

MINUTES OF MEETING

Meeting : **195th BOD MEETING**

Date : 09.08.2021 (Monday)

Time : 11.00 a.m.

Venue : COMMITTEE ROOM HESCO POWER WING COLONY
HYDERABAD.

ATTENDEES.

1. Engr. Shaikh Jamil Gul.	Chairman BoD (Online)
2. Mr. Mohammad Rashid Hussain	Director BoD. (Online)
3. Mr. Shahid Zaki	Director BoD (Online)
4. Syed Zahir Hassan Rizvi.	Director BoD (Online)
5. Engr. Irfan Ahmed.	Director BoD (Online)
6. Ms. Shahnaz Akhtar.	Director BoD (Online)
7. Mr. Akbar Azam Rajar.	Director BoD (Online)
8.Mr. Zulfiqar Ahmad Farooqui	Director BoD
9.Mr. Muhammad Rashid Khan	Director BoD
10.Mir Janullah Khan Talpur	Director BoD
11.Mr. Imtiaz Shaikh	Director BoD
12.Mr. Ali Ahmed Palh.	Director BoD (Online)
13.Mr. Rehan Hamid	Director BoD/CEO (Online)
14.Mian Muhammad Sohail Afzal	Company Secretary

ATTENDEE OFFICERS OF HESCO

1. Mr. Abdul Ahad	GM (Operations)
2. Mr. Muzaffar Nizam	HR & Admn Director
3. Ms. Hina Talpur	Chief Financial Officer
4. Mr. Shafique Ahmad Memon	Add: DG (L&L)

The proceedings of 195th BOD meeting were started with the recitation of the verses from the Holy Quran. Engr. Shaikh Jamil Gul, Chairman of the BOD presided over the

meeting. The Chairman welcomed all the BOD Members and the Management. The condition for 07 days prior notice of the meeting was waived off by the Honorable Chairman / Members of the Board due to the emergent nature of the agendas. The session was formally started on the following Two-point agenda: -

Agenda#01. PEPCO POLICY FOR REPATRIATION OF OFFICERS TO THEIR PARENT COMPANIES.

POINTS OF DISCUSSION:

1. DG (HR) presented the item note and apprised the Honorable Board that, for the last two years, PEPCO has been in process of transferring as well as posting of officers (BPS-18 & above) on their promotion in the DISCOs other than their parent companies as per policy in this regard. However, such officers are also entitled to draw an additional pay equivalent to their one basic pay in lieu of Dislocation Allowance. DG (HR) also presented the detail of all such officers whose parent company is HESCO but, presently, they are working in other DISCOs. In addition, a list of those officers was also shared who are working in HESCO but they belong to some other DISCOs in terms of their parent companies. DG (HR) requested the Board to relieve off all such officers from HESCO who does not belong to HESCO in terms of parent company with the direction to report their parent companies in the light of PEPCO as well as Court directions.
2. Mr. Akbar Azam Rajar, Non-Executive Director, asked the management if there is any court order that bars HESCO management to relieve any officer from his HESCO. The Add: DG (L&L) apprised the Board that there is no such court order that hinders the HESCO Management to relieve any officer from the company.
3. The Board Members also deliberated that some other DISCOs'BoDs including GEPCO, SEPCO, FESCO etc., have also resolved to relieve off such officers for repatriation to their parent companies.
4. On question from Mr. Akbar Azam Rajar, the Management apprised the Board about the vacancy position and intimated that all HESCO officers working in other

DISCOs can be easily adjusted on their repatriation to HESCO due of availability of required no of vacancies in the relevant cadres.

5. The issue of the officers/employees working on deputation in HESCO was also raised. Mr. Akbar Azam Rajar, Non-Executive Director clarified that deputation is entirely other arrangement than the one being managed by PEPCO which has been questioned by the august court. Therefore, directions on repatriation of the officers to parent company are basically in line with transfer of HR functions from PEPCO to the respective companies. Thus, as such deputation cases are not covered under these directions.
6. The board also directed the management for proper handing and taking over without any fail and delay.
7. Th Board, after thorough deliberations, agreed to grant approval for repatriation of officers from HESCO with the directions to report to their respective parent companies.

DECISION:

The Board of Directors HESCO considered the Judgement of Honourable Lahore High Court dated in Writ Petition No. 10371 of 2014 and after detailed deliberations resolved as under: -

1. All officers posted in HESCO by PEPCO on promotion or otherwise from other DISCOs (other than on deputation basis), will immediately be relieved to join their parent DISCOs.
2. Other DISCOs, where the officers of HESCO are posted by PEPCO on promotion or otherwise will be requested to relieve them to report in HESCO.
3. HESCO management is directed to prepare seniority list of officers of HESCO out of the integrated seniority list maintained by PEPCO strictly according to law, rules and policies and put up for approval of the BOD.
4. The board also resolved that the management shall ensure proper handing and taking over without any fail and delay.

