



# **HYDERABAD ELECTRIC SUPPLY COMPANY**

OFFICE OF THE COMPANY SECRETARY  
HESCO HYDERABAD

No.HESCO/CS/Min-127th BOD meet:/ **428.45**

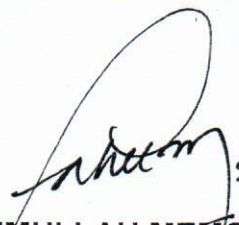
23rd January, 2017

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. Mehmood Nawaz Shah**, Director BOD HESCO.
10. **Mr. Asad Ullah**, Director BOD / CEO HESCO.

Subject: **MINUTES OF 127<sup>th</sup> BOD OF HYDERABAD ELECTRIC SUPPLY COMPANY LIMITED**

The minutes of 127<sup>th</sup> BOD meeting of Hyderabad Electric Supply Company Limited held on 14<sup>th</sup> January, 2017 at 11:00 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.

DA / as above

  
(FAHEEMULLAH MEMON)  
COMPANY SECRETARY  
HESCO HYDERABAD

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. Manager (IS) HESCO Hyderabad.
9. Master File.



## **MINUTES OF 127<sup>TH</sup> BOD MEETING HESCO HYDERABAD**

Meeting of the 127<sup>th</sup> BOD HESCO was held on Saturday, the 14<sup>th</sup> January 2017 at 11:00 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 extended warm welcome to the participants of meeting.

Initiating meeting Chairman apprised the Board Directors about recent visit of Secretary Water & Power in HESCO and informed that assessment done by the team sent by the ministry show a very deteriorating position of the company in terms of losses and recovery. Mr. Mehfooz Ahmed Bhatti informed the Board that Managing Director PEPCO alongwith his team had paid visit to HESCO Company for one week on the direction of Honorable Secretary Water & Power, GOP who were given various tasks alongwith their terms of references, major outcomes of the same assessment are as under:

- In connection with Mobile Meter Reading approximately 2000 connections were checked in which discrepancies were found around half of the checked connections and their accuracy was 49% only which is much lesser than 100%.
- Similarly approximately 10,000 EROs were got implemented by the team during their visit and recovered an amount Rs.58.00 million in a week's time.
- Furthermore the PEPCO team got disconnected 8000 other connections and recovered Rs.607.00 million from the defaulters as well as No. of KUNDA / unmetered connections were got regularized / installed.
- The H'able Director of the BOD was curious as to why HESCO itself is not implementing EROs?
- He further informed that Managing Director PEPCO alongwith his team also held meetings with HESCO Management and SEs / XENs / SDOs were called and discussed the performance of each Sub Division

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individually in which various actions were taken against officers besides suspension on spot due to their poor performance.

- He informed that Letters of Explanation have also been issued to core officers on account of poor performance i.e increase in line losses, less recovery, adjustments, low % age of mobile meter reading and taking lenient view on disciplinary actions etc.
- It was further informed that Honorable Secretary Water & Power has assigned targets to each and every officer and has imposed ban on frequent transfer / posting of officers upto March, 2017 and will hold again meeting in end of March, 2017 to review the progress on targets.
- The Board took very serious notice of the above position and directed the management that instructions of the Secretary Ministry of the power and his team must be implemented in letter and spirit and chalk out a comprehensive action plan to reduce losses, improve recovery and provide better service to consumers.

#### **MEETING WITH CBA UNION AND HESCO ENGINEERS ASSOCIATION**

Representatives of CBA Union and HESCO Engineers Association were also called separately during the meeting and various issues on the performance of HESCO were discussed. While delegation of CBA attended meeting but only one person as representative of the HEA attended.

Board sought proposal from both unions and assured that Board will welcome their suggestions and proposals and directed the management to resolve their pending issues. Board urged for unconditional and full support from CBA union as well as from Engineers Association for improvement of Company to improve performance of the company. Board was of the opinion that if CBA union, HESCO officers / officials and Management work together as a team then there is no doubt that the performance of the company will be improved.

