44th YEAR’S OF PUBLICATION

THE INSTITUTION OF
ELECTRICAL & ELECTRONICS ENGINEERS
PAKISTAN

Editorial

Dear Members!
Assalam-o-Alyum

It is heartening to note that our newly elected democratic government has announced a new National Energy Policy with consultation and consensus of all provincial governments/stake holders. This policy aims at eliminating the menace of load shedding in the country, which has severely affected industrial, agricultural and commercial sectors of our national economy.

The government has also settled the long outstanding issue of circular debt, resulting in addition of 1700 megawatt in the system, which helped in considerably reducing the quantum of current load shedding. The engineering community appreciates the efforts of the government to meet the pressing demands of the energy sector; both current and future. However, we would surely endeavor to suggest that the issues besetting the Nation are extremely serious and also have multi-faceted dimensions. Consequently, the country can only come out of the ongoing crises unscathed if the professionals against the generalists are consulted and also required to manage the same. The IEEEP feels that the professional as yet is on the back seat and which may not augur well for the power sector. The recent step by the Federal Railways Minister to only have railways service professional as the Chairman Railways Board is appreciated being a step in the right direction.

This newsletter covers the activities which took place during the period between June and August 2013. The minutes of the various committees including admin & finance and membership committee and the central council held during the period mentioned above and lastly the letter to the Minister of Water & Power by the Hon. Secretary General regarding the requirement to enhance the age limit of power sector professionals applying for vacancies at PEPCO and the NTDC are also printed in the newsletter. Additionally, find the acceptance of this suggestion/demand and the enhanced age limit of up to 60 years in shape of the requisite advertisement appearing in the press. Also, find a copy of the HSG’s letter addressed to the Prime Minister seeking review of the age limit for the applicants for the position of Chairman NEPRA. Actually, IEEEP has a deep insight and tries to look after the interest of its members in an integrated manner.

Lastly the glimpses of the CPD activity under the titles “Future Energy Mix Using Water Resources & Other Renewable”, “Importance of Power Factor Improvement in Power System”, “Energy Crises & Possible Remedial Measures” are also printed in the News Letter.

Wishing you all the best!

Editor

Disseminate Technical Knowledge
Conserve Electricity

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Mian Muhammad Nawaz Sharif  
Prime Minister of  
Islamic Republic of Pakistan.  
Prime Minister office, Islamabad.  
Ph:051-9206111 Fax:051-9222666

Sub: RECOMMENDATION OF IEEEP ON RESOLUTION OF THE ONGOING ENERGY CRISIS.

Excellency,  
On behalf of the Institution of Electrical & Electronics Engineers Pakistan (IEEEP), I feel privileged to submit the recommendations of our Special Committee. The Committee feels that the government would have to work on immediate (short term plan) and mid to long term solutions to fully resolve the ongoing energy crisis. The focal issue that has been pinpointed by the Committee is the revival of WAPDA, as a vital national institution, so that its immense talent and experience could be harnessed for amelioration of energy crisis that is holding the Nation hostage.

Explaining the issue, we see that WAPDA is the premier organization for Pakistan’s hydro endowment; as it is responsible for the required infrastructure (dams/barrages etc.) to provide irrigation water for the Country. Incidentally, WAPDA is the only legislated developmental organization for both the water and power sectors, in the Federation of Pakistan. Similarly, it is important to note / consider that WAPDA is the only repository of the required range of technical re-source which has the ability of taking-up mega projects by itself, besides being able to manage EPC contracts etc. The developmental organization can take-up power projects too, which have to be set-up in case the Country wishes to progress. Special emphasis is needed towards induction of the latest cutting edge technologies. On the other hand, it is important that WAPDA does not then convert into an operator – specially, in case of power projects and instead should hand over the completed works to the original sponsors for operations etc. Its revival, thus, as per the original 1958 Charter, is critical.

The various solutions as determined by the Committee are as under:-

IMMEDIATE SOLUTION

- Rs. 500 bn is required immediately to pay-off IPPs, the OMCs, the gas utilities, OGDCC and other gas prospecting entities. Here, the GoP has vowed to pay the whole debt, out of which Rs.322 billion has already been cleared. While appreciating this step – incidentally, a repeat of what happened during financial year 2009-10, when a debit Co (PHCL) was created to house the Rs.301 billion of the debt then, (more monies were thereafter paid through TFCs and also parked in the PHCL – for eventual conversion to National Debt), it is recommended that the Power Sector Operations be made sustainable, otherwise the debt would very soon re-appear. This can be done through re-vamping of the sector through induction of sectoral professionals alone ensuring full recovery and standard losses.

- Recovery of all Receivables (Rs.450 bn) in a period of the next six (s) months i.e. by 31.12.2013 – with governmental and private customers being treated alike.

- Theft to be reduced by installation of IT enabled energy meters on all sub-stations (distribution transformers) within three months. In next six to nine months, existing energy meters of all high end-users (industrial, commercial and posh areas) should be replaced by AMR (Automated Meter Reading/Smart Metering). Actually, a combination of technology and legislative support is needed to jumpstart the stalled sector.

