

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


Agenda item-4

To review the following.
i. Progress regarding Anti Theft Campaign
ii. Company's Performance

Proceedings:

With permission of the Chair, Chief Executive Officer informed that Ministry of Energy has launched an electricity anti theft campaign throughout the country to curb power theft and strengthen the nation's energy infrastructure, ultimately benefitting citizens nationwide. He apprised that different committees have been constituted at national, provincial and district level with defined TORs to create deterrence against theft and to identify & prosecute those who are involved in the theft without discrimination. The Honorable Secretary, Ministry of Energy (Power Division) is supervising the whole initiative at Federal level. In addition to that, Provincial Electricity Theft Monitoring & Control Committee under the convenorship of Secretary, Energy Department, Government of Punjab, Divisional Implementation Committee under the convenorship of Commissioner concerned and District Enforcement Committee under the convernership of Deputy Commissioner of the respective division have been constituted to coordinate with all stakeholders at divisional & district level, he informed.

Continuing with his briefing, Chief Executive Officer informed that the Secretary, Energy (Power Division) has directed all DISCOs to present daily and weekly performance report of anti-theft campaign to respective Boards. In order to ensure effective and sustained campaign, an online / live anti theft portal has been launched, wherein real time progress is being updated by the field formation. The live status of dashboard / portal is being shared and closely monitored at all levels up to the office of Honorable Prime Minister.

Consequent upon the Government's initiative, electricity anti-theft campaign has been started w.e.f 07-09-2023 across MEPCO, Chief Executive Officer informed. Different teams have been constituted at Circle, Division and Sub Division levels which will be conducting targeted raids day and night against the electricity stealers. The Superintendent Engineers have been assigned the duties of focal persons with the direction to make contact with provincial task force and divisional commissioners. 

While submitting the progress achieved so far, Chief Executive Officer presented the detail of intelligence based targeted operations carried out in the region, detection units along with the amount debited to the pilferers, No. of FIRs requested, No. of FIRs registered and No. of persons arrested in comparison with other DISCOs. He also presented the Circle wise & category wise progress / statistics of first week of anti-theft campaign. He informed that 1895 No. of total connections were checked and found involved in theft of electricity. 1889 No. of FIRs have been requested to be registered out of which 1093 No. of FIRs have been registered. He also briefed the constraints faced by the management in this regard.

Upon query regarding process to request for an FIR, Chief Executive Officer informed that evidence of the raid is collected by the concerned SDO in the form of material being used in theft of electricity along with preparation of on spot fard maqboozgi. The concerned SDO / Line Superintendant submit personally a handwritten report to the concerned Police station with the request to register the FIR. During discussion, the members desired that the management should create proper liaison with Police by identifying the gap during the process of FIR registration in order to clear the pendency. While interjecting the discussion, the Chair desired that regular meetings should be conducted with District administration for adherence to this national drive. The vigor with which management is pursuing power stealers needs further impetus with positive feedback from local administration. He expressed his hope that Provincial Electricity Theft Monitoring & Control Committee will coordinate with all stakeholders for removal of bottlenecks being faced by the management.

While concluding the discussion, the Chair expressed its hope that management shall exert its all efforts to achieve significant milestones during relentless anti theft Campaign and commitment to refine and enhance the campaign's effectiveness will remain unwavering. He was of the view that the performance of officers / officials during the campaign should be reflected in their ACRs/ PERs for reward & reprimand accordingly. The management noted the same for compliance.

Agenda item-5

To consider and confirm Circular Resolution No. 16/2023 dated 06.09.2023 regarding approval for procurement of 850 No. 100KVA Dist. Transformers (T/No. 132/23, dated 06.06.2023, extended bid validity up to 15.09.2023.

Proceedings:

With permission of the Chair, Company Secretary apprised that the matter regarding approval for procurement of 850 No. 100KVA Distribution Transformers (T/No. 132/23, dated 06.06.2023, extended bid validity up to 15.09.2023) was circulated amongst the Members through Circular Resolution No. 16/2023 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), recommendations of Bid Evaluation Committee and Procurement & Disposal Committee, **RESOLVED** that approval for procurement of 850 No. 100 KVA Dist. Transformers @ Rs. 728,957/- per unit from M/s Sky Power Pvt. Ltd. Lahore amounting Rs. 622.444 million (including RTL Testing Charges & excluding 18% GST) against Tender No. 132/23 is hereby accorded.”

After due consideration, the Board unanimously resolved as follows.

Resolution

205-BOD-R3 RESOLVED that the Circular Resolution No. 16/2023 be and is hereby confirmed.

Agenda item-6

To consider and confirm Circular Resolution No. 17/2023 dated 06.09.2023 regarding approval for procurement of 750 No. 200KVA Dist. Transformers (T/No. 133/23, dated 06.06.2023, extended bid validity upto 15.09.2023.

Proceedings:

With permission of the Chair, Company Secretary apprised that the matter regarding approval for procurement of 750 No. 200KVA Distribution Transformers (T/No. 133/23, dated 06.06.2023, extended bid validity upto 15.09.2023 was circulated amongst the Members through Circular Resolution No. 17/2023 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), recommendations of Bid Evaluation Committee and Procurement & Disposal Committee, **RESOLVED that** approval for procurement of 750 No. 200 KVA Dist. Transformers @ Rs. 1,289,000/- per unit from M/s Transfo Power Ind. Lahore amounting to Rs. 969.651 million (including RTL Testing Charges & excluding 18% GST) against Tender No. 133/23 is hereby accorded”.

