Sui Northern Gas Pipelines Limited

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NEWSLETTER

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Secretary, Ministry of Petroleum & Natural Resources visits SNGPL

Secretary, Ministry of P&NR being briefed during his visit to SNGPL

Mr. Abid Saeed, Secretary, Ministry of Petroleum & NR visited SNGPL Head Office on March 15, 2014. Various measures being taken by the Company to curtail UFG were discussed in detail. Beefing up of security was also high on the agenda. In view of prevailing law and order situation, demand supply situation was discussed at length along with various proposals to mitigate the same.

Management of the Company was also introduced to the Secretary

Editor's Note

The previous month was surely a difficult period for the Company wherein it faced challenges such as the Pipeline rupture at Rahim Yar Khan. The unfortunate incident was sudden and put the company's expertise of emergency handling under test. Our proficient staff repaired the rupture in a record time and brought the situation under control.

However, now, spring is here and so is the season of zest and zeal. It is a time marked by vigorous activities for the Company. In view of its employee's health care and recreational engagements, SNGPL organized an exuberant Sports Gala. The event was a display of a variety of sports for both men and women, presented in absolute spirit and fervor. Spring brought forth another festive moment for the employees when the Annual Hajj Draw took place and 60 staff members were selected through balloting.

In addition to this, Mr. M. Arif Hameed Managing Director SNGPL, undertook an extensive inspection of SNGTI Training Institute, including the workshop. The visit was part of the Company's efforts to control leaking pipes and thereby reducing the line losses. The Managing Director was kind enough to take time out from his extensively busy schedule and to spend an interactive day with welding personnel and other trainees present at SNGTI.

Syed Jawad Naseem
General Manager
(Regulatory Affairs / Media)

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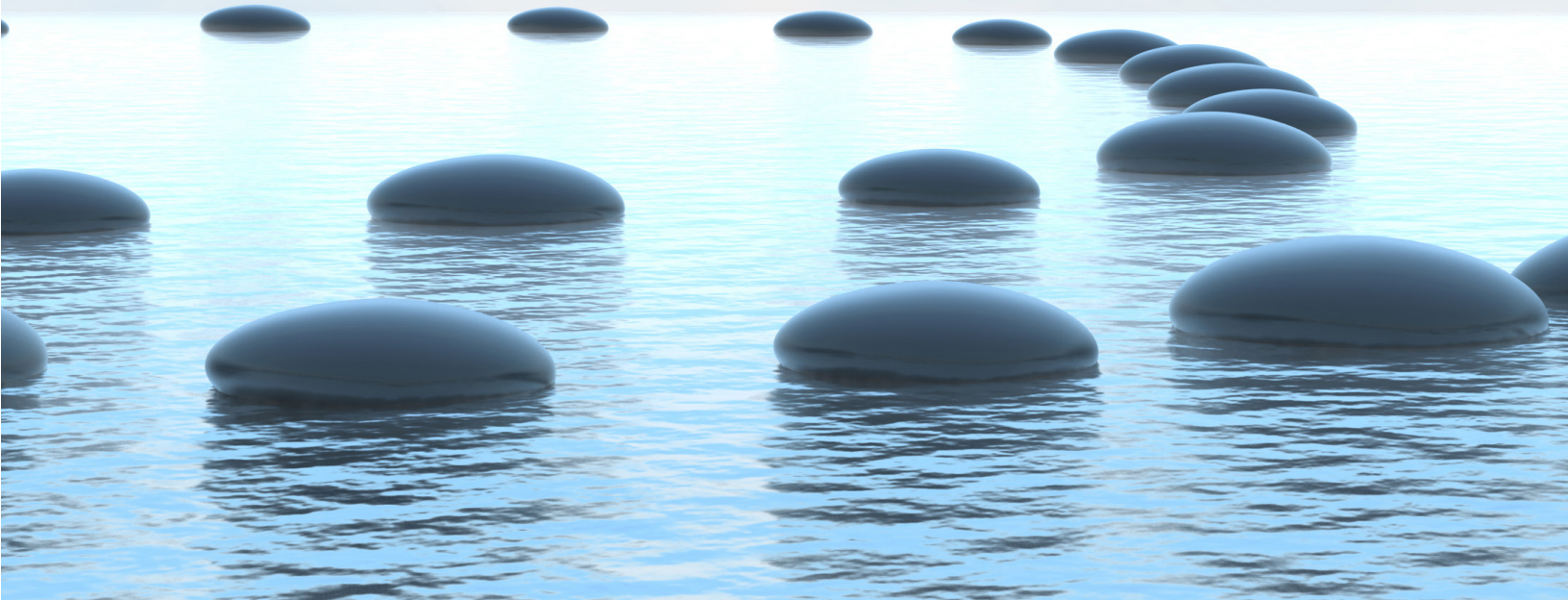


