

## MULTAN ELECTRIC POWER COMPANY

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No. 2901-20/Company Secy

Office of  
The Chief Executive

Dated: 19-10-15

1. Mr. Ahsan Rashid,  
Hafeez Ghee & General Mills (Pvt) Ltd  
Near By-Pass Chowk, Bahawalpur Road Multan
2. Engr: Fazalullah Durrani  
Chief Executive Officer,  
MEPCO Multan.
3. Khawaja Muhammad Azam,  
15-16 Ground Floor Muhammad Arcade,  
LMQ Road, Multan.
4. Mr. Muneer Ahmed,  
Rahim Bux Group of Industries,  
61-Sadique Centre, Abdali Road, Multan
5. Muhammad Anees Khawaja,  
PO Box No. 28 Mehr Manzil  
Lohari Gate Multan.
6. Mian Zahid Pervaiz Marral,  
14- Altaf Town Tariq Road Multan.
7. Mr. Rehman Naseem,  
House No.59/3 Abdali Road, Multan.
8. Mr. Rajan Sultan Pirzada,  
House No.257 Tipu Shaheed Road,  
Modle Town-A Bahawalpur.
9. Mr. Khalid Masood Khan,  
10-Green Lane, Zakaria Town  
Bosan Road, Multan.

Sub:-: **MINUTES OF 106<sup>th</sup> BOD MEETING.**

Enclosed please find herewith Minutes of 106<sup>th</sup> BOD Meeting held on **05.10.2015 (Monday)** in the office of MEPCO Conference Room, Khanewal Road Multan, for information and necessary action please.

DA/as above

  
COMPANY SECRETARY

Copy to

1. Finance Director, MEPCO Ltd Multan.
2. HR/Admn: Director MEPCO Ltd Multan
3. General Manager/ Tech: Dir: MEPCO Ltd Multan
4. General Manager (Op) Distn: MEPCO H/Q Multan.
5. General Manager (CS) MEPCO Ltd Multan
6. Chief Engineer (T&G) MEPCO Ltd Multan.
7. Chief Engineer (Development) H/Q Multan
8. Chief Engineer (Planning) H/Q Multan.
9. DG (IS) MEPCO HQ Multan.
10. Manager (Security) / Transport MEPCO Multan.
11. Manager Internal Audit/Legal, MEPCO HQ Multan.

For information & necessary action please

# **MULTAN ELECTRIC POWER COMPANY**

**MINUTES OF 106<sup>TH</sup> MEPCO B.O.D. MEETING, HELD ON 05.10.2015 (MONDAY)**  
**SOON AFTER AUDIT COMMITTEE MEETING MEPCO CONFERENCE ROOM**  
**KHANEWAL ROAD MULTAN**

Present;

- |                             |                   |
|-----------------------------|-------------------|
| 1. Mr. Ahsan Rasheed        | Chairman          |
| 2. Mr. Fazalullah Durrani   | CEO/Director      |
| 3. Khawaja Muhammad Azam    | Director          |
| 4. Mr. Rajan Sultan Pirzada | Directo           |
| 5. Mr. Rehman Naseem        | Director          |
| 6. Mr. Zahid Pervez Marral  | Director          |
| 7. Muhammad Anees Khawaja   | Director          |
| 8. Mr. Munecr Ahmcd         | Director          |
| 9. Mr. Khalid Masood Khan.  | Director          |
| 10. Engr. Sajid Yaqoob      | Company Secretary |

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

- Mr. Naeemullah, HR&Admn Director
- Mr. Imtiaz Ahmed jigri, Finance Director
- Malik Ameer Abbas Samtia, Manager (Legal & Labor)
- Mian Muhammad Ali, Project Director (Const) MEPCO
- Malik Saced Wains, Chief Engineer (Op) T&G.

The Meeting started with recitation from the **Holy Quran** and gracious name of **Almighty Allah**.

## **AGENDA ITEM NO.1**

**To consider and confirm Minutes of previous Board Meeting.**

The Company Secretary presented the Minutes of 105<sup>th</sup> Board Meeting, the Board confirmed the Minutes of 105<sup>th</sup> Board Meeting.

## **AGENDA ITEM NO.2**

**Compliance of the instructions issued by the MEPCO Board in the previous BOD Meeting.**

a) The Board was apprised that Additional Secretary (P) has intimated that an exercise has been carried out in Ministry of Water and Power to standardize a reasonable remuneration package for the Members of BODs of GENCOs and has been notified incorporating following points.

- (i) Hotel claim with receipt at the rate of Rs. 10,000/- per night and hotel claim without receipt at the rate of Rs. 7,000/- per night. This will be applicable for maximum of two nights and include all taxes and meal charges.
- (ii) Air travel by economy class and in case of use of own transport, payment is admissible at the rate of Rs. 15/- per kilometer (for both ways)
- (iii) Payment of Rs.15,000/- including taxes, for BOD meeting and Rs.10,000 including taxes for committee meetings.

He has further suggested and advised that aforementioned remuneration package for GENCOs be replicated and implemented in all Power Sector Entities. The Board was requested to consider the matter. The Board discussed the issue and accorded its approval for point (iii) regarding Payment of Rs.15,000/- including taxes, for BOD meeting and Rs.10,000 including taxes for committee meetings. However, the Board did not agree with the point (i) & (ii) of above mentioned package and decided to carry on with the Board's approved travelling/Boarding/Lodging Allowance for Board Members while performing journey in

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connection with MEPCO matters at Lahore, Islamabad or Karachi as incorporated in minutes of Agenda Item No. 10 (k) of 91<sup>st</sup> Board Meeting.

