



MULTAN ELECTRIC POWER COMPANY

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No. 555-79 /Company Secy

Office of
The Company Secretary

Dated: 20-01-2021

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 166TH BOD MEETING HELD ON 13-01-2021.

Enclosed please find herewith Minutes of 166th BOD Meeting held on 13-01-2021, (Wednesday) at 11:00 AM in Board's Meeting Room, MEPCO HQ, 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 166TH BOD MEETING, HELD ON 13.01.2021 (WEDNESDAY) AT 11:00 AM
IN BOARD'S MEETING ROOM, MEPCO HEAD QUARTER KHANEWAL ROAD
MULTAN.**

- | | |
|----------------------------|-------------------------------|
| 1. Akhlaq Ahmad Syed | Chairman (Through Video Link) |
| 2. Mr. Mohsin Raza Khan | 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. Shafiq-ul-Hassan | General Manager (Tech) |
| 4. Mr. Waqas Masood Amjad Chughtai | Manager (HRM) |
| 5. Mr. Imran Mehmood | Director Procurement (Dist) |

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.

Before start of discussion of regular agenda of the meeting, it was noted that this BOD Meeting is last meeting of Mr. Mohsin Raza Khan CEO as he is going to attain the age of Superannuation on 14.01.2021. The Members appreciated the commendable performance of Mr. Mohsin during his tenure as CEO MEPCO. The members commented that the officer has played a pivotal role and extended untiring efforts for betterment of the company. The officer has always played a meritorious role as CEO with his professional knowledge, unique expertise and dedicated commitment. The Board Members expressed best wishes for Mr. Mohsin Raza Khan for his retired life and future assignments.

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 165th BOD Meeting held on 31.12.2020.

Company Secretary apprised that the Minutes of 165th BOD Meeting held on 31.12.2020 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.

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Resolution

166-BOD-R1 There being no objection from the house, **RESOLVED** that the Minutes of 165th BOD Meeting held on 31.12.2020 be and is hereby confirmed as true record of the proceedings of the meeting.

AGENDA ITEM NO. 3

To consider and confirm Circular Resolution No. 01 dated: 05.01.2021.

The Board was apprised that the agenda was presented by Company Secretary MEPCO that the matter regarding transfer / allotment of state land for proposed 132 kv grid station Musa Virk Tehsil Mian Channu District Khanewal in the name of MEPCO was presented to the Members of the Board. After considering the matter, the Board passed the below detailed Circular Resolution reproduced as follows:

“RESOLVED THAT that considering the request of Chief Engineer (Dev) PMU, the recommendations of Procurement Committee of the Board, approval for purchase of state land in Chak No.112/15-L measuring land 48-Kanal amounting to Rs.17400500.00 (Cost of land + 10% surcharge + 6% Transfer fee and taxes) for construction of proposed 132 KV Grid Station Musa Virk Tehsil Mian Channu District Khanewal is hereby accorded”.

The members were requested to consider the above proposed resolution. Board considered the case and resolved as follows.

Resolution

166-BOD-R2 **RESOLVED** that the above Circular Resolution No. 01 dated: 05.01.2021 approved in circulation is hereby confirmed.

AGENDA ITEM NO. 4

Approval for nomination of Mr. Salah ud Din, President Multan Chamber of Commerce as member of Risk Management Committee of the Board and Mr. Javed Iqbal Khan, Joint Secretary (Budget) Finance Division as member of Risk Management Committee & HR Committee of the Board.

The agenda was presented by Company Secretary MEPCO that Mr. Salah Ud Din is acting as Director of MEPCO Board in the capacity of Ex- Officio Member as President Multan Chamber of Commerce and Industry. He was nominated as member of Audit & Finance Committee and HR Committee of the Board in 163rd BOD meeting held on 27.10.2020 vide Agenda Resolution No. 163-BOD-R2. Now, the member has shown his consent to act as member of Risk Management Committee of the Board. The Board is further requested to accord its approval for nomination of Mr. Salah Ud Din as member of Risk Management Committee of the Board.

Furthermore, Mr. Javed Iqbal Khan, Joint Secretary (Budget) Finance Division acting as Non-Executive Director of MEPCO Board. He was nominated as member of Audit & Finance Committee of the Board in 164th BOD meeting held on 18.12.2020 vide Agenda Resolution No. 164-BOD-R2. Now the member has shown his consent to act as member of Risk Management Committee & HR Committee of the Board. The Board is further requested to accord its approval for nomination of Mr. Javed Iqbal Khan as member of Risk Management Committee & HR Committee of the Board for the remainder of the term.

The Board resolved as follows.

Resolution

166-BOD-R3 **Resolved** that approval for nomination of Mr. Salah Ud Din President Multan Chamber of Commerce as member of Risk Management Committee of the Board and Mr. Javed Iqbal Khan, Joint Secretary (Budget) Finance Division as member of Risk Management Committee & HR Committee of the Board is hereby accorded. The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working paper represents all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) That there is no conflict of interest of any member/officer of the MEPCO.
- d) The case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- e) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

AGENDA ITEM NO.5

Matters relating to HR Committee.

i) Approval for absorption of Syed Waqar Abbas Dy: Manager (HR&A) in MEPCO.

The agenda was presented by D.G (HR & Admn) apprising the Board that the case was presented in 22nd HR Committee Meeting held on 30.12.2020. He intimated that Syed Waqar Abbas, Dy: Manager (HR&A) presently working as Dy: Director (Enquiries) MEPCO H/Qs Multan has requested for his permanent absorption from NTDC to MEPCO. Previously, MEPCO issued NOC for transfer of the officer from NTDC to MEPCO and also expressed its willingness for absorption of the officer in MEPCO subject to his satisfactory performance. NTDC, also issued NOC for permanent absorption of the officer in MEPCO.

