



HYDERABAD ELECTRIC SUPPLY COMPANY

OFFICE OF THE COMPANY SECRETARY

HESCO HYDERABAD

No.HESCO/C.S/Min-117th BOD/ 1647-62

27th May, 2016

1. **Secretary**, Ministry of Water & Power GOP Islamabad.
2. **Mr. Nazar Hussain Mahar**, Chairman BOD HESCO.
3. **Prof. Dr. Muhammad Aslam Uqaili**, Director BOD HESCO.
4. **Qazi Shahid Pervez**, Director BOD HESCO
5. **Mr. Shafique Ahmed Mehasar**, Director BOD HESCO.
6. **Mr. Waqas Anwar Qureshi**, Director BOD HESCO.
7. **Mr. Mahfooz Ahmed Bhatti**, Director BOD HESCO
8. **Mr. Tassaduq Hussain**, Director BOD HESCO.
9. **Mr. Akhtar Ali Randhawa**, Director BOD / CEO HESCO.

Subject: **MINUTES OF 117TH BOD MEETING OF HYDERABAD ELECTRIC SUPPLY COMPANY LIMITED**

The Minutes of 117th BOD Meeting of Hyderabad Electric Supply Company Limited held on 07th May, 2016 at 10:00 am in the Committee Room, HESCO Power Wing Colony, Hussainabad Hyderabad duly approved by the Chairman BOD through e-mail and signed by Company Secretary of BOD HESCO are sent herewith for your information please.


(FAHEEMULLAH MEMON)
COMPANY SECRETARY

Cc to:

1. Chief Technical Officer, HESCO Hyderabad
2. Chief Engineer (Development) PMU, HESCO Hyderabad.
3. Chief Commercial Officer, HESCO Hyderabad.
4. Chief Operating Officer, HESCO Hyderabad.
5. Chief Engineer (P&E), HESCO Hyderabad.
6. Admn & HR Director, HESCO Hyderabad.
7. Finance Director, HESCO Hyderabad.
8. Master File.


CHAIRMAN
BOD HESCO, Hyderabad.

MINUTES OF 117TH BOD MEETING HESCO HYDERABAD

Meeting of the 117th BOD HESCO was held on Saturday, the 07th May, 2016 at 10:00 am in the Committee Room, HESCO Power Wing Colony Hussainabad Hyderabad. List of participants is attached at (**Annexure-I**).

The meeting started with the recitation of verses from the Holy Qura'an. The Chairman welcomed all the Directors and emphasized the need to timely implementation of the decisions made by the Board of Directors to ensure smooth sailing of company from current difficult situation.

Agenda-1 **CONFIRMATION OF MINUTES OF 116TH BOD MEETING HELD ON 02nd APRIL, 2016**

Moved: Prof. Dr. Muhammad Aslam Uqaili

Seconded: Qazi Shahid Pervez

Resolved: HESCO Board of Directors confirmed the minutes of its meeting held on Saturday, the 02nd April, 2016 as a true and correct record of proceedings.

Agenda-2 **PROGRESS ON DECISIONS MADE IN BOARD OF DIRECTOR'S MEETINGS**

Board reviewed the implementation status of following decisions:

A. **STATUS OF TARIFF PETITION, DETERMINATION AND REVIEW DECISION**

While considering the tariff determination by NEPRA, Board suggested that:

- HESCO should appeal in Honorable High Court against decision of NEPRA on the grounds of hard target set on account of T&D losses and simultaneously work out the impact of decision on the company.

- Prepare comprehensive plan to control T&D losses.
- Petition for determination of consumer end tariff for the year 2016-17 must be filed as soon as Federal Budget is announced.
- The BOD meeting regarding tariff petition for FY 2016-17 may be conducted on single agenda after announcement of Government of Pakistan Budget.

O&M BUDGET

Board reviewed the Budget and inquired impact on development works. Board suggested that salary and other expenditure must be saved and directed to work out head wise saving and overall impact. Board further suggested to present next year budget within 10 days of the Federal budget along with NEPRA petition.

B. STATUS OF MONTHLY EXPENDITURE OF COMPANY WITH COMPARISON OF PREVIOUS MONTH / YEAR

Board reviewed the comparison of expenditure of January, 2016 and appreciated the increase in sales percentage compared with last year. Board further suggested to improve more sales.

