

MULTAN ELECTRIC POWER COMPANY

No. 1177-95 /Company Secy:

Dated 14-2-23

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 (Budget), Govt of Pakistan
Finance Division Islamabad.
5. Muhammad Ajmal Bhatti,
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. Mr. Khurram Mushtaq,
House No. 373, overseas B extension,
Bahria Town, Lahore.
9. Mr. Asghar Leghari
12-B-2, Off Zafar Ali Road, Gulberg V,
Lahore.
10. Mian Shahid Iqbal,
Rehman Villas, Bohar Gate Model Town B,
Multan Road, Camp Office, Governor
House, Bahawalpur.
11. Mr. Amad ud Din,
129 Model Town A, Khanpur, District
Rahimyar Khan.
12. Muhammad Jabir,
House No. 2, Street No. 2, Eden Palace
Villas, Raiwand Road, Opposite Etehad
Town, Lahore.
13. Rana Yasir Rauf,
House No. 315, F1 Block, Johar Town,
Lahore.

Sub:- MINUTES OF 196TH BOARD MEETING HELD ON 02-02-2023.

Enclosed please find herewith Minutes of 196th BOD Meeting held on 02-02-2023 (Thursday) at 02:00 PM in Board's Meeting Room MEPCO H/Qs Khanewal Road Multan, for kind information and necessary action please.

DA/as above


COMPANY SECRETARY MEPCO

CC:-

1. Finance Director, MEPCO Ltd Multan.
2. All D.Gs under MEPCO Ltd Multan.
3. All G.Ms under MEPCO Ltd Multan.
4. All Chief Engineers under MEPCO Ltd Multan.
5. All Managers / Directors MEPCO HQs Multan.
6. The Staff Officer to CEO MEPCO H/Q Multan.

} For kind information and further necessary action please.

Meeting Date: 02-02-2023

Meeting Time: 02:00 PM

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

In attendance:

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

Following MEPCO officers attended the Meeting on call.

- | | | |
|----|---------------------------------|----------------------|
| 1. | Engr. Jam Gul Muhammad Zahid | General Manager (CS) |
| 2. | Mian Ansar Mahmood | Finance Director |
| 3. | Engr. Noor-ul-Hassan | Chief Engineer (P&E) |
| 4. | Mr. Khalid Mehmood | D.G (HR & Admin) |
| 5. | Mr. Waqas Masood Amjad Chughtai | Director (HRM) |
| 6. | Mr. Farrukh Javed Ghumman | Director (Transport) |


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.

At the very outset of the discussion, the Company Secretary informed the members regarding demise of the father of Mian Shahid Iqbal, Director, recently. All members offered their condolences and prayed for the departed soul. Mian Shahid Iqbal thanked all members for their consolation.

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 Company Secretary informed the Board that Muhammad Ajmal Bhatti has expressed his inability to attend the Board meeting.

After due consideration, it was resolved that leave of absence from 196th meeting of Board of Directors be and is hereby granted to Muhammad Ajmal Bhatti who had requested for the same. 

Agenda item-2

To consider and confirm the minutes of the 195th BOD Meeting held on 12-01-2023.

Company Secretary apprised that the minutes of 195th BOD meeting held on 12-01-2023 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, recommendations & directions of the Committee. 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 and the following resolution was passed unanimously.

Resolution

196-BOD-R1 There being no objection from the house, **RESOVLED** that the minutes of 195th BOD meeting held on 12-01-2023 be and is hereby confirmed as true record of the proceedings of the meeting.

Agenda item-3

To consider the matter regarding appointment for the post of Chief Executive Officer MEPCO.

Proceedings:

With permission of the Chair, Company Secretary apprised the members that in compliance of Ministry of Energy (Power Division) letter No. 06(02)/2021-DISCOs-II dated: 18-11-2021 and the provision of the "Public Sector Companies (Corporate Governance) Rules, 2013" regarding the appointment of a regular Chief Executive Officer, the process was carried out to shortlist the panel of three (03) nominees for the said post duly recommended by the MEPCO Board of Directors, succeeding a transparent recruitment process. Upon receipt of Ministry of Energy (Power Division) letter No. 06(02)/2021-DISCOs-II dated: 18-11-2021, an Advertisement for the post of Chief Executive Officer was published in Newspapers on 06-12-2021 after approval of Board. The last date for submission of applications was 20.12.2021.