However, initially the officer was granted two years of deputation with MEPCO vide Office Order No. 16153-64 dated 19-12-2018 and he reported his arrival in MEPCO on 24-12-2018, which is going to expire on 23-12-2020. After expiry of the above deputation period of the officer, this office requested NTDC to extend the deputation period of the officer as his services are still required in MEPCO. The officer has also requested for his permanent absorption in MEPCO. The Civil Establishment Code Chapter 8.4 (iv), states that absorption of deputationist will be dealt with as under:-

In case a deputationist is proposed to be absorbed permanently in the borrowing office, such a proposal with the written consent or request of the deputationist, shall be made by the borrowing office to the lending office (or a parent office of the deputationist which shall conveyed in its decision.

In above case the officer has given his request for his absorption in MEPCO besides, his parent department has also issued NOC for his permanent absorption in MEPCO, therefore, conditions necessary for absorption of the officer are satisfied. Moreover, the above Clause of Civil Establishment Code has not specified any other criteria / specific period necessary for permanent absorption of the deputationist.

WAPDA deputation policy states:-

After five years of deputation, the borrowing agency / department shall be advised within reasonable time to arrange for absorption of the deputationist provided he also opts so, and the lien with WAPDA shall be terminated. If he is unwilling to do so the deputationist will be in variably repatriated.

However, the above clause does not apply on the instant case as the above clause states that, deputation period cannot be extended in any case beyond 5 x years, after 5 x years they will have to repatriated to their parent department or if they consent, then they will have to be absorbed in borrowing organization subject to provision of NOC of both the organizations.

In the above case since, both the organizations i.e. MEPCO / NTDC have already issued NOCs in favour of the officer and he himself has consented in writing owing to the reasons mentioned above, therefore, his case for his permanent absorption in MEPCO merits consideration. Moreover, there are many other examples available for absorptions of Officers/officials in MEPCO and other DISCOs.



Elaborating about the performance of the officer, DG (HR & Admin) since his arrival in MEPCO, the officer has shown good performance while working as Dy: Director (Enquiries) with integrity and dedication and has proved a valuable asset for the Company. Therefore, his request for permanent absorption in MEPCO merits consideration, as his services are essentially required in MEPCO in the interest of the Company's work.

It was further apprised that the case for the permanent absorption of the officer was presented before HR Committee during its 22nd Meeting held on 30-12-2020, wherein the committee recommended the case for Board's approval with directions to provide one page profile of the officer for presenting the case to the Board. DG (HR & Admin) apprised the Board that the compliance has been made and the same is attached with working paper for member's consideration.

The Board resolved as follows.

Resolution

166-BOD-R4 RESOLVED that considering the request of D.G (HR & Admn) and recommendations of HR Committee, approval for permanent absorption of Syed Waqar Abbas, Dy: Director (HR&A) in MEPCO is hereby accorded from the date of office order of absorption in MEPCO of the officer (not from the date of arrival in MEPCO) in the light of Civil Establishment Code clarification mentioned in Chapter 8.4 (iv) as both the organization have issued NOCs against the vacant post of Dy: Director (HR&A) MEPCO. However, the officer will be placed at bottom of the Seniority list of respective cadre. Board further directed the management that the pension fund obligations as at the date of joining in MEPCO should immediately be billed and recovered from NTDC in accordance with the assessment made by the actuary.

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.

ii) Approval for creation of post of Assistant Company Secretary.

The agenda was presented by D.G (HR & Admn) apprising the Board that the case was presented in 22nd HR Committee Meeting held on 30.12.2020. He intimated that MEPCO Board of Directors has approved following yardstick for office of Company Secretary.

Sr. No.	BPS	Name of Post	Existing Yardstick	Proposed Yardstick
1	19	Company Secretary	0	1
2	16	Office Superintendent	0	1
3	16	Stenographer Grade-1	0	1
4	15	Commercial Assistant	0	2
5	9	Junior Clerk / Record Keeper	0	1
6	6	Driver	0	1
7	1	Naib Qasid	0	1
Total			0	8

It was also mentioned that the post of Company Secretary is of BPS-19 and no post of BPS-18 or BPS-17 has been sanctioned for Company Secretary Office. The office of Company Secretary has to deal with matters related to Board and Wafaqi Mohtasib cases of whole Company. Moreover, the post of Company Secretary is going to be advertised which will result in hiring of new incumbent from

open market on contract basis. In order to have a continuity of Board matters and to ensure smooth working of this office in future. Post of BPS-17 is required for the office of Company Secretary. Furthermore, the Post of Assistant Company Secretary also exists in the Organogram of Company Secretary Office IESCO & LESCO. The Case was put up before HR Committee of MEPCO BOD in its 22nd Meeting held on 30.12.2020 vide Agenda Item No. 6 vide which members agreed with proposal for creation of one post of Assistant Company Secretary in office of Company Secretary who will act as successor of Company Secretary. However, it was desired that this post should be flexible and can be of BPS-17 & 18 so that incumbent can be promoted in next scale on same post. Such provision is for career progression only so that if the incumbent of BPS-17 may be promoted in BPS-18 within the company secretariat.

The Board resolved as follows.

Resolution

166-BOD-R5 RESOLVED that considering the request of Company Secretary, D.G (HR & Admn) and the recommendations of HR Committee, approval for creation of the Post of Assistant Company Secretary (BPS-17/18) in the office of Company Secretary is hereby accorded so that when the incumbent serves as Assistant Secretary in BPS-17 gets sufficient experience on the job may be promoted in BPS-18 subject to the fulfillment of the prerequisites of the MEPCO promotion policy.

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.

AGENDA ITEM NO.6

Matters relating to Risk Management Committee.

i) Approval for new connection for load 1935.700 KW under tariff C-2 for Thalasemia & Bone Marrow transplant center at BVH Hostel Bahawalpur.