- Immediate enactment of the revised Electricity Act 1910 – the same is lying in draft form for approval with the Cabinet, where after it would be placed before the lower and the upper houses of the Parliament for enactment.

- Announcement of the special anti-theft campaign and declaration of the financial year 2013-14 as the year of eradication of theft and stealing of Energy. This campaign may cover the gas utilities too. The IEEEP does not suggest any part of this activity to be given to the provincial ACEs/FIA or NAB as it would lead to more problems than any help. The botched-up Army WAPDA operation of 1998 -2003 is a testimony of this line of thought.

- Implementation of immediate (shortest time) road map for better use of IPPs & GENCO Existing Thermal Power Plants, duly attached at F/A.

- No political interference in Power System Operations. Selection of MD and CEOs of all DISCOs should be made by the professional BoDs.

- No further villages should be electrified from existing network. Instead, solar/stand-alone systems should be introduced to reduce the losses of lengthy distribution HV/LT lines.

- A special cell be set-up in the AEDB with liaison with the Ministry of W&P and Ministry of Food, Agriculture & Livestock for conversion of agri-tubwells to solar power system under a phased programme – to save-up to 3000 MW eventually.

- Energy Conservation should be taken-up immediately in order to save at least 1000 MW (as per earlier practice) including power factor improvement, installation of energy savers lamps and LEDs, rehabilitation of existing power system infra-structure etc.
• Energy Conservation Bill should be passed on priority and PSQCA law should be implemented. Energy Efficiency Standards should also be implemented.

**MEDIUM AND LONG TERM SOLUTION**

• Coal conversion of oil fired power plants should be made in phases:
  - In first phase, only those power plants should be converted (to utilize coal as fuel) which are near Karachi. Therefore, KESC’s Bin Qasim, Hubco IPP and GENCO-I Jamshoro Power Plants should be considered. After successful conversion, more power plants could be selected.
  - Import of coal from Afghanistan and local sources has to be firmed-up – with special emphasis on mechanization of the local source. The relevant provincial departments should be tasked for this job under a time-bound plan.
  - In the third phase, power plants of Punjab and upper part of Sind (including IPPs) should be selected after reviewing coal import and transportation facilities by rail.
  - Alternate means of energy should be elaborated, reviewed and implemented.
  - Power Parks catering for up to 5000 MW each should be formed at the coastal areas. Transmission facilities to be arranged by NTDC.
  - Solar systems for residences with net-off metering should be encouraged by giving incentives. Germany has crossed 35,000 MW of Solar PV installations for both on-grid & off grid/SHS applications – instead of such PV based or concentrated solar Power Plants.
  - All pending hydro projects should be revised and priority should be given to the projects with minimum construction cost (projects whose feasibility is completed). All hydel projects should be started on merit. No political influence may be accepted.
  - PPRA Rules should be set-aside for special and donor financed infra-structure projects, because the lowest bidder sometimes, is not the best as observed over the years. Moreover, time frame for procurement is of paramount importance, which is being compromised at present.
  - Fears about scuttling of the China-Pak MOUs – like in the past. Hence, the need to arrange for alternate methods of procurement/contracting – taking such projects out of PPRA’s ambit.
  - Listing of PSCEs (all public limited companies) on Stock Exchanges and initiation of IPOs and strategic management contracts. All the PSCEs should be listed on the stock exchanges on the immediate basis. Thereafter, IPOs have to be arranged for at least IESCO, GEPCO, FESCO and LESCO in the first instance. The concept of handing over the management control of at least one of the DISCOs in a year’s time should also be considered. Outright sale or privatization is not recommended due to various reasons.
  - Improved management of Thar Coal. The present structures handling Thar Coal are weak, wayward, comprise of non-professionals, the apex body viz, TCEDB is more political than a developmental agency. Moreover, cross-cutting is evident to a great extent as many organizations and developmental agencies seen to be doing the same job viz the Sind Coal Authority, the Sind Mines and Minerals Department and the Pakistan Mineral Development Corporation etc. Congruence of purpose is important – while the GoP, on behalf of the GoS, needs to handover all the blocks to companies from coal using Countries viz Poland, Germany, South Africa, Australia, China etc.
  - Smart lending / budgeting for infra-structure projects. At present, GoP is the dominant borrower – thus depriving various imperative sectors of the much needed finances. Over-exposure to the Power Sector is also a myth. Arrangements need to be made to make the banking sector more conducive to the needs of the power sector infra-structure projects. NDFC like infra-structure funding DFI needs to be set-up once again.
  - Setting-up of an Energy Fund in imperative. Here, help from MLDAs like WB, ADB, Islamic Development Bank etc in a must, besides budgetary support each year.
  - Industries should be encouraged to generate electricity for their own requirements with permission to sell power in their vicinity. The local business should be encouraged to set-up small IPPs (SIPPs). Actually, captive power has to be made into an important pillar of the economy.
  - One organization should plan, prioritize and control the energy and hydel projects above 50 MW. After devolution of WAPDA and the illogical act of dissolving PEPCO without creating its successor, there is no state institution able to prioritize energy; specifically Power Sector projects.
  - The 18th amendment has created serious structural flaws as the impression is taken by provincial authorities that they own all the energy and water assets. KPK, Sind and AJK have started to treat WAPDA with contempt; as a usurper who wishes to steal their resource base of energy and water. The 18th Amendment must be modified to make way for sustained use of energy re-sources (with ownership remaining with the province).