While intimating the members about the process carried out, he informed that in response to the advertisement, the Scrutiny Committee scrutinized the received 24 No. applications as per terms and conditions of the advertisement. After scrutiny of applications, 15 No. applicants were found eligible. The interview of 13 No. eligible candidates was conducted by the Board as 2 No. candidates were absent. The Members evaluated each candidate based on the candidate's response to the questions asked by the Board. On the basis of maximum marks attained amongst (13) candidates, the Board shortlisted the panel of three (3) candidates for further submission to the Ministry of Energy (Power Division) for appointment of Chief Executive Officer MEPCO. The same was submitted to the Ministry of Energy (Power Division) on 13-01-2022. During the process, various writ petitions were filed by different parties to stop the process of appointment of CEO MEPCO. The same were perused vigorously in the best interest of the department and all stay orders were got vacated. The status was intimated to Ministry of Energy (Power Division) accordingly vide letter dated: 05-04-2022.

Continuing with his briefing, he stated that in response, Ministry of Energy (Power Division) directed to carry out due diligence / pre-appointment scrutiny of selected candidates from NADRA, FBR, FIA, NAB, SECP and SBP. The same has been completed and intimated to Ministry of Energy (Power Division) vide letter dated: 24-11-2022. Now, a letter has been received from Ministry of Energy (Power Division) dated 18-01-2023 vide which it has been desired that the matter regarding appointment for the post of CEO MEPCO may be placed before the current BoD for endorsement.

The members analyzed each step of the process and credentials of three shortlisted candidates in detail. Based on the understanding that considerable time has been elapsed since start of the process and to attract the most suitable candidates from open market having ample knowledge of recent developments in power sector dynamics, the members agreed to recommend Ministry of Energy, being Competent Authority to accord its approval for cancellation of whole recruitment process by quashing the advertisement published on 20-12-2021 and initiation of the process afresh.

The Board unanimously resolved as follows.

Resolution

196-BOD-R2 In Compliance of Ministry's letter No. 06(02)/2018-DISCOs-II (Vol-II) Dated: 18-01-2023, **RESOLVED** that recommendations of MEPCO Board of Directors are hereby forwarded to Ministry of Energy, being Competent Authority to accord its approval for cancellation of whole recruitment process by quashing the advertisement published on 20-12-2021 and initiation of the process afresh.

Agenda item-4 Approval for TORs of Employees Grievances Committee.

Proceedings:

With permission of the Chair, Company Secretary apprised the members that BOD in its 193rd meeting, vide Agenda Item No. 4-h has accorded approval to constitute Employees Grievances Committee (Sub-Committee of Board) comprising upon 3 no. of Board members to consider the representations of MEPCO officers / officials on various issues and give its recommendations to HR & Nomination Committee. The TORs of Employees Grievances Committee were presented to Employees Grievances Committee during its 1st meeting held on 20-01-2023. TORs as finalized by Employees Grievance Committee were presented for Members' consideration.

At the very outset, the members of Employees Grievances Committee informed the members that lack of structured mechanism for timely disposal of employees' grievances has been strongly realized in the meeting. He intimated that D.G (HR & Admin) has been directed to present the prevailing SOP, Rules & Policies for handling the representations/requests/appeals of employees in next meeting so that the same can be thoroughly reviewed by the Committee for any amendments/improvements. Moreover, the recommendations of Committee should be presented directly to Board instead of HR & Nomination Committee with the reason that firstly, it is Sub-Committee of Board and secondly, two members of Committee including Chairman Employees Grievances Committee are not members of HR & Nomination Committee.

One of members was of the view that the need of another Sub-Committee in presence of HR & Nomination Committee does not seem reasonable. The HR & Nomination Committee has mandate of dealing with employees' grievances, therefore, any such representation should be considered in HR & Nomination Committee for appropriate recommendation. Some members agreed with the proposal while others argued against the proposal. The members against the proposal advocated that the existence of Committee is necessary keeping in view the gross discrepancies observed during Committee's first meeting. The members had exhaustive debate on the issue and after due deliberation agreed to defer the subjected matter and decided to review the recommendations of Committee in next HR & Nomination Committee meeting, wherein members of Employees Grievances Committee will be invited as well. Further course of action will be decided after the review of HR & Nomination Committee.