The agenda was presented by Chief Engineer (P&E) apprising the Board that the case was presented in 14th Risk Management Committee Meeting held on 09.01.2021. He intimated that the Principal QMC, BV Hospital Bahawalpur has resubmitted the case for new connection for load 1935.700KW in the name of Thalasemia & Bone Marrow Center at BVH Hospital Bahawalpur. This case is registered vide application # 22751 dated 12.10.2020. Earlier the case was submitted to P&E Directorate, MEPCO and dully processed. Demand Notice amounting Rs. 34,408,250/- (Material Cost), Rs. 4,026,256/- (Security for 1935.7KW), Rs. 198,900/- (Power Cable and etc) and Rs. 240,058/- (Installation, Testing, Commissioning and Labor charges), was issued vide letter # 4823-33 dated 06.11.2019. Due to deficiency/constraint of funds, administration of B.V Hospital, Bahawalpur, was not able to pay the demand notice. Now the case is re-submitted for new connection vide above letter. Accordingly re-survey and revised cost estimate for independent 11kv feeder have been prepared. The applied 1935.700KW load under Tariff C-2 will be energized through new proposed 11KV independent feeder by recovering the estimated cost. The new 11KV feeder will be energized from Power Transformer TR-1 (40MVA) and after simulating the applied 1935.700KW load (113Amps) the anticipated %age loading will be 74.85%. The newly constructed independent feeder will have length of 7.264 KM and will have voltage drop and power loss of 3.2% and 2.0% respectively. The

estimated cost of project is Rs. 39,762,000/-, and security amount to be deposited by the sponsor is Rs. 4,026,256/-.

The Board resolved as follows.

Resolution

166-BOD-R6 RESOLVED that considering the request of Chief Engineer (P&E) and recommendations of Risk Management Committee, approval of new connection with 1935.700 kw under tariff c-2 for Thalasemia & Bone marrow transplant center at BVH hospital Bahawalpur having estimated cost of Rs.39,762,000/- and security amount Rs. 4,026,256/- is hereby accorded.

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

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

ii) Approval for extension in load (2500 KW to 4950 KW) of M/S Fazal Rehman Fabrics Ltd. Khanewal Road Multan (A/C No. 30-15195-0848503).

The agenda was presented by Chief Engineer (P&E) apprising the Board that the case was presented in 14th Risk Management Committee Meeting held on 09.01.2021. He intimated that the Management of M/S Fazal Rehman Fabrics Ltd. applied for extension in load from 2500 KW to 4950 KW (2450 KW net extension) bearing A/C # 30-15195-0848503. This case is registered vide application # 606/MN/B-3/Ext dated 17.11.2020. Two connections, M/S Fazal Rehman Fabrics Ltd. having sanctioned load 2500 KW and Ahmed Fine Textile Mill (unit-2) having sanctioned load 2500 KW, both are running from 11KV Ahmed Fine Textile Mill (independent) feeder, emanating from Power Transformer T-1 at 132KV Grid Station Khanewal Road, Multan.

M/S Fazal Rehman Fabrics Ltd. has applied for extension of load from 2500 KW to 4950 KW (2450KW net extension). The said extension of load cannot be accommodated from existing feeder therefore, one new independent feeder double circuit (on cost deposit basis) for said connection is being proposed from T-2 power transformer, 132KV Grid Station Punjab Government Housing Society (PGHS), Multan. Resultantly, only 2500 KW of Ahmed Fine Textile Mill will continue to be fed from existing 11 KV feeder, Ahmed Fine Textile Mill (unit-2) emanating from 132KV Grid Station Khanewal Road, Multan. Revenue Officer (P) MEPCO S.R Alam vide letter # 20974-77 dated 30.11.2020 has intimated that Rs. 2,599,165/- is set aside on account of %age loss by audit in 5/2016. The matter is subjudiced in court of Electrical Inspector and NEPRA authority. Manager (Legal & General Affairs), Fazal Rehman Fabrics Limited has submitted vide Letter # FBR/Weaving/B3/MEPCO/G dated 27.11.2020 that the said matter is under trial in Electrical Inspector and NEPRA and he will be liable to pay the said amount on the decision from the concern authority. Technical parameters of the proposal were intimated to the Board.

The Board resolved as follows.

Resolution

166-BOD-R7 RESOLVED that considering the request of Chief Engineer (P&E) and recommendations of Risk Management Committee, approval of the Extension in load (2500KW to 4950KW) of M/S Fazal Rehman Fabrics Ltd. Khanewal road Multan (A/C # 30-15195-0848503) with the estimated capital cost Rs. 78,132,401/- and Security amount/Bank Guarantee of Rs. 7,301,000/- is hereby accorded.

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



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

AGENDA ITEM NO.7

Any other point with the permission of the chair.

a) Approval for establishment of Market Implementation and Regulatory Affairs Department (MIRAD), structure of MEPCO envisaged under CTBCM implementation roadmap.

The agenda was presented by D.G (HR & Admn) apprising the Board that the case was presented in 23rd HR Committee Meeting held on 09.01.2021. He intimated that Distribution companies around the world are well-augmented with the necessary infrastructure and dedicated staff to perform efficient market operations within the competitive electricity markets. Similarly, the XW-DISCOs are required to have dedicated staff with specialized knowledge and competency to inter alia administer the bilateral contracts portfolio, manage the regulatory affairs pertaining to competitive markets and efficiently perform requisite market operations required in the competitive regime. Furthermore, it is also inevitable for DISCOs to perform short and medium-term demand forecasting accurately in power market envisaged for Pakistan. To complement this important requirement, a dedicated department to act as an interface between the DISCOs and the Competitive Trading Bilateral Contracts Market (CTBCM) has been envisaged in the CTBCM Implementation Roadmap. Creation of this dedicated market department is also part of the CTBCM Detailed Implementation Plans submitted by MEPCO to NEPRA. This department will initially assist DISCOs in implementation of CTBCM planned activities of DISCOs and later perform competitive market related functions of DISCOs as envisaged in the approved plan. This department will become a dedicated central interface between DISCOs and the competitive electricity market equipped with staff having specialized knowledge and competency and supported by necessary infrastructure to first implement and then administer the market operations including bilateral contracts portfolio management, short and medium term, demand forecasting, transmission planning, and overseeing legal and regulatory affairs. To help DISCOs in this activity, CPPA-G being central facilitator, arranged consultative sessions for DISCOs in Dec 2019 and Feb 2020 wherein DISCOs had detailed joint deliberations on the suitable structure of the subject department. Consequently, DISCOs jointly prepared in consultation with CPPA and its international consultants, a proposal encapsulating structure of the department titled as "Market Implementation and Regulatory Affairs Department (MIRAD)" to be created within each DISCO before the start of CTBCM. The proposal has been endorsed by the Ministry of Energy (Power Division) vide letter No. PF No. PF-05(04)/2012 dated December 1, 2020 vide which MoE (PD) directed PEPCO to forward the proposed structure to MEPCO BoDs for approval of staffing and respective perks & privileges. Consequently, PEPCO has forwarded the structure endorsed by MoE (PD) vide letter dated December 9, 2020 to the BoDs of the DISCOs for approval and implementation of the same.