After due consideration, the Board unanimously resolved as follows.

Resolution

205-BOD-R4 RESOLVED that the Circular Resolution No. 17/2023 be and is hereby confirmed.

Agenda item-7

To consider the revision / amendments in MEPCO Deputation Policy –2022.

Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding revision / amendments in MEPCO Deputation Policy –2022 was presented in 14th HR & Nomination Committee meeting held on 17-08-2023 and subsequently in 204th Board meeting held on 02-09-2023 wherein, the case was deferred with the direction to management to discard the option for deputation abroad and resubmit the policy after legal vetting.

D.G (HR & Admin) informed that the changes / amendments have been incorporated in proposed MEPCO Deputation Policy – 2023 & Intercompany Transfer Policy on wedlock basis-2023 (for female employees only). A Comparison of proposed amended / revised Deputation Policy – 2023 & Intercompany Transfer Policy on wedlock basis-2023 (for female employees only) in vogue was presented for members' consideration.

At the very outset of discussion, one of members proposed to replace the phrase “Deputation Abroad” with “Deputation in Foreign Countries” having different connotations of the word “abroad”. All other members agreed with the proposal with the instructions that a condition should also be categorically mentioned in the deputation policy that a person who will join MEPCO on his own request will not be entitled for deputation allowance. Moreover, the Board emphasized that the terms & conditions of eligibility will be applicable to both kinds of deputation i.e. MEPCO employee and the employee seeking deputation in MEPCO.

During the course of presentation, the members proposed and agreed for different amendments which were duly noted by management. After detailed deliberation, the members agreed to approve MEPCO Deputation Policy with the direction to incorporate the changes proposed by members. After due consideration, the Board unanimously resolved as follows.

Resolution

205-BOD-R5 Considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, **RESOLVED that** approval for revised MEPCO Deputation Policy – 2023 & Intercompany Transfer Policy on wedlock basis-2023 (for female employees only) by replacing MEPCO Deputation Policy – 2022 & Intercompany Transfer Policy on wedlock basis-2022 (for female employees only) is hereby accorded. (Comparison of existing and approved policy is attached as **Annexure-A**)

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-8

To consider the request for grant of deputation in respect of Miss. Mariam Abid, Assistant Director (CM) MIRAD IESCO from IESCO to MEPCO.

Before start of formal presentation upon subjected agenda, one of members pointed out that matter has not been discussed in relevant Committee. He proposed the members to refer the case to HR, Legal and Other Miscellaneous Matters Committee for its deliberation. All members agreed and resolved as follows.

Resolution

205-BOD-R6 **RESOLVED that** the case is hereby referred to HR, Legal and Other Miscellaneous Matters Committee for due deliberation on the matter.

Agenda item-9

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

Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding recruitment of various categories of BPS-18 & BPS-19 posts through external hiring under MIRAD was presented in 14th HR & Nomination Committee meeting held on 17-08-2023, wherein the Committee has recommended the case to Board for approval.

Upon query of the Chair, D.G (MIRAD) informed about the proceedings of 14th HR & Nomination Committee. He intimated that the members had difference of opinion regarding conduction of fresh interview process or to continue with the interview process carried by previous Selection Committees. Mr. Zaffar Abbas, Mr. Fazalullah Durrani and Chief Executive Officer were of the view that fresh interview process will create legal complications and advocated to continue with the interview process carried by previous Selection Committees. Whereas; the Chairman of HR & Nomination Committee, Muhammad Jabir, Mr. Khurram Mushtaq and Rana Yasir Rauf were of the view that fresh process should be carried out by publishing fresh advertisements. So, with majority of 4-3, the Committee agreed to recommend the Board to constitute a Selection Board to conduct fresh interviews for external hiring against various posts of BPS-18 & 19 under MIRAD.

During the course of discussion, D.G (HR & Admin) informed that advertisements have already been approved by Board and no amendments have been made in advertisements. The Members agreed that no further approval is required as the matter already stands resolved by Board.

After due consideration, the Board unanimously resolved as follows.

Resolution

205-BOD-R7 Considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, **RESOLVED that** approval for the following is hereby accorded:-

- 1) To quash / cancel the recruitment process of 05 various categories of BPS-18 & 19 posts as per Clause-12 of advertisement for external hiring under MIRAD.
- 2) Publication of fresh advertisement for external hiring against 05 various categories of BPS-18 & 19 posts after receiving permission from Ministry of Energy (Power Division) Islamabad.

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-10

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

Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding approval of contract agreement between CEO MEPCO and DG (MS) WAPDA for provision of Healthcare facilities to MEPCO employees and their families was presented in 14th HR & Nomination Committee meeting held on 17-08-2023, wherein the Committee has recommended the case to Board for approval.

