



HYDERABAD ELECTRIC SUPPLY COMPANY

OFFICE OF THE COMPANY SECRETARY

HESCO HYDERABAD

No.HESCO/C.S/Min-119th BOD/1694-1710

22nd June, 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 119TH BOD OF HYDERABAD ELECTRIC SUPPLY COMPANY LIMITED**

The Minutes of 119th BOD Meeting of Hyderabad Electric Supply Company Limited held on 04th June, 2016 at 12:00 noon 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. These minutes will be confirmed in the next Board of Directors meeting.


(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.

MINUTES OF 119TH BOD MEETING HESCO HYDERABAD

Meeting of the 119th BOD HESCO was held on Saturday, the 04th June 2016 at 12:00 noon 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 Board of Directors.

Agenda-1 CONFIRMATION OF MINUTES OF 117th & 118th BOD MEETINGS

117th BOD meeting held on Saturday, the 07th May, 2016

Moved: Prof. Dr. Muhammad Aslam Uqaili

Seconded: Qazi Shahid Pervez

Resolved: HESCO Board of Directors confirmed the 117th BOD minutes of its meeting held on Saturday, the 07th May 2016 as a true and correct record of proceedings subject to following amendment.

Agenda # 2 C

THE BOARD APPROVED THE DAILY WAGES RECURITMENT MADE BY THE CEO ON ACCOUNT OF REPORTEDLY EXIGENCY OF THE WORK SUBJECT TO CONDITION OF DETAILED SCRUTINY AND APPROVAL BY THE HR COMMITTEE OF THE BOARD REGARDING NEED AND MERIT. THE DECISION OF THE HR COMMITTEE IN THE MATTER TO BE PLACED BEFOR BOARD DURING NEXT MEETING OF THE BOARD.

Agenda # 7

THE BOD DECIDED THAT THE DECISION TO THE EXTENT OF CANCELLATION OF THE CONTRACT AND IMPOSITION OF THE PENALTY ON DEFALUTED FIRM IS RECONFIRMED HOWEVER THE

REMAINING PART OF THE DECISION CONCERNING PROCUREMENT WAS NOT CONFIRMED AND IT WAS DECIDED THAT MATTER MAY BE CONSIDERED BY THE PROCUREMENT COMMITTEE OF THE BOARD. THE BOARD HOWEVER DECIDED THAT ALL SUPPORT FINANCIAL AS WELL AS HUMAN RESOURCE AS PER NEED WOULD BE MADE AVAILABLE TO THE PROJECT AFTER CLEARANCE OF HR AND PROCUREMENT COMMITTEES OF THE BOARD TO ENSURE THAT ENTIRE WORK MUST BE COMPLETED BY 31ST DECEMBER 2016.

118th BOD meeting held on Monday, the 9th May, 2016

Moved: Prof. Dr. Muhammad Aslam Uqaili

Seconded: Qazi Shahid Pervez

Resolved: HESCO Board of Directors confirmed the 118th BOD minutes of its meeting held on Monday, the 9th May 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. **UPDATE STATUS ON ABC CABLE CONNECTIVITY AND FUTURE ACTION PROGRAM**

Board directed to ensure 100% execution of ABC cabling in Latifabad as well as Qasimabad Sub Divisions. On the request of management, BOD further authorized CEO HESCO to hire 16 No. Persons on daily wages basis to complete the remaining / left over job orders of the Tyco Contract by 31st December, 2016 if same is cleared by the procurement as well as HR committees of the Board. However all persons to be hired for this specific purpose would be fired by 31st December 2016. In case there is any requirement of approval by the Ministry or any other forum in addition

to the Board it may be obtained before hiring the additional human resource for this specific activity.

Board further inquired any provision to regularize the contract and daily wages employees. The HR & Admin Director informed the board that as per practice all contract and daily wages employees are regularized after three years. **Board took serious note of this backdoor hiring and directed that no daily wages or contract employee would be absorbed henceforth in HESCO** and such absorptions if any done in past must be reexamined and placed before the human resource committee for appropriate decision in all cases on case to case basis and all uncalled absorptions without merit, need and due qualification must be reconsidered and removed from Hesco after due process of law and rules and up to date progress in the matter may be placed regularly to the Board. The Board further decided that all daily wages or contract appointment made by the current management contrary to decision of the Board taken during 113th meeting to be placed before the Human resource committee of the Board for scrutiny and need assessment and any position if found unnecessary to be removed immediately as per recommendations of the HR Committee who must complete the process at the earliest and would fix responsibility for violating clear decision of the Board regarding future recruitment.