While briefing about the structure of MIRAD, he briefed that MIRAD has 20 managerial positions of different cadres ranging from BPS-20 to BPS-17. Out of 20 positions, 09 Positions already exist in various quarters under the current sanctioned strength while 11 Positions are new and required to be created exclusively under MIRAD. The details pertaining to the existing positions and new positions were apprised to the Board.

In view of the above submissions, Board requested to grant approval of the following:

- The complete structure of 20 posts of MIRAD already endorsed by MoE (PD) and PEPCO.



- Relocation / Transfer and Re-designation of existing 09 positions (mentioned under Para-06) to the MIRAD after which the existing positions will stand abolished.
- Creation of 11 new positions (mentioned under Para-07) under MIRAD.
- Head of MIRAD/Newly created positions of MIRAD to be hired from Market following open competitive recruitment process, in which DISCOs personals can also apply.
- The selection process will be carried out by a selection committee comprising representatives from MEPCO, Academia and CPPA to conduct interviews and complete selection of newly created positions.

The Board resolved as follows.

Resolution

166-BOD-R8 RESOLVED that considering the request of D.G (HR & Admn) and recommendations of HR Committee, approval for the following is hereby accorded:-

- The complete structure of 20 posts of MIRAD as recommended by MoE (PD) and PEPCO.
- Relocate / Transfer of existing 09 positions (mentioned under Para-06) to other departments after which the the subject 09 positions will stand abolished.
- Creation of 20 new positions under MIRAD.
- Head of MIRAD/Newly created positions of MIRAD to be hired from Market following open competitive recruitment process, in which DISCOs personals can also apply.
- Nine (9) positions will be filled through internal recruitment from the MEPCO officers through competitive process.


Sr. No	Positions	No. of Positions
1	Manager (Contracts Management & Regulatory Affairs)	1
2	Deputy Manager (Contracts Management.	1
3	Assistant Manager (Contracts Management.	2
4	Deputy Manager (Regulatory Affairs)	1
5	Assistant Manager (Regulatory Affairs)	1
6	Assistant Manager (Demand Forecasting)	1
7	Deputy Manager (Transmission Planning)	1
8	Assistant Manager (Transmission Planning)	1
	Total	9

- 11 Positions will be filled from the market.

Sr. No	Positions	No. of Positions
1	Director General/General Manager/Chief Engineer (MIRAD)	1
2	Manager (Legal/Contracts)	1
3	Deputy Manager (Legal/Contracts)	1
4	Deputy Manager (Finance)	1
5	Assistant Manager (Finance)	2
6	Manager (Demand Forecasting)	1
7	Deputy Manager (Demand Forecasting)	1
8	Assistant Manager (Demand Forecasting)	1
9	Assistant Manager (Transmission Planning)	1
10	Assistant Manager (Admin)	1
	Total	11

- The selection process will be carried out by a selection committee comprising representatives from MEPCO, Academia and CPPA to conduct interviews and complete selection of newly created positions.

Direction

166-BOD-D1 Directed DG HR to present the SOP for recruitment and hiring process for these positions and seek Board approval since the positions equivalent to Grade 18 and above requires board approval. 

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

- a) No material information has been withheld and the working paper represents all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) That there is no conflict of interest of any member/officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- e) Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the Consequences.

b) Approval for ratification of proceedings of Promotion Boards of officers from BPS-17 to BPS-18.

Resolution

166-BOD-R9 RESOLVED that the above-mentioned agenda is referred back to HR Committee for due consideration and deliberation.

c) Approval for creation of 03 No. posts of Assistant Director (Admn).

The agenda was presented by D.G (HR &Admn) apprising the Board that the case was presented in 23rd HR Committee Meeting held on 09.01.2021. He intimated that MEPCO advertised 03 No. posts of Assistant Director (HR/Admn) vide advertisement dated 11.01.2015 but due to imposition of ban by the Government of Pakistan, the recruitment in DISCOs could not be finalized vide privatization commission of Pakistan vide letter dated 04.09.2015. Subsequently, critical requirement of staff including 09 No. posts of AD (HR/Admn) under direct recruitment quota for induction / recruitment was also sent to the PEPCO for approval vide letter dated 02.03.2020 but no response has been received yet from PEPCO / Ministry of Energy (GOP) Islamabad.


In present scenario, 24649 Nos. employees of different categories/cadres are sanctioned as per revised yardstick-2018 and presently 15919 Nos. employees are working in different formations under MEPCO. 19 Nos. post of Assistant Director Admn are sanctioned in different formations including all Operation Circles and PD construction for rapid disposal of Admn and HR matters of these employees. Keeping in view of work requirement, management realized that the post of Office Superintendents should be replaced with Assistant Director (Admn) under Managers M&T-I & II and PD GSC for proper office management, rapid disposal of HR/Admn matters and to resolve contractors issues at Circle level.

CEO MEPCO being Competent Authority in the light of book of financial powers, duly approved by MEPCO BOD under section-IX Clause-9.2 accorded its approval for creation of 3 No. posts of Assistant Director (Admn) in above mentioned formations vide office order No. 22-G/45485-91 dated 08.01.2021. Now these created 3 posts of Assistant Director (Admn) are required to be part of new yardstick by replacing / abolishing the existing posts of Office Superintendent in Circles formations i.e. Managers M&T-I & II and PD GSC directorate to cope with the requirement of work.