Upon query of the Chair, D.G (HR & Admin) highlighted the proposed amendments by the committee as compared to the agreement in vogue. The members had detailed deliberation on draft contract agreement between CEO MEPCO and D.G (MS) WAPDA for provision of Healthcare facilities to MEPCO employees and their dependents. While deliberating upon the clause 11-b of the agreement, the members were of the view that the same needs to be reviewed and instead a clause should be included in the contract that if WAPDA management is failed to provide agreed healthcare facilities as mentioned in clause 5 (b) of proposed agreement within stipulated period, an action will be taken against WAPDA Hospital. The action or penalty and timeline should be mentioned as well.

This agreement seems more of an MOU than a contract, another member added. He proposed that clause 7 regarding payment should also be rationalized keeping in view availability of medicines and testing facilities in WAPDA hospital. Regarding clause 5-c (vii), the members unanimously directed to rationalize & rephrase the clause since the clause may involve serious legal implications. The

members were of the view that the management may explore the possibility to opt outsourcing for medical & surgical equipments and testing machines, keeping in view the high costing involved in buying these equipments and machines.

After due consideration, the Board endorsed and reiterated the directions of HR & Nomination Committee to explore alternate options i.e. health insurance policy for officers at first stage. Moreover, the Board directed to revisit the draft in the light of above noted discussion and present the legally vetted draft in next meeting.

The Board resolved as follows.

Resolution

205-BOD-R8 Considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, **RESOLVED that** ratification for the approval already accorded by CEO MEPCO regarding extension in contract agreement between CEO MEPCO and DG (MS) WAPDA for provision of Healthcare facilities to MEPCO employees and their dependents w.e.f 01.06.2023 to 31.12.2023 as per terms and conditions of existing contract agreement is hereby accorded. However, proposed contract agreement between CEO MEPCO and DG (MS) WAPDA shall be reviewed in the light of above noted discussion and management shall present legally vetted draft along with recommendations of HR, Legal and other Miscellaneous Matters Committee of Board.

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-11

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

Resolution

205-BOD-R9 **RESOLVED that** the agenda is hereby deferred to next meeting.

Matters relating to Audit & Finance Meeting

Agenda item-12

Approval for revision of Book of delegation of Financial Powers.

Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding revision of Book of delegation of Financial Powers was presented in 7th Audit & Finance Committee meeting held on 19-06-2023 wherein, the Committee has recommended the same for Board's approval with the direction to the management to present the justification of the proposed enhancement of monetary limits in comparison with the escalation of rates of different material for F.Y 2002, 2020 & 2023. Accordingly, D.G (HR & Admin) presented the comparison with rates of meters and transformers of different capacities for the year 2002, 2020 & 2023. He apprised that the percentage increase in prices of meters and transformers during the last two decades has skyrocketed and enhancements have been proposed in existing Book of Financial Powers accordingly.

The Board, after skimming through the contents of Book of Financial Powers, unanimously resolved to defer the agenda with the understanding that the matter needs detailed deliberation on each Section.

The Board unanimously resolved as follows.

Resolution

205-BOD-R10 RESOLVED that the agenda is hereby deferred.

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

Agenda item-13 Approval of mechanism for debarring / blacklisting in respect of MEPCO Ltd. Multan.

Agenda item- 14 Any Other Points with the permission of Chair.

a Approval for Tender No. 24/GSC (2022-23): re-conductoring and Mid Spanning of 132KV Arifwala – Hota – Bahawal Nagar Transmission Line from location No. 106 to 115 (River Zone) and location No. 94 to 97 (Flood Nala).


With permission of the Chair, agenda was presented by Chief Engineer (Dev) PMU. He informed the Board that matter regarding Approval for Tender No. 24/GSC (2022-23): re-conductoring and Mid Spanning of 132KV Arifwala – Hota – Bahawal Nagar Transmission Line from location No. 106 to 115 (River Zone) and location No. 94 to 97 (Flood Nala) was presented in 10th Procurement & Disposal Committee meeting held on 16-08-2023 wherein, the Committee has recommended the case to Board for approval.

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

Resolution

205-BOD-R11 Considering the request of Chief Engineer (Dev) PMU, recommendations of Bid Evaluation Committee and Procurement & Disposal Committee, **RESOLVED that** approval for award of contract to M/S I.H Malik & Co. (Pvt.) Ltd Multan amounting to Rs. 141,628,860/- (including 5% & 16% PST) against Tender No. 24/GSC (2022-23) 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..

b Approval for charging of technical loss for wheeling of energy exported by Fatima Energy Limited (FEL).

Proceedings:

With permission of the Chair, agenda was presented by D.G (MIRAD). He informed the Board that Fatima Energy Limited (FEL) installed 120MW Bagasse / imported coal-based generation facility / co-generation facility / power plant at Sanawan, Mehmood Kot, Tehsil Kot Addu District Muzaffargarh. National Electric Power Regulatory Authority (NEPRA) granted a Generation License No. SGC/96/2013 dated: December 31, 2013. Through the license, FEL was also allowed to deliver its energy to 4 No. BPCs located in Jurisdiction of MEPCO. An Energy Wheeling Agreement (EWA) was signed on 16-05-2014 between FEL and MEPCO with approval of NEPRA. As per EWA Schedule-02, there are 04 No. Bulk Power Consumers (BPCs) comprising upon 12 No units for wheeling of energy through MEPCO transmission / distribution network. M/s FEL started Energy Wheeling w.e.f 11.08.2019. NEPRA approved a Modification (LPM-1) in the original Generation License of FEL on 14-09-2015 authorizing FEL to sell power to the original 4 BPCs, CPPA-G, XW-DISCOs, KEL and any other BPCs using NTDC's network. Sale to the original 4 BPCs would continue under the same wheeling arrangement as before.