RUPTURE OF 18", 30" AND 36" DIA PIPELINES NEAR MP 84.5 BETWEEN AC2 & A3 SEGMENT

At about 21:05 Hrs on Sunday 9th February 2014, the pressure suddenly started dropping on A –Leg. This drop was noticed at Gas control center and investigation into the matter revealed that the 18", 30" and 36" Dia gas pipelines had ruptured at MP 84.5 between AC2 & A3. This rupture alarmingly reduced the total supply of gas in SNGPL's system by about 600 MMCFD. The Company immediately requested the public to turn off the heaters, geysers and stoves. Other measures included withdrawal of service to industry in order to conserve system pack were also undertaken.

The Transmission and Projects departments, who in keeping with their tradition of ever readiness, gathered the required teams & machinery from different sites and rushed towards the rupture site. Required pipe lengths were dispatched from coating plant immediately. Rigorous efforts by the Company crew brought the fire under control by 10:00 Hrs on 10.02.2014. The sequenced explosions of three lines had left a crater that was about 80 feet in diameter and 40 feet deep. The 24" Dia pipeline which survived the explosions, was hanging without support as all the soil below the line had been blown away by the force of the explosion. The Projects crew started work to fill the crater below the 24" Dia line and to restore the standard earth cover. Extreme care had to be observed as any stimulus would have caused the 24" Dia line to rupture. The decision of restoring the 36" Dia line first, was taken as this would allow the restoration of maximum volume of gas to the system. The crew worked continuously to complete this 36" Dia line by 02:00 Hrs on 11.02.2014. The line was ready for receiving gas by 07:00 Hrs on 11.02.2014 after 100% radiography of welded joints and gas was released into the system, thereby restoring the supply to the domestic consumers.

The Project crew started the restoration of the 30" Dia line immediately after completing the 36" Dia line without any break and restored the 30" line within a record time of twenty four hours on 11.02.2014 followed by the 18" Dia line which was completed by 14:00 Hrs on 12.02.2014, restoring the transmission gas network to its original state. This was undoubtedly a challenging incident in the history of SNGPL. However, the quick response of Company's staff and labor under the guidance, support and quick decisions of their Management minimized the impact of the incident and the system was restored to its full capacity in the shortest possible time despite the unfavorable conditions at site, lack of prep time and scarcity of resources.

(M. Usman Hassan)
Executive Engineer (MC) P

SIEGE OF NOSHPA GAS FIELD

BY RESIDENTS OF KARAK (KPK)

The increase in gas losses at the oil and gas producing areas (Districts of Karak, Kohat, and Hangu) of Khyber Pakhtunkhwa has reached an alarming position. They account for 50% of the total losses of Peshawar Region. Locals of these areas especially of Karak and Shakardara (Kohat) have laid illegal lines on their own, and are using gas through direct connections obtained using inferior quality linepipe, substandard material and poor jointing techniques. Peshawar Region is trying out different tactics to bring these losses down. Local Administration of these districts is already engaged in different security, law and order issues, due to its proximity with the volatile tribal belt; and is unable to give security to our staff involved in disconnecting the illegal lines and connections. 104 FIRs are pending in different Police Stations of District Karak. Due to leaking connections and illegal networks, these distribution networks cannot cater to the ruthless use of the locals; therefore at the onset of every winter, they agitate for an increase in pressure. We had brought down the gas pressures from SMSs as part of our strategy to control the gas losses. This time, the locals took the extreme step of laying siege to OGDCL's Noshpa Gas processing plant on 10-12-2013. They demanded the following:-

1. Increase in gas pressure from SMSs of District Karak.
2. Installation of Refinery in district Karak instead of Kohat.
3. Appointment of locals in the E&P companies working in Karak.