In addition to the above recommendations of our Special Committee, IEEEP, the most relevant and recognized institution is ready to assist the government in its endeavors to contain the ongoing energy crisis in all ways. We hope that the GoP would utilize all such assistance.

**Hony. Secretary General**
Appendix - A

- Absolute (100%) load shedding of CNG stations for next 365 days. This would release around 400mmcfd. There is at least 80mmcfd of theft thru unmetered UFG at about 200 CNG stations (20% stations).
- Let this saved gas be provided to most efficient public sector thermal stations. Over 1715MW additional power generation (public & private sector) can be ensured together with some additional gas (that has to be committed) as follows:
  - Power Station Guddu TPS under GENCO II should be able to give additional 100MW at derated capacity. The 40mmcfd shortfall of Zam Zama and Tullow fields must be compensated. The dedicated gas fields including KANDHKOT & MARI (shallow) are to be maintained at full flow for Guddu TPS. PM Shaukat Aziz decision of diverting 40mmcfd of MARI gas to a new Fatima Fertilizer Unit be overturned. Another 20mmcfd was diverted for other parties. Reallocate all 60mmcfd of MARI (shallow) gas for Guddu TPS. It is a fact that Guddu TPS has an installed capacity of 1655MW presently derated to 1155MW, but average generation is around 1000MW. No change in infrastructure at this stage. Additional 155MW.
  - Part of the saved CNG Auto-fuelling gas be directed to Muzaffargarh TPS to supplement the oil fired generation. Delivery of around 150mmcfd would boost gas based steam power by around 500MW. It is a fact that TPS Muzaffargarh has an installed capacity of 1350MW presently derated to 1130MW, but average generation is 500MW as it is totally denied its allocated gas. No change in infrastructure at this stage. Additional 630MW.
  - KAPCO an IPP was former WAPDA’s best and largest thermal station. It has three STs based on exhaust energy of eight of its large GTs. 150mmcfd GAS, if provided to this plant, can increase the present availability by another 400 MW – leading the complex to achieve full capacity of 1600 MW.
  - Power Stations SPS + GTPS at Faisalabad presently denied gas since Nov 08 have an optimum gas requirement of 85mmcfd. It could give an additional 300MW under de-rated conditions. No change in infrastructure at this stage.
  - Let gas quota be allocated to the UAE gifted 320MW CCP to be installed at Faisalabad. Additional 320MW.

ANNOUNCEMENT FOR MEMBERS

With its motto to disseminate technical knowledge, the IEEEP has taken yet another step by launching its monthly magazine "The Electrical Engineer" from Lahore.

This magazine of international standards will carry article in the various disciplines of Electrical Engineering with special focus on energy scenario, IT, broadcasting and satellite communication, mechatronics, avionics medical engineering etc. Besides, it will include informational new inventions /discoveries around the globe, related activities from media, interesting columns such as humour on the shop, quotations, eye-catching pictures, thought-provoking and incisive articles on various aspects of our great religion Islam with reference to contemporary problems and lastly tributes to the stalwarts in the field of engineering.

The monthly magazine will promote the work of various engineering companies by sensitizing the stakeholders about their performance and contributions.

So read and write for 'The Electrical Engineer' Your own magazine.

Contact: Prof. Dr. Suhail Aftab Qureshi
Honorary Secretary General
IEEEP

Nasir Rizvi
Editor
IEEEP Publication
Minutes of 2\textsuperscript{nd} Energy Crises Remedial Measures Recommendations

THE INSTITUTE OF ELECTRICAL & ELECTRONICS ENGINEERS PAKISTAN

Minutes of 2\textsuperscript{nd} Energy Crises Remedial Measures Recommendations held on 09\textsuperscript{th} July 2013 at 08.30pm in Avari Hotel, Lahore

President:
1. Engr. Tahir Basharat Cheema
   President – IEEEP (In Chair)
2. Engr. Prof. Dr. Suhail Aftab Qureshi
   Honorary Secretary General – IEEEP
3. Engr. Mohsin M. Syed
   Member
4. Engr. Suleman Najib Khan
   Member
5. Engr. Ejaz Rafiq Qureshi
   Manager A&D-IEEEP (Secretary Committee)

Regrets
1. Engr. Manawar Bashir Ahmed
   Member
2. Engr. Muhammad Daud
   Member
3. Engr. Mian Sultan Mahmood
   Member

The meeting started with recitation from the Holy Quran and Minutes of 1\textsuperscript{st} Energy Crises Remedial Measures Recommendations was reviewed and confirmed unanimously.