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## MEETING WITH CHIEF ENGINEERS AND SUPERINTENDING ENGINEERS OPERATION CIRCLES

Board also held meeting with Chief Engineers and Superintending Engineers of Operation Circles HESCO. Board was of the view that company is not moving on right direction as there is no improvement in line losses and recovery.. Board expressed their concern that despite of such situation there seems no action by the senior core officers against corrupt and non-efficient staff. Board after detailed discussion set targets for Superintending Engineer's of Operation Circles HESCO and desires to hold progress review meeting in every Board meeting. Board directed the Management not to transfer officers upto six months and be given targets / KPI's to each & every officer. Board further directed Chief Operating Officer, HESCO to make strategy and timeline of targets and share with Directors of BOD.

Board urged the management that mass disconnection may be avoided and paying consumers should not suffered and be facilitated anyhow.

Board appreciate Superintending Engineer Operation Circle HESCO Nawabshah, Malik Imtiaz-ul-Haq on account of raid conducted by him in Tando Adam Factory and recovered HESCO revenues in millions of rupees. Board also directed to take strict action against officers / officials involved in theft. Board approved the reward for Malik Imtiaz-ul-Haq as a policy in the matter.

The Board was of the view and therefore directed the management to present proper reward policy for all the cadres on achievement of milestones and KPIs. The Board also asked CEO to meet with individual SEs and establish a work plan with them. The Board should be informed of this and regular feedback mechanism needs to be in place. The reward mechanism may also be prepared in lieu of those targets and achievements and must be placed in the next Board meeting.

## IMPLEMENTATION STATUS OF BOARD MEETINGS

### a. Presentation of Customer Facilitation Center

- Mr. Ghulam Sarwar Dars, Incharge CFC HESCO presented the overview of Customer Facilitation Center, HESCO and showed example of Multan

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Customer Service Center established through USAID support program. Management informed the Board that PITC has recently invited proposals through tender notices published in the newspapers. It was further informed that tenders have been opened and are currently under evaluation stage. The successful bidder would establish such centers in each DISCO's. However the successful bidder would be requested to give presentation to the BOD of HESCO before installation.

- The Board felt that the Customer Facilitation Center needs improvement. Preferably there should be centralized complaint system which should have a strong follow up from the site and information to the customer. The facilitation center should be beyond faults in the system and should cover all the grievances of customers.

**Decision** Board suggested that company should establish their own setup till establishment through PITC, which should be centralized and all local offices must be closed. Board desired that number of complaints received and resolved (categories wise) every day should be brought in their notice through email. Board further suggested for preparing SOPs for each category of complaint and ensuring its timely resolution.

Board was of the view that there should be timeline for resolution/completion of each request from new meter to new transformer or replacement of damaged transformer etc. and it be followed up on daily basis at the level of CEO through a proper dashboard.

**b. Progress on Digitization of Feeders**

- Engr. Jahangir Aamir, In-charge PECC HESCO, presented progress of the digitization of 11kV Feeders and informed that work of "Digitized Mapping Survey" of all 11kV Feeders has been completed well on targeted date i.e. 31<sup>st</sup> December 2016. Board appreciates Engr. Pervaiz Afzal, Chief Engineer (P&E) & Engr. Jahangir Aamir and his team on completion the target of field survey on time.



**Decision** Board considered that since half bonus has been already approved by the BOD as a special reward for the concerned staff in 121<sup>st</sup> BOD meeting. Therefore, Board approved payment of remaining half Bonus to the concerned staff on completion of the target on time. Board took serious notice that previous reward money has not yet been paid to them and desired to immediately pay them desired reward without further delay and compliance be reported to BOD in next meeting.

Board further directed that since PECC has calculated the technical losses of 11kV Feeders and have prepared proposals to curtail technical losses of areas where the line losses are too high, therefore management should take accordingly follow up action to reduce losses.