D.G (MIRAD) further added that MEPCO has requested NEPRA repeatedly for modification in Wheeling Regulations-2016 (due to some legal, financial and operational issues). NEPRA Authority has given its Decision about wheeling issues on January 11, 2021. Main points of the decision were apprised to the members. MEPCO lodged Writ Petition before Hon'able Islamabad High Court against the Decision of NEPRA Authority dated 11.01.2021, through Barrister Munawar-us-Salam Advocate Supreme Court of Pakistan. Hon'able Islamabad High Court has issued stay order against the NEPRA Decision. The writ petition is still pending in Hon'able Islamabad High Court. MEPCO has also filed an appeal in Appellant Tribunal against the NEPRA Decision through Mr. Adil Umar Bandial Advocate, which is pending in the Tribunal. As mentioned above, NEPRA has allowed technical losses in its decision dated 11-01-2021. Total wheeled units for the period 2019-20, 2020-21, 2021-22, 2022-23 & July 2023-24 were apprised to the members. Moreover, D.G (MIRAD) intimated that Honorable Islamabad High Court has disposed off MEPCO Writ Petition No. 570/2021.

D.G (MIRAD) informed that a legal opinion was solicited from MEPO Counsel and he has stated that the said units on account of losses are recoverable form FEL. The enquiry committee under the convenorship of D.G (MIRAD) has pointed out that in future, FEL should be asked to generate extra units on monthly basis and 74.655106 million on account of previous period from 08-2019 to 07-2023 should also be charged and period to recover the aforementioned units be decided by the authority, as the charging of the said units will has long lasting effect on losses and recovery of MEPCO. A notice was served to FEL that MEPCO is going to implement the NEPRA decision vide 

D.G (MIRAD) letter No. CE/MEPCO/DG(MIRAD)/PP-22/380-84 dated 03-08-2023. FEL vide letter No. FEL/MEPCO/080823/010 dated 08-03-2023 has mentioned that they can generate approximately three Million extra units per months to compensate past period units from 08-2019 to 07-2023. In this case the recovery period of the technical loss for the period from 08-2023 to 08-2025 will become approximately 2-years. FD MEPCO has submitted his comments vide U.O No.126 dated 08.09.2023. Some important points are summarized as below:

- a) Recovery of accumulated losses (74,122,668KWh) should be affected through invoicing FEL to discharge its obligations @ current year (FY 2022-23) average sale rate as FEL vide letter dated 08.08.2023 has communicated its limitation regarding additional generation to compensate accumulated losses.
- b) The D.G (MIRAD) must also ensure compliance of National Electric Policy (NEC) 2021 regarding the issue of Cross Subsidy specifically Clause-5.5.2 (f) and Clause-5.6.5.
- c) The D.G (MIRAD) may also be advised to ascertain charging of UoSC on such losses in accordance with NEPRA Regulations and Wheeling Arrangement with FEL to secure the financial interest of MEPCO.

D.G (MIRAD) asserted that if the case is rejected by the Board, charging of units to FEL will not be possible and MEPCO will have huge financial loss. Upon query of one of the members, D.G (MIRAD) informed that the payment invoice received from CPPA-G will be reduced in proportionate with the number of extra units received from FEL and there will be no loss of units on the part of MEPCO based on less demand in off-season as the same will be adjusted in payments to be made to CPPA-G.

After due consideration, the Board unanimously resolved as follows.

Resolution

205-BOD-R12 Considering the request of D.G (MIRAD), **RESOLVED** that the request of FEL is considered and agreed that FEL will generate extra units of three million to compensate technical loss for the period from 08-2023 to 08-2025 in approximately 24 months / 2 years.

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.

The meeting ended with thanks to and from the chair.


(Engr. Sajid Yaqoob)
Company Secretary MEPCO



MULTAN ELECTRIC POWER COMPANY LIMITED

**Deputation Policy
Amended-2023**

HEAD	DEPUTATION POLICY-2022	DEPUTATION POLICY AMENDED-2023
COMMENCEMENT& APPLICABILITY	This policy will come into effect from the date of notification issued by Company Secretary MEPCO after its approval from Competent Authority i.e. MEPCO BOD. This policy shall apply to all regular MEPCO employees only. After commencement of this policy, all the rules governed by PEPCO, WAPDA and other Authorities will be superseded.	This policy will come into effect from the date of notification issued by Company Secretary MEPCO after its approval from Competent Authority i.e. MEPCO BOD. This policy will be applicable on regular/contract employees for local deputation. After commencement of this policy, all the rules governed by PEPCO, WAPDA and other Authorities will be superseded.
DEPUTATION ABROAD		
GENERAL CONDITIONS		
a)	MEPCO employees will normally apply against the Government posts advertised by the Bureau of Immigration and Overseas Employment Corporation:	DEPUTATION IN FOREIGN COUNTRIES IS NOT ALLOWED
b)	They can also apply for posts with Government controlled organizations advertised even by private recruiting agencies.	
c)	They will also be eligible to apply for posts advertised by the Government/Semi Government Departments and Autonomous Bodies.	
d)	An employee who receives a direct offer from a Government/ Semi Government department; or an Autonomous Body can also be allowed deputation abroad.	
e)	MEPCO employees shall be eligible to apply for deputation with Engineering Consultants abroad having no contractual affiliation with MEPCO.	
f)	Generally, MEPCO employees may seek employment in private organizations outside the country.	
g)	However, in case such an offer is received, the competent authority may consider a request for deputation strictly on merit.	
h)	If the request is not accepted, then the employee will resign from MEPCO service;	
i)	Its acceptance will not be delayed or withheld unreasonably by the competent authority.	