In view of above, MEPCO BOD is requested to accord approval regarding creation of 3 No. posts of Assistant Director (Admn) (BPS-17) of formations i.e. Managers M&T-I & II and PD GSC by abolishing the posts of Office Superintendent above formations.

The Board resolved as follows.

Resolution

166-BOD-R10 RESOLVED that considering the request of D.G (HR &Admn) and recommendations of HR Committee, approval for creation of 3 No. Posts of Assistant Director (Admn) BPS-17 in formations Regional Manager M&T-I, Regional Manager M&T-II and Project Director (GSC) by abolishing the posts of Office Superintendents is hereby accorded. 

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

- a) No material information has been withheld and the working paper represents all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) That there is no conflict of interest of any member/officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respect 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.

d) Approval for assign to look after the work of Chief Executive Officer MEPCO in favour of Mr. Ikram-ul-Haq, General Manager.

The agenda was presented by D.G (HR &Admn) apprising the Board that the case was presented in 23rd HR Committee Meeting held on 09.01.2021. He intimated that Mr. Ikram-ul-Haq, General Manager PEPCO, has been transferred as General Manager MEPCO and assigned to look after the day to day work of Chief Executive Officer MEPCO w.e.f. 15.01.2021 and until further orders purely on temporary basis as a stop gap arrangement on retirement of Mr. Mohsin Raza Khan on attaining the age of superannuation vide Ministry of Energy (Power Division), Government of Pakistan, Islamabad office order No. 5(2)/2018-DISCOs dated 07.01.2021. Available Bio-Data of the officer was intimated to the Board.

In view of above, MEPCO BOD is requested to accord approval for the following in favour of Mr. Ikram-ul-Haq, General Manager:-

- (i) Assign to look after the day to day work of Chief Executive Officer MEPCO w.e.f. 15.01.2021 and until further orders purely on temporary basis as a stop gap arrangement on retirement of Mr. Mohsin Raza Khan on attaining the age of superannuation.
- (ii) To exercise the administrative and financial powers entrusted to the post of Chief Executive Officer MEPCO.
- (iii) Appointed as Director BOD MEPCO in place of Mr. Mohsin Raza Khan, Ex-CEO MEPCO against the causal vacancy for remainder of the term under Company's Act-2017.


The Board resolved as follows.

Resolution

166-BOD-R11 RESOLVED that considering the request of D.G (HR &Admn) and recommendations of HR Committee, approval of the following in favour of Mr. Ikram-ul-Haq, General Manager is hereby accorded:-

- (i) Assign to look after the day to day work of Chief Executive Officer MEPCO w.e.f. 15.01.2021 and until further orders purely on temporary basis as a stop gap arrangement on retirement of Mr. Mohsin Raza Khan on attaining the age of superannuation.
- (ii) To exercise the administrative and financial powers entrusted to the post of Chief Executive Officer MEPCO.
- (iii) Appointed as Director BOD MEPCO in place of Mr. Mohsin Raza Khan, Ex-CEO MEPCO against the causal vacancy for remainder of the term under Company's Act-2017.

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

- a. All legal and codal formalities have been complied with.
- b. There is no conflict of interest of any officer of the MEPCO.
- c. Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO. 

d. Concerned official / officer of MEPCO's management would be liable for any omission / misstatement of the facts and figures in the working papers.

e) **Approval for enhancement of Ex-Gratia Grant from Rs. 3.5 Million (Thirty Five Lac) to Rs. 4 Million (Forty Lac Only).**

The agenda was presented by D.G (HR &Admn) apprising the Board that the case was presented in 23rd HR Committee Meeting held on 09.01.2021. He intimated that MEPCO BOD in its decision taken in its 145th meeting held on 29.03.2019 accorded approval for enhancement of Ex-Gratia grant from Rs. 2,500,000/- (Twenty Five Lac) to Rs 3,500,000/- (Thirty Five Lac) to the families of those employees who die due to fatal accident or are 100% incapacitated / disabled (non-fatal accidents) in the light of GM (HR) PEPCO WAPDA House, Lahore office memorandum No. GM (HR)/HRD/A-332/11398 dated: 23.11.2018 and Office Order issued vide this office order No. 115-I/45730-42 dated: 13.05.2019. Now, Addl. DG (SW) PEPCO, WAPDA House Lahore vide office memorandum No. 5967-6016/MDP/GMHR/DSW/16 dated 10.07.2020 has conveyed approval of BOD PEPCO for enhancement of Ex-Gratia grant from Rs. 3.5 Million (Rupees Thirty Five Lac Only) to Rs. 4 million (Rupees Forty Lac Only) to the families of employees who die due to fatal accidents or are 100% incapacitated / disabled due to non-fatal accident while performing official duties with effect from 1st July, 2020.

Board was requested to accord its approval for adoption of Addl. DG (SW) PEPCO, WAPDA House Lahore office Memorandum No. 5967-6016/MDP/GMHR/DSW/16 dated 10.07.2020 regarding enhancement of Ex-Gratia grant from Rs. 3.5 Million (Rupees Thirty Five Lac Only) to Rs. 4 million (Rupees Forty Lac Only) to the families of employees who die due to fatal accidents or are 100% incapacitated / disabled due to non-fatal accident while performing official duties with effect from 1st July, 2020.

The Board resolved as follows.

Resolution

166-BOD-R12 RESOLVED that considering the request of D.G (HR &Admn), recommendations of HR Committee of Board, approval for adoption of Addl. DG (SW) PEPCO, WAPDA House Lahore office Memorandum No. 5967-6016/MDP/GMHR/ DSW/16 dated 10.07.2020 regarding enhancement of Ex-Gratia grant from Rs. 3.5 Million (Rupees Thirty Five Lac Only) to Rs. 4 million (Rupees Forty Lac Only) to the families of employees who die due to fatal accidents or are 100% incapacitated / disabled due to non-fatal accident while performing official duties with effect from 1st July, 2020.