To negotiate with the locals, our engineers deputed at Kohat and Karak were mobilized to help the local Administration in ending the siege. During the negotiations, the locals were made aware of the illegal and direct connections obtained in their areas, and the risks involved in misusing highly flammable Natural Gas, but they were adamant and held our engineers alongwith staff of transmission department hostage inside the Gas Processing Plant. District Administration of Karak, finally gave in to their demand, and asked us to temporarily increase pressures from SMSs. We denied their request, but finally at midnight, Commissioner Kohat contacted Incharge (Peshawar) and requested for an increase in pressure from SMSs on most urgent basis as the security situation at Noshpa was getting out of hand, and the locals were threatening to blow the plant up.

In such a threatening situation, we had to give in, and pressure was increased. Even after this action by SNGPL, some of the agitating groups pleaded acceptance of the rest of the two demands, and the siege continued for another day as well.

Such is the level of resilience that we have to face in the Oil and Gas producing areas. We have not given up and are continuously planning an exercise to bring down these losses

Saher Umar
Engineer (UFGC - N)

The 10,000 Hours Rule

"In fact, researchers have settled on what they believe is the Magic number for true expertise: Ten thousand hours." Malcolm Gladwell, Outliers: The Story of Success

The qualitative determinants of success in any field are hard work, patience, perseverance and commitment. If things are not defined, the understanding of any idea sometimes becomes ambiguous, and often difficult to perceive and comprehend. All of us know that hard work is vital for success, **but how hard should one work to reach the top?**

In 2005, a very famous American Journalist named Malcolm Galdwell wrote an International Best Seller named "Outliers" in which he elucidated in detail the reasons, factors and many imponderables behind the success stories of people like Bill Gates, Beatles, Steve Jobs and Joseph Flom and many other successful icons. "Outlier" is a statistical term used for an event which does not fall in normal distribution curve. It is something beyond the main body of a sample. In human achievements outliers are people who have performed extraordinarily and have set new benchmarks. These people belonging from different arenas of life include: Einstein, Bill Gates, Steve Jobs, Beatles, Muhammad Ali, Jahangir Khan, Lionel Messi, etc. We often wonder what is so special about these people which differentiates them from ordinary human beings in terms of their accomplishments.

Gladwell has highlighted some of the environmental, historical, personal and societal factors behind the accomplishment of these highly successful people. But one factor that is common amongst all is the 10,000 Hour Rule. The idea is that if all these factors are there to support a person's talent in some form whether morally or financially then it is the hard work for 10,000 hours that can definitely make you an OUTLIER in your related field. One does not need special brain cells, muscular strength or a perfect DNA composition to become outstanding enough to focus for 10,000 hours on work. According to Galdwell, the mantra is focus and practice with consistency on a skill for 10,000 Hours making one an expert in any field.

Now the question arises that how can these 10,000 hours be generated. It depends on the objective of an achiever. If you work for 5 hours every day on a certain skill for 365 days a year, then it will take around 5.5 years to become an outlier in terms of related expertise. Most sportsmen work on the formula unconsciously. To work for 5 hours every day for consecutive 5 years demands commitment, resolution, strenuous training and above all, passion.

Gladwell in his book has taken the case of Bill Gates, who was fortunate enough in terms of circumstances that his parents belonged to an affluent class where they could support their child's passion for computers. His parents' conviction & struggle was immense as they encouraged their son to pursue his dream in computers. Bill Gates consequently, delivered efficiently. He kept his parents' trust & started working at the age of 8 till he was 19. It was only then, that he started his own company, Microsoft. He strenuously strived to achieve highest standards in the field of computers and later he wrote programs for Altair & DOS for IBM. The soaring excellence of his delivery was a result of the 10,000 hour effort. Gradually he

became synonymous with Fortunes and Software business.