The Board resolved as follows.

Resolution

196-BOD-R3 RESOLVED that the subjected matter shall be discussed after review of the recommendations of Employees Grievances Committee by HR & Nomination Committee as noted above.

Agenda item-5

To consider the presentation upon MEPCO Vehicle Management Policy-2022, duly approved by Board.

Resolution

196-BOD-R4 RESOLVED that deliberation upon subjected matter is hereby deferred to next meeting.

Agenda item-6

Matters relating to HR & Nomination Committee

a

Approval for creation of post of Chief Engineer (CS) & abolishing of post of General Manager (CS) & Director General (Commercial).

Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding creation of the post of Chief Engineer (CS) & abolishing the post of General Manager (CS) & Director General (Commercial) was presented in 6th HR & Nomination Committee meeting wherein, the Committee has recommended the case to Board for approval of creation of post of Chief Engineer/Customer Service Director (CSD) by abolishing the existing posts of G.M (CS) & D.G (Commercial). The post of Chief Engineer/Customer Service Director (CSD) will be open for promotion and appointment for both cadres (engineer and commercial) depending upon the eligibility and availability. The necessary approval for amendment in promotion policy for the post of Chief Engineer/Customer Service Director (CSD) may be obtained from Board.

At the very outset, one of members stated that the post of D.G (Commercial) was rightly created to motivate commercial cadre officers by providing them an extra ladder up in the career. The wisdom behind creating the post of D.G (Commercial) was to safeguard the right to promotion of officers of Commercial Cadre who acquire the requisite skill set and expertise in the commercial business of the Company. He proposed that the post of D.G (Commercial) should remain intact. However, the post of G.M (CS) should remain flexible for both officers of G.M and C.E level which should be utilized based on availability.

While explaining about the back ground of the proposal, CEO informed that post of Chief Engineer/Customer Service Director (CSD) used to exist, however; the same seat was upgraded as General Manager for promotion purpose. After retirement of the incumbent, that seat was downgraded as Chief Engineer/CSD. He clarified that Commercial Directorate is being headed by Chief Engineer/CSD in majority of DISCOs except MEPCO and FESCO wherein it is being headed by General Manager. He proposed that MEPCO should also be in line with other DISCOs.

While advocating the presented proposal, one of members argued that many officers are being deprived of their legitimate right of promotion due to this arrangement. There are 6 Chief Engineers and 2 General Managers in other DISCOs, whereas; MEPCO has seats of 5 Chief Engineers and 3 General Managers. Both seats of G.M (CS) and D.G (Commercial) are lying vacant since long as the officers do not fulfill the criteria of promotion and are retired before being eligible. On the other hand, many officers have been retired due to absence of the post of Chief Engineer. At present, even

post of Director Commercial is vacant due to non availability of officer fulfilling the requisite criteria for the post. He asserted that previous nomenclature of posts which was enforced prior to the introduction of new MEPCO yardstick-2018 should be restored keeping in view above stated facts.

After detailed discussion and due diligence, the members agreed to endorse the recommendations of HR & Nomination Committee to the extent that post of D.G (Commercial) shall stand abolished. However, the post of G.M (CS) will be downgraded as Chief Engineer/Customer Service Director which will be open for promotion for both, Engineer and Commercial Cadres based on availability and eligibility.

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

Resolution

196-BOD-R5 **RESOLVED that** considering the request of D.G (HR & Admin) and the recommendations of HR & Nomination Committee, approval for downgrading the post of G.M (CS) to Chief Engineer/Customer Service Director (CSD) and abolishing the post of D.G (Commercial) is hereby accorded. The post of Chief Engineer/Customer Service Director (CSD) will be open for promotion and appointment for both cadres (engineer and commercial) depending upon the eligibility and availability of officers of respective cadres.