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) **Approval for recruitment of ALMs.**

The agenda was presented by D.G (HR &Admn) apprising the Board that the case was presented in 23rd HR Committee Meeting held on 09.01.2021. He intimated that GM (HR) PEPCO vide letter dated 30.11.2018 conveyed the approval of Ministry of Energy (Power Division), GOP, Islamabad to fill 818 No. posts of ALMs on contract basis for a period of one year extendable based on performance subject to review and due approval from BOD MEPCO. Accordingly, MEPCO BOD through Circular Resolution No. 03/2019 dated 01.04.2019 conveyed by Company Secretary, MEPCO vide letter dated

09.04.2019 accorded approval to fill 818 No. posts of ALMs. MEPCO advertised 818 No. posts of ALMs in daily newspapers vide advertisement dated 06.10.2019 with the clause 12 of Instructions and Terms & Condition that MEPCO reserves the right to scrap / cancel the recruitment process at any stage without assigning any reason. Accordingly, NTS conducted written / skill test on 08.12.2019 and physical tests w.e.f. 08.02.2020 to 19.02.2020. It is pertinent to mention here that the said recruitment process was carried out as per guidelines for recruitment received vide GM (HR) PEPCO letter dated 16.08.2019 in which, it directed that "appointment of staff in BPS-01 to 05 shall be made through balloting". Later on, GM (HR) PEPCO vide Endst. dated 26.03.2020 has forwarded the Cabinet Secretariat, Establishment Division's O.M. No. 3/2/2017-R-II dated 11.03.2020 regarding amendments in Civil Servants (Appointment, Promotion & Transfer) Rules, 1973, which is reproduced below:-

"In rule 16, after the word 'basis' the words 'through balloting' shall be omitted."


Accordingly, advice was sought from PEPCO vide this office letter No. 683 dated 02.06.2020 as to whether MEPCO may continue the recruitment process by balloting as per advertisement or conduct the interviews in the light of directions of Govt. of Pakistan received vide PEPCO Endst. Dated 26.03.2020, but no response has been received. Company Secretary vide his letter 46680 dated 04.01.2021 has forwarded Section Officer (DISCOs), Ministry of Energy (Power Division), Govt. of Pakistan letter No. 1(1)/2015-Admn dated 01.01.2021 and directions of Chairman MEPCO BOD received from Company Secretary, MEPCO vide letter No. 6710-12 dated 05.01.2021 following are the directions of Competent Authority conveyed by Ministry:-

- a) That repeated changes in the recruitment policy by Establishment Division prolonged pendency on the recruitment process against the post of ALM (BS-05) and emerged complication in the said process of testing, the competent authority has been pleased to direct that the recruitment process initiated for the post of ALM (BS-05) which is not yet completed, may be scrapped altogether / forthwith after fulfillment of all codal formalities.
- b) DISCOs with the approval of respective BOD, may re-initiate recruitment process against the existing vacancies of ALM under rules / policy. Screening test may be conducted through Public Sector Universities situated near the headquarters of the respective DISCOs with the fees approved by the respective BODs and all recruitments must be done transparently on contract basis with the lump sum salary / pay equivalent to the pay scales. The current policy of Federal Government in vogue in this regard may be followed in letter and spirit.
- c) BODs of DISCOs will devise a criteria / process as per the rules / regulation governing the matters of such recruitment to ensure that all the selection / recruitment in this regard are carried out on the basis of demonstrable merit and transparency invariably. Suggested guidelines in this respect enclosed for consideration and approval of the respective boards.

In this regard, Ministry has suggested following guidelines, criteria etc. to conduct recruitment process with the approval of BOD:-

- d) Recruitment guidelines
- e) Specimen of Advertisement
- f) Parameters of the physical fitness / physical test for the post of ALM (BS-05)
- g) The time frame-work along with steps involved in the recruitment process for filling the vacancy of ALM (BS-05) may be initiated forthwith with strict adherence of timelines and must be completed no later than 30.06.2021.

In view of above, following proposals in the light of directions received from Ministry of Energy (Power division), Govt. of Pakistan, Islamabad vide letter No. 1(1)/2015-Admn dated 01.01.2021 are submitted to MEPCO BOD for its approval:-

- a) The recruitment process of 818 Nos. ALMs already initiated against advertisement dated 06.10.2019 may be scrapped / cancelled as per clause-12 of Instructions and Terms & Condition of advertisement and same may be published in newspapers. 

- b) Ministry of Energy (Power Division), Govt. of Pakistan, Islamabad may be requested to accord approval / permission to re-initiate the induction process of 818 No. ALMs on lump sum salary / pay equivalent to pay scales on three (03) years contract basis against vacant posts under MEPCO.
- c) Expression of Interest (EOI) may be published in daily newspapers for engagement / selection of university within vicinity of MEPCO H/Qs Multan for initiation of the process hiring and signing of MOU / agreement. However, after receipt of approval from Ministry of Energy (Power Division), Govt. of Pakistan, Islamabad and selection of University, draft advertisement will be submitted to the MEPCO BOD for its approval to initiate the process as per guidelines of Ministry of Energy (Power Division), Govt. of Pakistan, Islamabad.

The Board resolved as follows.

Resolution

166-BOD-R13 RESOLVED that considering the request of D.G (HR & Admn), recommendations of HR Committee of Board, approval for the following proposals in the light of directions received from Ministry of Energy (Power division), Govt. of Pakistan, Islamabad vide letter No. 1(1)/2015-Admn dated 01.01.2021 is hereby accorded:-

- a) The recruitment process of 818 Nos. ALMs already initiated against advertisement dated 06.10.2019 may be scrapped / cancelled as per clause-12 of Instructions and Terms & Condition of advertisement and same be published in newspapers.
- b) Ministry of Energy (Power Division), Govt. of Pakistan, Islamabad may be requested to accord approval / permission to re-initiate the induction process of 818 Nos. ALMs on lump sum salary / pay equivalent to pay scales on three (03) years contract basis against vacant posts under MEPCO.
- c) Expression of Interest (EOI) may be published in daily newspapers for engagement / selection of university within vicinity of MEPCO H/Qs Multan for initiation of the process hiring and signing of MOU / agreement. However, after receipt of approval from Ministry of Energy (Power Division), Govt. of Pakistan, Islamabad and selection of University, draft advertisement will be submitted to the MEPCO BOD for its approval to initiate the process as per guidelines of Ministry of Energy (Power Division), Govt. of Pakistan, Islamabad.
- d) Vacancy announcement advertisement be published to invite new applications for the position of ALM.