Board also inquired regarding delegation of powers for recruitment of employee and directed to be briefed by the management in next Board meeting.

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

Board Directors were astonished to see that bid for opening of AMR meters has been postponed for a long time of about two months till last week of July, 2016 which shows nothing but resistance with in management to delay the reforms without any regard to loss being sustained by the company.

The above action of the management has raised serious questions particularly for private directors to see that whether there is any value to continue to be part of Board whose directives from employing CFO and others major positions, total

computerization along with required software and facilitation to general public as well as AMR meters in (Qasimabad, Industry and Agriculture) have been openly violated by the management. The Board directed the management to expedite process of procurement of AMR meters for Industry, Agriculture and commercial connections and sufficient provision must be placed in next budget for this purpose and provision may also be kept for ABC cabling of all feeders and digitization of all feeders.

C. PROGRESS ON SCANNING OF METERS AND ITS ACCURACY

The progress was considered and found yet not satisfactory. Board directed to expedite the scanning and achieve 100% accuracy target next month. Board further suggested the management to recommend action against Meter Readers in next Board meeting on their worst performance. Board however suggested to management to devise a mechanism to involve the consumers to report meter figures through scanning and lodge if any complaints regarding meter readers or malfunctioning of the meters. The Board desired that on all consumers related interventions a proper App must be developed by the Computer section of the company through existing IT staff or get it developed from the market.

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

Board suggested emailing the comparison of expenditure of March, 2016 with respect to March, 2015 among the Board of Directors. The Board directed that annual budget for next year along with Tariff revision petition for next year may be placed for approval of the Board immediacy with in one week of the presentation of the federal budget after due consideration by the risk committee of the Board and related documents must be delivered to all directors well in advance.

E. BRIEFING ON DIGITIZATION OF 11 KV FEEDERS

Board appreciated the progress achieved so far and suggested that 100% digitization should be completed by 31st December 2016. Board further suggested that:

- CEO HESCO may provide all financial and human resource (with consent of the procurement and HR Committees of the Board) support for purchase of equipment's and machinery etc and deploy required teams on exclusively daily wages to complete task in time but all daily wages hiring would be exclusively till 31st December 2016 and all additional technical staff to be hired for specific purpose would be fired/removed from service by above cited date. Approval if any required from any other authority beside Board may be obtained before hiring additional human resource for this specific purpose and human resource committee of the board may be kept in loop during whole process. 1st priority may be given to Industrial and Agriculture and commercial feeders with respective priority accordingly.
- Month wise progress should be presented in every Board meeting.
- Proposal for reward of incentives for the employees working in the project may be prepared for Board meeting.

Bench Mark: Board Noted Progress of 179 feeders (6052 km) on 04.06.2016

Agenda-3 PROCUREMENT OF SINGLE PHASE METERS

Management Informed the problems being encountered in the matter and requested immediate approval of the Board to resolve the matter failing which it would result in serious crisis . The Board was further informed that tender for the procurement of 100,000 Nos. (05 equal lots) Single Phase Static Energy Meters was opened on 23.02.2016. Nine (09) firms purchased the tender documents but no any firm participated in the tender.

Another tender for the above quantity (05 equal lots) was opened on 12.04.2016. There also nine (09) firms purchased the tender documents but only five (05) firms participated in the tender and quoted same unit price of Rs:1650/- (excluding GST). The Board had considered the matter in 117th BOD meeting vide agenda # 20 but refused to accept the offer of Rs: 1650/- due to carteling by the companies as all had offered same price.

Subsequently one of the company M/s. KBK Electronics (Pvt.) Ltd Lahore voluntarily offered revised rates i.e FCS price @ Rs:1299/- per meter which was further reduced to Rs.1240 (excluding GST) for full lots (III & IV) vide their letter No. TD/KBK-762/003684 dated 13.05.2016 as gesture of good will.

The management further reported that "HESCO last purchased the 50,000 Nos: single Phase Static Energy Meters at unit rate of Rs.1358/-(excluding GST) vide PO.No:03-03027 dated:15-09-2015."