1. As per agenda issues pertain to Coal conversion of Power Plants, Efficient Utilization of Electricity and possible change PPRA Rules were discussed in detail in order to finalize recommendations for the Prime Minister of Pakistan.
2. Engr. Suleman Najib Khan briefed the Committee about his report “SAVE WATER SAVE PAKISTAN” and Water & Energy Review Symphony. His research work and the possible immediate solutions were to be sent to all members for review.
3. Engr. Mohsin M. Syed informed that line losses can be controlled by application of latest energy management programs. These programs are already being successfully implemented in different countries. These programs monitor the load flow, lines losses by installing AMR meters at different locations, reactive power and also balance the load all leading to reduced demands etc.
4. Boilers of oil based power plants should be converted to utilize imported coal. But the coal conversion should be made in phases.
   ▪ In first phase, only those power plants should be converted (to utilize imported coal. But the coal conversion should be made in phases.
   ▪ After successful conversion, more power plants should be selected. Feasibility of import of coal from Afghanistan, should also be looked into very seriously.
   ▪ In third phase, power plants of Punjab and upper of Sind should be selected after reviewing coal transportation facilities by rail etc.

IMMEDIATE SOLUTIONS and LONG TERM PLANNING had already been proposed in the first meeting of the Committee.

The meeting ended with the decision that the final recommendation be immediately accordingly sent to the Prime Minister.

Engr. Prof. Dr. Suhail Aftab Qureshi
Honorary Secretary General – IEEEP

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Quotation

- One doesn’t discover new lands without consenting to lose sight of the shore for a very long time.
  
  Andre Gide

- Discontent is the first step in the progress of man or a nation.
  
  Oscar Wilde

- The reason men oppose progress is not that they hate progress, but that they love inertia.
  
  Elbert Hubbard

- Progress is not an accident, but a necessary. It is a part of nature.
  
  Herbert Spencer

- The aim of an argument or discussion should not be victory, but progress.
  
  Joseph Joubert

- Science is the great antidote to the poison of enthusiasm and superstition.
  
  Adam Smith

- A good scientist is a person in whom the childhood quality of perennial curiosity lingers on. One he gets an answer, he has other question.
  
  Fredrick Seitz

- When a man sits with pretty girl for an hour, it seems like a minute. But let him sit on a hot stove for a minute and it’s longer than any hour. That’s relativity.
  
  Albert Einstein

- Mathematics is the only science where one never knows what one is talking about nor whether what is said is true.
  
  Bertrand Russell
THE INSTITUTE OF ELECTRICAL & ELECTRONICS ENGINEERS PAKISTAN

Minutes of 1st meeting of the IEEEP special committee on Energy Crises Remedial Measures Recommendations held on 15th June 2013 at 11:00am in IEEEP Office, 4 - Lawrence Road, Lahore.

Present:
1. Engr. Tahir Basharat Cheema
   President – IEEEP (In Chair)
2. Engr. Prof. Dr. Suhail Aftab Qureshi
   Honorary Secretary General – IEEEP
3. Engr. Muhammad Daud
   Member
4. Engr. Mohsan M. Syed
   Member
5. Engr. Arshad Chugati
   On special invitation
6. Engr. Ejaz Rafiq Qureshi
   Manager A&D – Secretary Committee

Regrets:
1. Engr. Manuwar Bashir
   Member
2. Engr. Sulaman Najeeb Khan (Abroad)
   Member
3. Engr. Mian Sultan Mahmood
   Member

The meeting started with recitation from the Holy Quran and the recommendations of the National Conference on Electrical Power Deficit held by the Institution of Electrical & Electronics Engineers Pakistan (IEEEP) in collaboration with UET-Lahore held on 29th Oct 2011 were reviewed. It was considered that this recommendation arrived at after consensus would form the basis for the recommendations to be firmed-up by the instant committee.

On the request of Honorary Secretary General, the problem of Circular Debt was discussed. It was decided to discuss the short term and long term measures in this respect.