Board also pointed out the increase of 2858% in Rent rate and Taxes and required detail breakup through email. It was desired that monthly expenditure statement must be shared in advance of the Board meeting so directors may come fully prepared.

C. DETAIL OF RECRUITMENT MADE IN HESCO SINCE SEPTEMBER, 2015

Management presented the details of recruitment of all categories made in HESCO since September, 2015. Chief Executive Officer informed that 18 Nos. recruitment has been made in BPS-1 to 15 purely on daily wages during his tenure(list is enclosed at (Annexure-II).The CEO stated that action has been taken in view of

Hesham

CHAIRMAN
 BOD HESCO, Hyderabad.

Page 2 of 24

fu
 27/5

exigency of work. He further informed that majority of employees were already working on self-help basis in different offices of HESCO on daily of Rs. 50/- to 100/- since many years and some are compensated on humanitarian grounds whose parents or children died / electrocuted due to negligence of HESCO staff. Among others there are Cook, Plumber, Mali etc. were engaged due to non availability of staff, due to which the work of HESCO was suffering. Board after detailed discussion granted approval for the appointments already made in HESCO by CEO as per list attached. However the Board made it very clear that all future appointments must be made after due concurrence and approval of the Human Resource Committee and such information (all recruitments and disciplinary actions including transfers and postings) must be placed every month for information of the Board.

D. POSITION OF COMPUTERIZATION IN HESCO AND CURRENT STATUS INCLUDING ERP

Board reviewed that the issue of ERP has been discussed thoroughly in the Board meetings and shown their serious concerns over non implementation of decision since long and suggested to use ERP in the company to improve its performance. After detailed discussion Board suggested that:

- i. Expression of Interest (EOI) may immediately be published in newspapers and get presentation from well-known firms in which Director (s) from BOD may also be invited to make it more effective.
- ii. Board also welcomed the offer given by Prof. Dr. Muhammad Aslam Uqaili to look after the ERP solution by his team of Mehran University and suggested management to consult with Prof. Dr. Muhammad Aslam Uqaili for meeting for the said purpose.
- iii. Tender on ERP must be published within a week's time.

E. PROGRESS ON AMR IN QASIMABAD SUB DIVISION / DIVISION AND LATIFABAD SUB DIVISIONS / DIVISION - UP GRADATION OF SYSTEM


CHAIRMAN
BOD HESCO, Hyderabad.

Page 3 of 24


27/5

Board appreciated that tenders for procurement of AMR meters have been published in newspapers and further suggested that:

- AMR metering in Qasimabad Division be completed 100% as well as on Industries, Agriculture and Commercial connections.
- Commissioner Hyderabad agreed to extend full support for payment of AMR meters by GoS as already agreed principally.

F. STATUS ON SCANNING OF METERS

Board during review the progress of mobile meter reading appreciated management on completion of mobile meter reading in all HESCO Sub Divisions. Board further noticed that snaps printing ratio / accuracy rate was not upto mark and is 74% only. Board directed to achieve the 100% accuracy target next month. A committee may also be constituted at Divisional level to check accuracy rate of meter snaps printing and resolve the issue if any in the field for meter readers. On the recommendation of CEO HESCO, Board was pleased to approve Rs. 5000/- per month to Meter Readers whose accuracy of mobile meter reading would be 100%.

On inquiring the matter regarding action taken against meter readers, CEO requested to allow HESCO for recruitment of meter reader and other staff on daily wages basis against the same post who otherwise have dismissed / removed from the service.

Decision Board considered the request of CEO and allowed him to move against non-performing meter readers to improve performance of scanning activity but he shall abide by rules and regulations of disciplinary action and before removing any person he shall keep the Human Resource Committee on board.

G. STATUS OF OUTSOURCE COMPANIES FOR COLLECTION OF OUTSTANDING AMOUNT

Attested

CHAIRMAN
BOD HESCO, Hyderabad.

Page 4 of 24

for
27/5

Management informed that Government of Pakistan has already given task to NAB for recovery of electricity dues amounting rupees one lac and above from defaulters of HESCO. Board after detailed discussion suggested that:

Decision:

- Consumer's billing must be corrected before handing over to NAB.
- NAB may be advised to collect commercial recovery or amount of huge amounts in other categories at first instance and small consumers having outstanding amount of 1000,000 (One million rupees) must not be referred to NAB.
- A committee may be constituted for correction of bills. Management must widely publish the function of committee through local media for awareness of public.
- Management may further explore the private companies whose success rate for recovery of amount is high and may introduce in HESCO for recovery of dues.