In case of Pakistan, let us take the example of Jahangir Khan, the squash Legend who is undoubtedly considered as the sportsman of the millennium. He is the only player in history to remain unbeaten for 5 consecutive years along with subliminal achievements and honors that arguably cannot be repeated ever, let alone broken. He started playing squash at the age of 6. By the age of 12 he was practicing regularly by putting in almost 5 to 8 hours of practice every day and in the next five years he crossed the 10,000 hours zone and became an Outlier by becoming the youngest squash champion in the world at the age of 17. For the next 10 years he ruled the world of Squash like an Invincible Emperor.

This pattern of reaching success can also be applied to students. Setting up a routine and strictly following the task sheet designed, leads students to a stable momentum of progress. As the hours of input increase, success advances towards you. 3,000 hours put you in competitive ball park, 5,000 make you highly competent, and anything beyond 5,000 can make you a champion. But 10,000 hours and above make you an icon, a benchmark for the world- a paragon of success.

Gladwell is also of the view that Luck plays a significant role in shaping an individual's success. Luck characterized by circumstances can create or destruct your fate enormously.

Gladwell does not say that you work for 10,000 and you become an outlier but those who become outliers definitely work for 10,000 hours with consistency. It is all about managing your time everyday with consistency to become an achiever. Outliers have their own time and space. The renowned boxer, Muhammad Ali rightly said, "Other boxing champions were Jet plane pilots, but, I am an Astronaut."

By:
Mohammad Asim
Deputy Chief –SNGTI

Managing Director visits SNGTI

Mr. M. Arif Hameed, MD SNGPL visited SNGTI on March 19, 2014 and spent time with welders who were attending “Hands on Training Certification Course on Welding API-1104”. MD discussed various ways and means of improving the quality of workmanship while ensuring zero tolerance for potential leaks in the pipelines.
He also visited SNGTI workshop and appreciated the high quality of training being imparted to technical staff.

Managing Director with DCE (T & D), Course Instructor & Welding Inspector from 3rd Party

Mr. M. Arif Hameed, Managing Director, visits SNGTI Workshop

WOMEN'S DAY - 2014

Women's Day is celebrated in many countries around the world. This is a day when women are recognized for their achievements without regard to divisions, whether ethnic, linguistic, cultural, economic or political. It is an occasion looking back on past struggles and accomplishments and more importantly for looking ahead to the untapped potentials and opportunities that await future generations of women.

The Women's day at head office was celebrated with simplicity and in a dignified manner. All the female employees of head office gathered at the office of Ms. Uzma Adil Khan, Chief Financial Officer, wherein they shared their views/experiences and appreciated the Senior Management, which always encourages women and ensures gender equality. SNGPL supports and respects women employees while it is endeavoring to create a congenial working atmosphere where all women feel protected, safe and motivated.

Saman Altaf
Coordination Officer LS

PUNJAB INDUSTRIAL EXHIBITION - 2014

An aerial view of the PUNJAB INDUSTRIAL EXHIBITION co-sponsored by SNGPL

SNGPL stall received a large number of visitors at the Expo

Energy Crisis – The Way Out

Pakistan has been facing severe energy shortage for last one and half decades. To overcome this critical issue we need to be focused on increasing efficiency across the full chain and development of indigenous resources, Which means greater development of and dependence on hydropower, coal and renewable energy resources.

The first and most important medium - long term solution to the energy crisis is development of hydropower. In order to ensure that hydropower reclaims the major share of Pakistan's energy mix, the Government must place emphasis on achieving a national consensus on the construction of large multi-purpose dams.

The second step is to increase the share of coal in the energy mix. Coal is a largely unexploited source of energy in Pakistan while power generated from coal is cheaper than that product from Furnace Oil and is ideal for scattered power generation in industries and remote areas.

The third step is to enhance gas supply. Pakistan has one of the most elaborate natural gas pipeline transmission system in the world. To ensure provision of natural gas for industries, domestic use as well as for power generation, we must speed up import of gas in the short - term. The Iran-Pakistan and Turkmenistan-Afghanistan-Pakistan Pipeline projects must be given due priority. At the same time, the proven gas resources in the country that have not so far been extracted must be developed on a priority basis.