Board appreciated performance of the dream team working on the digitization.

c. **Update Progress on ABC Cable Connectivity and Future Action Program**

- Mr. Abdul Haq Shaikh, Deputy Manager (PMU) presented the progress on ABC installation work. He further stated that the contract for the ABC work has been awarded to lowest evaluated responsive bidder on 27-12-2016 after going through the competitive procurement process as per the PPRA rules. Immediate after the contract signature, process of joint survey was initiated and till 09.01.2017, assessment on 25 transformers was completed and job orders have been issued accordingly.
- It was further apprised to BOD that Mehran University Center for Energy & Development (MUCED), Jamshoro has offered third party monitoring & supervision of the ABC work without any cost. This good will gesture was greatly appreciated by the BOD and HESCO management too thanked Honorable VC of Mehran University.
- BOD was further informed that the contract with MUCED is expected to be signed sooner and immediate after signing the contract, ABC work will be

  
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commenced alongwith training of the dedicated HESCO staff and progress will be apprised to BOD in next meeting

**Decision** Board appreciated the efforts made by Chief Engineer (PMU) & Deputy Manager (PMU) Mr. Abdul Haq Shaikh and his team and remarked that this team is doing well. Board further directed that HESCO management should ensure that the contractor must train a committed group of HESCO staff so that future ABC work may be carried out through the dedicated team of HESCO.

d. **Status of LC's and other actions with Thatta Power & others**

- Board was informed that examination of remaining Private Power Producers cases analysis shows that out of 12 No. SPPs / NCPPs, Management has established the SBLC for only 02 No companies which were discussed in detail in 126<sup>th</sup> Special BOD meeting. Board further advised to follow the given instructions for 02 No. companies, holding SBLC accordingly. CEO further informed that Power Company has been requested to enhance power, for which reply of the company is still awaited.
- The Board was of the view that these agreements / PPAs need to be reviewed to protect the rights of HESCO. The management informed that these agreements are made by the Ministry. The Board decided that the interest of the company must be protected and management must comply in letter and spirit decision of the BOD taken in 126<sup>th</sup> BOD meeting in letter and spirit.

**Decision** BOD directed the management to discuss with Power Companies to increase their power production and issue reminder to improve the generation. Board further directed HESCO management to keep liaison with Ministry Water & Power, NEPRA, Banks and Legal Council in all matters and ensure compliance of the Board in the matter in letter and spirit particularly pertaining to value of SBLC's, which must be brought to legal level and if needed management must approach the court of law without any delay.

  
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The Board also decided that in future new agreements should be thoroughly reviewed before extension or entering into new agreement so as to make sure that HESCO benefits are stands protected. However, the Ministry should be continuously informed of this.

e. **Review of Half year Budget till December, 2016**

Board considered that the tariff remain an issue for HESCO as all the expenditures are not covered when NEPRA not approved the tariff as envisaged by HESCO. This leads to deficit in the cash flow and losses of the company. The financial position is further aggravated by non recovery, taxes on non recoverable revenue like deductions etc. Therefore, the management needs to take cognizance of this.

**Decision** Board feels that it is deficit budget and suggested management to take innovative measures to improve the recovery position.

f. **Status of refund tax from FBR on detection bills**

**Decision** Board already has directed to the HESCO management to prepare comprehensive detail regarding tax deduction on detection units as well as how many claims management submitted to FBR for their refund. Board desired that the management submit details of last five years and share with Directors in the Sub Committee meeting before next BOD meeting.

g. **Status of subsidy claim**

- The subsidies are being claimed by HESCO but are not being accepted by the Ministry. Finance Director, HESCO informed that the subsidy is being claimed regularly in every month and sent to the Engineering Advisor, GoP Islamabad. Board requested Mr. Mehfooz Ahmed Bhatti and Mr. Tassaduq Hussain sahib to extend help in this matter.

h. **Status of Development Works Including MNA / MPAs**

- Mr. Abdul Sattar Memon, Chief Engineer (Dev), PMU gave presentation / briefing to BoD regarding ongoing development works of STG under ADB & PSDP. Mr. Mehfooz Ahmed Bhatti, Director BoD disclosed that ADB



loan under Tranche-II will be closed in March, 2018 hence the works are required to be got completed within the assigned period to avoid complications. Chief Engineer (Dev), PMU replied that all works of Tranche-II have been completed and only one work pertains to SEPCO area (i.e. Dadu New – Mehar – Larkana Transmission Line) is ongoing the progress of this work is being monitored by SEPCO at their level, however Chief Engineer (Dev), PMU added that work will be got completed within assigned time period.