H. REVIEW OF ARIAL BUNDLE CABLE INSTALLED IN HESCO AND ITS PROGRESS IN RESPECT OF LOSSES

Board inquired about the return of investment made on ABC to which Management presented recovery position after installation of ABC. Board appreciated the results and recommended extension of the ABC cables in other areas to control theft.

- Decision:**
1. Board was not happy with current situation of ABC project and tasked the management to ensure that all ABC cabled feeders are activated by June 30th 2016 including Marvi Garden. Board directed to ensure that ABC cabling in Latifabad as well as Qasimabad subdivisions should be done 100% to avoid the losses.

g77astid
4
BOD HESCO, Hyderabad.

2. It was further directed that as per rules penalty must be imposed on contractors who failed to complete the project and since donor support has already ended as such remaining work of ABC cabling be done out of available funds of HESCO after due process and imposing penalty as per contract and rules on contractor/s.

Agenda-3 **PROGRESS REVIEW MEETING OF HESCO**

Board appreciated the efforts made by CEO HESCO for reduction of losses and improving recovery. Board stressed that more efforts be inserted to improve recovery and reduce losses and further suggested that:

- All kunda connections be disconnected forthwith and management may introduce soft policy for providing new metered connections for kunda consumers. All Kunda connections on each Feeder should be documented by 1st August 2016 and legal action be taken against all illegal connections.
- Wrong detections be avoided in future and committee be constituted to redress the wrong detections and other related issues on urgent basis.
- Urgent procurement of meters be made for unmetered supply and new connections after due competitive process as per rules.

Agenda-4 **TO CONSIDER AND APPROVE BOD MEETING FEE / OTHER EXPENSES FOR BOD DIRECTORS FOR ATTENDING BOD MEETINGS**

Resolved: In compliance to the directives contained in Ministry of Water & Power GOP Islamabad memo No. GPI-1(1)2012-pt dated February 17, 2016 and circulated vide PEPCO, WAPDA House, Lahore's letter No.811-24/Secy/PEPCO/2016 dated 07th March, 2016 the remuneration package was discussed and adopted in HESCO for Directors of BOD HESCO.

Agenda-5 **CONSTRUCTION OF NEW CIVIL WORKS OF DIFFERENT OFFICES IN HESCO**

77/2016-17
H
CHAIRMAN
BOD HESCO, Hyderabad.

Page 6 of 24

for
27/5

Resolved: Board unanimously approved the following decisions as already recommended by Procurement Committee subject to condition that proper monitoring of quality of works and transparency must be strictly ensured by the management and keep the board posted on the periodical progress of these works: It was also decided that management must involve a third party institution like Mehran Engineering University in monitoring and evaluation of the all ongoing development works and procurements to ensure better quality and avoid corruption. The management would submit a comprehensive proposal /policy in the matter during next Board meeting

A.

- i. Construction of SE Operation Circle office Mirpurkhas.
- ii. Construction of XEN/RO office Umerkot
- iii. Construction of SDO office Opr: Sub Division M.M Shah
- iv. Construction of SDO office Opr: Sub Division Allama Iqbal

Agenda-6

CONSENSUS & APPROVAL OF BOD HESCO IS REQUIRED IN RESPECT OF M/s FIMCOTEX INDUSTRIES (Pvt) LIMITED FOR PROCUREMENT OF 12.5 MW (GAS BASED) POWER UNDER NCPP POLICY FRAMEWORK

Resolved: The Board considered the issue and decided to approve the recommendations of the procurement committee. However Board stressed the need to ensure protection of interest of HESCO in letter and spirit of the Policy of the Ministry and Board issued/given from time to time. The Board further resolved that procurement committee may take measures for third party monitoring of the contract.


CHAIRMAN
BOD HESCO, Hyderabad

Page 7 of 24

27/5

Agenda-7 APPROVAL OF BOD FOR ISSUING DIFFERENT CONTRACT AMENDMENTS AS PER THE PROJECT REQUIREMENT IN CONTRACT AGREEMENT AGAINST TENDER NO. HESCO-ELR-05 DATED 16.12.2011, SUPPLY & INSTALLATION OF AERIAL BUNDLED CABLE (MAIN & SERVICES), HARDWARE/ACCESSORIES AND THEIR TESTING & COMMISSIONING. DISMANTLEMENT OF LT CONDUCTOR, SERVICE AND REPLACEMENT OF EXISTING METER WITH STATIC METER INCLUDING TRANSPORTATION & SAFE HANDING AND RETURN OF DISMANTLED MATERIAL TO THE DESIGNATED STORES OF HESCO

Resolved: BOD considered the issue and decided not to extend the contract since it already stand expired. It was further decided that matter may be placed at earliest before procurement committee for seeking further guidance in the matter.

