

# MULTAN ELECTRIC POWER COMPANY

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No. 1927-51/Company Secy

Office of  
The Company Secretary

Dated: 11-03-2021

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

**Sub:- MINUTES OF 170<sup>TH</sup> BOD MEETING HELD ON 05-03-2021.**

Enclosed please find herewith Minutes of 170<sup>th</sup> BOD Meeting held on **05-03-2021, (Friday) at 02:00 PM in Board's Meeting Room MEPCO H/Q Khanewal Road Multan,** for information and necessary action please.

**DA/as above**

  
**COMPANY SECRETARY MEPCO**

Copy to:-

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

# **MULTAN ELECTRIC POWER COMPANY**

## **MINUTES OF 170<sup>TH</sup> BOD MEETING, HELD ON 05.03.2021 (FRIDAY) AT 02:00 PM IN BOARD'S MEETING ROOM, MEPCO HEAD QUARTER KHANEWAL ROAD MULTAN.**

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

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

- |                                    |                  |
|------------------------------------|------------------|
| 1. Mr. Ali Muhammad                | Finance Director |
| 2. Mr. Nasar Hayat Maken           | D.G (HR & Admin) |
| 3. Mr. Waqas Masood Amjad Chughtai | Director (HRM)   |

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

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

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

### **AGENDA ITEM NO. 1**

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

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

### **AGENDA ITEM NO. 2**

#### **To consider and confirm the minutes of the 167<sup>th</sup> BOD Meeting held on 15.02.2021, 168<sup>th</sup> BOD Meeting held on 19.02.2021 and 169<sup>th</sup> BOD Meeting held on 28.02.2021.**

Company Secretary apprised that the minutes of the 167th BOD Meeting held on 15.02.2021, 168th BOD Meeting held on 19.02.2021 and 169th BOD Meeting held on 28.02.2021 dully endorsed by the Chairman BOD were circulated among all Board Members. The Chairman BOD invited the attention of all Members for offering any reservation(s)/comments(s) regarding approval of the minutes.

#### **Resolution**

**170-BOD-R1** There being no objection from the house, **RESOLVED** that the minutes of the 167th BOD Meeting held on 15.02.2021, 168th BOD Meeting held on 19.02.2021 and 169th BOD Meeting held on 28.02.2021 be and is hereby confirmed as true record of the proceedings of the meeting.

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

#### **To deliberate upon Ministry of Energy (Power Division) vide letter No. 4(01/2018-DISCOs dated: 03-03-2021.**

The agenda was presented by Company Secretary MEPCO apprising the Board that during the scrutiny of applications received for the post of Chief Executive Officer, MEPCO, the 'Senior Management Experience' of the candidates was termed as in a position which is directly reported to Chairman/MD/CEO/President or Equivalent. The whole exercise was based on this guideline

provided by the HR Committee of the Board. Now, Muhammad Asad Saleem, Section Officer DISCOs, Ministry of Energy (Power Division) vide letter No. 4(01/2018-DISCOs dated: 03-03-2021 has issued a clarification regarding Senior Management Experience.

In the light of above mentioned clarification received from Ministry of Energy (Power Division), revised working has been carried out and found that additional 08 Nos. candidates fall in the eligibility list. Following documents were presented to members:-

1. Copy of approved SOP.
2. Summary of qualification and experience of all eligible candidates
3. List of additional 08 Nos. additional eligible candidates.
4. Score sheet for relative ranking of the additional eligible candidates.

Keeping in view of above scenario, the Members are requested to advise future course of action to proceed further in this matter.

One of the Members recalled that a letter was also written to Director HR to clarify the senior management experience of two candidates namely, Mr. Iqbal Ahmad and Syed Naveed ur Rehman Shah who had mentioned that they are working as General Manager and Sr. General Manager respectively. The Members were informed about the contents of the letter received from Syed Kamran Hussain, DGM People Services. The members discussed the letter at length whether the candidates fulfill the criteria of senior management experience.

One of the Members informed the Board that same matter was discussed at Board level of IESCO wherein it has been learnt that GM and Sr. GM is equivalent to BPS-18 or BPS-19 of Government Sector.

Based on available information, collective understanding of the organizational and operational structure of K-Electric and understanding developed by the input of one of Members, Members were of unanimous view that General Manager or Sr. General Manager at K-Electric is not a senior level position. Moreover, it was also discussed that this can go against Ministry's directive and can potentially open up claim for SEs to be considered for Senior Management Experience.

As far as the clarification received from Ministry is concerned, Members considered Ministry of Energy (Power Division) letter No. 4(01)/2018-DISCOs dated: 03-03-2021 wherein the Senior Management Experience has been clarified hereunder:-

***“If the applicant possesses experience of working in Public Sector or Public Sector Company, his experience in a position of BS-20 or equivalent to BS-20 whether on substantive basis or on additional charge or acting charge or current charge or look after basis or upgraded to BS-20, shall qualify as Senior Management Experience.”***

After thorough deliberation, the Members observed that clarification received from the Ministry of Energy Power Division regarding the “Senior Management Experience” is not contradictory to the eligibility criteria advertised for the recruitment of CEO. Board members further observed that the experience requirements advertised did not put any bar on any individual working in the Public Sector or Public Sector Company in a position of BS-20 or equivalent to BS-20 whether on a substantive basis or on additional charge or acting charge or current charge or look after basis or upgraded to BS-20 to apply for the subject post.