Meanwhile another tender for the procurement of 24,000 No. Single Phase Static Energy Meters was opened on 27.05.2016. Eight (08) firms purchased the tender documents but three firms participated in the tender. The lowest firm quoted the unit price of Rs. 1850/- (excluding GST).

Management further presented last 05 years satisfactory performance of the following firms who have successfully supplied the Single Phase Static Energy Meters to different Companies / DISCOs.

Sr. No.	Name of Firms	Years	Quantity (Nos.)
1	M/s. KBK Electronics (Pvt.) Ltd Lahore	2012 to 2016	1,599,218
2	M/s. Pak Elektron Ltd Lahore	2010 to 2014	604,289
3	M/s. Accurate Private Ltd Lahore	2012 to 2016	441,054
4	M/s. ACE Indigo Industries Private Ltd Lahore	2012 to 2016	9,100
5	M/s. Vertex Private Ltd Lahore	Supply record not available	

Resolved: The Board was informed that matter was considered in the meeting of the procurement committee in its meeting held on 13.05.2016 and the procurement committee has recommended to accept the discounted offer of the KBK Electronics which would save more than 12.04 million of the company and immediate need of meters would also be met. Keeping in view of the above & considering dire need of the energy meters in HESCO at this stage, Board approved to procure only two lots i.e Lot No. (III & IV) from M/s. KBK Electronics (Pvt.) Ltd Lahore on their discounted FCS price

of Rs: 1240/ per meter (excluding GST) on the same terms & conditions and quality in the best interest of company. Since discount by the bidder is not covered by the PPRA rules as such concurrence of the ministry may be obtained in the matter before placing the order. Board further desired that an International tender may be urgently floated to bring more international and local companies to ensure more competitiveness.

Agenda-4 PROCUREMENT OF THREE PHASE METERS

Resolved: The procurement committee of the Board has considered the case and has recommended BOD accorded approval for the procurement of 10000 meters. Board again noticed carteling in this tender too and noted that in another case Board had refused to accept monopolistic offer of the bidders which had resulted in getting discounted rates and insisted that in all such cases international tender must be floated to ensure transparency and competitiveness. However Board decided to procure only 3000 meter only to meet urgent requirements of Static Three Phase Energy Meters amounting to 19.5 Million (exclusive G.S.T) from the below mentioned firms provided adequate funds are available for procurement of meters.

Sr. No	Name of Firm	Qty (Nos)	Unit Rate	Amount (Rs.)
1	M/s Escorts Pakistan Ltd Lahore	1000	Rs. 6,500	Rs. 6,500,000
2	M/s Accurate Private Ltd, Lahore	1000	Rs. 6,500	Rs. 6,500,000
3	M/s Vertex Electronic Private Ltd Lahore	1000	Rs. 6,500	Rs. 6,500,000
Total:				19,500,000
+17% G.S.T				3,315,000
Grand Total:				22,815,000
(Rupees twenty-two million eight hundred fifteen thousand only)				

Agenda-5 APPOINTMENT / ADVERTISEMENT OF CHIEF EXECUTIVE OFFICER / CHIEF FINANCIAL OFFICER / CHIEF INTERNAL AUDITOR / LEGAL ADVISOR AND IT EXPERT HESCO



Resolved: On the recommendation of HR Committee of BOD HESCO, Board approved the draft advertisement prepared by HR & Admn Director for the appointment of Chief Executive Officer, Chief Financial Officer, Chief Internal Auditor, Legal Advisor and I.T. Consultant in HESCO as per attachment at (**Annexure-II**). Board further suggested seeking applications through online as well as by post within the time frame of 30 days.

Board further suggested that:

- HR Committee will short-list the candidates for the post of CEO HESCO and will recommend suitable candidates to the Board for consideration. Initially appointment of CEO will be for 3 years without any extension. HR Committee may like to invite any other Director of the Board like nomination committee to assist them in the matter.
- HR Committee as stated above will conduct interviews of all candidates for the above posts, in which Ministry of Water and Power / PEPCO may nominate their co-opted member / technical expert for further assistance.
- Ministry Water and Power or any other forum may be approached if required for concurrence of appointment for I.T Consultant for terms and conditions of one year.
- Board approved organogram structure prepared by PEPCO which is currently adopted in LESCO.