1. Engr. Tahir Basharat Cheema informed that the energy losses in Pakistan (minus KESC) are 19.5% where as NEPRA has advised to curtail the same at the level of 16%. For FY 2012-13.
2. Engr. Mohsin M. Syed informed the committee was poor financials of the sector due to huge receivable of DISCOs in different provinces.
3. Provision of Solar Energy for tube-wells and residences was discussed. Engr. Mohsin M. Syed informed that his company had arranged Solar systems for tube-wells and 25 such systems are already installed in southern Punjab. The system is such that during sun water will be stored in huge ponds, which can be used for fish farming and the same ponds will also be used for watering fields. He informed the house that the cost of a solar system for 20hp motor is in the range of 15 to 17 lac rupees. These systems can be arranged using bank loan facilities. It was informed that there are about one million pumping stations in Pakistan, out of which 280,000 pumps (operating on electricity) can be converted into solar system by saving 3000MW of load from the system. The installation will also provide jobs to 300,000 persons. It was proposed that feed-in tariff should be introduced instead of net off-metering tariff.
4. Available gas must be used for efficient gas fired power plants. 4900MW generation can be arranged in such a manner.
5. Priority of available gas should be fixed. CNG use for vehicles should be reduced gradually and ultimately all vehicles will be shifted to LNG. Complete information in this regard will be given by Engr. Munawwar Bashir Ahmed Ex. MD PEPCO.
6. Oil fired power plants should converted to imported coal. High bonus and premium should be given to IPPs for earlier conversion. 3000MWs oil fired power plants conversion can be achieved by this method. Jamsharo, Muzaffergarh and Guddu should be converted to coal first. However, availability of port facility and transportation arrangements should be ensured concurrently.
7. SPPs should be given same basket rates for giving and getting electricity.
8. Sugar Mills should be given tariff for whole year. 3000MWs generation can be achieved.
9. Energy Efficiency and Conservation is needed. National strategy be developed to make adequate power available to all sectors, including promotion of energy efficiency and conservation in the country, which is found to be the least cost option to bridge the gap between demand and supply. Nearly 5000 MW of capacity can be created through energy efficiency in Pakistan up to 2015 as per estimate. Energy conservation potential has been assessed as 30% in domestic, commercial industrial and agricultural sectors.
10. Engr. Arshad Chugtai proposed that to improve the Regulatory and Administrative Measures;
   o Energy Conservation Bill-2011, considering the vast potential of energy savings and benefits & energy efficiency, is to provide for the establishment of institutions and to
introduce mechanism to provide for effective conservation and efficient use of energy.

- Initiation of action by the constituted Pakistan Energy Conservation Council.
- Promotion of Energy Efficiency Standards and labeling regime for domestic electric appliances.
- Procurement Standards for all equipment and construction to be include energy efficiency through labeling.
- Evaluation of building code for energy efficient characteristics.
- Early closure of shops and commercial centers.
- Staggering of weekly holidays for small and medium industries which are working a 6 days a week.
- Building Energy Code to be incorporated in the bye-laws of the Municipal bodies and Development Authorities.
- Pakistan Standard and Quality Central Authority (PSQCA) initiatives as energy conservation drive need to be supported.
- No NOC should be issued by concerned departments to buildings, which have lower or no degree of energy efficiency.

**IMMEDIATE SOLUTION**

- Rs. 500 billion are required immediately, out of which 390 billion rupees are to be recovered from consumers.
- Theft to be reduced by installation of IT enabled energy meters on sub-stations (Distt. Transformers) within three months. In next six to nine months, existing meters of all high end-users, all Industrial, Commercial and Posh area consumers should be replaced by AMR (Automated Meter Reading)/Smart Metering
- Coal conversion of three oil fired power plants (Jamsharo, Muzaffargarh and Guddu) should be completed first and in a max of three years complete power plant of capacity 2600MW will be converted to coal. PEPCO has recommended provision for the same in 18 months and complete in 36 months. NEPRA should follow and prepare new tariff for the IPPs converted into coal within three months.
- Alternate means of energy should be elaborated.
- Power Parks should be formed. Transmission facilities will be arranged by NTDC.
- Solar systems residences with two way metering should be encouraged by giving incentives.

**LONG TERM PLANNING**

- All pending projects of hydel plants should be revised and priority should be given to the projects with minimum construction cost along with projects whose feasibility is completed should be given preference. All hydel projects should be started on merit. No political influence should not be accepted.
- Energy conservation techniques should be implemented including:
  i) PF Improvement
  ii) Installation of Energy Savers Lamps.
  iii) Rehabilitation of existing Power System infra-structure.
- Energy Conservation Bill should be passed from the concerned authority and PSQCA law should be implemented.
- Efficiency Standards should be implemented.
- No political interference in Power System Operation. Selection of MD and CEOs of all DISCOs should be made by professional boards.
- No further villages should be electrified from existing network. Instead solar/stand-alone plants should be introduced to reduce the losses of lengthy distribution HV/LT lines.
- Industries should be encouraged to generate electricity for their own requirements.
- AMR meters should be installed in all posh areas, big customers, commercials and industries. Advance metering should be introduced.

Engr. Tahir Basharat Cheema, Engr. Mohsin M. Syed and Engr. Arshad Chughtai will provide details regarding Alternate Energy Source, Energy Conservation, PSQCA and ways to reduce the share of energy generation by IPPs. This will be discussed thoroughly in the next meeting.