- b) The Board instructed the Manager (Legal & Labor) to file the Writ Petition in Lahore High Court Bench for recovery of detection bill pertaining to M/s Colony Textile Mills.
- c) Regarding Purchase of Land adjacent to WAPDA Hospital, the Board was intimated that in compliance of Board's instructions, a Committee has been constituted to finalize the process of purchase keeping in view all the legal/ departmental formalities and the progress in this regard will be submitted in next Board Meeting.
- d) The Board was informed that in response to the clarification received from SECP regarding qualification of Mr. Imtiaz Ahmed Jigri, GM (HR) PEPCO has been requested to post Mr. Imtiaz Ahmed Jigri, somewhere else as the qualification he possess does not fulfill the criteria mentioned in Public Sector Companies (Corporate Governance) Rules, 2013. The Board desired that any progress in this regard be communicated to the Board.
- e) Muhammad Anees Khawaja, Honorable Member apprised that Board that he had presentation of M/s Innexiv and they have offered an Innexiv Funded Free of Cost Project. He recommended that the CE (P&E) should coordinate with M/s Innexiv for implementation of the offered project. However, meanwhile CE (P&E) should proceed for tenders for at least 7 feeders so that while we are implementing this and once we are able to see its returns we are good to go with 7 more feeders. The Board approved the recommendations of the Honorable Member and instructed the CE (P & E) to do the needful in this regard.
- f) The matter regarding engagement of personnel from USAID PDP team for ERP implementation purely on temporary basis for a period of six months extendable to next 03 months was referred to the USAID Projects Review Committee of the Board.
- g) Manager (Legal & Labor) apprised the Board that Finance Director has been requested to depute well conversant officer to attend the office of the counsel along with complete record for briefing and preparation of recovery suit/petition against M/s Trust Investment Bank. He informed the Board that the recovery suit/petition will be filed in due course of time. The Board desired to intimate the progress achieved in this regard in next Board Meeting.

### **AGENDA ITEM NO.3**

#### **Approval for Circular Resolution No.19/2015 dated 14/09/2015.**

The Board was apprised that matter for grant of Honorarium / Bonus to MEPCO employees, on urgent basis was presented to the Members of the Board. After considering the matter, the Board passed the below detailed Circular Resolution.

**“Resolved that** approval be and is hereby accorded for grant of Honorarium / Bonus to MEPCO employees with its distribution as under:-

- i. One month running basic pay to all regular employees of MEPCO including MEPCO staff deputed to work in WAPDA Hospital Multan excluding 56 No. employees who have already been granted honorarium vide this office orders No.534-G/11798-802 dated 11.08.2015 and No.568-G/17521-26 dated 02.09.2015
- ii. One month basic pay to all contractual employees working against regular posts.

The Board was requested to confirm the above Circular Resolution.

#### **Decision**

The Board resolved that the above Circular Resolution be and is hereby confirmed.

### **AGENDA ITEM NO.4**

#### **To confirm Resolution No. 20/2015 dated: 17/09/2015.**

The Board was apprised that the matter for assigning the charge of the post of CEO MEPCO to Mr. Fazalullah Durrani, GM (Technical) MEPCO, on urgent basis was presented to the Members of the Board. After considering the matter, the Board passed the below detailed Circular Resolution.

**“Resolved that** consequent upon Ministry of Water & Power, Government of Pakistan, Islamabad vide office order No.F.1(262)/2012-CEO SEPCO dated 16.09.2015, Mr. Fazalullah Durani, General

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Manager (Technical) MEPCO be & is hereby posted as Chief Executive Officer MEPCO w.e.f. 17.09.2015 along with Administrative and Financial Powers as stop gap arrangement on temporary basis till further orders in place of Mr. Muzaffar Ali Abbasi.

**Further Resolved** that Mr. Fazalullah Durani be and is hereby appointed as Director of MEPCO Board against the casual vacancy for remainder of the term, under Section 180(2) of Companies Ordinance 1984.”

The Board was requested to confirm the above Circular Resolution.

**Decision**

The Board resolved that the above Circular Resolution be and is hereby confirmed.

**AGENDA ITEM NO.5**

**Approval for Circular Resolution No. 21/2015 dated: 22/09/2015**

The Board was informed that the matter for grant of Honorarium / Bonus to daily wagers staff of MEPCO, on urgent basis was presented to the Members of the Board. After considering the matter, the Board passed the below detailed Circular Resolution.

**“Resolved that** approval be and is hereby accorded for grant of Honorarium / Bonus to Daily Wagers of MEPCO with the following conditions:-

- i. One month pay to all daily wagers (to be calculated on the basis of working days of June-2015) subject to vetting by Legal and Finance Directorate of MEPCO”.

The Board was requested to confirm the above Circular Resolution.

**Decision**

The Board resolved that the above Circular Resolution be and is hereby confirmed.

**AGENDA ITEM NO.6**

**Approval for Circular Resolution No.22/15 dated 22.09.2015**

The Board was apprised that the matter regarding imposition of ban for out of Company transfer of Employees as well as assets of MEPCO, on urgent basis was presented to the Members of the Board. After considering the matter, the Board passed the below detailed Circular Resolution.

**“Resolved that** approval be and is hereby accorded for imposition of ban for out of Company transfer of Employees as well as assets of MEPCO till furthers orders.

**Further Resolved that,** approval be obtained from the Board in case of any emergent or special case of transfer of employees/assets out of Company”.

The Board was requested to confirm the above Circular Resolution.

**Decision**

The Board resolved that the above Circular Resolution be and is hereby confirmed.