Direction

166-BOD-D2 DG HR to present an SOP outlining various options to develop a relative ranking mechanism for selection of the candidates instead of balloting for selection from the qualified candidates as approved by the ministry earlier.

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.



- g) Approval for request for extension in study leave within Pakistan.
- h) Approval for expression of interest (EOI) to hire contractor / firm for provision of 145 Nos. skilled & unskilled outsourced labour for transformer reclamation workshops under MEPCO.
- i) Approval for procurement of 3000 km ACSR Rabbit Conductor (T/No. 50/21 dt: 19.10.2020).
Resolution

166-BOD-R14 RESOLVED that the above mentioned Agenda Items are deferred to next meeting.

- j) Administrative approval for underground electrification of Citi Housing (Housing Scheme) situated at Lutfabad Bosan Road Multan.

The agenda was presented by Chief Engineer (P&E) apprising the Board that the case was presented in 14th Risk Management Committee Meeting held on 09.01.2021. He intimated that the said project has been approved by Director Urban Planning, Multan Development Authority (MDA) Multan vide # 84/DUP/MDA dated 24.01.2020. The representative of (P&E) Directorate was deputed to verify the site and to visit the office of Director Urban Planning MDA, Multan for authentication of approval which was carried out in person by AM (P&E). The said office has authenticated the approval issued by their office as per available record in office. As per layout approved by MDA, Multan, the said project comprises upon 1898.63-Kanal Area situated at Lutfabad, Bosan Road, Multan and the load has been assessed according to approved layout of Civic Authority. The assessment of Load for residential, commercial and public services area has been assessed according to standard criteria for assessment of load issued vide Chief Engineer (P&E) vide Office Order # 4847-70/CE(P&E)/DD/AM(P) dated 07.11.19 duly approved by MEPCO BOD in its 151th meeting held on 26.10.2019.

It was intimated to Board that NEPRA in its Revised Consumer Service manual issued vide Registrar NEPRA vide letter No. NEPRA/ADG(CAD)TCD-10/17081-32 dated 8.07.2020 has revised load calculating criteria and criteria for requirement of dedicated transformer / feeder / Grid Station however MEPCO vide General Manager (CS) letter No. 17773/MC/DCM dated 02.11.2020 has submitted some suggestion to NEPRA. Similarly all the DISCOs have also submitted some suggestions as well. NEPRA has also conducted few meetings of all DISCOs, however; the final decision is still awaited up till today. Deputy Secretary (E&D), Ministry of Energy vide letter No. 12 (12)/2020-DISCO dated 13.11.2020 has directed that " All the DISCOs may be advised to implement the revised CSM, 2020 with immediate effect subject to any observation taken by the respective DISCO with NEPRA. Final deployment will be effect after determination by NEPRA". In light of above this case is being prepared according to MEPCO BOD policy. The consumer will be liable to deposit any amount indicated at latter stage, the undertaking in this regard will be obtained. Comparison of policy approved by BOD MEPCO and NEPRA was intimated to the Board. Moreover, Load of plots according to MEPCO Policy is higher than NEPRA Policy.

He further elaborated that the ultimate load of 19MW of Citi Housing Scheme is calculated on BOD MEPCO approved policy which is higher than NEPRA policy. M/S PowerCom Consultant has prepared and submitted the design for underground electrification of "Citi Housing" Housing Scheme Lutfabad, Bosan Road, Multan. Total ultimate demand has been worked out 19.048KW (19.048MW) or 22409KVA (22.409MVA) which is equivalent to 1176.09 Amps. Electrification of the scheme is proposed through 04 No. new proposed 11KV independent feeders with "ACSR Osprey" conductor to be emanated from Proposed 132KV Grid Station Citi Housing. Technical Parameters of proposed 04 Nos. feeders emanating from proposed 132kV Grid Station "Citi Housing" were intimated to the Board.

It was further informed that the sponsor has suggested MEPCO to construct the Grid Station on Grid Sharing basis. The Grid Sharing Cost will be recovered from sponsor while MEPCO will construct Grid Station according to its own plan. Sponsor of the housing scheme is liable to provide 32-kanals of land for the construction of proposed 132kV new city housing scheme grid station, provided 32-kanal

land for the construction of 132kV grid Station will be shifted in the name of MEPCO and provided land will be within the boundary of housing scheme. As interim arrangement, 01 No. New 11KV independent overhead feeder of approx: 5-kM length with ACSR "Osprey" conductor has been proposed from newly constructed 132KV Grid Station Buch Villas to cater the entire load of the said housing scheme. The execution of work of proposed overhead 11KV feeder will be carried out through Project Director (Construction) MEPCO Multan. As per loading position of Power Transformers, the proposed feeder will be energized from TR-1 and after simulation of 210 Amp of Housing scheme the %age loading of TR-1 will be 29.11% (170+210 = 380Amp) and total estimated cost would be amounting to Rs. 448,318,075.

The Board was further intimated that Procurement Committee was of considered opinion that the management should seek phase wise comprehensive development plan (load demand of each phase) from CITI Housing and consequently, management should prepare a master plan for electrification to meet with load requirement of all phases. In Compliance, the management of CITI Housing was requested to provide the master plan. The Project Director CITI Housing has intimated that design has been prepared as per approved master plan by MDA. It was also intimated that during site visit it was observed that development work of extension of said scheme is in progress. This extension is across /other side of the Shah Pur Minor. Director Urban Planning, MDA vide letter No. 867/DUP/MDA dated 20.11.2020 has intimated MEPCO that any utility service may not be provided to the extension. The Master Plan provided by the sponsor did not include the extension as well. Electrification of the extension cannot be processed at this stage as MDA has neither approved it nor issued NOC yet.

The Board resolved as follows.

