



HYDERABAD ELECTRIC SUPPLY COMPANY

OFFICE OF THE COMPANY SECRETARY

HESCO HYDERABAD

No.HESCO/CS/Min-131st BOD meet:14461-80

13th June, 2017

1. Secretary, Ministry of Water & Power GOP Islamabad.
2. Prof. Dr. Muhammad Aslam Uqaili, Chairman BOD HESCO.
3. Mr. Mahfooz Ahmed Bhatti, Director BOD HESCO
4. Mr. Waqas Anwar Qureshi, Director BOD HESCO.
5. Mr. Tassaduq Hussain, Director BOD HESCO.
6. Mr. Mehmood Nawaz Shah, Director BOD HESCO.
7. Mr. Saeed Ahmed Mangnejo Director BOD HESCO
8. Mr. Shafique Ahmed Mehasar, Director BOD HESCO.
9. Mr. Asad Ullah, Director BOD / CEO HESCO.

Subject: **MINUTES OF 131ST BOD OF HYDERABAD ELECTRIC SUPPLY COMPANY LIMITED**

The minutes of 131st BOD meeting of Hyderabad Electric Supply Company Limited held on 08th June, 2017 at 12:00 noon in the Committee Room, HESCO Power Wing Colony, Hussainabad Hyderabad duly approved by the Chairman BOD 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. Manager (M.M), HESCO Hyderabad.
10. Manager (Commercial), HESCO Hyderabad.
11. Executive Engineer (Civil), HESCO Hyderabad.
12. Master File.

MINUTES OF 131ST BOD MEETING HESCO HYDERABAD

Meeting of the 131st BOD HESCO was held on Saturday, the 08th June, 2017 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 Company Secretary extended warm welcome to the participants of meeting.

Before starting the meeting Board Members raised the following issue:

- Why Line Superintends are not considered for granting time scale up-gradation as per policy in HESCO and nor they are promoted in spite of promotion of non-graduate Line Superintendents to the rank of Junior Engineer.
- While its a policy its strange that the quota of engineers for promotion is less than that of lower qualifications. Even that low quota is not being filled for last many years
- Board Directors also informed that HESCO is promoting Matriculate to the rank of Junior Engineers while legally they can not work as engineers and they don't possess the PEC certificate.

After detailed discussion on the Issues with Management, Board suggested to bring the following in the knowledge of Board.

- i. Comprehensive brief about the promotions from UTS to the post of Jr. Engineer for the last 10 to 15 years under respective Quota.
- ii. Brief about the existing time scale up-gradation policy for the UTS.
- iii. Brief for the enhancement of scale of UTS.

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Board further constituted special committee comprising upon 03 members for induction of Line Superintendents (Graduate Engineer) as SDO as the same has not been adopted by HESCO.

1. Prof. Dr. Muhammad Aslam Uqaili (Convenor)
2. Mr. Mehmood Nawaz Shah (Member)
3. Mr. Asadullah CEO (Member)

Agenda-1 CONFIRMATION OF MINUTES OF 130th BOD MEETING

Decision HESCO Board of Directors confirmed the 130th BOD minutes of its meeting held on Saturday, the 13th April, 2017 as a true and correct record of proceedings.

Agenda-2 PROMOTION OF THE OFFICERS FROM BPS-17 TO BPS-18 (JR. ENGR. TO SR. ENGR. (ELECTRICAL / ELECTRONICS) / ROs TO DCM / AM (ACCOUNTS) TO DM (ACCOUNTS) / JR. ENGR. (CIVIL) TO SR. ENGR. (CIVIL)

Decision BOD ratified the recommendations of Selection Board and HR Committee for issuance of promotion orders of the officers declared fit for promotion in BPS-18 by the Selection Board as mentioned against each for the available vacancies for Senior Engineers 10 Nos., Deputy Commercial Manager 01 No., Deputy Manager (Accounts) 01 No. & Sr. Engineer (Civil) 01 No. (List Attached as Annex-II)

Agenda-3 UP-GRADATION OF OFFICERS FROM BPS-18 TO BPS-19 WITH THE RELAXATION OF CONDITION OF TRAINING

The Board is of the view that the training is essential for the employees and that they are required to complete the training. The Board was of the view that training condition is being temporarily waived as the training opportunities at the academy are not provided. The Board also suggested that Mehran University can provide training and the management should start working on that.