**AGENDA ITEM NO.7**

**Approval of Audited Financial Statements of the Company for the year ending 06/2015.**

The Finance Director intimated the Board that Financial Statements for the year ended 30<sup>th</sup> June 2015 prepared by the management have been duly audited by the Company’s Auditors M/s Deloitte Yousuf Adil, Chartered Accountants. The auditor’s unsigned audit report did not contain any qualification and for this the efforts of management were termed as commendable by the Board. During the Financial Year 2014-15, MEPCO has registered sale of power Rs.156.759- Billion and cost of power purchased is Rs.130.804 Billion which has resulted into a net Profit of Rs.9.797 Billion as summarized below:

<b>Nomenclature</b>	<b>(In Million)</b>
Electricity Sales	156,759
Cost of Electricity	130,804
<b>Gross Profit/(Loss)</b>	<b>25,955</b>
Operating Cost including Depreciation	19,356
Fin: Charges	791
Total Operation Expenditure	20,147
<b>Operating Profit/(Loss)</b>	<b>5,808</b>
Other Income	3,989

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Board appreciated the efforts of Company. The Board was apprised that audited accounts were presented to the Audit Committee of the Board. The representative of the Company Auditors M/s Deloitte Yousif Adil Chartered Accountants briefed the Committee about the audit report for the Financial Year 2014-15. He explained to the Committee about scope of the Audit carried out. He informed the Committee that the Audit has been carried out in accordance with the approved accounting standards as applicable in Pakistan. The Auditors pointed out some issues for BOD attention. The Board was informed that the Committee took a serious note of these issues and desired a presentation in next Audit Committee Meeting. The Auditor required Board's approval as regards following specific items.

i.	Capital Expenditure incurred during the year.	Rs. 9,333,305,486
ii.	Provision for Employee's Retirement Benefits.	Rs. 6,204,763,744
iii.	Re-measurement recognized through other comprehensive income	Rs. 1,160,081,238
iv.	Provision for workers profit participation fund	Rs. 515,647,394
v.	Doubtful debts written off.	Rs. 25,446,153
vi.	Provision for slow moving stores and spares	Rs. 17,918,480
vii.	Amortization of deferred credits.	Rs. 1,879,798,099

The Board thanked the Auditor for providing excellent service to MEPCO. The Auditor M/s Deloitte Yousif Adil Chartered Accountants also offered the services to MEPCO for next Financial Year (2014-15). The Board was apprised that the Audit Committee has also recommended the case to the Board for Board's approval.

#### **Decision**

The Board accorded the solicited above said Specific Approvals. The Board also approved the Company Audited Accounts, along with Financial Statements for the year ending June 30<sup>th</sup>, 2015. Board endorsed to the Share Holders, the consent/request of M/s Deloitte Yousif Adil Chartered Accountants to continue as MEPCO Auditor for next financial year, ending June 30<sup>th</sup>, 2016. The Board authorized the CEO and Chairman Audit Committee to sign the financial statements.

#### **AGENDA ITEM NO.8**

##### **Approval for fix the date of Annual General Meeting.**

The Company Secretary MEPCO informed the Board that in accordance with the amended Section 158 of the Company's Ordinance 1984, the Annual General Meeting of the Company is to be held within 4 months following the close of its financial year. The Board was requested to fix the date of the next Annual General Meeting of the Company.

#### **Decision**

The Board resolved that the date of next Annual General Meeting of the Company be and is hereby fixed for 26.10.2015.

#### **AGENDA ITEM NO.9**

##### **Approval for Continuing Engagement of Abacus for ERP Implementation & Software maintenance.**

The Finance Director MEPCO informed the Board that MEPCO has started the initiative to fully computerize its working and to move in this direction ERP is being introduced with the help of USAID. The USAID has provided all hardware necessary for ERP alongwith purchase of software of SAP, the most robust system for ERP in utility company. The USAID through IRG has appointed Abacus as Implementation partner for MEPCO and they have initially designed a program on SAP for Implementation. The modules initially provided are of HR, Material Management and Finance. The designed modules are ready to go live and initially 22 offices have been selected along with stores and they have been uploaded with April end balances and now data entry for May balances is being carried on. MEPCO has also got a state of the art data centre for its ERP and CIS from USAID. The USAID PDP is coming to a close in next month and the implementation of ERP is in

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initial stages as we have to go live for first phase, and it can be safely said that same will be completed in two years terms. MEPCO Board vide its 97th meeting, held on October 3rd 2014, agenda item No.44 approved implementation of ERP in MEPCO through M/s Abacus Consulting and authorized the CEO for execution of contract agreements and project charter. Whereas USAID PDP vide their letter dated August 17th 2015 has reiterated that software maintenance agreement and implementation support must be continued with Abacus Consulting after PDP. The Software agreement and Software maintenance agreement has been accordingly signed between MEPCO & Abacus. The project charter has also been signed between MEPCO and PDP and a new agreement is in final phases which will be entered between MEPCO and Abacus for implementation support and the already signed project charter will be part of that agreement. The PDP has made payments of Rs.35 (M) for Software License and Rs. 5 (M) for software maintenance. They have also made payments for implementation amounting to Rs. 36 (M) which will also include payment of Rs.7.4 (M) against go live against which Abacus will provide performance guarantee. Whereas PDP has also paid full years implementation fee of first year amounting to Rs.7 (M) against performance guarantee by Abacus for F.Y. 2015-16. MEPCO will only have to pay US\$ 52,053/- for F.Y. 2015-16 for software maintenance and Rs.7,343,086/- for implementation and software maintenance in F.Y. 2016-17, US\$ 52,053/- for software maintenance in F.Y. 2016-17 exclusive of taxes to M/s Abacus Consulting. The dollar amount will be paid according to prevalent exchange rate. The Board was apprised that the case was presented to the Audit Committee of the Board. The Committee has also recommended the case to the Board for Board's approval. However, the Audit Committee has desired that a ERP Implementation Committee under the Convener ship of Mr. Ansar Mehmood Manager (Project Financing) be constituted. Other members of the Committee were desired to be selected by Chief Executive Officer. The Committee thus formed will submit the present status about implementation of ERP, future course of action and resources it needs for proper implementation of ERP to Committee in its meeting scheduled to be held on 16.10.2015. The Committee will also present its progress in every monthly Board Meeting. The Board was requested to accord its approval for Continuing Engagement of Abacus for ERP Implementation & Software Maintenance with US\$ 52,053/- at prevalent exchange rate for F.Y. 2015-16 for software maintenance and Rs.7,343,086/- for implementation and software maintenance in F.Y. 2016-17, US\$ 52,053/- at prevalent exchange rate for software maintenance in F.Y. 2016-17 exclusive of taxes to M/s Abacus Consulting, SAID Projects Review.