Agenda#02 (A) APPROVAL FOR THE PAYMENT OF MEDICAL EXPENSES ACTUALLY INCURRED ON TREATMENT OF PUBLIC MEN AT PATEL HOSPITAL KARACHI WHO GOT BURN-INJURIES DUE TO SPILLAGE OF TRANSFORMER's OIL UNDER OPERATION SUB DIVISIOIN HESCO RIZVI HOSPITAL HYDERABAD ON HUMANITARIAN GROUNDS AS A SPECIAL CASE.

POINTS OF DISCUSSION:

1. DG (HR) apprised that the Board accorded approval for grant of financial assistance, purely on humanitarian grounds, to the affected public men (died/injured) in the said incident in its 194th meeting held on 23.07.21 as per following rates: -

- i. Rs.750000/- to private individuals in case of death.
- ii. Rs.500000/- to private individuals in case of major injury/disability.
- iii. Rs.300000/- to private individuals in case of minor injury/disability.

DG (HR) further apprised that out of 04 private individuals, 02 have expired during treatment. Details of actual treatment expenditures (the Actual Expenditure must be mentioned in the minutes invariably. Kindly mention this) were also shared in the item note. According to the item note presented Rs. /- was incurred on the treatment of the injured public men at Patel Hospital.

2. DG (HR) requested the Board to accord approval for payment of medical expenses in actual incurred on the treatment of public men purely on humanitarian grounds.
3. The Board, after detailed deliberations, allowed the payment of medical expenses (Rs /-) in actual incurred on the treatment of public men admitted in Patel Hospital, Karachi purely on humanitarian grounds. However, the Board further advised the Management to ensure strict observance of safety protocols to avoid human loss / injuries in future.

DECISION:

The Board unanimously resolved to accord approval for payment of medical expenses in actual incurred on the treatment of public men who were admitted in Patel Hospital,

Karachi purely on humanitarian grounds as a special case as also mentioned in the item note.

Agenda#02 (B) SAFETY: STEPS TAKEN BY HESCO TO ENSURE PREVENTION OF ACCIDENTS TO PROTECT EMPLOYEES, PUBLIC AND ASSETS.

POINTS OF DISCUSSION:

1. GM (OP) presented the brief about the safety measures taken by the Management to ensure the prevention of accidents to protect employees, public and assets. He apprised the Board that though there are a lot of safety hazards in HESCO, yet the management is taking strict measures to avoid such fatal / non-fatal accidents.
2. The Management informed that hectic efforts are being made to eliminate the Kunda Culture and role of private workers who are damaging the electric network of HESCO.
3. GM (OP) stated that corruption at lower level is rampant and that the Management is making hectic efforts to eliminate corruption and dishonesty from the employees of HESCO by imposing severe penalties to provide better services to its customers. Role of private workshop is also being eliminated to avoid substandard maintenance of transformers. He also suggested to establish a Transformer Reclamation Workshop in HESCO to improve the quality of reclaimed transformers for safety of employees/public.
4. Mr. Akbar Azam Rajar, Non-Executive Director taking notice of the statement made by the GM (OP) urged and directed management to take severe action against any such corrupt practice in vogue at any level without any delay and fail.
5. The Board deliberated and asked the management that it has failed to give a detailed presentation on safety manual so that proper procedures and protocols be defined and adopted while performing maintenance works. These are the procedures and protocols only that can ensure the safety of employees and public. The Board showed its dissatisfaction over the purposeless and directionless presentation by the Management.

6. The GM(OP) apprised that WAPDA/PEPCO has already devised a safety manual in which all the work protocols have been defined. Similar kind of manual has also been provided by the Ministry in the recent past.
7. The Board took strict notice of the fact and deliberated on non-compliance of the protocols, if these are available in the company. However, the Board further advised the management to present the said safety manual, provided by the Ministry, to the relevant Committee (I think this function falls under the mandate of technical Committee) for its deliberations.

DECISION: The Board unanimously resolved to decide that the Management will give a detailed presentation on the safety manual, as provided by the Ministry, in the relevant Committee meeting for deliberations and its further recommendations to develop safety & work protocol to ensure prevention of accidents to protect employees, public and assets.

ACTION POINTS:

Point of Action	Responsibility	Time line	Status
Presentation on safety manual	Management	Next HRC meeting	Open

There being no further business to transact, the meeting ended with a vote of thanks to and from the Chair.

(ENGR. JAMIL GUL SHAIKH)
Chairman BOD HESCO