<p>COMPETENT AUTHORITIES FOR FOREIGN DEPUTATION</p> <p>j)</p>	<p>Request for deputation shall be forwarded through proper channel. Permission to forward applications and approval of deputation abroad will be given by the following officers keeping in view the availability of the employee and the interest of Company. The deputation for a maximum period of 3 x years will be granted by following authorities:-</p> <table border="1" data-bbox="779 384 1386 533"> <tr> <td>For Employees BPS-1 to BPS-16</td> <td>CEO, MEPCO</td> </tr> <tr> <td>For Officers BPS-17 & Above</td> <td>BOD</td> </tr> </table> <p>Note: The maximum period for deputation will be 03 x years only during entire service, which will be non-extendable</p>	For Employees BPS-1 to BPS-16	CEO, MEPCO	For Officers BPS-17 & Above	BOD	
For Employees BPS-1 to BPS-16	CEO, MEPCO					
For Officers BPS-17 & Above	BOD					
<p>ELIGIBILITY&DEPUTATION PERIOD</p>	<p>A.</p> <ul style="list-style-type: none"> (i) Employees with bad service record will not be considered for deputation abroad: (ii) No enquiry / disciplinary case is pending (iii) No penalty under E&D Rules has been imposed on him during last 3 years less minor penalty of "Censure". (iv) No adverse remarks have been communicated in the PER / ACR during last 3 x years. <p>B. Employees with less than 03 x years of service (on regular basis) shall not be eligible to apply for deputation.</p> <p>C. Permissible deputation period for MEPCO employee is maximum upto 03 years during entire service.</p>					

	<p>D. The employee who has executed a bond for a specified period shall not be eligible to apply for deputation abroad before he has rendered the minimum service prescribed in the bond. However, where an employee wants to go on deputation abroad during the bond period, his case may be considered provided the bond money is paid for the remaining bond period on prorata basis.</p> <p>E. Following preventive measures should be adopted while processing the foreign deputation cases of the employees with the special attention in the countries like Canada, USA, Britain, European Union and Australia etc: -</p> <p>(i) The offer of employment from foreign employer provided by the employee must be got verified from the concerned foreign company secretly through authentic source of electronic media such as telephone/video call and email, etc without involving the employee seeking deputation.</p> <p>(ii) Get verification from borrowing Foreign Company annually that the employee is still working there physically through confidential electronic media.</p> <p>(iii) At the time of processing foreign deputation cases, embassy of the respective country should also be taken on board and it should be ensured that the employee is not proceeding to that country on immigration visa.</p> <p>(iv) All the above correspondence should be made confidentially without involving the employee concerned and the staff of the respective office.</p>	
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	<p>F. If at any belated stage such maneuvering is pointed out, the concerned deputationist and the dealing office will be held responsible and action under relevant disciplinary rules will be initiated against them.</p>	
<p>SENIORITY AND PROMOTION k)</p>	<p>A. MEPCO employee on deputation abroad will be considered for promotion only after he resumes duty on joining MEPCO and earns a Performance Evaluation Report (PER) / ACR for full one year.</p> <p>B. An employee who is falling within promotion zone will be given due intimation to return to MEPCO, so that he can earn at least one full year PER / ACR before his case comes up for consideration by the respective Promotion Board.</p> <p>C. PER / ACR of employees for the period while their deputation to the foreign Govt./International Agencies etc. will not be called and the work & conduct as performance of such employees will be deemed to be good as long they continue to work in these organizations.</p> <p>D. If an employee returns to MEPCO, he will be considered for promotion in normal course. If he does not return in response to an intimation by MEPCO, his case will be deferred till he returns to MEPCO on completion of deputation period, and earns PER / ACR on his work and conduct for full one year, after he resumes duty. If approved for promotion, he will regain his original seniority.</p>	
<p>OTHER CONDITIONS</p>	<p>A. Employee will submit an affidavit to the effect that he / she will forgo his / her pensionary benefits on account of not returning back after completion of deputation period and shall be penalized as per E&D Rules.</p> <p>B. Employees on deputation shall resume duty at the end of the approved deputation period.</p>	

- C. On Expiry of deputation period, if the Officer / Official fails to report back for duty within 02 months, disciplinary action under E&D rules will automatically be initiated without issuance of any notice.
- D. MEPCO employees will be paid salary till the date they are relieved for proceeding on deputation and with effect from the date they report back for duty.
- E. Borrowing organization/departments or the employee shall pay / remit the pension contribution, EPF/GPF, WWF and GLI for the period of deputation on yearly basis at the salary admissible to the employee in MEPCO.
- F. The contribution will be paid in the currency in which the employee draws his salary abroad and after one year borrowing agency shall certify that the employee is still working in the same organization.
- G. In addition to contribution mentioned in sub para – F above, the employee concerned shall pay an amount as foreign contribution in foreign currency in which he is receiving salary equivalent to U.S. Dollars given below per month on annual basis:-