**Decision**

The Board accorded its approval for Continuing Engagement of Abacus for ERP Implementation & Software Maintenance with US\$ 52,053/- at prevalent exchange rate for F.Y. 2015-16 for software maintenance and Rs.7,343,086/- for implementation and software maintenance in F.Y. 2016-17, US\$ 52,053/- at prevalent exchange rate for software maintenance in F.Y. 2016-17 exclusive of taxes to M/s Abacus Consulting. The Board also instructed to follow the recommendations of the Audit Committee of the Board.

**AGENDA ITEM NO.10**

**Approval for write off loss Rs: 0.629 Million involved DP. No. 24/2011 based on AP No. 07(2811) for the year 2010-11.**

The Chief Engineer (Op) T&G MEPCO apprised the Board that the following material of SS&T Division MEPCO Sahiwal & Vehari was theft by unknown person, the detail is as under:-

Stolen material	Qty	Amount Rs:	Location	FIR No .& Date	Name of Police station
Iron Braces	868KG	21718.00	132KV Vehari-Burewala T/Line	319/9 dated 03-07-2009	Thana Sadar Burewala
66KV Dog conductor	2600 Mtr	78000.00	66KV T/L B/Nagar- Haroon Abad	570/09 dated 18-10-2009	Thana Sadar B/Nagar

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132KV Lynx conductor	700 Mtr	87500.00	132KV T/L Chishtian - H/Abad	497/09 dated 20-07-2009	Thana Sadar Chishtian
Iron Braces/ nut & bolts	216KG	6490.00	66KV T/L B/Nagar-Mecload Gunj	300/10 dated 20-07-2009	Thana Mandi Sadiq Gunj District B/Nagar
Iron Braces/ nut & bolts	180KG	5400.00	132KV New Vehari-Jehanian T/Linc	275/10 dated 17-05-2010	Thana Mittro District Vehari
66KV Dog conductor	1916 Mtr	76640.00	66KV Chishtian-B/Nahar T/line	242/10 dated 09-06-2010	Thana Sadar B/Nagar
66KV Dog conductor	850KG	39950.00	66KV T/L Sahiwal-Okara	503/10 dated 15-09-2010	Thana Ghallah Mandi District Sahiwal
66KV Dog conductor	218 Mtr	10246.00	66KV T/L Okara-Sahiwal		
132KV Lynx conductor	1200 Mtr	150000.00	132KV T/L Yousaf Wala-Arifwala D/C	464/09 dated 19-10-2009	Thana Yousaf Wala District Sahiwal
66KV Dog conductor	1260 Mtr	59220.00	66KV T/L Arifwala-Burewala	10/2010 dated 10-01-2010	Thana Sadar Arifwala District Pakpattan
66KV Dog conductor	2000 Mtr	94000.00	66KV T/L Arifwala-Burewala	62/2010 dated 03-10-2010	Thana Sadar Arifwala District Pakpattan
<b>TOTAL</b>		<b>629164.00</b>			

During Inspection by D.G (Audit) WAPDA Lahore pointed out vide IR Para No.07 for year 2009-10 based on advance para No. 07 (2811) and converted to DP No. 24/2011. Concerned offices were lodged FIRs against the unknown culprits in Concerned Police stations, but the material could not be recovered by Police & Enquiry committee was constituted by C.E.O MEPCO Multan vide his O/O No.06/86132-35 dated 14-03-2011 and his findings/recommendations to probe into the facts of the theft of material. The enquiry committee recommended that loss of Rs:0.629 Million is irrecoverable and no officer/official is held responsible of loss & recommended for written off the amount of loss. The approval writes off loss accorded by C.E.O MEPCO Multan. The Audit Committee has also recommended the case to the Board for its approval. The Board was requested to accord its approval for write off irrecoverable loss of Rs.0.629 Million.

#### **Decision**

The Board accorded its approval for write off irrecoverable loss of Rs.0.629 Million involved in DP. No. 24/2011 based on AP No. 07(2811) for the year 2010-11.

#### **AGENDA ITEM NO.11**

##### **Approval for re-engagement of 22 Nos. daily wagers in Transformer Reclamation Workshops.**

The HR & Admin Director apprised the Board that approval for engagement of 945 Nos. daily wagers was accorded to the office of Project Director (Const) MEPCO for village electrification work, deposit works, HT feeders and LT proposals during the year 2013-2014 out of which 195 Nos. daily wagers were placed at the disposal of Project Director (GSC) MEPCO Multan vide this office orders No: 16-T dated: 10.01.2014 and No. 68-T dated: 06.02.2014 respectively in the 1st instance for utilization of their services for ongoing project works under his Directorate and their retention has expired on 30.06.2014 as intimated by PD (GSC) MEPCO. It is worth mentioning here that during the scrutiny of record, it reveals that 22x No. daily wagers were engaged through the office of PD (GSC) MEPCO Multan and Chief Engineer (Dev) PMU Multan at their own level without approval of competent Authority i.e. CEO MEPCO. An Enquiry Committee was constituted under the Convener ship of Chief Engineer (T&G) MEPCO to verify the engagement of 195 No. daily wagers by Project Director (Const) MEPCO Multan and then placed at the disposal of PD (GSC) MEPCO Multan vide this office order No: 16-T/3206-12 dated: 10.01.2014 & No: 68-T/12155-61 dated: 06.02.2014. Enquiry report was forwarded to Chief Engineer (Dev) PMU MEPCO for perusal and further necessary action in the light of recommendations of Enquiry Committee and also requested genuineness of daily wagers