Agenda-8 RATIFICATION FOR RESTORATION OF COMMUTED PORTION OF PENSION

Resolved: Board deferred for want of financial impact on the company and desired to put up in next Board meeting.

Agenda-9 PROMOTION FROM BPS-17 TO BPS-18 OF HESCO OFFICERS (SDOs/ ROs/ FIELD STORE MANAGER / AUDIT OFFICER & AM (CIVIL)

Resolved: Board approved on the recommendation of HR Committee to conduct the Promotion / Selection Board of the eligible officers on the vacant posts as per (Annexure-III).

Agenda-10 ADVANCE PAYMENT FOR NON-FATAL ACCIDENT CASES

Resolved: Board suggested HESCO management for life insurance of HESCO employees with full medical coverage in case of accidents occurs during

9/4/2012
[Signature]
CHAIRMAN
BOD HESCO, Hyderabad.

Page 8 of 24

[Signature]
27/5

Performing HESCO official duties. HESCO may publish EOI in newspapers to invite bids from well reputed Insurance companies. The management to submit progress report in next meeting of the Board and must give it top-priority.

Agenda-11 **CREATION / SANCTION OF THE POSTS FOR CIRCLE LEVEL COMPUTER CENTRE @ MIRPURKHAS UNDER NEWLY CREATED OPERATION CIRCLE HESCO MIRPURKHAS**

Resolved: Board discussed agenda item in detail and was of opinion that justification of 28 No. posts for Computer Center, Mirpurkhas is contrary to policy of the Board to centralize the billing. Board rejected the proposal and further advised that it would be appreciated that management may develop online Billing / Data Center at Hyderabad by using latest technology and curtail the unnecessary expenditure. The Board took serious note of the fact that bill correction system has not yet be made on line. The Board desired that a presentation in the matter must be given to Board during next meeting.

Agenda-12 **CREATION / SANCTION OF POSTS FOR 118 HESCO HELPLINE SERVICE CENTRE**

After detailed discussion Board approved the following posts for 118 Helpline Service Centre HESCO as recommended by HR Committee of BOD on contract basis keeping the below mentioned points under strict observation:

Sr. No.	Nomenclature of Post	BPS	No. of posts recommended for creation	Mode of appointment
1	Complaint Liaison Officer	17	1	Contract
2	Complaint Supervisor	15	4	-do-

Agreed:

CHAIRMAN
BOD HESCO, Hyderabad.

for
27/5

4	Complaint Assistant with computer literacy	7	7	-do-
5	Naib Qasid computer literate	1	1	Daily Wages
6	Sanitary Worker	1	1	Part Time
TOTAL			14	--

- All above appointments be made on contract or daily wages basis and Sr. No. 1 to 4 should have good on hand knowledge of computer programs and skills.
- Technical staff be appointed instead of Complaint Assistant.
- The Complaint Liaison Officer should have Degree in Electrical Engineering and be appointed on contract basis through NTS. The preference should be given to the candidates having experience in related field of service.
- 118 should be equipped with latest technology having Call recording system.

On the invitation of CEO HESCO, Board agreed to visit 118 HESCO Helpline Service Centre and PDC HESCO before conducting of the next Board meeting.

Agenda-13 POLICY FOR ALLOTMENT OF OFFICIAL ACCOMMODATION IN HESCO COLONIES

Resolved Board approved the revision of existing policy for allotment of official accommodation in HESCO Colonies to the following categories according to their entitlement as shown against each:

Attested

CHAIRMAN
 BOD HESCO, Hyderabad.