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.

b

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

Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding enhancement of in-house induction quota for MEPCO employees possessing degree of Engineering in (Electrical / Electronics) for the post of Jr. Engineers / SDOs was presented in 6th HR & Nomination Committee meeting wherein, the Committee has recommended the case to Board for approval to revise / enhance the in-house induction quota from 10% to 20% for the post of Jr. Engineers / SDOs for MEPCO Employees of all cadres possessing degree of Engineering in (Electrical/Electronics) from recognized University of HEC duly registered with PEC Pakistan, so that maximum eligible employees (Graduate Engineers) may be entertained accordingly. However, the employees possessing the degree will have to go through the test conducted by third party and in-house interview process on the analogy of process in vogue against open merit induction.

At the very outset, CEO informed the members that the Senate Standing Committee on Power in its minutes of meeting held on 02.01.2023 also recommended Power Division to write a letter to all DISCOs regarding the implementation of the recommendation of the committee. The Additional

Secretary Power Division assured the committee that compliance will be made before next committee meeting. The Ministry of Energy has also forwarded the minutes with the advice to take suitable action in the light of recommendations of the committee and has desired to furnish the report to Power Division.

Continuing with his briefing, he informed that at present there are 52 No. employees including Upper Technical Sub ordinate Staff having degree of B.Sc. (Electrical / Electronics) Engineering working in MEPCO. There are 37 No. posts of Juniors Engineers / SDOs under 10% in-house induction quota out of which 10 No. Junior Engineers / SDOs are already working and remaining 27 No. posts are lying vacant which are in-sufficient to entertain 55 No. employees (Graduate Engineers).

While advocating the presented proposal, one of the members argued that it is an international standard practice that multinational companies carry out internal hiring as part of its responsibility for career progression of employees. As soon as, a seat is vacant, the existing employees should be given an opportunity to compete for the post. The primary reason behind this practice is that existing employees are more tuned to the organizational culture and have ample experience and knowhow of issues of the organization. The same practice is being done in government organizations through fixing the quota for career progression. He proposed that members should approve the proposal. However, management must ensure that internal hiring process is competitive and transparent.

Participating into discussion, one of the members commented that proposed increase in quota is on higher side. He desired that a rational increase should be made enabling the young fresh engineers having fresh knowledge of their discipline to be recruited against the post of Junior Engineer/SDO. All other members agreed with the proposal and decided to enhance in-house induction quota from 10 to 15% for the post of Jr. Engineers / SDOs for MEPCO Employees possessing degree of Engineering in Electrical/Electronics. However, it was reiterated that the employees possessing the degree will have to go through the test conducted by third party and in-house interview process on the analogy of process being carried out against open merit induction.

After due consideration, the Board unanimously resolved as follows.

Resolution

196-BOD-R6 **RESOLVED** that considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval to revise / enhance in-house induction quota from 10% to 15% for the post of Jr. Engineers / SDOs for MEPCO Employees possessing degree of Engineering in Electrical/Electronics from recognized University of HEC duly registered with PEC Pakistan is hereby accorded. However, the employees possessing the degree will have to go through the test conducted by third party and in-house interview process, on the analogy of process in vogue against open merit induction.

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

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

c **Approval for enhancement of quota from 10% to 20% of ALM/LM-II/ LM-I for induction / promotion to the rank of LS-II on the basis of 03-years Poly Technic Diploma in the respective discipline.**

Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding enhancement of quota from 10% to 20% of ALM/LM-II/ LM-I for induction / promotion to the rank of LS-II on the basis of 03-years Poly Technic Diploma in the respective discipline was presented in 6th HR & Nomination Committee meeting wherein, the Committee has recommended the case to Board for approval to revise the quota allocated for the post of LS-II as proposed above. The Service Rules for the post of LS-II will stand amended to the above effect.

The members deliberated upon the matter at length and similar observations were made as recorded against Agenda Item No. 6-b. After due consideration, the Board unanimously resolved as follows.