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shifted from PD (Const) MEPCO to PD (GSC) MEPCO be got verified before payment of salaries according to the retentions at his own level. It was further added that another Enquiry Committee was constituted with the approval of CEO vide this office order dated: 04.05.2015 to verify the engagement of 22 No. daily wagers without prior approval of competent Authority, which was highlighted by his office. The Convener of Enquiry Committee vide his office letter No: 17509-11 dated: 02.09.2015 has forwarded the enquiry report with the following recommendations: -

1. The approval for engagement of 993 No. daily wagers have already got by PD (Const) MEPCO from competent authority out of which 195 No. daily wagers were transferred to PD (GSC) MEPCO Multan.
2. 22 No. daily wagers transferred from PD (Const) MEPCO Multan to PD (GSC) MEPCO Multan were substituted against absent daily wagers by Chief Engineer (Dev) PMU MEPCO within approved strength of 993 No. daily wagers.
3. Due to the targets assigned to the respective XENs under PD (GSC) MEPCO, their substitution is justified and may be treated "In order" as action is taken in good faith.
4. These 22 No. daily wagers are neither on board nor on muster roll w.e.f. 19.10.2014, as verified by the concerned XENs so the question of their further retention does not arise under rules.

The CBA union is continuously pressing hard for the retention of these 22 Nos. daily wagers engaged without approval of competent authority i.e. CEO MEPCO. The plea of union is that there is no fault on the part of these daily wagers as their engagement was made by Chief Engineer (Dev) PMU MEPCO. It was also mentioned that MEPCO BOD in its 95th meeting held on 28.06.2014 has allowed engagement of 50 Nos. daily wagers for newly created/established Transformer Reclamation Workshops at Bahawalpur and Vehari. Their operations are required to be started. It will be appropriate to re-engage these 22 Nos. daily wagers for Transformer Reclamation Workshops being experienced hand and for utilizing their services for repair of damaged transformers. The Board was intimated that HR Committee of the Board has also recommended the case for Board's approval. The Board was requested to accord its approval for allowing the re-engagement of these 22 Nos. daily wagers for Transformer Reclamation Workshops being experience hand as MEPCO requires staff for Transformer Reclamation Workshops for timely repairing of damaged transformers.

#### **Decision**

The Board accorded its approval for allowing the re-engagement of 22 Nos. daily wagers for Transformer Reclamation Workshops being experience hand as MEPCO requires staff for Transformer Reclamation Workshops for timely repairing of damaged transformers as narrated above.

#### **AGENDA ITEM NO.12**

#### **Approval of Promotion Channel / Career Path for Dead-End / Ex-Cadre Employees in BPS-1 to BPS-15.**

The HR & Admin Director intimated the Board that there are a few Ex-Cadres in MEPCO where employees do not have promotion channel for their career progression. Resultantly, the employees working in these Ex-Cadres remain in the same scale even after serving/devoting their whole life. This situation has created an environment of unrest / agitation among these Ex-Cadre employees as they do not find any career progression in their entire service. Keeping in view of this burning issue, the career path / promotion channel of Ex-Cadre employees is proposed as under:-

Sr. No	Name of Post	Promotion Channel	Next Promotion Channel
1.	Daftari (BPS-03)	Senior Daftari (BPS-05)	Head Daftari (BPS-07)
2.	Plumber (BPS-05)	Senior Plumber (BPS-07)	Head Plumber (BPS-09)
3.	Tube Well Operator (BPS-05)	Senior Tube Well Operator (BPS-07)	Head Tube Well Operator (BPS-09)
4.	Carpenter (BPS-05)	Senior Carpenter (BPS-07)	Head Carpenter (BPS-09)
5.	Work Mistry (BPS-05)	Senior Work Mistry (BPS-07)	Head Work Mistry (BPS-09)
6.	Electrician (BPS-05)	Senior Electrician (BPS-07)	Head Electrician (BPS-09)
7.	AC Mechanic (BPS-05)	Senior AC Mechanic (BPS-07)	Head AC Mechanic (BPS-09)
8.	Qanoongo (BPS-09)	Senior Qanoongo (BPS-11)	Head Qanoongo (BPS-13)

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The Committee has also recommended the case to the Board for its approval. The Board was requested to accord its approval for the above proposed career path / promotion channel of Ex-Cadre employees in the interest of work subject to the following conditions:-

1. Minimum 05-Years length of service in present grade.
2. DPE & Training will be relaxed being illiterate. However, DPE & Training will be mandatory for the category of Qanoongo.
3. No inquiry / disciplinary case and no audit para pending certificate.

#### **Decision**

The Board accorded its approval for the above proposed career path / promotion channel of Ex-Cadre employees in the interest of work subject to the following conditions:-

1. Minimum 05-Years length of service in present grade.
2. DPE & Training will be relaxed being illiterate. However, DPE & Training will be mandatory for the category of Qanoongo.
3. No inquiry / disciplinary case and no audit para pending certificate.

#### **AGENDA ITEM NO.13**

##### **Approval for Promotion of Matriculate Store Helpers (BPS-03) as Gate Clerk (BPS-05).**

The HR & Admin Director intimated that MEPCO BOD in its decision taken in 100th meeting held on 28.01.2014 against Agenda Item No. 18 accorded approval for amendment in the Service Rules of Gate Clerk as 75% direct quota and 25% promotion quota (instead of 100% direct quota) for Store Helpers on seniority cum fitness basis circulated vide this office order No. 39-P dated 13.02.2015. It is added that as per Service Rules only matriculate candidates are eligible for appointment as Store Helpers. However, after perusal of record, it has been found that some Store Helpers who were previously appointed and have more than 15/20 years length of service are under matric. As per Service Rules, employees up to BPS-18 are promoted on seniority-cum-fitness basis subject to fulfillment of other laid down conditions including DPE, Training and length of service etc. The Committee has also recommended the case to the Board for its approval. The Board was requested to accord its approval for allowing promotions of only matriculate Store Helpers (BPS-03) as Gate Clerks (BPS-05) on seniority-cum-fitness subject to passing of DPE, Training and other laid conditions.