Page 10 of 24

for
 27/5

Sr. No.	Type of Flat / Bungalow	Entitlement Grade
1.	E-Type	BPS-01 & 08
2.	D-Type	BPS-09 & 15
3.	C-Type	BPS-16 & 17
4.	B-Type	BPS-18 & 19
5.	A-Type	BPS-20 & 21

Agenda-14 **CREATION OF ONE (01) NO. POST OF SUB DIVISIONAL OFFICER (CIVIL) AND ALLIED STAFF AT NAWABSHAH AND SUB ORDINATE CIVIL STAFF AT NEWLY CREATED CIRCLE MIRPURKHAS**

Resolved: On the recommendation of the HR Committee, Board approved the creation of following posts but computer literacy and good under standing is must:

Sr. No.	Name of the posts Recommended	Posts to be created for SDO Civil Nawabshah	Posts to be created for SDO Civil Mirpurkhas	Posts Recommended by HR Committee	Mode of Apptt
1	SDO (Civil)	1	--	1	Contract
2	Sub Engineer (Civil)	1	1	2	-do-
3	Computer Operator	1	1	2	-do-

Accepted

CHAIRMAN
 BOD HESCO, Hyderabad.

Page 11 of 24

for
 27/5

4	Naib Qasid Computer literate	1	1	2	Daily Wages
5	Mason	1	1	2	-do-
6	Sanitary Worker	1	1	2	Part Time
TOTAL		6	5	11	--

Agenda-15 **FORMULATION OF POLICY TO CHARGE MARKET RENT / STANDARD RENT TO THE OCCUPANTS OF HESCO COLONIES RESIDING ILLEGALLY / BEYOND ENTITLEMENT / BEYOND ADMISSIBLE PERIOD / BELONGING TO OTHER COMPANIES**

Resolved: The agenda item discussed in the length and approved the following policy:

a) Market Rent

Market rent be charged against those who are residing illegally, without getting approval of competent authority.

b) Standard Rent / Difference of rent

Standard rent / difference of rent be charged from the following occupants:

1. Who were retired from services / widows and residing beyond admissible period.
2. Who are posted in same city where he / she is residing in colony but occupying Bungalow / Flat / Quarter beyond entitlement.

[Signature]
CHAIRMAN
BOD HESCO, Hyderabad.

[Signature]
27/5

3. Who transferred from one station to another but still residing in HESCO colony beyond admissible period.

c) House Acquisition Ceiling

1. Occupants who are residing in HESCO Colonies and belong to other allied companies of WAPDA, DISCOs, GENCOs, NTDC etc will be charged / claimed equal to House Acquisition Ceiling rate prescribed and enforced by Authority and enforced from time to time.
2. Occupants who are residing in HESCO Colonies and belong to other allied companies of WAPDA, DISCOs, GENCOs, NTDC etc beyond their entitlement will pay difference of rent and house acquisition ceiling.

d) Recovery Procedure

1. Recoveries as per above, may be made effective since the date of illegal occupation.
2. The standard rent be recovered with effect from the date of allotment.
3. In case of over entitlement accommodation, the difference of standard rent shall be equal to the standard rent of occupied accommodation, minus the house rent allowance being deducted (if deductible), otherwise, full standard rent of occupied accommodation be recovered.
4. 05% deduction shall be made from the salary of the employee on account of maintenance charges with effect from the date of allotment of official accommodation, except those who are paying full market /standard rent.


CHAIRMAN
BOD HESCO, Hyderabad.


27/5

Agenda-16 **REVISION OF MONTHLY UPPER MONETARY LIMIT OF MOBILE SIM FACILITY**

Resolved: Board after detailed discussion approved the revision of monthly upper monetary limit of mobile SIM facility of following categories:

Sr. No.	Nomenclature of the post	Existing Limit per month	Revised Limit per month
1.	Sub Divisional Officer / Junior Engineer (Opr:)	Rs.800/-	Rs.1200/-
2.	Executive Engineer / Senior Engineer (Opr:)	Rs.1000/-	Rs.1500/-

Agenda-17 **APPOINTMENT OF CONTRACT EMPLOYMENT OF "LEGAL ADVISOR"**

Resolved: Item was approved previously by the BOD in its 115th meeting and management was directed to immediately hire for the post of Legal Advisor, Chief Financial Officer(CFO), Chief Internal Auditor, IT Specialist in the company. Being no progress in the subject matter the Board again asked for advertising of these posts in the newspapers. Board directed to hire from open market and further directed HR Committee of BOD to conduct interviews for the above mentioned posts.

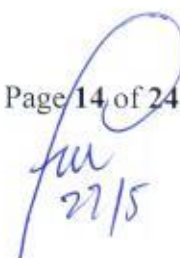
Agenda-18 **APPOINTMENT OF CONTRACT EMPLOYMENT OF "CHIEF INTERNAL AUDITOR"**

Resolved: Same decision as of agenda # 17 above.