Engr. Prof. Dr. Suhail Aftab Qureshi
Honorary Secretary General - IEEEP

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8th June 2013
Engr. Suleman Najib Khan
Future Energy Mix Using Water Resources & other Renewables
29th June 2013
Engr. Prof. Dr. Suhail Aftab Qureshi
Importance of Power Factor Improvement Power System
29th June 2013
Engr. Prof. Dr. Suhail Aftab Qureshi
Importance of Power Factor Improvement Power System
6th July 2013
Engr. Prof. Dr. Suhail Aftab Qureshi
Importance of Power Factor Improvement Power System
Date: 18-06-2013

Mr. Muhammad Asif  
Federal Minister for Water & Power  
A-Block, Pak Secretariat  
Islamabad  
Contact: No: 051- 9212442

Dear Minister,

While congratulating yourself on assuming the charge of the Ministry of Water & Power, I would surely venture to state that it is a daunting challenge. Special reference is made to the ongoing power crisis and the efforts afoot to mitigate the same. Here, no one can raise a figure on your government’s commitment, but surely it all would depend upon the care and caution that is exercised in quest of the goals. Amongst the many outstanding issues, foremost remains the selection of senior management for SOEs. And in the context of power sector, serious issues pertain to the selection of Chairman NEPRA, CEO AEDB, MD PEPCO and CEOs/ MD NTDCL. Subsequently, the same would be true for the selection of CEOs/DISCOs. However, position of MD NPCC is different. Another allied issue that merits attention would be the uniformity of selection criteria for the senior management of all of the SOEs. Here, qualifications, specific sectoral experience, number of years in the sector and the pre-requisite of holding 5-7 seven years of senior management positions is of great importance. Additionally, it is important that the availability of such professionals in and outside the Country is also kept in view while soliciting applications. Similarly, in no way the process has to be discriminatory against any class – specially the public servant who has given all he has to the government.

Moving on the subject, we see that the first of such advertisements was issued by GoP’s Finance Division on June 11, 2013 for the positions of MD NITL, MD HBFL, Chairman SECP, President First Women Bank Limited and President / CEO of the SME Bank Limited. Minimum qualification of Masters in Banking, Finance, Economics, Business Administration and related fields was mentioned along with the maximum age limit of 62 years. This is considered as appropriate – specially the age limit as high class candidates are only available in the age bracket of 58-62 years. This advertisement is going to solicit the maximum possible competition and surely the GoP and the people of Pakistan would be the winners. In this context, The News carried a story nearly criticizing the maximum age of 62, which was vigorously defended by the MoF.

Unfortunately, in total disregard of the ground realities and without keeping the availability of power sector professionals in view, the positions of MD PEPCO, MD NPCC, CEO/NTDCL and CEO AEDB all carry the upper age limit of 55 years, while the same for Chairman NEPRA is 56 years. Consequently, with one stroke of pen all serving technical resource of WAPDA, PEPCO, NTDCL, GENCOs and DISCOs have been deprived of the facility to compete with others. This is because of the decades long stagnation in the sector and the fact that engineers could only rise to the rank of Chief Engineers (first rung of senior management) much after the age of 55 years. The date of birth of all Chief Engineers of the above organizations can be studied for confirmation. Additionally, it seems that the preference for applicants to have masters degree in engineering in addition to the requisite degree in electrical engineering further limits the choice. And, strangely the most required masters degree in Business Administration / Management is only considered as an added qualification. On the other hand, even a brief insight into the requirements for senior management would reveal that a master’s degree in engineering cannot supersede an MBA at that stage. Some critics can thus accuse the planners of tailoring the solicitation for specific individuals.

In view of the above, the IEEEP would request yourself for intervention so that the required competition is arranged and that the cadre / senior officers of WAPDA, PEPCO, NTDCL, GENCOs and DISCOs are able to compete. Similarly, extremely able recently retired resource would also be able to apply for the positions, which will be in line with the most correct solicitations made by the Finance Division.

As such, it is requested that instead of a Master’s degree in Engineering, preference be given to an MBA with the basic engineering degree and that the maximum age limit be rightly fixed at 62 years. The above changes would surely lead to the selection of the best possible resource for the SOEs in the Power Sector and help in mitigation of the ongoing crisis in the shortest possible time.

"In addition to the above, please be informed that the IEEEP has since set up a special committee comprising of power sector experts to firm up recommendations for the GoP/MoW&P. The report of the committee will be submitted to the central council within the current week and which after approval will be forwarded to your Ministry. I am sure, the recommendations will come handy in furthering your government’s resolve to mitigate the on-going Power “Crisis”.

Yours sincerely,

(Prof: Dr. Suhail Aftab Qureshi)  
Vice Chancellor  
University of South Asia, Lahore  
Honorary Secretary General IEEEP

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ADDENDUM

Reference to the advertisement titled “CAREER OPPORTUNITIES” for MD Pakistan Electric Power Company (Pvt.) Limited (PEPCO), MD National Power Construction Company (NPCC), CEO/MD National Transmission & Despatch Company Limited (NTDC) and CEO Alternative Energy Development Board (AEDB) published in this newspaper on June 13, 2013, please note the following changes:

- The upper age limit has been extended up to 60 years.
- Last date for the submission of applications has also been extended to further 15 days after the publication of this advertisement.

Other terms and conditions will remain the same.

Joint Secretary (A&C)
Room No. 209, A-Block, 2nd Floor,
Pak Secretariat, Islamabad - Pakistan
Ph: (92-51) 9213666, Fax: (92-51) 9203187

Government of Pakistan
Ministry of Information, Broadcasting & National Heritage

Strong Economy = Strong Pakistan
Minutes of 207th Meeting of Admin & Finance Committee

Held on 4th May 2013 at 11:00am, IEEEP Office, 4 - Lawrence Road, Lahore.