Decision BOD ratified the recommendations of Selection Board and HR Committee for issuance of Up-Gradation orders of 05 No. Officers from BPS-18 to BPS-19 from the dates mentioned against each. (List Attached as Annex-III)

Agenda-4 **REIMBURSEMENT OF MEDICAL CLAIM IN RESPECT OF MR. ABDUL LATIF NIZAMANI SR. SUPDT. (RTED) INCURRED ON HIS TREATMENT**

Decision The Board had a very detailed discussion and did not approve / consider.

Agenda-05 **GRANT OF HONORARIA / BONUS TO ALL CATEGORIES OF HESCO EMPLOYEES EQUIVALENT OF 50% OF THE BASIC PAY**

Decision BOD accorded approval for grant of honoraria / bonus to all categories of HESCO employees (i.e regular, contract, daily wages & part time employees) equivalent to 50% of the running basic bay (i.e drawn as on 30th April, 2017) on account of achievement of target for accuracy of mobile meter reading

Agenda-6 **ESTABLISHMENT OF DATA CENTER ALONGWITH ITS HUMAN RESOURCES**

Decision BOD accorded approval of the following human resources for establishment of Data Center to control, monitor and run the operation of the setup for advanced metering inf.astructure at HESCO:

S #	Nomenclature of the post	BP S	Mode of App. & Req. Qualif. & Experience recommended by Manager (MIS) HESCO
1	Dy. Manager (AMI Opr. & Development)	18	1
2	Asstt. Manager (Network Support)	17	1
3	Asstt. Manager (Database Administrator)	17	1
4	Assistant Manager (MDC/MDM)	17	1
5	Supervisors (Network Support/ MDC/MDM)	16	6
	Total		10

Agenda-7 APPROVAL FOR FRESH INDUCTION OF JUNIOR ENGINEERS / ASSISTANT MANAGER (COMM:) & ASSISTANT LINEMEN IN HESCO

Decision BOD accorded approval for induction of following posts of officers / officials, being critically required to improve the performance of the company, subject to getting concurrence of the MoW&P & other competent authorities and completion of all departmental codal formalities.

S.No.	Nomenclature of the officer/official	Posts to be filled against direct quota
1	Junior Engineer / (SDO)	30
2	Assistant Manager (Comm) / Revenue Officer	08
3	Assistant Linemen	358

Note: HR Committee likes to see the recruitment notice before publishing in newspapers.

Agenda-8 RE-APPROPRIATION OF PROMOTIONAL QUOTA OF SUB ENGINEER (CIVIL) HOLDING B.E / AMIE / B.TECH (HONS) CIVIL DEGREE-AMENDMENT IN SERVICE RULES, 1968

Decision BOD HESCO accorded approval for re-appropriation of quota to the following extent being more feasible and justified:

S #	Category	Method of Apptt	Quota %		Allocation of Posts as per 5 x sanctioned posts	
			Existing	Proposed	Existing	Proposed
1	BE/BSC (Civil)	Direct	70%	60%	3.5 = 3	3
2	BE / AMIE (Civil)	Promotion	5%	20%	0.25=0	1 (Whoever is senior by virtue of appointment in the seniority of the cadre from BE/AMIE/B.Tech (Hons))
3	B.Tech (Hons)	Promotion	5%		0.25=0	
4	DAE (Civil)	Promotion	20%	20%	1	1

Agenda-9 **TIME SCALE UP-GRADATION (TSU) TO EMPLOYEES IN BPS-1 TO 15**

Decision To be discussed in next BOD meeting.