Agenda-6 STATUS OF MAHMOOD NAWAZ SHAH CASE

Resolved: The Board was informed that the case has been decided by the Court of law in favour of Mr. Mahmood Nawaz Shah and he has been cleared from all charges in the criminal case (Copy of the Court decision is enclosed at (**Annexure-III**)). The attention of the Board was invited to the decision made during 116th meeting of the Board where in it was unanimously

agreed that both parties would abide the decision of the Court of law. The CEO again reiterated that he has nothing personal and he would abide decision of the Board in the matter. The Board accordingly decided to remove restrictions imposed on Mr. Mahmood Nawaz Shah on participation of the Board meetings and he would be invited to attend Board and other Board committees meetings henceforth in future.

Agenda-7 **NOMINATION OF NEW DIRECTORS OF BOD**

Resolved: Board suggested to collect CVs from all Directors of suitable candidates for further discussion in next Board meeting or Nomination Committee.

Agenda-8 **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 (MAINS & SERVICES), HARDWARE/ACCESSORIES AND THEIR TESTING & COMMISSIONING. DISMANTLEMENT OF LT CONDUCTOR, SERVICE AND REPLACEMENT OF EXISTING METERS WITH STATIC METERS INCLUDING TRANSPORTATION & SAFE HANDLING AND RETURN OF DISMANTLED MATERIAL TO THE DESIGNATED STORES OF HESCO.**

Resolved: Board suggested for revising the minutes of 117th BOD meeting of Agenda # 7 to the extent of the procurement and decided to urgently place the matter before procurement committee for detailed consideration and examination however meanwhile project may be provided all necessary human and technical and financial support to ensure that this task may be completed by 31st December 2016. However recruitment of technical staff (with concurrence of the HR committee of the Board) shall be exclusively on daily basis and for specific activity and all restriction as applied in agenda item # 2 Point E cited above regarding digitization of feeders would apply in this case too.

Agenda-9 **RATIFICATION FOR RESTORATION OF COMMUTED PORTION OF PENSION**

Resolved: BOD HESCO accorded approval regarding formal ratification of the decision of BOD PEPCO at Agenda No. 13 in its 59th meeting held on 18.08.2015 and conveyed vide PEPCO O.M No. 4610-37 dated 30.11.2015 (**Annexure-IV**) regarding restoration of commuted portion of pension.

Being no additional agenda Board meeting was ended with vote of thanks to chair and from the chair.

On behalf of
BOD HESCO


(FAHEEMULLAH MEMON)
COMPANY SECRETARY

22/06/16.

LIST OF PARTICIPANTS ATTENDED THE 119th BOARD MEETING**DATED 04.06.2016 AT 12:00 NOON**

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)
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)



SAVE ELECTRICITY USE ELECTRICITY SPARINGLY

BETWEEN 6:00 PM TO 10:00 PM

Please co-operate with HESCO for achieving 100% recovery from Defaulters



HYDERABAD ELECTRIC SUPPLY COMPANY

CAREER OPPORTUNITIES (CEO, CFO, CAIA, Legal Advisor, IT Consultant)

The Board of Directors of Hyderabad Electric Supply Company intends to appoint the following positions based at HESCO Head Office Hyderabad. Applications are invited from dynamic individuals with credentials and vision to deliver in the challenging corporate environment.

CHIEF EXECUTIVE OFFICER

- The Chief Executive Officer will report to the Board of Directors and will work closely with the Board in the development of strategic plans to advance the company's mission and objectives as well as to promote transparency and enhance revenue.
- The candidate must demonstrate Leadership Skills, Management and Team Building Experience, Excellent Communications and Interpersonal skills.
- The candidate should be thoroughly familiar with the economic, social, legislative and political environment in which Power / Electricity Distribution industry operates.

RESPONSIBILITIES:

- The CEO will be responsible for the management of HESCO and for its procedures in financial and other matters, subject to oversight and directions of the Board, in accordance with the Companies Ordinance 1984. His responsibilities include implementation of strategies and policies approved by Board, making appropriate arrangements to ensure that funds and resources are properly safeguarded and are used economically, efficiently and effectively and in accordance with all statutory obligations.