- In addition to above Chief Engineer (Dev), PMU HESCO also apprised the house that all ongoing works under ADB Tranche-III i.e works of Matli, Digri, Tando Ghulam Ali & Tando Jan Muhammad Grid Stations & their feeding transmission lines will be got completed, as per time line upto June, 2017.

**Decision** BOD emphasized that all ongoing works should be completed according to time line. The BOD also desired to improve the format of reporting.

i. **Status on zero load shedding**

**Decision** Board directed the management to make agreement with all big societies and prepare an incentive plan to attract them for the zero load shedding. Board suggested that every Superintending Engineer Operation HESCO must start media campaign in their jurisdiction to attract local people of the area towards zero load shedding. Board further suggested to make profile of every feeder and details of societies and other useful pockets in that feeder and directed Superintending Engineers Operation to workout.

j. **Progress on hiring of CEO, CAIA, and other Important Posts**

- It was informed that the advertisement for the positions of CEO, CFO, CIA & CS was published in the daily Jang, Dawn & Kawish on 14.12.2016 with 30 days response time, which has expired on 13.01.2017. Approx 81 No. applications have received upto 13.01.2017 for all positions.

  
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**Decision** Board directed the management to urgently prepare working paper for HR Committee for scrutiny of applications according to the advertised criteria and further necessary action.

k. **Progress of Head Hunting (Recruitment) Firm**

- The management informed that item note along with comparative statement was submitted before the last HR Committee meeting for perusal of the credentials of 02 x bidders. HR Committee asked to prepare the draft Terms of Reference (TOR) for hiring of Head Hunting Recruitment Firm and to get the same vetted by the Convener of Procurement Committee of BOD before issuing / publication of Request for Proposal (RFP) for Technical & Financial Bids. A draft Terms of Reference (TOR) has been prepared and submitted to the Convener of Procurement Committee through email for necessary action.

l. **Health insurance Cover to HESCO Employees**

- The Board was apprised that an amount approximately of Rs.322 million is being incurred per year on account of medical expenses in the shape of medical share to WAPDA Hospital Hyderabad, panel Hospitals, reimbursement costs and cash medical allowance etc.
- On enquiring regarding health facility and life insurance through Insurance Company, it was informed that management had initially contacted to Insurance Companies for submission of details of their policies and packages to provide health facilities to the employees as per requirement of the Company.

**Decision** The BOD directed that HESCO management may prepare the bidding documents for getting medical facilities for all employees through Insurance Company, giving full details of the employees BPS wise and age wise as well as medical facilities required to the HESCO employees may be mentioned and finally the bidding document may be submitted to procurement committee for perusal and concurrence and

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after that the same may be published in the leading newspapers under PPRA Rules.

m. **Whistle blower's Policy**

**Decision** Board again directed the management to prepare whistle blower's policy in which Board suggested 5% incentive on recovered amount as a reward for the staff / general public informing report of theft on industrial as well as other bulk supply consumer. The Board also approved 5% of recovered amount for SE N'Shah Malik Imtiaz ul Haq for his personal efforts in Tando Adam electricity theft case.

n. **Progress on AMR Meters Procurement / Plan**

- The BOD regretted delay on procurement of AMR meters despite of their repeated directives. Chief Executive Officer, HESCO informed that after tendering process the case was submitted before Procurement Committee who suggested the evaluation from any other 3<sup>rd</sup> party. Therefore, the financial bids were sent to the M/s. EnMass (Pvt.) Ltd Lahore for financial evaluation. On the question of response by the Board, Chief Executive Officer assured that within next two to three days the response from M/s. EnMass (Pvt.) Ltd will be received and will be placed before Procurement Committee of BOD.