Agenda-10 **GRANT OF SPECIAL CONVEYANCE ALLOWANCE TO THE DISABLE EMPLOYEES**

Decision BOD accorded approval to adopt the office memorandum No. GM(HR)/HRD/A-332/1591-1610 dated 01.12.2016 issued by PEPCO regarding grant of Special Conveyance Allowance to Disable Employees @ Rs.1000/- per month w.e.from 01.07.2016 in addition to normal conveyance allowance, subject to following conditions:

- a. It will be allowed to those employees who have been appointed against disable employee quota, or they have been declared / certified as disable by an authorized Medical Board thereafter during service.
- b. It will not be admissible during leave of any kind, except medical leave up to one month or casual leave.

Agenda-11 **UP-GRADATION OF PAY SCALES OF JUNIOR CLERK / LDC BPS-07 TO BPS-09 OF REVENUE / FINANCE / ACCOUNTS / AUDIT CLERK ALIKE OPERATION**

Decision To be discussed in next BOD meeting.

Ex-Agenda-1 **APPROVAL FOR AWARDING THE CONTRACT TO M/s EA CONSULTING (PVT.) LTD. KARACHI CONSULTANCY SERVICES FOR THE PROCUREMENT OF DETAILED ARCHITECTURAL DRAWINGS, DESIGN & SUPERVISION FOR THE CONSTRUCTION OF HESCO HEAD QUARTER (GREEN BUILDING) AT 132KV GRID STATION COLONY HESCO QASIMABAD, HYDERABAD FOR THE AMOUNT OF RS. 45,259,690/-**

Technical Director, Mr. Saeed Ahmed Dawach presented the case for hiring of the Consultants for the procurement of detailed architectural drawings, design and supervision for the construction of HESCO Head Quarter (Green Building). It was apprised to Board that in compliance to 115th BOD meeting, HESCO published the RFP in different leading newspapers on 11.01.2017 through full and open competition as per the PPRA rules.

The bids were opened at 11.30 am on 15.02.2017 and in total four (04) bidders participated. Bid Evaluation Committee, comprising of senior officers of HESCO after carrying out the detailed evaluation, recommended to award the Consulting Contract to lowest evaluated responsive bidder i.e. M/s EA Consulting (Pvt) Ltd, Karachi for the period of (02) two years amounting to PKR 45,259,690/-

The detailed scope of the work, price breakup of the firm in relation to men months deployment was discussed with the Chairman BOD who advised to go for the technical negotiation in order to safeguard the interests of HESCO. After successful technical negotiation M/s EA Consulting offered the volunteer rebate of 12% and the total offer was reduced to PKR 39,828,527/- means a net saving of PKR 5,431,163/-.

Board was also apprised about the proposed salient features of the HESCO HQ Building, however there would be clearer picture available at later stages, once the Consultants are hired and their initial working is summarized. Mr. Mehmood Nawaz Shah, Director BOD advised HESCO management to extract the maximum from the Consultants so as to ensure the newly constructed HESCO HQ Green Building portray complete package by incorporating all modern structural technologies, MIS Solutions etc. However, while doing so, aspect of **value for money** must be considered.


Chairman BOD also advised that before the approval of HESCO management of the lay out plan and structural design of HESCO Green Building (to be worked out by the Consultants), the same should be put before the BOD for further advice / guideline.

Decision BOD approved to sign a contract with M/s EA Consulting (Pvt) Ltd, Karachi for providing the Consultancy Services for the procurement of detailed

architectural drawings, design and supervision for the construction of HESCO Head Office (Green Building) at 132 kV Grid Station Colony, Qasimabad Hyderabad as per the detailed TORs amounting to PKR 39,828,527/- for the period of (02) two years. Board also advised that before the approval of HESCO management of the lay out plan and structural design of HESCO Green Building (to be worked out by the Consultants), the same should be put before the BOD for further advice / guideline