#### **Decision**

The Board accorded its approval for allowing promotions of only matriculate Store Helpers (BPS-03) as Gate Clerks (BPS-05) on seniority-cum-fitness subject to passing of DPE, Training and other laid conditions.

#### **AGENDA ITEM NO.14**

##### **Approval for Grant of Aid for Medical Treatment to Miss Attiga Rehman D/o Jameel-ur-Rehman, suffering from Chronic Disease**

The HR & Admin Director informed the Board that Mr. Jameel-ur-Rehman, Security Guard, 132 K.V-Grid Station Bahawalpur has stated that his daughter is suffering from chronic disease since her birth and her face surgery is under process. Last operation is required, for which he made appeal to Mr. Abid Sher Ali, State Minister for Water & Power, Islamabad for treatment of his daughter, which was considered by him and published in newspapers. In pursuance of above request, the case was referred to MS WAPDA Hospital Multan for his comments / recommendation. Accordingly, necessary check-ups have been made by WAPDA Hospital Multan and patient has been referred to Liaqat National Hospital Karachi. This office as well as MS WAPDA Hospital Multan referred the case to DG (MS), WAPDA Hospital Complex Lahore for advice who allowed to refer the case to Liaqat Hospital Karachi subject to expense verification on Govt./Autonomous rates. Now, Syed Aqeel Haider Kazmi, Manager II S.S.D & Patient Affairs, Liaqat National Hospital Karachi has furnished total estimate of the treatment as Rs.700000/- to Rs.800000/- The Board was apprised that HR Committee of the Board has also recommended the case to the Board for its approval. The Board was requested to accord its approval for advance payment of Rs.800000/- to Liaqat National Hospital Karachi for treatment expenditure of Miss

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Attiqa Rehman D/o Jameel-ur-Rehman in relaxation of WAPDA Medical Attendance Rules / Govt. / Autonomous Hospital rates, as a special case on actual expense basis.

**Decision**

The Board accorded its approval for advance payment of Rs.800000/- to Liaqat National Hospital Karachi for treatment expenditure of Miss Attiqa Rehman D/o Jameel-ur-Rehman in relaxation of WAPDA Medical Attendance Rules / Govt. / Autonomous Hospital rates, as a special case on actual expense basis.

**AGENDA ITEM NO.15**

**Approval for Payment of outstanding PTCL dues against the Telephones installed in different offices of MEPCO (OP) Division Rajanpur.**

The HR & Admin Director apprised the Board that Accounts Officer (CMC), Govt. Defaulter Section, Central Telephone Exchange Multan has stated PTCL dues amounting to Rs.1668136/- are outstanding against Telephones installed in the offices under MEPCO (OP) Division Rajanpur, which are increasing day by day. He has therefore requested for approval to clear the outstanding PTCL dues. S.E (OP) MEPCO Circle D.G. Khan was requested for clearance of outstanding PTCL dues, who at his own level enquired the matter through enquiry committee convened by XEN (OP) 1st Division D.G. Khan. The enquiry committee in its report has intimated that most of the arrear is relating to army period and increased due to nonpayment of monthly bills upto 02/2006 by all the DAO's remained posted in (OP) Rajanpur Division. The accrual budget / demand of Rs.716210/- still stand against Telephone head / liability Correct amount of outstanding PTCL dues against the Telephone Nos. installed under Rajanpur Division is Rs.1588024/-. Payment of Rs.160911/- out of Rs.1748635/- has been made on account of Telephone bills and the remaining amount of Rs.1588024/- is still outstanding. XEN (OP) MEPCO Division Rajanpur / S.E (OP) MEPCO Circle D.G. Khan has therefore requested for approval for payment of outstanding PTCL dues amounting to Rs.1588027/-. The findings/ recommendations of enquiry committee are reproduced as under:

The claim amounting to Rs.1421551/- instead of Rs.1588027/- is payable which may be paid. Budget provision in pervious years was also made but funds according to budget provision were not released by FD office.

1. The responsible officials i.e. Head Clerks, Malik Ghulam Rasool Bukhsh, Syed Khursheed Ahmed Shah, Qamar-ud-Din Qureshi have since been retired and Khursheed Ahmed Bhatti and Mehr Rab Nawaz have died.
2. The responsible XENs Mirza Muhammad Bashir, Shahbaz Ali Khan, Muzaffar Ali Memon have been died and Abdul Majeed Khan Rind, Nawaz Ali Khan, Faqeer Muhammad Khan, have been retired. Mr. Niaz Hussain Balouch has been transferred from MEPCO.
3. Ex-post Facto sanction may be accorded by competent authority as per book of Financial Power for payment to settle the long outstanding issue.

The Board was apprised that the HR Committee has also recommended the case to the Board for Board's approval. The Board was requested to accord its approval for settlement the long outstanding issue, so that the payment of outstanding dues amounting to Rs.1421551/- may be made to PTCL.

**Decision**

The Board accorded its approval for settlement the long outstanding issue, so that the payment of outstanding dues amounting to Rs.1421551/- may be made to PTCL.