Fourthly, we must exploit all available Renewable Energy (RE) Resources, as Pakistan is blessed with ample sunlight, wind, and biomass. Initiatives that must be given priority include solarization of off-grid applications, sample – scale windmills for small and medium-sized industries, use of biomass like rice husk, corn stalks for scattered power generation and in the longer run, on-grid applications of RE resources to optimize mix of power generation.

The proper planning and implementation of the said proposals may lead to overcoming the existing energy crisis.

Abdul Rauf Khan
Officer (Corporate Affairs)

The mind curriculum

SNGPL realizes that mental health, like physical health, can fluctuate on a spectrum from good to poor. It can affect individuals irrespective of age, personality or background or even appear as a result of experiences in both our personal and working lives.

Therefore, the company strives to provide a stimulating workplace environment where the individuals are able to develop their potential, work productively and creatively, build strong and positive relationships with others and contribute towards their organization objectives and the betterment of the community. This in turn also helps the employees in fulfilling their personal and social goals and achieve a sense of purpose in society. However to further improvise the workplace environment, the Company must ensure involvement of the senior management from the outset with the concept of mental wellbeing of the employees.

There are two things to consider when developing such a plan which include; health related statistics and employee needs and desires. Health related statistics might include the following:

a) High turnover, perhaps in a specific area or job role
b) High incidence or cost of specific conditions e.g. stress and cancer
c) Inability to quantify certain areas due to lack of data
d) Number of smokers
e) High incidence of short term absence
f) Lack of accurate absence data
g) Lack of use of absence reports
h) Unhealthy lifestyle practices or health risks e.g. smoking and obesity

On the other hand, the needs of the employees can be evaluated and ascertained through the tools like surveys, focus groups and/or on line assessments. It is worth mentioning at this point that the more employees participate in completion of the questionnaires, the better understanding the management will gain.

In a realistic environment, it is unlikely that the Company will be able to address all issues identified at once. Thus, the need of prioritizing and setting objectives will arise. Some issues may be relatively straightforward, whilst others may require a short-term awareness campaign or long term program to achieve sustained change. Upon implementation, review and update of the action plan should be undertaken regularly and a new revised action plan should be established based on the new needs assessment.

ANNUAL SPORTS - 2014

In view of SNGPL's unshakable consideration for its Human Resource well being, particularly aiming at a healthy living of its employees, a pulsating sports gala was arranged on the very onset of the lush season of Spring. The event took place at WAPDA Sports Complex, Ferozepur Road, Lahore from March 3, 2014 to March 5, 2014. The inauguration ceremony was graced by Mr. M. Arif Hameed, Managing Director, SNGPL. The Sports Organizing Committee was lead by its President, Mr. Abdul Haseeb, SGM (Projects) including the following:

• Mr. Waseem Ahmad	Vice President Sports Cell (GM Procurement)
• Mr. Nadeem Ashraf	General Secretary Sports Cell (Chief Engineer Projects)
• Mr. Asif Iqbal	Coordinator
• Mr. M. Arshad	Coordinator Event Management
• Mr. Shahzad Ahmad	Sports Event Execution
• Mr. Babar Rafique	Assistant Organizer Media
• Mr. Moazam Ali Hamdani	Assistant Organizer Finance
• Mr. Mehmood Qamar Goshi	Assistant Organizer Security
• Mr. Farooq Ali	Assistant Organizer Protocol
• Mr. Tanveer Yaqoob	Assistant Organizer Site Management
• Mr. M. Nasir Awan	Assistant Organizer
• Ms. Aneela Liaqat	Assistant Organizer Motivation Female Sports
• Mr. Farrukh Amin	Assistant Organizer Documentation
• Mr. Razzaq Ahmad	CBA Representative
• Mr. Sharjeel Eizad	Procurement Committee
• Mr. Munawer Ali	Procurement Commiittee
• Ms. Adeela Marzouk	Assistant Organizer

