



HYDERABAD ELECTRIC SUPPLY COMPANY HYDERABAD
OFFICE OF THE COMPANY SECRETARY HESCO
3RD FLOOR ROOM NO.301 WAPDA OFFICES COMPLEX HUSSAINABAD HYDERABAD

Phone No.022-9260017

Exch.022-9260161/172

Cell # 03002044407

Fax No.022-9260361

Email: csecretary@hesco.gov.pk

No.HESCO/BOD/CS/ 1892-98

Date 22-06-2021

1. **Mr. Mohammad Rashid Hussain** Director BOD, Flat No.203, Plot No.222-H, Block-2, PECHS, Karachi (Cell # 03228187192)
2. **Mr. Shahid Zaki**, Director BOD, 7/1 Khayaban-e-Hafiz DHA Phase-V Karachi (Cell # 03028228753).
3. **Mr. Ali Ahmed Palh**, Director BOD, Palh House 76-A/II/I 32nd Street Khayaban-e-Sehar Defence Karachi (Cell # 03042650047).
4. **Mr. Akbar Azam Rajar**, Director BOD, Deputy Secretary (E&D) Power Division GoP Islamabad (051-9221964).
5. **Mr. Zulfiqar Ahmed Farooqui** Director BoD Living Icon, Plot No.C/25, Block-B, Unit No.5 Latifabad Hyderabad (03203581596).
6. **Mr. Rehan Hamid**, Director BoD / CEO HESCO, Hyderabad.

Subject: MINUTES OF 51st HR COMMITTEE MEETING

The minutes of 51st HR Committee of BOD meeting held on 09.06.2021 at Committee Room, HESCO Power Wing Colony, Hussainabad Hyderabad duly signed by the Convener of the committee are sent herewith for your information please.

DA/As above


(MIAN MUHAMMAD SOHAIL AFZAL)
COMPANY SECRETARY
HESCO HYDERABAD

Copy to:

1. DG/Admn & HR Director HESCO Hyderabad.
2. Chief Financial Officer HESCO Hyderabad.
3. Master file



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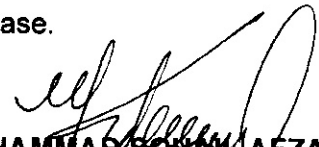
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MINUTES of MEETING

HR COMMITTEE, BOD HESCO

Meeting: 51th HR Committee Meeting of BOD HESCO

Date: 09.06.2021 (Friday)

Time: 03:00 p.m.

Venue: Committee Room, HESCO Power Wing Colony, Hussainabad, Hyderabad.

Attendees:

- | | |
|--------------------------------|----------------------------------|
| 1. Mr. Mohammad Rashid Hussain | Director BoD/ Convener (On line) |
| 2. Mr. Shahid Zaki | Director BoD (On line) |
| 3. Mr. Akbar Azam Rajar | Director BoD (On line) |
| 4. Mr. Ali Ahmed Palh | Director BoD (On line) |
| 5. Mr. Zulfiqar Ahmad Farooqui | Director BoD |
| 6. Mr. Rehan Hamid | Director BoD / CEO HESCO |
| 7. Mian Muhammad Sohail Afzal | Company Secretary |

Attendees on behalf of Management

- | | |
|-------------------------------|-------------------------|
| 1. Mr. Muzaffar Nizam | DG / HR & Admn Director |
| 2. Mian Muhammad Suhail Afzal | Manager (HRM) |
| 3. Mr. Ali Khan Jamali | Deputy Manager (L&L) |

The proceedings of the 51st HR Committee meeting commenced with the recitation of the verses from the Holy Quran. Mr. Muhammad Rashid Hussain, the Convener, presided over the meeting and welcomed all the participants. The Convener urged the

management to work hard for betterment of the company and appreciated their efforts made so far. Session was formally started and the following agendas were discussed: -

Agenda # 1 CONFIRMATION OF THE MINUTES OF 50th HR COMMITTEE MEETING

The Company Secretary submitted that the minutes of 50th HR Committee meetings were sent to the members for their perusal and vetting which are still awaited. He requested that the minutes of 50th HR committee meeting will be submitted in forthcoming HR Committee meeting for confirmation.