QUALIFICATION & EXPERIENCE:

- The candidate should have minimum Bachelor in the relevant engineering field from a well-reputed HEC recognized institution. Preference will be given to candidates holding a Master/PhD Degree in Business Management OR Engineering.
- The candidate should have overall minimum 15 years of professional experience with minimum 10 years in senior management positions. Candidates having managerial experience in Power Sector or previous experience of working as CEO/MD/COO in both Public & Private Sectors will be given preference.

REMUNERATION & AGE:

- Compensation package will be market-based as prevalent in the corporate sector.
- Initially the contract will be awarded for a period of three years.
- The candidate should not be more than 62 years of age as on the closing date of the advertisement.
- The applicant shall be required to complete and sign an application form and submit a declaration on a non-judicial stamp paper available at HESCO website: www.hesco.gov.pk

CHIEF FINANCIAL OFFICER

- The Chief Financial Officer will report to the Board of Directors and will work closely with the Board in the development of financial plans to advance the company's mission and objectives.
- The candidate should be an effective organizational leader and a key member of the Senior Management.
- The candidate should act as integrator and navigator for the Company.
- The candidate should bring Professional qualities to the position and organization.
- Be an effective Leader of Finance and Accounting functions.

RESPONSIBILITIES & SKILLS:

- Excellent Communication, interpersonal, time management and presentational skills.
- Good planning and organizational skills to balance and prioritize work.
- Ability to recruit, train, motivate and develop team players to achieve objectives of the Company.
- Ability to work with the Board of Directors / Audit & Finance committees of the BOO.
- To deal with regulatory affairs, formation of tariff & preparation and presentation of tariff petitions before NEPRA.
- To ensure forecasting and funds management as per policy of the Company.
- To manage change and robust Corporate Financial and Accounting systems in the Company.

QUALIFICATION & EXPERIENCE:

- Qualified fellow Chartered Accountant (FCA) with 10 years post qualification relevant experience OR Fellow Cost & Management Accountant (FCMA) with 15 years relevant experience in a senior position of Private and public sector companies. The candidate having Power sector experience will be preferred.
- Computer proficiency & Financial Modeling Skills are compulsory.

REMUNERATION & AGE:

- Pay & Allowances are negotiable as per qualification, expertise, experience & other credentials of the candidate.
- Initially the contract will be awarded for a period of one year.
- The candidate should not be more than 55 years as on closing date of the advertisement.

CHIEF AUDITOR FOR INTERNAL AUDIT

- The Chief Auditor for Internal Audit will head the Internal Audit Department of the Company and will report to the Board of Directors for all functions of his position.
- The candidate should be an effective organizational leader and a key member of the Senior Management.
- The candidate should bring Professional qualities to the position and organization.

RESPONSIBILITIES & SKILLS:

- To evaluate Accounting, Financial, Credit and other operational activities as an independent appraisal function.
- To ensure effective management of the Financial Resources of the Company.
- To review and appraise the soundness, Adequacy and application of Accounting, Financial and Operational Controls.
- To formulate internal audit programs in such a way that all aspects of financial transactions are audited.
- To prepare reports containing observations, comments and recommendations based on carried out work.
- To develop an effective team of competent subordinates who understand and are able to discharge the obligations of their positions / jobs.
- To undertake special investigation at the directive of the Audit and Finance Committee/Board of Directors.
- To have liaison with the External and Commercial Auditors of the Company.
- Ability to work with the Audit and Finance Committee / Board of Directors.
- Excellent communication, interpersonal, time management and presentational skills.

QUALIFICATION & EXPERIENCE:

- Qualified fellow Chartered Accountant (FCA) OR Certified Internal Auditor.
- 10 Years post qualification relevant experience in a senior position of Private and public sector companies. The candidate having power sector experience will be given preference.

REMUNERATION & AGE:

- Pay & Allowances are negotiable as per qualification, expertise, experience & other credentials of the candidate.
- Initially the contract will be awarded for a period of one year.
- The candidate should not be more than 55 years as on closing date of the advertisement.

LEGAL ADVISOR

- The Legal Advisor will report to the Board of Directors and will work closely with the Board in the performance of company functions in accordance with the prevailing legal & corporate laws.
- The candidate is expected to provide legal services of board rigorous & advisory nature with prime focus on corporate affairs to safeguard the interest of the company.