Agenda-19 **APPOINTMENT OF CONTRACT EMPLOYMENT OF "CHIEF FINANCIAL OFFICER"**

Resolved: Same decision as of agenda # 17 above.


CHAIRMAN
BOD HESCO, Hyderabad.


27/5

Agenda-20 **PROCUREMENT OF STATIC SINGLE PHASE ENERGY METERS
AGAINST TENDER NO. 1089/2016 OPENED ON 12.04.2016**

Resolved: BOD decided to re-bid through fresh tenders considering the facts that manufacturing units had made a cartel and all bidders had quoted the same price, which was not acceptable. Therefore, it was decided that competition commission of Pakistan may be approached about their monopolistic attitude to take disciplinary action against these firms. It was decided that tender process may be made in a way that there is room and charm for international companies and local companies to offer bids. Keeping in view the urgency in HESCO, Board suggested Procurement Committee of BOD to look further in the matter and put up their recommendation on urgent basis to Board by circulation.

Agenda-21 **PROCUREMENT OF STATIC THREE PHASE ENERGY METERS
AGAINST TENDER NO. 1090/2016 OPENED ON 12.04.2016**

Resolved: Same decision as of agenda # 20 above.

Agenda-22 **PROCUREMENT OF ACSR CONDUCTOR DOG AGAINST TENDER
NO. 1086/2016 OPENED ON 12.04.2016**

Resolved: On the recommendation of Procurement Committee, Board accorded approval for the procurement of 800 kms (of 400 kms of two equal lots) of ACSR Conductor Dog against Tender No. 1086/2016 opened on 12.04.2016 amounting to Rs. 68,952,400/- (exclusive of GST). Subject to condition that adequate funding is available.

Ex-Agenda **APPOINTMENT OF CONTRACT EMPLOYMENT OF I.T SPECIALIST**

Resolved: Same decision as of agenda # 17 above. The Board took serious notice of deliberate delay in the matter and directed to hire all specialized human resource from market through HR committee of the Board on urgent basis.


CHAIRMAN
BOD HESCO, Hyderabad.

Page 15 of 24

27/5.

Ex-Agenda **APPEAL TO REVIEW THE CONDITION FOR GRANT OF BONUS**

Resolved: Board reviewed the decision made in agenda item 04 of 115th BOD meeting held on 06.02.2016. Board suggested that employees to whom simple explanation are issued on minor administrative matters may not be affected. Board decision was meant to avoid such facility to those persons who are involved in corruption, serious nature allegations and are issued show cause notices.

Ex-Agenda **APPROVAL OF SEPARATE ACCOUNT FOR PENSION FUND**

Resolved: On the recommendation of Risk Management Committee of BOD HESCO, Board decided the following:

- i. Approved the draft of "Trust Deed" & "Rules and Regulations".
- ii. Approved the following Trustees for the administration of the newly formed Trust Board.
 - a) Chief Executive Officer HESCO (Chairman / Executive Director)
 - b) Mr. Shafique Ahmed Mahesar (Member) / Director BOD
 - c) Finance Director HESCO (Secretary / Financial Controller)
 - d) Chief Internal Auditor HESCO (Member)
 - e) Admn & HR Director HESCO (Member)
 - f) Addl: DG (L&L) HESCO (Member)
 - g) CBA Representative (Member)
- iii. The CBA representative should be a regular employee of HESCO & hold the post of General Secretary / Finance Secretary as a union bearer.


CHAIRMAN
BOD HESCO, Hyderabad.

Page 16 of 24

27/5

- iv. Management is allowed to open Bank account by considering comparative statement of rates offered by various Banks and provided by Finance Director, HESCO during the meeting, who has offered highest rate of profit having credit rating "AAA". Board suggested that Mr. Shafique Ahmed Mahesar and Prof. Dr. Muhammad Aslam Uqaili meet with Regional Heads of top (4) four Banks to negotiate further.
- v. The pension benefit fund Accounts of HESCO may be opened with Rs. **100 Million** at initial stage & the deposited amount should be kept in P & L 'Special Saving Account' and restricted to make withdrawal / disbursement of fund upto 10 years period but the profit will be reviewed after every 06 month on market rate basis.
- vi. HR & Admn Director may workout data of all HESCO employees who are going to retire in next three years and submit calculation of their pensionary benefits in the next HR Committee meeting.
- vii. Board approved professional fee to Consultants M/s Sidat Hyder, Murshid Associates (Pvt) Ltd amounting to **Rs: 110,000/-** (Rupees One hundred ten thousand) only for finalization of Trust Deed and to complete the process for opening of Bank account.
- viii. In future pension contribution be collected from the fresh inductees / employees who are appointed on contract basis.
- ix. Board suggested to improve service structure of HESCO.