Present
7. Engr. Fazal Rehman
   Member (In Chair)
8. Engr. Prof. Dr. Suhail Aftab Qureshi
   Honorary Secretary General
9. Engr. Salis Usman
   Secretary Committee
10. Engr. Navid Akram Ansari
    Member (joined from Karachi through Skype)

Regrets:
4. Engr. Muhammad Azeem
   Chairman
5. Engr. Syed Saleem Akhtar
   Member

The meeting started with the recitation from Holy Quran and on the request of Honorary Secretary General Engr. Fazal Rehman took the Chair & Conduct meeting as Chairman Committee.

Review of the minutes of 206th meeting of the committee.
The Committee reviewed the minutes of the last meeting and the progress thereof and unanimously confirmed the minutes of the 206th meeting after reviewing the proposed lump-sum pay, to be offered, as under:

*Engr. Prof. Dr. Suhail Aftab Qureshi deliberated the Committee that new scales will be implemented from 1st June 2013. Financial Monthly/Annual impacts were reviewed and Engr. Salis Usman was also assigned to finalize details and prepare Offer Letter for the employee in this respect in due course of time. Contract letters will be offered at the earliest to all employees for one year from 1st June-2013 to 31st May-2014 which may be renewed annually based on their performance.

Engr. Salis Usman also discussed the Cover Letter of Employment Offer Letter and amended the letter as per instructions of Committee.

Leaves during One year contract may be availed as under:
Casual Leave = 10 days
Medical/Sick Leave = 10 days
Earned Leave = 20 days
Maternity Leave = 6 weeks

The meeting ended with thanks to the Chair.

Salis Usman
(Secretary Committee)

****

Engr. Mukhtar Qureshi
Joined IEEEP as
Manager Administration & Development
w.e.f. 19 August, 2013
Minutes of 206th Meeting of Admin & Finance Committee

THE INSTITUTE OF ELECTRICAL & ELECTRONICS ENGINEERS PAKISTAN

Held on 27th April 2013 at 12:30 P.M, IEEEP Office, 4 Lawrence Road, Lahore.

Present:
1. Engr. Muhammad Azeem
   Vice President (in Chair)
2. Engr. Fazal Rehman
   Member
3. Engr. Navid Akram Ansari
   Member (joined from Karachi through Skype)
4. Engr. Prof. Dr. Suhail Aftab Qureshi
   Honorary Secretary General

Regrets:
1. Engr. Salis Usman
   Secretary Committee
2. Engr. Syed Saleem Akhtar
   Member

The meeting started with the recitation from Holy Quran.

1. Confirmation of minutes of 205th meeting of the committee
   The Committee reviewed the minutes of the last meeting and the progress thereof and unanimously confirmed the minutes of the 205th meeting.

2. Final Implementation of HR Manual
   Proposed scales for IEEEP employee, prepared by the accountant on advice of Engr. Salis Usman, were thoroughly examined by the Committee in the light of decisions being made in 367th meeting of Central Council and decided to fix the individual employee lump-sum pay drawn on contract basis as under:

<table>
<thead>
<tr>
<th>Employee</th>
<th>Manager Admn. &amp; Development</th>
<th>70000/- (Already on Contract)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ejaz Rafiq Qureshi</td>
<td>Assistant Manager</td>
<td>25000/-</td>
</tr>
<tr>
<td>Mariam Khawaja</td>
<td>Admn.</td>
<td>28400/-</td>
</tr>
<tr>
<td>Khadam Hussain</td>
<td>Jr. Assistant</td>
<td>26000/-</td>
</tr>
<tr>
<td>Sana Rizvi</td>
<td>Jr. Clerk</td>
<td>21200/-</td>
</tr>
<tr>
<td>Muhammad Irfan</td>
<td>Asstt.</td>
<td>13600/-</td>
</tr>
<tr>
<td>M. Meena</td>
<td>Computer Operator</td>
<td>9400/-</td>
</tr>
<tr>
<td>M. Azeem</td>
<td>Office Boy</td>
<td></td>
</tr>
</tbody>
</table>

   Local Center
   | M. Akram Nasir    | Supdt.                        | 22000/- (Already on Contract)  |
   | Talha Siddiqu     | Asstt. Manager               | 16000/-                        |
   | Muhammad Junaid   | Office Boy                   | 9400/-                         |

   Engr. Prof. Dr. Suhail Aftab Qureshi deliberated the Committee that new scales will be offered to the employee from 1st May 2013. Accountant was advised to make Monthly/Annual financial impacts and the budget required for benefit payments to the regular employees before offering them new scales according to new contract based on recently approved HR Manual. Engr. Salis Usman will finalize details and prepare Offer Letter for the employee in this respect at the earliest. Contract letters will be offered to all employees as the earliest for one year from 1st May - 30th April 2014 which may be renewed annually based on their performance. Other details have already been finalized in 205th meeting of A&F Committee.