It was an ecstatic event with several teams from all over SNGPL's regions including the Head Office, summing up 76 teams in total. A total number of 305 men and women participants from Abbotabad, Bahawalpur, Faisalabad, Gujranwala, Sahiwal, Sheikhupura Gujrat, Islamabad, Lahore, Rawalpindi, Sargodha, Multan, Peshawar, Wah Region, Projects and the Head Office took part in the Sports Gala. The upshot of the event was the participation of female employees and was widely encouraged. Ms. Aneela Liaqat, a sport-loving officer of the Company, motivated the female wing of SNGPL to take part in the Sports Gala laying vital importance on physical fitness. A variety of games were included in the event keeping in view of the Employees' interest such as table tennis, badminton, volley ball, athletics, shot put, high jump and long jump. The opening of the Sports Gala was made by a game of tug of war.

2nd DAY: The sports field was seen blossoming with enthusiastic players displaying fervor for a sturdy competition. The chief guest for the second day of the Sports Gala was Ms. Uzma Adil Khan, CFO, SNGPL. An exciting game of table tennis took place between Ms. Uzma Adil and Mr. Abdul Haseeb for the encouragement of the participants. Two games had been arranged for the female participants, namely table tennis and badminton. However, for the male employees, the following quarter final matches took place the very day:

200m race
4 times 100m relay race
Tug of war
Badminton double finals
Table tennis round match single
Table tennis round match double
Badminton single
Volley ball

3rd DAY : The last day of the Sports Gala was a day for the champions. After an enthralling competition, the Lahore and Peshawar regions secured first position jointly with 44 points each, Multan region reserved the second position for themselves with 39 points and Faisalabad came third with a total of 32 points. Below are the winning teams of various games in individual category:

Lahore Region: Tug of war and Shot put
Peshawar Region: 100m race, long jump and volley ball
Multan Region: 200m, relay race
Faisalabad Region: Badminton double and table tennis single
Rawalpindi: Badminton single
Wah Cantt: High jump
Islamabad: Table tennis double

The winning participants were awarded with trophies as a token of appreciation. The Managing Director and Senior Management along with the organizer's committee was invited for an ostentatious feast followed by a thrilling cultural show at the Lahore Grande, Upper Mall, Lahore. The organizers of the event were given shields for their untiring efforts to bring-up such an event. As a matter of fact, the Sport Gala 2014 has been a mind blowing event leaving indelible prints of colourful memories on the minds and souls of all the participants.

SPORTS GALA DINNER

Mr. M. Arif Hameed (MD, SNGPL) giving keynote address to athletes and management

Mr. M. Arif Hameed (MD, SNGPL) awarding Winners Trophy to joint winners, Lahore and Peshawer regions

INTERACTIONS

Mr. M. Arif Hameed (MD, SNGPL) inaugurating the Allied Bank ATM, on Kashmir Road

Mr. M. Arif Hameed (M.D, SNGPL) during a meeting with M/s. GE OIL and Gas

Mr. M. Arif Hameed (M.D, SNGPL) discussing gas load management with the team of Sundar Estate

Mr. M. Arif Hameed (M.D, SNGPL) discussing various issues related to UFG in a meeting

Mr. M. Arif Hameed (M.D, SNGPL) sharing his views during meeting with NIPA delegation

Mr. M. Arif Hameed (M.D, SNGPL) addressing the Lahore Economic Journalist Association (LEJA)

IT Round Up

ERP Inventory and Procurement Modules

The journey of Oracle Procurement and Inventory module through SNGPL continues with fervor. The rolled out locations have now touched the figure of 18. Seven locations of Peshawar region including Peshawar (D), Nowshera Project, Lachi Project, Dhullian Project, Wah Project, Wah (T) and Wah (D) are now live on Oracle Inventory. The efforts of Stores Staff and IT/MIS team need a special mention here as it would not have been possible without them.