RESPONSIBILITIES & SKILLS:

- To provide accurate and timely legal advice to the Board of Directors, Chief Executive on all corporate matters and law that impacts, or may impact the company business.
- To provide advice on different legal issues and assist in drafting legal opinions, memoranda and other legal documents.
- To support the company in the identification and management of legal risks to the Company.
- To be responsible for the conduct of litigation on behalf of the Company specifically relating to regulatory matters.
- To undertake other such duties as may be reasonably requested by the Chairman BOO & Chief Executive Officer of the Company.
- Resilient and able to deliver under pressure. Thoroughly organized in face of constantly changing workloads.
- Excellent Communication, interpersonal, time management and presentational skills.
- Good planning and organizational skills to balance and prioritize work.

QUALIFICATION & EXPERIENCE:

- LLB/LLM/B.A.-LL.B/Ph.D Degree & Bar Certificate from a well reputed national or international university.
- 20 years of successful practice as a Lawyer.
- Preference will be given to a Corporate Lawyer.

REMUNERATION & AGE:

- Pay & Allowances are negotiable as per qualification, expertise, experience & other credentials of the candidate.
- The contract will be awarded initially for a Period of one year.
- The candidate should not be more than 55 years as on closing date of the advertisement. Relaisable in case of higher qualification as well as extra ordinary experience.

CONDITION:

- Appointment of Legal Advisor is subject to the provisions of THE COMPANIES (APPOINTMENT OF LEGAL ADVISERS) ACT, 1974.

IT CONSULTANT

- The IT Consultant will report to the Board of Directors and will work closely with the Board and advise regarding use of information technology in order to meet the business objectives/ customer problems to improve the structure and efficiency of IT System in the organization.
- The candidate should be used to provide strategic guidance with regard to technology, infrastructure and enabling major business processes through enhancements to IT.
- The candidate should provide guidance during selection & procurement as well as provide expert technical assistance and responsible for User training & feedback as well as should be involved in business development and technical duties.

RESPONSIBILITIES & SKILLS:

- IT Consultant is the head of Information System (IS) department of company and will ensure the efficient running of administrative, financial & technical matter of IS department.
- To formulate the company's IT policy, quality policy, investigating opportunities, assessing new technologies and formulate, implement and monitor the strategy, planning standards, troubleshooting and procedures related to IS department in the light of company's IT policy.
- To be responsible for design, development, implementation and maintenance of application software, communication network & network facilities including development methods, quality and standards through the technical support of the office of CEO (ITC) Lahore.
- To be responsible for the management and monitoring of third party contracts for the delivery of IS products and services.
- To conduct regular meeting with department heads to ensure that priorities are clear and coordination is good and follow-up on decisions made in management meeting and ensure proper execution.

QUALIFICATION & EXPERIENCE:

- Masters in Computer Science / IT or higher qualification from a University / Institute recognized by the Higher Education Commission of Pakistan.
- Possesses hands-on technical background and excellent communication skills.
- 10 years of post qualification relevant experience in a senior position of Private and public sector companies.

REMUNERATION & AGE:

- Pay & Allowances are negotiable as per qualification, expertise, experience & other credentials of the candidate.
- The contract will be awarded initially for a Period of one year.
- The candidate should not be more than 45 years as on closing date of the advertisement. Relaisable in case of higher qualification as well as extra ordinary experience.

ELIGIBILITY OF PEPCO OR CORPORATE ENTITY EMPLOYEES

Senior officers of PEPCO or any of the DISCOs, GENCOs and NTDC meeting the stated criteria are eligible to apply.

Applications along with detailed CV mentioning clearly the post applied for with two work and two personal references and two photographs should reach within 30 days from the date of publication of this advertisement at the following address:

Admn & HR Director HESCO

Room No. 118, 1st Floor, WAPDA Offices Complex Central Building Hussainabad Hyderabad Tel: 622-9260912

Don't touch electric poles, wet switchboards etc.

HYDERABAD ELECTRIC SUPPLY CO.