Basic Pay Scale		Rate of employees on deputation abroad with Govt. Organizations.	Rate of employees on deputation abroad with private organization/firm
(i)	BPS-18	US\$ 200/- P/month	US\$ 250/- P/month
(ii)	BPS-17	US\$ 175/- P/month	US\$ 200/- P/month

(iii)	BPS-16	US\$ 150/- P/month	US\$ 175/- P/month
(iv)	BPS-15	US\$ 120/- P/month	US\$ 150/- P/month
(v)	BPS-14	US\$ 100/- P/month	US\$ 125/- P/month
(vi)	BPS-11 - 13	US\$ 70/- P/month	US\$ 90/- P/month
(vii)	Others	US\$ 50/- P/month	US\$ 75/- P/month

Enhanced Rate/Ratio

(viii)	2 nd Year	Amount of 1 st Year + 10%
(ix)	3 rd Year	Amount of 2 nd Year + 15%

- H. The above amount shall be remitted to the Finance Director MEPCO Multan annually during deputation period.
- I. The employee who fails to remit the same after one year, his deputation shall be liable to be cancelled and he / she will be directed to report back for duty in MEPCO.
- J. The leave terms of the employee during the period of his deputation will be regulated according to the rules of, or the terms and conditions offered by, the borrowing Government/ Organization.
- K. Leave salary due in respect of such leave will be payable by the borrowing Government or Organization to the person concerned.
- L. No part of leave earned by him during the period of foreign service will be credited to his leave account with MEPCO nor will any liability in respect of leave salary on account of such leave devolve on MEPCO.
- M. MEPCO will not recover any leave salary contribution from the borrowing Government / Organization or the employee.

	<p>N. On the expiry of approved deputation period, the employee will report his arrival in MEPCO and a certificate will be obtained within a period of one month from Finance Director MEPCO Multan to the effect that foreign contribution, pensionary contribution, EPF/GPF, WWF and GLI has been paid in full by the employee and issuance of this certificate will not be delayed by the office of Finance Director, MEPCO.</p> <p>O. The employees who have been allotted MEPCO / acquired accommodation will be required to vacate the same before proceeding on deputation.</p> <p>P. During the period of deputation, MEPCO employees will not be entitled to free supply of electricity.</p>	
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LOCAL DEPUTATION

	<p>1. <u>General Conditions</u></p> <p>(i) MEPCO employees will be allowed deputation within the country against relevant posts following organization:-</p> <p>a) DISCOs / NTDC / GENCOs/ PPMC / WAPDA b) Government Department c) Semi Government Departments d) Autonomous Bodies</p> <p>2. <u>Competent Authorities</u></p> <p>Request for deputation shall be forwarded through proper channel. Permission to forward applications and approval of deputation will be given by the following competent authorities keeping in view the availability of the employee and the interest of MEPCO. The deputation for a maximum period of 3 x years will be granted by following authorities:-</p>	<p>1. <u>General Conditions</u></p> <p style="text-align: center;">No Change</p> <p>2. <u>Competent Authorities</u></p> <p style="text-align: center;">No Change</p>
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	<table border="1" data-bbox="770 132 1406 357"> <tr> <td data-bbox="770 132 842 204">(i)</td> <td data-bbox="842 132 1120 204">For employees in BPS-1 to 16</td> <td data-bbox="1120 132 1406 204">Chief Executive Officer</td> </tr> <tr> <td data-bbox="770 204 842 357">(ii)</td> <td data-bbox="842 204 1120 357">For officers working on the posts carrying BPS-17 & above</td> <td data-bbox="1120 204 1406 357">Board of Directors, MEPCO.</td> </tr> </table> <p data-bbox="745 373 1429 475">Note: - The maximum period for deputation will be 3 x years only during entire service, which will be non-extendable.</p>	(i)	For employees in BPS-1 to 16	Chief Executive Officer	(ii)	For officers working on the posts carrying BPS-17 & above	Board of Directors, MEPCO.	<p data-bbox="1447 204 2136 379">Note: - The maximum period for local deputation will be 3 x years during entire service, which will be non-extendable. Deputation will be cancelled upon completion / termination of contract period of the deputationist.</p>
(i)	For employees in BPS-1 to 16	Chief Executive Officer						
(ii)	For officers working on the posts carrying BPS-17 & above	Board of Directors, MEPCO.						
<p data-bbox="282 488 589 552">ELIGIBILITY AND DEPUTATION PERIOD</p>	<p data-bbox="757 488 1438 1214">A. Employees with bad service record will not be considered for deputation as well as following criteria will be observed: -</p> <p data-bbox="779 600 1415 735">(i) No enquiry / disciplinary case is pending. (ii) No penalty under E&D Rules has been imposed on him during last 3 years less minor penalty of "Censure".</p> <p data-bbox="779 783 1415 847">(iii) No adverse remarks have been communicated in the PER / ACR during last 3 years.</p> <p data-bbox="757 855 1438 951">B. MEPCO employees with less than three years of service (on regular basis) shall not be eligible to apply for deputation.</p> <p data-bbox="757 1038 1438 1102">C. The deputation for a period of 3 x years will be granted by concerned Competent Authority.</p> <p data-bbox="757 1110 1438 1214">D. On completion of the maximum period of 3 x years both the lending and borrowing organization should ensure the immediate repatriation of the deputationist.</p>	<p data-bbox="1464 488 2132 584">A. Employees with bad service record will not be considered for deputation as well as following criteria will be observed: -</p> <p data-bbox="1464 600 2132 847">(i) No Change (ii) No penalty under E&D Rules has been imposed on MEPCO Employee during last 5 x years less minor penalty of "Censure" and No penalty under E&D Rules has been imposed on (Employee seeking deputation in MEPCO) during last 2 x years less minor penalty of "Censure".</p> <p data-bbox="1464 855 2132 919">(iii) Employee having specialization & skills against deficiency in MEPCO will be given preference.</p> <p data-bbox="1464 927 2132 1102">B. MEPCO employees with less than 05 x years of service (on regular / contract basis) shall not be eligible to apply for deputation. Employees having less than 02 x years of service (on regular / contract basis) shall not be eligible to apply for seeking deputation in MEPCO.</p> <p data-bbox="1464 1110 1666 1142">C. No Change.</p> <p data-bbox="1464 1182 1666 1214">D. No Change</p>						
<p data-bbox="282 1222 723 1286">SENIORITY, PROMOTION AND BENEFITS</p>	<p data-bbox="757 1222 1438 1364">A. A MEPCO employee on deputation within the country, who is falling within the promotion zone, will be given due intimation and asked to return to MEPCO well before his case comes up for consideration for promotion.</p>	<p data-bbox="1464 1222 1666 1254">A. No Change</p>						