**Decision** The Board desired that process of the procurement be expedited as per rules and management must take in to account the opportunity cost if AMR meters are not procured in time particularly in case of Sindh Government.

o. **Status of Net Metering**

- Management informed the Board about advertisement of Net Metering published on 01.01.2017 in 03 No. leading Newspapers and interest of customers who collects the information about Net Metering. Board asked that any Brochure / SOP is prepared by management and trained the employees for Net Metering Project or installed a pilot project on Net Metering in HESCO. Management informed that the SOP has already been prepared and shared with the potential customers. Whereas the training of employees is under process with Renewable & Alternative

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Energy Association of Pakistan (REAP). It was further informed that REAP has also approved the HESCO request for installation of 3 KW pilot project (sponsorship) at HESCO HQ.

**Decision** Board was not satisfied with the progress and directed management to contact the big consumers like Universities to initiate process.

p. **Progress on Scanning of Meters**

- Board took serious notice on the progress on mobile meter reading, which is only 49%. Chief Executive Officer informed the Board for shortage of meter reading staff in the field and submitted proposal.

**Decision** Board directed that staff already working on daily wages in different categories may be utilized / assigned additional responsibilities without changing of original cadre after transparent selection process. Board further suggested for an incentive package as special allowance for daily wages staff.

q. **Status of Detection Cases**

**Decision** Board directed that no illegal detection will be tolerated. On the presentation from management side, Board feels that still management is imposing huge units on the account of detections. Management highlighted new KPI on the charging of detection bill to the consumer, in which field formation cannot impose any illegal detection until fully diagnosed by the committee.

r. **Cases of Theft at Tando Adam and Mirpurkhas**

- Board inquired from Superintending Engineer, Operation Circle HESCO Mirpurkhas regarding the action taken on the report of ARY news. Board directed him to inform present status of action taken against the officials involved, on immediate basis to the Board Directors through email.
- Whereas Board appreciated the efforts made by Superintending Engineer, Nawabshah Malik Imtiaz ul Haq who raided and caught red handed theft on factory connection, not only stopped pilferage of electricity but also resulted recovery of huge revenue from stealer, who was involved in theft

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of electricity since years. Board also recommended reward for him and directed immediate action against relevant field staff involved in this case.

Agenda 1      **CONFIRMATION OF MINUTES OF 125<sup>TH</sup> & 126<sup>TH</sup> BOD MEETINGS**

Decision      HESCO Board of Directors confirmed the 125<sup>th</sup> & 126<sup>th</sup> BOD minutes of its meeting held on Friday, 25<sup>th</sup> November, 2016 and Saturday, 3<sup>rd</sup> December, 2016 respectively as a true and correct record of proceedings.

Agenda 2      **PROMOTION OF THE OFFICERS FROM BPS-17 TO BPS-18 JR. ENG: TO SR. ENG: (ELECTRICAL / ELECTRONICS) / INDUCTION OF JR. ENG: TO SR. ENG: / AUDIT OFFICER TO SR. AUDIT OFFICER / ASM TO DM (STORE)**

Decision      BOD HESCO after detailed discussion on promotion cases of officers approved promotion, from BPS-17 to BPS-18 Jr. Engineer to Sr. Engineer (Electrical / Electronics) / Induction of Jr. Engineer to Sr. Engineer / Audit Officer to Sr. Audit Officer / Assistant Store Manager to Deputy Manager (Store) **list attached at Annex-II**. BOD further approved the promotion case of Syed Aijaz Ali Shah as recommended by promotion board HESCO. BOD directed that the cases of Hafiz Badar-uddin, SDO Civil (GSC) and Mr. Ahmed Khan Saraz may be considered in next promotion board meeting and directed the management to conduct promotion board against all vacant posts immediately.