Appointment of the acting chairman of the Audit Committee

- Decision: Board recommended for Prof. Dr. Muhammad Aslam Uqaili to Chair Audit Committee meetings till the final decision by the Honorable Court in the case of Mr. Mehmood Nawaz Shah.


CHAIRMAN
BOD HESCO, Hyderabad.

Page 17 of 24


27/5

Chairman the Board meetings in absence of the HESCO Chairman

- Decision: The Board recommended for Prof. Dr. Muhammad Aslam Uqaili to Chair full Board meeting in the absence of Mr. Nazar Hussain Mahar Chairman BOD.


Appreciation of Deputy Manager (IS) and hiring of programmers from market.

- Decision: Board appreciated Mr. Mehmood Ahmed, Deputy Manager (IS) HESCO on the re-designing of 'HESCO Website' and Online Consumer Complaint Software system but desired that proper programers be recruited from market to improve further the capacity within HESCO to prepare need basis soft programs.

Secretaries for Committees of BOD

- Decision: Board noticed with concern that no person has been nominated by the management to work as 'Secretary' for the committees of BOD HESCO. Board decided that henceforth the meetings of BOD Committee should function / arrange by the concerned head of Department as 'Secretary of Committee' as nominated below:

Sr. No.	Name of BOD Committee	Nominated as 'Secretary'
1.	Procurement Committee	Chief Engineer (Dev) PMU
2.	Human Resources Committee	HR & Admn Director
3.	Audit Committee	Chief Internal Auditor
4.	Risk Management Committee	Finance Director


(FAHEEMULLAH MEMON)
COMPANY SECRETARY


CHAIRMAN
BOD HESCO, Hyderabad.

**THE LIST OF OFFICERS BPS-17, WHOSE CASES ARE TO BE CONSIDERED FOR
THEIR PROMOTION IN BPS-18 IN THE FORTHCOMING PROMOTION BOARD**

Sr No.	Name Of Officer	Place of Posting
1	Syed Aijaz Ali Shah	AM (PDC) HESCO, Hyd:
2	Mr. Ghulam Akbar Malhan	Addl. DM attached with SE Opr: Circle N'Shah
3	Mr. Abdullah Yousfani	Acting DM (TPT) HESCO, Hyd:
4	Mr. Ahmed Khan Saraz	AM attached with SE Opr. Circle HESCO, MPK
5	Mr. Aijaz Ahmed Shaikh	AM Opr: S/D, HESCO, Qazi Ahmed
6	Mr. Aqeel Noor Memon	Addl. XEN ELR Div: Const: HESCO, Hyd:
7	Mr. Farman Ali Dahani	Addl. Circle Manager (M&T) N'Shah
8	Mr. Gulzar Ahmed Dasti	Addl. XEN Opr: Div: HESCO, N'Shah
9	Mr. Maqsood Ahmed Korejo	Addl. XEN SS&T Div: HESCO, N'Shah
10	Mr. Abdul Qayyum Bhurgari	AM (P&E) HESCO, Hyd:
11	Mr. M. Sabih-uz- Zaman	Addl. DM (P&E)HESCO, Hyd:
12	Syed Mukhtiar Hussain Shah	AM attached with (HQ) HESCO, Hyd.
13	Syed Ghulam Murtaza Shah	Addl. DM (Technical) Opr: Circle-I HESCO, Hyd:
14	Mr. Ghulam Farooque Tunio	AM (AMR) HESCO, Hyd:

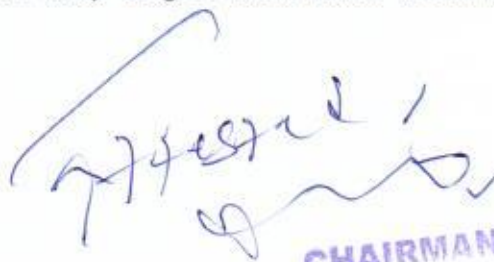
15	Mr. Ghulam Sarwar Unnar	AE (T) SS&T, HESCO, N'Shah
16	Mr. Manzoor Ali Magsi	AM Opr: S/D, HESCO, TMK-I
17	Mr. Irfan Karim Shaikh	LO HESCO, HQ, Hyd:
18	Hafiz Badaruddin Shaikh	SDO (Civil) GSC, HESCO, Hyd:
19	Mr. Zaki Mukhtar	RO HESCO, Mirpurkhas
20	Mr. M. Iqbal Mansoori	Audit Officer (Internal Audit) HESCO, Hyd:
21	Mr. Abdul Aziz Nizamani	AM Store (MM) HESCO, HQ, Hyd:

g HESCO
[Signature]
CHAIRMAN
 BOD HESCO, Hyderabad.

[Signature]
 27/5

14.	Mr. Hadi Bux S/o Karim Bux	N.Q	CEO/HESCO/Admn & HR Dir/A9/DW/ NQ/ 2528-30 dt: 30.03.2016	CEO HESCO
15.	Ms. Marina Mujeeb D/o Abdul Mujeeb	DEO	CEO/HESCO/Admn & HR Dir/A9/DW/ DEO/2522-26 dt: 30.03.2016	CEO HESCO
16.	Mr. Faizan Khan S/o Qameruddin	Audit Asstt:	CEO/HESCO/Admn & HR Dir/A9/DW/ AA/3162-66 dt: 11.04.2016	CEO HESCO
17.	Mr. Abdul Basit Bhatti S/o Fareed Ahmed Bhatti	ALM	CEO/HESCO/Admn & HR Dir/A9/DW/ ALM/3172-76 dt: 11.04.2016	CEO HESCO
18.	Mr. Wilson S/o James Masih	ALM	CEO/HESCO/Admn & HR Dir/A9/DW/ NQ/ 3167-71 dt: 11.04.2016	CEO HESCO

Note: The engagement on daily wages basis have been made against vacancies of sanctioned posts.


CHAIRMAN
 BOD HESCO, Hyderabad


 27/5

LIST OF PARTICIPANTS ATTENDED THE BOARD MEETING

DATED 07.05.2016 AT 10:00 AM

Present		
1.	Mr. Nazar Hussain Mahar	(In Chair)
2.	Prof. Dr. Muhammad Aslam Uqaili	Director
3.	Mr. Shafique Ahmed Mahesar	Director
4.	Qazi Shahid Pervez	Director
5.	Mr. Tassaduq Hussain	Director (through video link)
6.	Mr. Akhtar Ali Randhawa	Director / CEO HESCO
Leave of Absence		
7.	Mr. Waqas Anwar Qureshi	Director
8.	Mr. Mehfooz Ahmed Bhatti	Director
9.	Mr. Mehmood Nawaz Shah	Director (on leave) (pending enquiry)

Attested

CHAIRMAN
BOD HESCO, Hyderabad.

for
27/5

Company Secretary		
10.	Mr. Faheemullah Memon	Company Secretary
By Invitation		
11.	Mr. Shahid Hameed Chohan	Chief Operating Officer HESCO
12.	Mr. Saeed Ahmed Dawach	Chief Commercial Officer HESCO
13.	Syed Imran Ali Askari	HR & Admn Director HESCO
14.	Lt. Cdr (R) Nadeem Akhtar	Finance Director HESCO
15.	Mr. Muhammad Akhtar Qureshi	Chief Engineer (PMU) HESCO
16.	Mr. Mehmood Ali Kaimkhani	Manager (Commercial) HESCO
17.	Mr. Muhammad Iqbal Memon	Manager (Material Management)
By Special Invitation		
18.	Mr. Nadeem Naseem	Representative of Consultants M/s Sidat Hyder Murshid Associates (Pvt.) Ltd. Karachi

Faheem 27/5/16.
(FAHEEMULLAH MEMON)
COMPANY SECRETARY

Attested
[Signature]
CHAIRMAN
BOD HESCO, Hyderabad.

From: Nazar Mahar
Sent: Friday, May 27, 2016 10:56 AM
To: Faheem Hesco
Cc: Nazarmahar
Subject: updated minutes 117th Board meetin

Dear Secretary
I have updated draft minutes
please bring them in proper shape and issue
to all directors and stake holders

thanks for your support

nazar mahar


CHAIRMAN
BOD HESCO, Hyderabad.