	<p>B. He will be considered for promotion by the respective Selection Board in accordance with his position in the seniority list and also with reference to the work and conduct / PER / ACR in the borrowing department.</p> <p>C. The actual promotion will take place only when he rejoins MEPCO. Notwithstanding this provision, proforma promotion (promotion in absentia) may be allowed to such an employee, if his junior is promoted in MEPCO and the employee's retention on deputation within Pakistan, is considered to be in the interest of the work.</p> <p>D. After completion of 3 x years of deputation, the deputationist shall apply / opt for permanent absorption to borrowing organization. Such cases will be submitted to relevant competent authority for approval.</p> <p>E. A scrutiny committee will scrutinize the case as well as conduct the interview of the deputationist before permanent absorption after completion of 3x years deputation period and recommend to relevant competent authority.</p> <p>F. Deputation allowance @ 20% of basic pay not exceeding to Rs. 12000/- per month will be allowed to the deputationist who were allowed deputation in MEPCO only if deputation is in the interest of Company's work. However, deputation allowance will not be allowed to the deputationist who joins MEPCO on his own free will / compassionate ground and this aspect should be clearly mentioned while issuing NOC for deputation.</p> <p>G. After three years of deputation, the borrowing agencies / departments shall be advised within reasonable time to arrange for absorption of the deputationist, provided he also opts so, and the lien with MEPCO shall be terminated.</p>	<p>B. No Change</p> <p>C. No Change</p> <p>D. After completion of 3 x years of deputation, the incoming deputationist may apply / opt for permanent absorption in MEPCO. Such cases will be submitted to relevant competent authority for approval.</p> <p>E. A scrutiny committee will scrutinize the case as well as conduct the interview of the deputationist before permanent absorption after completion of 3 x years deputation period and recommend to relevant competent authority.</p> <p>F. No Change</p> <p>G. After 3 x years of deputation, the borrowing agencies / departments shall be advised within 90 days to arrange for absorption of the deputationist, if the borrowing agencies / departments so require, provided the deputationist also opts so, and the lien with MEPCO shall be terminated.</p>
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	<p>H. If he is unwilling to do so the Deputationist will be invariably recalled. However, it will be the duty of borrowing agency to repatriate the employee.</p> <p>I. Preferably mutual deputation cases will be considered and the deputationist may apply for permanent absorption after 3 x years satisfactory service in MEPCO.</p> <p>J. After completion of 3 x years deputation and at the time of permanent absorption, the deputationist (Officer / Official) will be interviewed by standing committee of MEPCO.</p>	<p>H. No Change</p> <p>I. Preferably mutual deputation cases will be considered and the deputationist may apply for permanent absorption after 3 x years satisfactory service in MEPCO</p> <p>J. Absorption will only be considered after earning two consecutive PERs / ACRs having minimum grading as "Good".</p>
<p>OTHER CONDITIONS</p>	<p>A. Employees on deputation within the country shall resume duty at the end of the approved deputation period.</p> <p>B. The employees who fail to report back on completion of their approved deputation period, disciplinary action will automatically be initiated without issuance of any notice after one month.</p> <p>C. Employees will be paid salary by MEPCO till the date they are relieved for proceeding on deputation and with effect from the date they report back for duty.</p> <p>D. During the period of deputation, the employees will not be entitled to medical facilities in respect of themselves and family members at the expense of MEPCO.</p> <p>E. Borrowing organization / departments or the employee shall remit the pension contribution, EPF/GPF, WWF and GLI for the period of deputation on yearly basis at the salary admissible to the employee in MEPCO after one year borrowing agency shall certify that the employee is still working in the same organization.</p> <p>F. The leave terms of the employee during the period of his deputation will be regulated according to the rules of, or the terms and conditions offered by the borrowing Government / Organization. Leave salary due in respect of such leave will be payable by the borrowing</p>	<p>A. No Change</p> <p>B. No Change</p> <p>C. No Change</p> <p>D. No Change</p> <p>E. No Change</p> <p>F. No Change</p>