Resolution

196-BOD-R7 **RESOLVED** that considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval to revise the quota allocated for the post of LS-II as under is hereby accorded:-

Existing Quota for LS-II		Proposed Quota for LS-II	
Direct Induction for Open Market	45%	Direct Induction for Open Market	50%
LM-I (Matriculate)	32%	LM-I (Matriculate)	32%
LM-I (Non-Matriculate)	13%	LM-I (Non-Matriculate)	03%
Induction for ALM Higher Qualification DAE (Electrical / Electronics)	5%	Induction for ALM Higher Qualification DAE (Electrical / Electronics)	10%
Induction for LM-II Higher Qualification DAE (Electrical / Electronics)	3%	Induction for LM-II Higher Qualification DAE (Electrical / Electronics)	3%
Induction for LM-I Higher Qualification DAE (Electrical / Electronics)	2%	Induction for LM-I Higher Qualification DAE (Electrical / Electronics)	2%

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

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

d **Approval for creation of posts in MEPCO Environment and Social Safeguard Section under Chief Engineer Development (PMU).**

Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding creation of posts in MEPCO Environment and Social Safeguard Section under

Chief Engineer Development (PMU) was presented in 6th HR & Nomination Committee meeting wherein, the Committee has recommended the case to Board for approval as under, subject to concurrence of Ministry of Energy (Power Division), Islamabad:-

- i. Creation of below mentioned 08 No. new posts in MEPCO Environment & Safe Guard Office under Chief Engineer (Development) PMU:-

Sr. No.	Name of Post	BPS	No. of posts proposed
1.	Manager (E&S)	19	1
2.	Assistant Manager (Gender Specialist)	17	1
3.	Land Acquisition Collector	16	1
4.	Steno-I/Computer Operator	16	1
5.	Office Assistant	15	1
6.	Junior Clerk / LDC	09	1
7.	Driver	08	1
8.	Naib Qasid	01	1
Total			8

- ii. To carry out the recruitment against aforementioned 08 No. newly created posts. However, the proposed posts will be merely project based and not permanent one. The requirement of these posts will be assessed again after completion of these projects.

One of members recorded his observations that whenever any post is fixed against BPS, it is considered to be a permanent post and creates legal complications in future. He proposed that specific post should always be mentioned as equivalent to respective BPS for pay fixation ensuring that they are not being recruited against a BPS post. Moreover, the requirement against posts from Sr. No. 4 to 8 should be catered from available strength. All other members agreed with the proposal.

After due consideration, the Board unanimously resolved as follows.

Resolution

196-BOD-R8 RESOLVED that considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for the following is hereby accorded, subject to concurrence of Ministry of Energy (Power Division), Islamabad:-

- i. Creation of below mentioned 03 No. new posts in MEPCO Environment & Safe Guard Office under Chief Engineer (Development) PMU:-

Sr. No.	Name of Post	Equivalent to BPS	No. of posts proposed
1.	Manager (E&S)	19	1
2.	Assistant Manager (Gender Specialist)	17	1
3.	Land Acquisition Collector	16	1
Total			3

- ii. To carry out the recruitment against aforementioned 03 No. newly created posts. However, the proposed posts will be merely project based and not permanent one. The requirement of these posts will be assessed again by Competent Authority after completion of these projects.

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

- a) No material information has been withheld and the working papers represent all facts of the case.

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

e To consider the request for grant of deputation under MEPCO in respect of Mst. Asia Summer, Jr. Engineer FESCO & Abdul Khaliq, Assistant Audit Officer (BPS-17).

Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding request for grant of deputation under MEPCO in respect of Mst. Asia Summer, Jr. Engineer FESCO & Abdul Khaliq, Assistant Audit Officer (BPS-17) was presented in 6th HR & Nomination Committee meeting wherein, the Committee has recommended the case to Board for approval.

Upon query of one of members, D.G (HR & Admin) confirmed that subjected proposal is in line with prevailing rules/regulations and policy in vogue. The honorable member desired that management should also consider the request of officers seeking deputation in other DISCOs on merit. The management ensured compliance.

After due consideration, the Board unanimously resolved as follows.

Resolution

196-BOD-R9 **RESOLVED** that considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for grant of deputation to following officers in MEPCO for a period of 03 years subject to the condition that no deputation allowance will be allowed to them as NOCs have been issued at their own requests is hereby accorded.