DECISION: The HR Committee agreed as requested.

Agenda # 2 IMPLEMENTATION STATUS OF 44TH, 45TH, 46TH AND 49TH HR COMMITTEE MEETINGS.

The Company Secretary requested the Committee to grant permission to place the implementation status of subject meetings in next HRC meeting, which was allowed.

DECISION: Not discussed. The HR Committee agreed as requested.

ACTION POINTS:

Point of Action	Responsibility	Time line	Status
Implementation Status subject HR Committees	Company Secretary	Next HR Committee	Open



Agenda # 3 REGULARIZATION OF DAILY WAGERS

POINTS OF DISCUSSION:

The matter was considered and discussed in detail by all the Honorable members of HR Committee. Deputy Manager (L&L) Mr. Ali Khan Jamali also attended the meeting to brief the court decision to the Honorable Members of HR Committee.

Following are the note able points discussed in the meeting: -

1. Deputy Director (L&L) apprised that as per orders of Honorable Sindh High Court Hyderabad, compliance within 15 days is mandatory.
2. DG(HR) apprised that the requisite documents required in the previous 50th HR Committee meeting have been annexed with the agenda. He also confirmed that there is no bar on regularization of these Daily Wagers from any corner and all these Daily Wagers are eligible for regularization against the sanctioned posts they are working subject to scrutiny of pre-requisites by the Regularization/Selection committees.
3. DG HR also informed that all cases pending in NAB & FIA Courts against the concerned officers of HESCO have been finalized and they all have been Acquitted of the charges due to non-availability of sufficient proof and giving benefit of doubt.
4. Deliberations, on the legal aspect of the case, were made by the HR Committee and a consensus was developed to submit an interim compliance to the Honorable High Court of Sindh Hyderabad, if needed, before/on the next date of hearing.
5. The Committee discussed to seek legal advice as well from HESCO's legal counsel Mr. Arshad Pathan in this matter being well conversant of the case. It was also suggested that matter, being sensitive, be referred to Nomination and Legal committee of BoD for deliberations to reach a logical conclusion.
6. The Committee also showed its concerns on the authenticity of the working strength of Daily Wagers and urged the Management to conduct physical verification from the concerned offices to avoid complications at later stage.




After detailed deliberations, the HR Committee unanimously agreed to decide as under: -

DECISION.

- 1) Regularization case of Daily Wagers be referred to Nomination & Legal Committee for deliberations and it will present its recommendations in the forthcoming HR Committee meeting on 15.06.2021.
- 2) Advised DG(HR) and Chief Executive Officer HESCO to conduct physical verification of Daily Wagers working in HESCO and present the case with correct numbers in the forthcoming HR Committee meeting on 15.06.2021 as this matter is linked to the ongoing recruitment process through Public Universities.

ACTION POINTS:

Point of Action	Responsibility	Time line	Status
1. Fixation of HRC meeting.	1. Company Secretary	1. 15.06.2021	Open
2. Presentation of case by Nomination & Legal committee in the forthcoming HRC meeting.	2. Nomination and Legal Committee.	2. 15.06.2021	Open
3. Presentation of the case with correct No. of D/Wagers after verification in the forthcoming HRC meeting	3. CEO & DG(HR)	3. 15.06.2021	Open



Agenda # 4 ESTABLISHMENT OF MARKET IMPLEMENTATION AND REGULATORY AFFAIRS DEPARTMENT (MIRAD) IN HESCO.


DECISION:

Not discussed. Will be considered in the forthcoming HR Committee meeting.

ACTION POINTS:

point of Action	Responsibility	Time line	Status
To place Item Note in next HRC meeting	DG(HR)	Next HRC meeting On 15.06.2021	Open

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


(MOHAMMAD RASHID HUSSAIN)
CONVENER
HR COMMITTEE BoD HESCO