**AGENDA ITEM NO.16**

**Approval for re-designation of the post of Stenographer-I (BPS-16) as Assistant Private Secretary (APS) in (BPS-16) and revision in the rate of Special Pay.**

The HR & Admin Director apprised the Board that PEPCO BOD vide his office memorandum No: GM(HR)/ HRD/A-332/3194-3221 dated 18.09.2015 has been pleased to re-designate the post of Stenographer Grade-I (BPS-16) as Assistant Private Secretary (APS) in (BPS-16) and revision in rate of Special Pay of Assistant Private Secretary (BPS-16) / Stenographer as under: -

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Existing Designation	Re-Designated	Existing Rates (per month)	Revised Rates (per month)
Stenographer Grade-I working with MD PEPCO	APS working with Authority / Members / MD	Rs: 2000/-	Rs: 2000/-
Stenographer Grade-I working with CEOs DISCOs / GENCOs / NTDC / GMs / Officers of equivalent status	APS working with GMs	Rs: 1000/-	Rs: 1800/-
Stenographer Grade-I working with CEs / Officers of equivalent status	APS working with CEs & Head of Divisions	Rs: 500/-	Rs: 1200/-
Stenographer Grade-I working with SEs / Directors / Officers of equivalent status	APS working with SEs/ Dirs / Dy: Directors	Rs: 400/-	Rs: 800/-
Stenographer Grade-II	Stenographer Grade-II	Rs: 300/-	Rs: 640/-

The Board was apprised that the case was presented to the HR Committee of the Board and the Committee has also recommended the case to the Board for its approval. The Board was requested to accord its approval for adoption of PEPCO Office Memorandum No. GM(HR)/HRD/A-332/3194-3221 dated 18.09.2015 to re-designate the post of Stenographer Grade-I (BPS-16) as Assistant Private Secretary (APS) in (BPS-16) and revision in rate of special pay of Assistant Private Secretary (BPS-16)/Stenographer.

#### **Decision**

The Board accorded its approval for adoption of PEPCO Office Memorandum No. GM(HR)/HRD/A-332/3194-3221 dated 18.09.2015 to re-designate the post of Stenographer Grade-I (BPS-16) as Assistant Private Secretary (APS) in (BPS-16) and revision in rate of special pay of Assistant Private Secretary (BPS-16) / Stenographer.

#### **AGENDA ITEM NO.17**

#### **Approval for Extension in Contract of Mr. Muhammad Ali Khan, Patwari PMC MEPCO H/Qs Multan.**

The HR & Admin Director informed the Board that Mr. Muhammad Ali Khan (Retired Patwari) was initially engaged as Patwari (BPS-05) in PMC Division on contract basis w.e.f. 16.04.2004 for the period of one year with the approval of MEPCO BOD. Accordingly, his contract has been extended from time to time by MEPCO BOD and his last extension of 01 year w.e.f. 05.08.2014 to 04.08.2015 was granted by MEPCO BOD vide Agenda Item No: 19 in its 97th meeting held on 03.10.2014. It is added that he has good knowledge about nature of assignments to be taken and rich experience to handle revenue matters as he had already worked with PMC, MEPCO for almost more than 10 x years. Keeping in view his efficient working to handle revenue cases with experience & expertise, this office recommends for his engagement in PMC, MEPCO on following terms & conditions against the sanctioned post: -

1. Lumpsum amount of Rs: 25,000/- per month.
2. TA/DA as admissible to the BPS-05 rank official of MEPCO as per company rules (Maximum 10 dailies) on official tour.

The Board was apprised that the HR Committee has also recommended the case to the Board for its approval. The Board was requested to accord its necessary approval.

#### **Decision**

The Board accorded its approval for engagement of Mr. Muhammad Ali Khan as Patwari for a period of one year w.e.f. 05.08.2015 to 04.08.2016 on the following terms & conditions: -

1. Lumpsum amount of Rs: 25,000/- per month.
2. TA/DA as admissible to the BPS-05 rank official of MEPCO as per company rules (Maximum 10 dailies) on official tour.

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### **AGENDA ITEM NO.18**

#### **Approval for grant of ICD expenditure, in favour of Mr. Muhammad Jameel Ch, R.O.MEPCO City Division Multan.**

The HR & Admn Director intimated the Board that Mr. Muhammad Jameel Ch. R.O MEPCO City Division Multan has stated that he was referred to Armed Forces Institute of Cardiology & National Institute of Heart Diseases Rawalpindi by DGMS WAPDA Hospital Complex Lahore for Medical Checkup. After examine, Dr. Maj. Gen. S.M. Imran Majeed, Specialist has issued his finding / report. In which, ICD Single Chamber- IRO / CNE is recommended. He has also furnished the detail of estimated expenditure as given below and instructed to issue / deposit cheque / bank draft in favor of AFIC & NIHD Rawalpindi before admission.

i. ICD Procedure Fee	Rs.60000/-
ii. Admission + Investigation charges	Rs.40000/-
iii. Cost of ICD Single Chamber	Rs.800000/-
Total	Rs.900000/-

He has therefore requested for provision of advance payment for the ICD expenditure. DGMS WAPDA Lahore has approved / recommended Medical Board to refer at AFIC Rawalpindi for ICD with Single Chamber as per WAPDA rate & Policy. There is no provision in the WAPDA Medical Attendance Rules-1979, to grant payment in advance for medical treatment. The Board was also informed that the HR Committee has also recommended the case to the Board for Board's approval. The Board was requested to accord its approval for issuance of an advance amounting to Rs.900000/- to Armed Forces Institute of Cardiology & National Institute of Heart Diseases Rawalpindi for ICD with Single Chamber treatment of Mr. Muhammad Jameel, R.O MEPCO City Division Multan in relaxation of WAPDA Medical Attendance Rules-1979.

#### **Decision**

The Board accorded its approval for issuance of an advance amounting to Rs.900000/- in the favor of Armed Forces Institute of Cardiology & National Institute of Heart Diseases Rawalpindi for ICD with Single Chamber treatment of Mr. Muhammad Jameel, R.O MEPCO City Division Multan in relaxation of WAPDA Medical Attendance Rules-1979.