Save Electricity
ماں بچاؤ بجلی بچاؤ

**IN THE COURT OF CIVIL JUDGE & JUDICIAL MAGISTRATE-III,
TANDO ALLAHYAR**

BEFORE: **PARDEEP KUMAR**

Criminal Case No.115/2016
Old No. 01/2016

The State

Vs

Mehmood Nawaz Shah son of Shah Nawaz Shah.....Accused

**Crime No. 36/2015
U/S 39-A Electricity Act
P. S.: Bukera Sharif**

Mr. Muneer Hussain Laghari, Advocate for accused
Mr. Majid Ali Rind, Learned ADPP for the State

**Judgment
19.05.2016**

This instant criminal case is coming for final disposal where in Accused **Mehmood Nawaz Shah** son of Shah Nawaz Shah is facing trial for offence punishable under section 39-A Electricity Act in the aforementioned crime registered at P.S. Bukera Sharif.

The brief facts of the case are that on 03.12.2015 at about 1000 hours raiding party of HESCO headed by the complainant Abdul Sattar, SDO-II WAPDA Tando Allahyar checked and found that accused Mehmood Nawaz Shah was running a tube well at his land on illegal electricity connection by-passing meter thereby accused committed theft of electricity, thereafter complainant reported it to higher officials and after obtaining letter complainant went to PS for lodging of FIR and on 17-12-2015 FIR was lodged against accused Mehmood Nawaz Shah. Hence the present case.

After completion of investigation I.O submitted the charge sheet and on 02.01.2016 was accepted under section 39-A Electricity Act.

Copies were supplied to the accused person in compliance of section 241-A Cr.P.C. on 27.01.2016 to accused Mehmood Nawaz Shah marked at EX---01.

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I have heard both sides at length and perused material available on file very carefully and have found following points for determination.

POINT NO. 01:- Whether on 03.12.2015 at about 1000 hours accused were running tube well at his land on illegal electric connection and committed theft of electricity?

POINT NO. 2:- What should the judgment be?

My findings along with reasons on the above points are as under:

POINT NO. 01

Not Proved

POINT NO. 02

Accused persons acquitted U/S 245(i) Cr.P.C. of the charge of 39-A Electricity Act.



1-1
REASONS

POINT NO. 01

In support of the prosecution case the prosecution have examine five witnesses in order to prove the charge against the accused. That for the sake of convenience Section 39-A Electricity Act, is reproduced for which accused is charged and what are the pre-requisites of the alleged offence to be proved as follows:

39-A penalty of installation of artificial means etc. (1) Whoever installs or use any device contrivance or artificial means for dishonest abstraction, consumption or use of energy of a license whether he drives any benefit there from or not, shall be punished with imprisonment of with either description for a term which may extent to three years, or with fine which may extent to [five million] rupees, or with both; and if it is proved that any device, contrivance of artificial means for such abstraction, consumption or use exists or has exited on a premises shall be presumed unless the contrary is proved that such persons has committed an offence under this sub section.

(2) Whoever abets, or conspires in, the commission of any act mentioned in sub section (1) shall be deemed to have committed an offence under that sub section.

Explanation. In this section, "artificial means" includes—

- (a) Making of direct electrical connection from the aerial line through arterial jumper;
- (b) Making of direct electrical connection from transformer, cable meter's main terminals and from consumer's installations through artificial wiring;
- (c) Disconnecting the potential link from the meter terminals by means of a plier, screw driver, cutter or any other instruments;
- (d) Barking the glass cover of a meter or drilling hole in the casing or covering of a meter by an means;
- (e) Stopping or slowing the revolutions of a meter disc by artificial magnet;
- And
- (f) Stopping or slowing or reversing the revolutions of the meter disc by changing the phase sequence of meter through artificial electrical circuit.]

Thus, in order to prove a charge, prosecution was under heavy burden to show that there was any device, contrivance of artificial means for such abstraction, consumption or use exists but nothing was recovered by raid team so also by police during investigation has failed to show that accused has used such devices for theft of the electricity but in the present case nothing was recovered from the place of incident so also the incident was also witnessed by residents of locality but none from the locality was made prosecution witness even police have not associated any independent persons as *mushir* in this case and what has been deposed by the complainant and PW's before this court are conjectures.