It was only a matter to be considered in short listing the candidates to determine their eligibility based on Senior Management Experience. The Members had a consensus to consider the endorsed clarification received from the Ministry while short listing the candidates for interview. The Members were of the view that the opportunity should be given to all the candidates falling in that ambit. Members also agreed to amend the Senior Management Experience defined in Board's approved SOP by incorporating Ministry's clarification.

The Scrutiny Committee informed the Board that necessary spade work has been carried out in the light of above mentioned clarification and it has been found that 8 No. candidates fulfill the aforementioned clarification of Senior Management Experience.

One of members opined that HR Committee of Board should be directed to hold the interview of additional eligible candidates on the date fixed with the consent of Members of Board. All members agreed with proposal.

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

#### **Resolution**

**170-BOD-R2 RESOLVED** that there is no from the existing terms and conditions specified in the advertisement for recruitment of CEO and it is only a matter of short listing of the candidates to determine their eligibility based on Senior Management Experience clarification with regards to the applicants from the government owned power companies, Therefore board **RESOLVED** that approval for incorporation of the clarification received from the Ministry vide Ministry of Energy (Power Division) letter No. 4(01)/2018-DISCOs dated: 03-03-2021, is hereby accorded.

**FURTHER RESOLVED** that approval to elaborate the definition of Senior Management Experience in Board's approved SOP with Ministry's clarification is hereby accorded and be read in the SOP section **D Clause d (ii)** as follows:

“Worked on a Position directly reporting to the CEO, GM/Executive Director/ Adviser/Chief Engineer/Director/Chief Operating Officer (COO) or Equivalent. In case of applicants who worked in the government owned power companies, in a position of BS-20 or equivalent to BS-20 whether on a substantive basis or on additional charge or acting charge or current charge or look after basis or upgraded to BS-20 will be considered senior management experience (2 points).”

**170-BOD-D1** HR Committee of Board is hereby directed to complete interview process of 8 candidates who are Senior Management Experience and give its recommendations to Board for its consideration. Date and venue for holding the interviews should be fixed with the consent of Members of HR Committee.

**170-BOD-R3** Since the clarification has been received subsequent to holding of 169<sup>th</sup> Board meeting and board has directed HR Committee to conduct interview process of 8 candidates who are found eligible based on the clarification received from the Ministry of Energy (Power Division); **RESOLVED** that the Minutes of 169<sup>th</sup> Meeting must be read in conjunction with Minutes of 170<sup>th</sup> Meeting.

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

##### **Approval for Special Additional Remuneration for Chief Executive Officer (CEO Allowance).**

The agenda was presented by D.G (HR & Admn) apprising the Board that the case was presented in 24<sup>th</sup> HR Committee Meeting held on 06.02.2021. He intimated that in compliance of Ministry of Energy (Power Division), Govt. of Pakistan, Islamabad office order No. 5(2)/2018-DISCOs dated 07.01.2021, Mr. Ikram-ul-Haq, General Manager has assumed the charge of the post of CEO MEPCO on 15.01.2021 (FN). MEPCO BOD has also ratified his appointment as CEO MEPCO in its 166<sup>th</sup> minutes of meeting held on 13.01.2021 against agenda item No. 7 (d) notified by Company Secretary vide letter No. 555-79 dated 21.01.2021. He is drawing the salary of Government Employee, as per his entitlement and as admissible to a officer in BPS-21. He is not being paid any additional remuneration / special allowance for leading a complex Public Sector Entity i.e. MEPCO.

Moreover, his remuneration / allowances have been decreased on his transfer / posting from PEPCO to MEPCO being his parent company. MEPCO is one of the largest Power Distribution Company in the country operating exclusively in 13 administrative districts of southern Punjab i.e. Multan, Muzaffargarh, Layyah, D.G. Khan, Rajanpur, Lodhran, Bahawalpur, R.Y. Khan, Khanewal, Sahiwal, Pakpattan, Vehari, Bahawalnagar and having 9 Nos. Operation Circles. The service territory of the Company is mostly rural having more than 6.89 Million consumers and HT Line 78849.481-KM & LT Line 50161.046-KM. For better management and monitoring of field formations as well as chairing of different meetings, CEO MEPCO has to visit Circles / Divisions including far-flung areas of MEPCO jurisdiction. Being Head of the organization the CEO, MEPCO assumes tremendous responsibility for success or failure of the whole organization as he is responsible for every section of MEPCO i.e. Technical, Finance, Commercial, HR and IT as well as ensuring un-interrupted power supply falling within MEPCO's Jurisdiction. MEPCO BOD in its 144<sup>th</sup> & 166<sup>th</sup> meetings held on 28.02.2019 and 13.01.2021 allowed special additional remuneration Rs. 1,00,000/- per month to Mr. Tahir Mehmood & Mr. Mohsin Raza Khan the then CEOs MEPCO vide this office order dated 05.03.2019 and dated 28.01.2021. CEOs of other DISCOs are also drawing special remuneration. Whereas, CEO FESCO and LESCO are drawing allowance @ Rs. 175000/- per month.

Board was requested to accord approval for grant of special additional allowance Rs. 100,000/ per month to Mr. Ikram-ul-Haq, Chief Executive Officer MEPCO w.e.f. 15.01.2021 (i.e. the date when he assumed the charge of the post).

The Board resolved as follows.

#### **Resolution**

**170-BOD-R4 RESOLVED** that considering the request of D.G (HR & Admn) and recommendations of HR Committee, approval for grant of Special additional allowance Rs. 100000/ per month to Mr. Ikram-ul-Haq, Chief Executive Officer MEPCO w.e.f. 15.01.2021 (i.e. the date when he assumed the charge of the post).

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

- a) No material information has been withheld and the working papers represent all the facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) 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/officers 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