### **AGENDA ITEM NO. 19**

#### **Approval for Reimbursement of Rs.165000.00 as a difference of cost of medical charges in favor of Mr. Muhammad Nasir Bukhari, DEO, MCC Multan.**

The HR & Admn Director intimated the Board that Mr. Muhammad Nasir Bukhari, DEO MCC Multan has stated that an amount of Rs.375000/- has been spent on cardiac treatment of his son, out of which an amount of Rs.210000.00 has been verified by MS WAPDA Hospital Multan. The total claim was not verified and he cannot bear this expense being low paid employee. Therefore approval for reimbursement of Rs.165000/- incurred on cardiac treatment of his son may be granted. The patient was referred by MS, WAPDA Hospital Multan to Itifaq Hospital Lahore for VSD Closure as per agreement & approved WAPDA rates as per policy of authority. The actual expenditure on treatment is Rs.375000/-, which was paid by the employee, however approval for reimbursement of Rs.210000/- was granted as per WAPDA approved rates of VSD Closure, however difference of cardiac treatment (VSD Closure) amounting to Rs.165000/- is required to be reimbursed in favor of Mr. Muhammad Nasir Bukhari, DEO, MCC Multan, which cannot be made without approval of BOD MEPCO. BOD MEPCO has previously accorded approval for cardiac medical claims of various MEPCO employees. The IIR Committee has also has recommended the case to the Board for its approval. The Board was requested to accord its approval for reimbursement of difference of cardiac treatment (VSD Closure) amounting to Rs.165000.00 in favor of Mr. Muhammad Nasir Bukhari, DEO, MCC Multan, on account of difference of cardiac treatment (VSC Closure).

### **Decision**

The Board accorded its approval for reimbursement of difference of cardiac treatment (VSD Closure) amounting to Rs.165000/- in favor of Mr. Muhammad Nasir Bukhari, DEO, MCC Multan on account of cardiac treatment (VSC Closure).

### **AGENDA ITEM NO.20.**

#### **Approval for Reimbursement of Rs.102069.00 as a difference of cost of Medicated Stents in favor of Mr. Fida Hussain, ALM, MEPCO City Sub Division Multan.**

The HR& Admn Director apprised the Board that Mr. Fida Hussain, ALM, MEPCO City Sub Division Multan has stated that an amount of Rs.166549/- has been spent on his cardiac treatment out of which amounting to Rs.102069/- has been paid by the patient, which was not reimbursed to him and he is upset being heart patient. Therefore approval for reimbursement of Rs.102069/- incurred on his cardiac treatment may be granted. Mr. Fida Hussain, ALM, MEPCO City Sub Division Multan, was referred by MS, WAPDA Hospital Multan to CPEIC Multan for PCI to LAD & BMS as per agreement with CPEIC Multan. The medical claim was forwarded to MS, WAPDA Hospital Multan for verification, which has been returned by him with the remarks that as per Policy, Cost of ordinary stunt (BMS) is allowed. Cost of DES is not covered under the rules for reimbursement. The reimbursement of Rs.102069/- cannot be made as per clause XI (a) of Agreement between CPEIC Multan and MEPCO, without prior approval of BOD MEPCO, as the patient was treated in 06/2015, however BOD MEPCO has already granted approval for treatment with medicated stunts instead of ordinary in Heart Surgery / Angioplasty as per recommendation of treating consultant if required for MEPCO employees in relaxation of "The Pakistan WPPDA Medical Attendance Rules 1978 w.e.f 09.07.2015. BOD MEPCO has previously accorded approval for similar medical claims of various MEPCO employees. The Board was further informed that the HR Committee has also recommended the case to the Board for its approval. The Board was requested to accord its approval for reimbursement of medical charges and difference of cost of medicated stunts amounting to Rs.102069/- in favor of Mr. Fida Hussain, ALM, MEPCO City Sub Division Multan.

### **Decision**

The Board accorded its approval for the reimbursement of medical charges and difference of cost of Medicated stunts amounting to Rs.102069/- in favor of Mr. Fida Hussain, ALM, MEPCO City Sub Division Multan on account of Drug Eluting Stunts.

### **AGENDA ITEM NO.21**

#### **Approval of Transport Policy.**

The Board referred the case to HR Committee for its vetting/ recommendations.

### **AGENDA ITEM NO.22**

#### **Approval for format for every Board Meeting**

The Company Secretary apprised the Board that as desired by the Board a format has been devised for every Board Meeting which will be regular feature of every Board Meeting. The following format was presented to the Board for its approval.

1. Monthly and Progressive progress of T & D Losses. (Transmission Losses, Distribution losses (Company's progress Circle Wise along with justification of increase in line losses), analysis of Feeder wise line losses more than 20%, detection bill charged and recovered, Progress of replacement of defective meters).
2. Analysis of Monthly and Progressive Billing and Collection (Company as well as circle wise)
3. Statement showing monthly and progressive comparison of power purchase cost and payment.
4. Status of Inventory of major items (progress of procurement made compared to yearly approved procurement plan).
5. Progress of removal of system constraints as compared to proposed plan.
6. Progress of deposit works and DOP, ELR Projects.
7. Progress of capitalization of old works.
8. Progress of STG PSDP works.

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9. Progress of ERP implementation.
10. Monthly cases of overbilling and amount involved.
11. Any other major issue arising during the month.

**Decision**

The Board accorded its approval for above mentioned format for every Board Meeting.

**Other Specific Approvals**

The Board accorded its approval for including Mr. Khalid Masood Khan as Member of USAID Projects Review Committee constituted by the Board.

The Meeting ended with thanks to and from the Chair.

  
(Engr: Sajid Yaqoob)  
Company Secretary MEPCO