	<p>Government or Organization to the deputationist concerned.</p> <p>G. No part of leave earned by him during the period of deputation within the country will be credited to his leave account with MEPCO nor will any liability in respect of leave salary on account of such leave devolve on MEPCO.</p> <p>H. MEPCO will not recover any leave salary contribution from the borrowing Government / Organization or the employee.</p> <p>I. On the expiry of approved deputation period, the employee will report his arrival in MEPCO and a certificate will be obtained within a period of one month from the Finance Directorate MEPCO to the effect that pension contribution, EPF/GPF, WWF and GLI has been paid in full by the employer. The issuance of this certificate will not be delayed by the Finance Director MEPCO Multan.</p> <p>J. The employees who have been allotted MEPCO / acquired accommodation will be required to vacate the same before proceeding on deputation.</p> <p>K. During the period of local deputation, MEPCO employee will be entitled to free supply of electricity upto the extent prescribed by MEPCO and its cost will be borne by the borrowing agency.</p> <p>L. An employee on deputation within country who is due to retire from service either on completion of 31 years of qualifying service or on attaining the age of superannuation, may draw the encashment of LPR from borrowing organization, if he continues to work during the whole period of LPR / last year of his service, without repatriation of his services.</p>	<p>G. No Change</p> <p>H. No Change</p> <p>I. No Change</p> <p>J. No Change</p> <p>K. No Change</p> <p>L. No Change</p>
<p>NOTE: -</p>	<p>Not More than 03 x Nos. Engineers, 03 x Nos. Officers in Other cadres & 05 x Nos. Officials (First come, First serve basis) to be allowed deputation in a calendar year in local & deputation abroad.</p>	<p>Not More than 06 x Nos. MEPCO Officers & 05 x Nos. MEPCO Officials (First come, First serve basis) will be allowed deputation in a calendar year in deputation.</p>

Inter Company Transfer on Wedlock basis
only for Female Employees

Eligibility Criteria:-	<p>a) Female employee (Officer / Official) having minimum 05x years regular service at her credit is eligible for applying intercompany transfer on wedlock basis.</p> <p>b) NOC of borrowing / lending organization is essential.</p> <p>c) Transfer is considered only on availability of respective vacant post under sanctioned strength against direct quota.</p> <p>d) Female employee for applying this transfer must be regular employee of the following;</p> <p>i. Government /Semi Government Departments ii. Autonomous Bodies</p>	<p>a) Female employee (Officer / Official) having minimum 05x years Contract / Regular service at her credit is eligible for applying intercompany transfer on wedlock basis.</p> <p>b) No Change.</p> <p>c) No Change.</p> <p>d) Female employee for applying this transfer must be Contractual / Regular employee of the following;</p> <p>i. Government /Semi Government Departments ii. Autonomous Bodies</p> <p>Note: Deputation will be cancelled upon completion / termination of contract period of the deputationist.</p>						
Competent Authority:-	<table border="1" style="width: 100%;"> <tr> <td style="width: 5%; text-align: center;">(i)</td> <td style="width: 40%;">For employees in BPS-1 to 16</td> <td style="width: 55%;">Chief Executive Officer</td> </tr> <tr> <td style="text-align: center;">(ii)</td> <td>For officers working on the posts carrying BPS-17&18</td> <td>Board of Directors, MEPCO.</td> </tr> </table>	(i)	For employees in BPS-1 to 16	Chief Executive Officer	(ii)	For officers working on the posts carrying BPS-17&18	Board of Directors, MEPCO.	No Change.
(i)	For employees in BPS-1 to 16	Chief Executive Officer						
(ii)	For officers working on the posts carrying BPS-17&18	Board of Directors, MEPCO.						
General Conditions:-	<ol style="list-style-type: none"> 1. The transfer cases of female employees (Officer / Official) under wedlock basis should invariably be placed before competent authority for decision on case to case basis. 2. Complete scenario about physical, mental and family of the employee should be placed. 3. No contract employee should be transferred to some other organization under this policy or keeping her lien with the company. 	No Change.						

	<ol style="list-style-type: none">4. Transfer order under this policy should be a speaking order containing all details like family circumstances, number of family members, precedents, etc. Any other special reason worth mentioning may also be recorded in the transfer order.5. Service certificate, Nikah Nama (Computerized / NADRA) alongwith departmental NOC be verified before issuing the transfer order.6. The female employee (Officer / Official) transferred will be placed at the bottom of her respective cadre seniority list from her date of arrival in the Company.7. Pay and allowances drawn by the female employee (Officer / Official) from parent department will be protected as per rules / SOP.8. Payment of actuarial liability for her pension shall be made by the parent organization to new organization.9. All terms of service will be according to the governing / applicable rules of MEPCO.	<p style="text-align: center;">No Change.</p>
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