Agenda 3      **TIME SCALE UP-GRADATION OF THE OFFICERS FROM BPS-17 TO BPS-18 AND BPS-18 TO BPS-19 WITH PERMISSION FOR RELAXATION IN TRAINING**

Decision      BOD HESCO on the recommendation of HR Committee accorded approval for relaxation in condition of training upto 30.06.2017 and allowed to conduct the upgradation board of all those officers of BPS-17 and BPS-18 who fulfill the criteria of upgradation as per policy except Mr. Imtiaz Ahmed Qureshi, Sr. Engineer and Mr. Ashok Kumar, Jr. Engineer, who's cases are subjudice in the court of law.



Agenda 4      **PROCUREMENT OF 132/11KV 20/26 POWER TRANSFORMER & PAD MOUNTED TRANSFORMER 200KVA AGAINST TENDER NO. T-181 OPENED ON 27.09.2016**

**Decision**      BOD HESCO on the recommendation of Procurement Committee and management and approved the proposal for procurement of 132/11kV 20/26 MVA Power Transformer & pad mounted transformer 200kVA against Tender No.T-181 opened on 27.09.2016 amounting to Rs.43,040,000/- without taxes. The BOD directed for effective third party monitoring as per policy.


Agenda 5      **APPROVAL REQUIRED FROM BOD HESCO TO IMPLEMENT THE IBS (CIS) WEB BASED APPLICATION (MIGRATION OF BILLING SOFTWARE FROM COBOL TO ORACLE BASED SYSTEM)**

**Decision**      Board accorded approval for implementation of IBS (CIS) web based application (migration of billing software from COBOL to oracle based system). The upfront estimated cost of Rs.86 million will be paid to PITC for servers, oracle database license and network / communication on share basis, whereas an additional amount of Rs. 0.25 per consumer per month will be paid to PITC for IBS (CIS) software support / services. The cost of hardware / connectivity required to be installed at HESCO Computer Centers and Divisions level will be borne by HESCO.

BOD HESCO also desired timely procurement process for hardware / connectivity for timely implementation of the project.

Agenda 6      **SPECIAL RAMAZAN HONORARIUM / BONUS PACKAGE**

**Decision**      BOD HESCO accorded approval for one basic salary as Honorarium / Bonus to the eleven (11) HESCO officers and staff as mentioned in the list at (Annex-III), who performed extra duties in the last Ramazan year 2016 for Sehri & Iftari in HESCO Monitoring Cell.

  
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Ex-Agenda 01 **CONSTRUCTION OF XEN / RO OPERATION DIVISION OFFICE  
HESCO UMARKOT AT 132 KV GRID STATION UMARKOT**

**Decision** On the recommendation of procurement committee, BOD accorded approval for award of work on 21.00% Below BOQ Rs.25,776,855/-, the total cost of work will be Rs.20,363,715/- in favour of bidder M/s Chiltan Engineering, Quetta. The BOD further desired that third party monitoring as per BOD approved policy must be carried out to supervise the quality and process of the work.

Ex-Agenda 02 **CONSTRUCTION OF SUPERINTENDING ENGINEER OPERATION  
CIRCLE OFFICE HESCO AT MIRPURKHAS**

**Decision** On the recommendation of procurement committee, BOD accorded approval for award of work on 21.12% Below BOQ Rs.38,606,574/-, the total cost of work will be Rs.30,452,866/- in favour of bidder M/s Muhammad Ali Deepar, Larkana. BOD reiterated third party monitoring.