Committee also decided to increase the salary of Gardener (Part Time) from Rs:150/- Per Month to Rs:300/- per month and urged him to work with utmost interest and commitment.

3. Arrangements of power supply during Load Shedding.
   The committee was informed about the load-shedding problem and unavoidable use of generator which has increased the daily running budget. The committee advised to check the batteries of UPS and change if backup is reduced.

4. Review of Financial Status
   New format of the one page summary of financial statement was appreciated by the committee. Engr. Fazal Rehman pointed out that the committee was told earlier that the extra amount has been fixed in Bank on 11% profit but it is mentioned as only 8.7% in the finance report. The committee advised to check and clarify it in the next meeting. The accountant should be asked to give details of the account. He was also advised to give details of TA/DA and expenditure incurred for seminar in the finance report. He is also advised to be remained available in Admn. & Finance meetings in future. On query of Engr. Ansari, regarding keeping of Rs.1.5 million in current Account, Engr. Prof. Dr. Suhail Aftab Qureshi told that the amount was kept in current account for the scheduled electro-fair in month of April 2013. Now because the event has been delayed so the amount will again be fixed as the profit of amount fixation rates is increased.

5. Status of IEEEP Website
   Assistant Manager Miss Maryam informed the committee that Website will be completed within a week time. Total expenditure will be Rs.40,000/-

6. Discussion about functions of Library.
   It was observed that library is not functioning as it should have been. Proper books must be purchased on regular basis for IEEEP. Other organizations may be requested to donate books for up gradation of library & after up gradation a Librarian may be appointed on full time basis.
   Committee further advised HSG to relief the Part Time Librarian Mr. Saleem Raza and to assign the duty of Librarian to other Staff.

7. Curtail Office Expenditures.
   Office activities will be reviewed by HSG & downsizing activity may be adopted-in as required. Further it was decided to curtail the office expenses by using Generator only for important events, scheduled meeting or preparation of some important & urgent assignments.

The meeting was ended with thanks to the Chair.

Engr. Prof. Dr. Suhail Aftab Qureshi
Hony. Secretary General
Minutes of 191st meeting of the Membership Committee

THE INSTITUTE OF ELECTRICAL & ELECTRONICS ENGINEERS PAKISTAN

Minutes of 191st meeting of the Membership Committee, Meeting held on 20.04.2013 at 09.30 a.m. in IEEEP HQ Office 4 Lawrence Road, Lahore.

Present (s)
Engr. S.S.A Jafri (F.IEEEP(PK)
Chairman (In Chair)
Engr. Prof. Dr. Suhail Aftab Qureshi
(F.IEEEP(PK) Secretary
Engr. Muhammad Azeem
(M.IEEEP(PK) Member
Engr. M.Anwar Qaseem Qureshi
(F.IEEEP(PK) Member
Engr. Arshad Chughtai
(F.IEEEP(PK) Member

Regret (s)
1. Engr. Abrar Ahmad
2. Engr. Lt. Col. (R) M. Zaman
3. Engr. Muhammad Afzal

The meeting started with the recitation of Holy Quran.

To consider the list of fresh applications for admission and Elevation of class.

The committee thrashed out the list of applications for fresh enrolment and elevation from one class to another as prepared by the office and approved as below,

Associate Members Recommended
1. Engr. Muhammad Shahid Amin
2. Engr. Rizwan Rafique

Associates
1. Mr. Muhammad Abbas

TRANSFERRED MEMBER TO FELLOW
1. Engr. Salis Usman

TRANSFERRED GRADUATE TO MEMBER
1. Engr. Syed Akhtar Ahmad

To be promoted to member as per IEEEP Convention. The meeting ended with the vote of thanks to the chair.

Engr. Syed Sibte Ahmad
(Chairman Membership Committee)

Quotation

- In the first place God made idiots. This was for practice. Then he made school boards.
  
  Mark Twain

- A good teacher, like a good entertainer first must hold his audience’s attention. Then he can teach his lesson.
  
  Johan Handrik Clarke

- The Gift of teaching is a peculiar talent, and implies a need and a craving in the teacher himself.
  
  John Jay Champan

- A poor surgeon hurts one person at a time. A poor teacher hurts [a whole classroom]
  
  Ernest Bayer

- A university should be a place of light, of liberty and of learning.
  
  Benjamin Disraeli

- Advice is seldom welcome; and those who want it the most always like it the least.
  
  Lord Chesterfield

- The more virtuous any man is, the less easily does he suspect others to be vicious.
  
  Cicero

- Good manners are the art of making those people easy with whom we converse. Whoever makes the fewest persons uneasy is the best bred in the company.
  
  Janathan Swift

- Good manners have much to do with the emotions. To make them ring true, one must feel them, not merely exhibit them.
  
  Army Vanderbilt

- Before I got married I had six theories about bringing up children; now I have six children and no theories.
  
  John Wilmot

- The hand that rocks the cradle may not rule the world, built it certainly makes it a better place.
  
  Margery Hurst

- A bachelor never quiet gets over the idea that he is a thing of beauty and a boy forever.
  
  Helen Rowland