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Complainant Abdul Sattar who was produced before this court as P.W. No. 01 at Ex.03, but careful perusal of evidence adduced by him reveal that he alongwith Malak Imtiaz, Irshad Ali Memon and other officials of HESCO raided land of accused where he found illegal connection of electricity, however as per contents of FIR name any member of the raid team is not mentioned in the FIR, so also meter number installed at place of incident is not mentioned. Complainant further deposed that illegal connection was disconnected by raiding team but remaining PW does not disclosed that said illegal connection was disconnected by raiding team, but astonishingly PW No.03 deposed that illegal connection was disconnected on the next day.

Furthermore PW No. 02 who was produced before this court as P.W. No. 02 at Ex.04 was declared hostile by the learned ADPP and deposed that present case was lodged at the request of senior officials and he never went to place of incident after the raid and police took his signature on memo of place of incident on the said date of raid. Lastly I.O. produced at Ex. 09 deposed that nothing was recovered from place of incident, so also alleged photographs produced at Ex. 8/A to 8/C were not supplied to him during investigation by the complainant. Moreover there is admitted unexplained and inordinate delay of 14 days and not a single reason has been assigned for such a delay.

Lastly learned counsel for the accused has argued that some official has has raided tube well no.03 at land of accused which is least used tube well in the month of December as crops does not need any water and there is no question of theft of electricity.

Keeping in view of the above discussion, I am of the view that the prosecution has not been able to prove its case against the accused persons therefore point number is answered as not proved.

POINT NO. 02:

In view of what has been discussed above, I do hereby acquit the accused **Mehmood Nawaz Shah son of Shah Nawaz Shah** under section 245(i) Cr.P.C. from the charge as not proved. The accused is present on bail his bail bond stand cancelled and surety discharged.

Announced in open Court.

Given under my hand and seal of this Court on this 19th day of May, 2016



Sd/- 19-05-2016
(Pardeep Kumar)
Civil Judge & Judicial Magistrate-III
Tando Allahyar

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Pakistan Electric Power Company (Pvt.) Limited
Office of the General Manager (Human Resources)

192-WAPDA House, Shahrah-i-Qaid-i-Azam, Lahore
 Tel: (042) 99202632 & 99202211/2192 Fax: (042) 36369324

Ref.# GM(HR)/HRD/A-332/ 4610-37

Date: 30.11.2015

OFFICE MEMORANDUM

Subject: **RESTORATION OF COMMUTED PORTION OF PENSION**

Reference: Decision of BoD PEPCO in agenda item No.13 in its 59th Meeting held on 18.08.2015.

BoD PEPCO has been pleased to adopt Finance Division (Regulation Wing), Islamabad's Office Memorandum No. F.15(2)-Reg 6/2015-699 dated 07.07.2015, mutatis mutandis, which is reproduced as hereunder:-

"The undersigned is directed to state that according to para 16(e) of the Finance Division's O.M No.F.1(5)-Imp/2001 dated 04.09.2001, the benefit of restoration of surrendered portion of pension in lieu of commutation/gratuity was withdrawn.

Later on, Finance Division vide its O.M No.F.5(2)-Reg.6/2002 dated 2nd July,2002 decided that benefit of restoration of commuted portion of pension shall continue to be available for those who have opted to remain in the Basic Pay Scales 1994.

Now the President has been pleased to decide that all civil servants/civil pensioners of Federal Government, including civilian paid from Defence Estimates, Personnel of Armed Forces and Civil Armed Forces, who retired/would retire on or after 01.12.2001 shall be entitled to the benefit of restoration of commuted portion of pension in lieu of commutation/gratuity in accordance with the applicable rules.

The pensioners of Federal Government, who retired between 01.07.2001 to 30.11.2001 and opted for Pay Scales 2001 on presumptive basis in term of Para 18 of Finance Division's O.M No.F.1(5)-Imp/2001 dated 4th September,2001 shall also be entitled to the benefit of restoration of commuted portion of pension in lieu of commutation/gratuity in accordance with the applicable rules."

c.c.to:-

- CFO PEPCO
- All GMs PEPCO
- MD NTDC PEPCO
- All CEOs, DISCOs/ GENCOs & PTC
- CE (A) Power PEPCO
- Chief Auditor PEPCO
- Company Secretary PEPCO
- SO to MD PEPCO
- General Secretary, All Pakistan Wapda Hydro Electric Central Labour Union (OBA), Lahore

Master file

(Ghaffar Ahmad)
 AM (Admin) PEPCO