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

13/06/17

**LIST OF PARTICIPANT WHO ATTENDED THE 131ST BOD MEETING DATED
08.06.2017 AT 12:00 HRS**

Present		
1.	Prof. Dr. Muhammad Aslam Uqaili	Director (In Chair)
2.	Mr. Asad Ullah	Director / CEO HESCO
3.	Mr. Saeed Ahmed Mangnejo	Director
4.	Mr. Shafique Ahmed Mahesar	Director
5.	Mr. Mehmood Nawaz Shah	Director
6.	Mr. Waqas Anwar Qureshi	Director (through video link)
7.	Mr. Mehfooz Ahmed Bhatti	Director (through video link)
8.	Mr. Tassaduq Hussain	Director (through video link)
9.	Mr. Faheemullah Memon	Company Secretary
By Invitation		
10.	Mr. Saeed Ahmed Dawach	Chief Commercial Officer
11.	Syed Imran Ali Askari and his team	D.G. HR&Admin Director HESCO
12.	Mr. Abdul Haque Shaikh	Addl. Manager (MC&C) PMU

LIST OF THE OFFICERS BPS-17, WHO WERE PROMOTED IN BPS-18**Junior Engineer (Electrical/Electronics) BPS-17**

S.NO.	Name of officer with place of posting	Remarks of promotion board
1	Mr. Nizamuddin Memon Sr. Instructor RTC HESCO Jamshoro	Fit
2	Mr. Farman Ali Dahani Addl. XEN Opr. Divn. HESCO Digri	Fit
3	Mr. Abdul Qayoom Bhurgri Asstt. Manager P&E HESCO Hyd.	Fit
4	Mr. Sabhi-u-zaman Addl. Deputy Manager (P&E)	Fit
5	Mr. Ghulam Murtaza Shah Addl. Deputy Manager Technical Opr. Circle HESCO Hyderabad	Fit
6	Mr. Ghulam Farooq Tunio Acting XEN Opr. Divn. HESCO T.M Khan	Fit
7	Mr. Ghulam Sarwar Unar AM attached with DM PDC HESCO	Fit
8	Mr. Kanwar Rehan Sikandar AM O/O MM HESCO Hyderabad	Fit
9	Mr. Suhail Ahmed Shaikh SDO Const-II Sub Division HESCO Hyd	Fit
10	Mr. Tajamul Hussain AM P&E HESCO Hyderabad	Fit

Assistant Manager (Commercial) / R.O. BPS-17

S.NO.	Name of officer with place of posting	Remarks of promotion board
1	Mr. Zaki Mukhtiar the then acting DCM Opr. Circle HESCO Nawabshah now acting DCM Opr. Circle HESCO Hyderabad	Fit

Assistant Manager (Accounts) BPS-17

S.NO.	Name of officer with place of posting	Remarks promotion board
1	Mr. Imdadullah Kalwar Addl. D.M. Accounts O/O FD HESCO Hyd.	Fit

Junior Engineer (Civil) BPS-17

S.NO.	Name of officer with place of posting	Remarks of promotion board
1	Hafiz Badaruddin Shaikh Jr. Eng. Civil S/Div-I GSC HESCO Hyd	Fit

LIST OF OFFICERS UPGRADED FROM BPS-18 TO BPS-19

Sr. No	Name of the officer with place of posting	Remarks of the board
1.	Mr. Abdul Rahim Soomro, Dy. Manager (MM) HESCO Hyderabad	Recommended w.e.f.23.01.2017 (i.e. date of eligibility)
2.	Mr. Hafeezullah Shaikh Dy. Manager (Procurement-II) PMU HESCO	Recommended w.e.f.16.09.2015 (i.e. date of eligibility)
3.	Mr. Ghulam Sarwar Dars, The then Incharge Federal Complaint Cell, now Attached with HESCO HQ	Recommended w.e.f.04.05.2017 (i.e. date of eligibility)
4.	Mr. Abdul Haq Shaikh, Dy. Manager (MC&C) PMU HESCO Hyderabad	Recommended w.e.f.23.01.2017 (i.e. date of eligibility)
5.	Mr. Muhammad Usman Memon, Dy. Manager (Admn) HESCO Hyderabad	Recommended w.e.f. 23.01.2017 (i.e. date of eligibility)