- i. Mst. Asia Sumer, Jr. Engineer FESCO Faisalabad.
- ii. Mr. Abdul Khaliq Khalid, Assistant Audit Officer (BPS-17) office of Director General (Audit) Power, Lahore.

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

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

f To consider the order dated: 09.06.2022 passed by Hon'ble High Court Bench at Multan in Writ Petition No. 9389/2021 filed by Mr. Nouman Ali, Revenue Officer, etc. vs MEPCO etc.

g Approval for creation / re-designation of posts in MEPCO AMI Cell to rollout the Smart Metering Plan. *g*
h

h Approval for amendment in MEPCO Reward & Reprimand Policy.

i To consider the representation of Mr. Sohail Ahmed Bhatti, Manager (Forecasting).

Agenda item-7 Matters relating to Policy, Strategy, Market Reform & Risk Management Committee

a Approval for MEPCO licence application for electricity supply business.

Agenda item-8 Approval for grant of Honorarium / Bonus to staff working in the then Ministry of Water and Power, Government of Pakistan, Islamabad.

Agenda item-9 To review the compliance status on the directions issued by BOD during its 188th, 189th, 190th, 191st, 192nd, 193rd, 194th & 195th Meeting held on 05-08-2022, 17-08-2022, 14-09-2022, 06-10-2022, 14-10-2022, 25-11-2022 & 31-12-2022 & 12-01-2023.

Resolution

196-BOD-R11 RESOVLED that the subjected agendas are hereby deferred to next meeting due to time constraints.

Agenda item-10 Any Other Points.

a Approval for ratification of promotion case of Muhammad Arif Raja, from Jr. Engineer / SDO to Sr. Engineer / XEN (BPS-17 to BPS-18).

Proceedings:

With permission of the Chair, the agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding ratification of promotion case of Muhammad Arif Raja, from Jr. Engineer / SDO to Sr. Engineer / XEN (BPS-17 to BPS-18) was presented in 7th HR & Nomination Committee meeting wherein, the Committee has recommended the case to Board for approval.

Upon query of one of members, D.G (HR & Admin) confirmed that NAB has issued clarification with respect to the subjected officer and all requisites for promotion are complete in every aspect.

After due consideration, the Board unanimously resolved as follows.

Resolution

196-BOD-R12 RESOLVED that considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for ratification of proceedings/recommendations of promotion board held on 07.02.2022 in respect of Muhammad Arif Raja, from Jr. Engineer / SDO to Sr. Engineer / XEN (from BPS-17 to BPS-18) is hereby accorded with immediate effect.

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

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

b **Ratification of promotion board of Assistant Manager (Material Management) to Dy: Manager (Material Management) from BPS-17 to BPS-18.**

Proceedings:

With permission of the Chair, agenda was presented by D.G (HR & Admin). He informed the Board that matter regarding promotion board of Assistant Manager (Material Management) to Dy: Manager (Material Management) from BPS-17 to BPS-18 was presented in 7th HR & Nomination Committee meeting wherein, the Committee has recommended the case to Board for approval.

Upon query of one of members, D.G (HR & Admin) confirmed that no other senior officer will be affected with this ratification and all pre-requisites are complete in every aspect.

After due consideration, the Board unanimously resolved as follows.

Resolution

196-BOD-R13 RESOLVED that considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for ratification of the proceedings / recommendations of Promotion Board held on 08.04.2022 in respect of Assistant Manager (MM) to Dy: Manager (MM) from BPS-17 to BPS-18 is hereby accorded with immediate effect.

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

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

c **Approval for creation of new (Operation) Division Khan Garh & (Operation) Sub Divisions Wasenday Wali & Khan Pur Bagga Sher (Op) Circle M/Garh.**


d **To consider the request for deputation from FESCO to MEPCO in respect of Mr. Haroon Yaseen, SDO / Jr. Engineer FESCO.**

e **To consider the recommendations by Employees Grievances Committee in its 1st meeting held on 20.01.2023.**

Resolution

196-BOD-R14 RESOVLED that the subjected agendas are hereby deferred to next meeting due to time constraints.

The meeting ended with thanks to and from the chair.


(Engr. Sajid Yaqoob)
Company Secretary MEPCO