Resolution

166-BOD-R15 RESOLVED that considering the request of Chief Engineer (P&E) and recommendations of Risk Management Committee, administrative approval for the underground electrification of "Citi Housing" (Housing Scheme) situated at Lutfabad, Bosan Road, Multan having Rs. 448,318,075 (Four Forty Eight million, Three hundred eighteen thousands and seventy five only) is hereby accorded.

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

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

k) Administrative approval for the underground electrification of "DHA Phase-I (Sector-A, Sector-H, Sector-U & Romanza)" (Housing Scheme) located at Multan.

The agenda was presented by Chief Engineer (P&E) apprising the Board that the case was presented in 14th Risk Management Committee Meeting held on 09.01.2021. He intimated that the Defense Housing Authority has approved the layout of said housing scheme. Additional Director (Planning) DHA vide letter No. 701/39/P&D/DHA dated 2.12.2020 has informed that they themselves have the authority to approve the layout plan.

The DHA Phase-I comprising upon Sector-Q, Sector-M, Sector-R are already approved by MEPCO. In second phase, other four Sectors (SECTOR -A, SECTOR -H, SECTOR -U & ROMANZA) are being processed for approval. The assessment of load for residential, commercial and public services area has been assessed according to standard criteria for assessment of load issued vide Chief Engineer (P&E) vide Office Order # 4847-70/CE(P&E)/DD/AM(P) dated 07.11.19 duly approved by MEPCO BOD in its 151th meeting held on 26.10.2019.



During the course of discussion, it was apprised that NEPRA in its Revised Consumer Service manual issued vide Registrar NEPRA vide letter No. NEPRA/ADG(CAD)TCD-10/17081-32 dated 8.07.2020 has revised load calculating criteria and criteria for requirement of dedicated transformer / feeder / Grid Station, however; MEPCO vide General Manager (CS) letter No. 17773/MC/DCM dated 02.11.2020 has submitted some suggestion to NEPRA. Similarly all the DISCOs have also submitted some suggestions as well. NEPRA has also conducted few meetings of all DISCOs however the final decision is still awaited. Deputy Secretary (E&D), Ministry of Energy vide letter No. 12 (12)/2020-DISCO dated 13.11.2020 has directed that "All the DISCOs may be advised to implement the revised CSM, 2020 with immediate effect subject to any observation taken by the respective DISCO with NEPRA. Final deployment will be effect after determination by NEPRA". In light of above this case is being prepared according to MEPCO BOD policy. Technical Pictorial view of the Scheme was intimated to the Board.

It was also intimated to the Board that according to load requirement of 43.2 MW, feasibility study for connectivity of 132/11.5kV Grid Station has been prepared on PSS/E by PPI consultant and vetted by P&E Directorate. On the basis of load flow analysis, it was requested to Project Director (GSC) MEPCO vide this office Memo # 13033-34 dated 28.10.2020 to visit the site and prepare the estimate of 132kV DC line of 01-kM on Rail Conductor from DHAM (First Grid Station) Multan and DHAM-1 (Second Grid Station). Re-conductoring of DC from 132 kV PGHS – DHAM (First Grid Station) with Rail was also proposed. The total estimate is amounting to Rs. 3,657,129,953/- for which the administrative approval of Board is required.

The Board was further intimated that Procurement Committee was of considered opinion that the management should seek phase wise comprehensive development plan (load demand of each phase) from DHA and consequently management should prepare a master plan for electrification to meet with load requirement of all phases. In Compliance, the management of CITI Housing was requested to provide the master plan. Consequently, the Additional Director (Planning) DHA Multan has intimated that Master Plan with other future phases are in process on priority basis and will be submitted once completed and may be in future 220 KV grid will be required for DHA Multan. Furthermore, he has also assured that DHA will fulfill all requirements of MEPCO as per Policy and Rules.

During the course of discussion, it was felt necessary that MEPCO management should seek evidence of DHA Authority Multan as civic approving authority from management of DHA to avoid any complications in future. The Members principally agreed with the proposal submitted by the management, however; on the request of management, it was unanimously agreed that approval may be granted in circulation once the aforementioned evidence is provided by DHA Management.

The Board resolved as follows.

Resolution

166-BOD-R16 RESOLVED that the management request for getting the case approved through circulation is hereby acceded after satisfactory compliance of above mentioned observation.

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

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

Note:- Mr. Mohsin Raza Khan left the meeting for following agenda having conflict of interest.



l) 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 21st HR Committee Meeting held on 01.12.2020. He intimated that in compliance of Ministry of Energy (Power Division), Govt. of Pakistan, Islamabad office order No. 6(2)/2018-DISCOs dated 13.08.2020 duly ratified by MEPCO BOD through resolution No. 04 dated 21.08.2020 notified by Company Secretary vide letter No. 43972 dated 24.08.2020. Mr. Mohsin Raza Khan, General Manager has assumed the charge of the post of CEO MEPCO on 21.08.2020. He is drawing the salary of Government Employee, as per his entitlement and as admissible to an officer in BPS-21. He is not being paid any additional remuneration / special allowance for leading a complex Public Sector Entity i.e. MEPCO. MEPCO is one of the largest Power Distribution Companies 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 No. 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, 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.

Previously, MEPCO BOD in its 144th meeting held on 28.02.2019 allowed special additional remuneration Rs. 1,00,000/- per month (by name) to Mr. Tahir Mehmood the then CEO MEPCO. CEOs of other DISCOs are also drawing Special remuneration. Whereas, CEO FESCO, and LESCO are drawing allowance @ Rs. 175000/- per month.

In view of above, Board was requested to accord approval for special additional remuneration of Rs. 175000/- per month in respect of Mr. Mohsin Raza Khan, CEO from the date of assuming the charge of the post.

The Board resolved as follows.

Resolution

166-BOD-R17 RESOLVED that considering the request of D.G (HR &Admn), recommendations of HR Committee of Board, approval for Special additional remuneration amounting to Rs. 100,000/- per month in respect of Mr. Mohsin Raza Khan, CEO from the date of assuming the charge of the post is hereby accorded.

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.

The meeting ended with thanks to and from the chair.


(Engr. Sajid Yaqoob)
Company Secretary MEPCO