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

By the order of Board

  
(FAHEEMULLAH MEMON)  
Company Secretary



**LIST OF PARTICIPANT WHO ATTENDED THE 127<sup>TH</sup> BOD MEETING DATED**  
**11.01.2017 AT 11:00 HRS**

<b>Present</b>		
1.	Mr. Nazar Hussain Mahar	(In Chair)
2.	Prof. Dr. Muhammad Aslam Uqaili	Director
3.	Mr. Asad Ullah	Director / CEO HESCO
4.	Qazi Shahid Pervez	Director
5.	Mr. Mehmood Nawaz Shah	Director
6.	Mr. Mehfooz Ahmed Bhatti	Director (through video link)
7.	Mr. Tassaduq Hussain	Director (through video link)
8.	Mr. Faheemullah Memon	Company Secretary
<b>Absence</b>		
9.	Mr. Waqas Anwar Qureshi	On leave
10.	Mr. Shafique Ahmed Mahesar	On leave
<b>By Invitation</b>		
11.	Mr. Saeed Ahmed Dawach	Chief Commercial Officer
12.	Mr. Raham Ali Otho	Chief Operating Officer
13.	Mr. Ahmed Raza Khan	Chief Engineer (M&S)
14.	Mr. Abdul Sattar Memon	Chief Engineer (Dev) PMU
15.	Mr. Parvaiz Afzal	Chief Engineer (P&E)
16.	Mr. Tariq Majeed	HR & ADMN Director
17.	Lt. Cdr. (R) Nadeem Akhter	Finance Director
18.	Kanwar Jawed Iqbal	Superintending Engineer Hyderabad
19.	Mr. Zahoor Ahmed Shaikh	Superintending Engineer Laar
20.	Malik Imtiaz-ul-Haq	Superintending Engineer Nawabshah
21.	Mr. Abdul Haq Memon	Superintending Engineer Mirpurkhas



**JR. ENG (ELECTRICAL / ELECTRONICS) BPS-17**

Seniority No.	Name of officer with place of posting	Remarks of Promotion Board
04	Syed. Aijaz Ali Shah, AM PDC Qasiamabd HESCO	Fit
11	Mr. Abdullah Yousfani, Acting DM (TPT) HESCO Hyd	Fit
13	Mr. Aijaz Ahmed Shaikh, Addl. Dy. Manager Opr. Division HESCO Kotri	Fit
14	Mr. Aqeel Noor Memon, Addl. XEN Const. Division-I HESCO, Hyderabad	Fit
15	Mr. Farman Ali Dahani, The then Addl. Circle Manager (M&T) N'Shah (Now attached with RM (M&T) Hyderabad)	Fit
16	Mr. Gulzar Ahmed Dasti, The then Addl. XEN / DCM Opr. Circle HESCO N'Shah (Now Addl. XEN Opr. Division HESCO Garikhata Hyderabad	Fit
17	Mr. Maqsood Ahmed Korejo, Addl. XEN SS&T Division HESCO, Nawabshah	Fit
18	Mr. Zafar Ali Solangi, AM Opr. S/D HESCO, Qasimabad Hyderabad	Fit

**JR. / ENG: FOR INDUCTION AS SR. ENG: (BPS-18) HAVING QUALIFICATION OF****M.E**

95	Mr. Irfan Karim Shaikh, Liaison Officer / Incharge Village Electrification Schemes HESCO.	Fit
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**AUDIT OFFICER**

01	Mr. M. Iqbal Mansoori, Audit Officer (Internal Audit) HESCO.	Fit
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**ASSISTANT MANAGERS (STORE)**

02	Mr. Abdul Aziz Nizamani, AM Store (MM) HESCO HQ, Hyderabad	Fit
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<b>Name of Officer</b>	<b>Designation</b>
Mr. Akhtar Ali Randhawa	Ex-CEO HESCO
Mr. Shahid Hameed Chohan	Chief Operating Officer
Mr. Tariq Pasha	Chief Engineer (P&E)
Mr. Mehmood Ali Kaimkhani	Manager (Commercial)
Mr. Faheemullah Memon	Company Secretary (missed name included as per direction of BOD HESCO)
Mr. Muhammad Sadique Kubar	Deputy Director (P.R)
Malik Imtiaz ul Haq	Superintending Engineer Opr: Circle Hyderabad
Mr. Zahoor Ahmed Shaikh	Superintending Engineer Opr. Circle Laar Hyderabad
Mr. Abdul Sattar Memon	Superintending Engineer GSO Circle Hyderabad
Mr. Zulfiqar Memon	Deputy Director PDC
Mr. Mehmood Ahmed	Deputy Director (Computer)