Date wise status of various operational stores location are provided below:

Sr.	Region	Store Locations	Online Since
1	Lahore	Lahore D (040)	June 2013
2	Multan	Multan (T)	September 2013
		Multan (D)	
		Multan (C)	
		Multan Base Store (C)	
		Multan Base Store Project (HQ)	
3	Manga	Manga UFG (D)	November 2013
		Manga Base Store (D)	
		Manga New Towns Project (HQ)	
		Manga Autar Project (HQ)	
4	Bahawalpur	Bahawalpur (D)	January 2014
		R Y Khan (D)	
5	Peshawar	Peshawar (D)	February 2014
6	Nowshera	Nowshera Camp Project (HQ)	February 2014
		Wah Camp Project (HQ)	
		Lachi Camp Project (HQ)	
7	Wah	Wah (D). ISD (D)	February 2014
		Wah (T)	

Inventory training session of business users in progress

DMD(S), SNGPL, discussing ERP issues with HODs in the UAT sessions

Training session of the Stores Incharges of respective locations was conducted in Head Office. GM (Stores) and GM (IT/MIS) addressed the participants on the opening of the session and motivated them to learn and move to the new system highlighting the benefits it brings along.

Migration to IBM 770

IT/MIS has successfully migrated CC&B application to IBM Power 770 server. Our new addition to IT infrastructure IBM Power 770 delivers on performance, availability, efficiency and virtualization. Virtualization enables continuous, dynamic resource adjustments across all partitions and operating environments to optimize performance and enable higher utilization levels while optimizing energy usage. Supported environments include AIX, IBM and Linux for Power applications, all on the same system.

Migration of CC&B application on the new server has led to performance enhancement, in terms of service level and time, by 30 -40%. It is worth mentioning that the complete activity of migration was performed by IT/MIS team.

IT/MIS Customized Ventures during the Year 2013

In this edition, we will provide a brief overview of another customized application developed in house by IT/MIS.

Grants Management System

User Departments: Finance and Distribution

The purpose of this software is to manage the Grants given by the Government and the SNGPL funds for particular projects, their allocation, utilization and progress of the projects. Government sends an advice for Natural Gas in a constituency where SNGPL conducts a survey and makes a feasibility report in response. If the cost of the project is more than SNGPL's funding limit, they request for project funding. Government allocates funds for projects in different constituencies as Grants. These grants along with the funds provided by SNGPL make up the total budgeted cost of a project in any constituency. A project consists of one or more jobs and job number is issued once grant is received. Total budgeted cost is distributed amongst the various jobs in a given project. On completion of each job, actual capitalization amount is calculated. The capitalized amount is then distributed amongst the grant received from Government and the funds received from SNGPL in the same ratio.

Key features of the system are as follows:

- record survey information for a particular project, its different schemes and its network detail of Supply Main and Distribution network.
- record the directive's received from Ministry of Petroleum or Cabinet Division and their AGPR authority break up for funds received against one or more than one constituencies.
- records management note received against an authority break up.
- allows user to define projects for the amount allocated in management note.
- allows user to define jobs and their network detail of Supply Main and Distribution network.
- allows user to record progress of the jobs and their capitalization.
- allows user to transfer funds from one project to another project.
- keep tracks of fund withdrawal and refund amount against an authority.
- able to store Job Details against a Project.
- Generates reports regarding allocation, utilization, progress and transfer of funds on different projects for supply of gas

(To be continued…..)

Technology News

- Apple has recently announced partnerships with a number of major automakers on a new system that integrates the iPhone with in-car entertainment systems.
- Known as CarPlay, the setup includes a console touchscreen as well as buttons on the steering wheel that activate Siri, Apple's voice command system. CarPlay allows drivers to make calls, listen to voicemails, hear and dictate text messages, get directions via Apple Maps and access Spotify and other music services.
- The first vehicles featuring CarPlay will debut later this year from Volvo, Ferrari and Mercedes-Benz. It will be available "down the road" from automakers including BMW, Ford, GM, Honda, Hyundai and Toyota.
- CarPlay users enable the system by connecting their iPhones to their cars using Apple's lightning charger cable. The system is only compatible with the iPhone 5, 5c and 5s.

- Apple's announcement marks a push ahead of its tech-industry competitors working to integrate smartphone technology into cars.

Achievements

Mr. Ashraf Nadeem (Chief Officer Projects) presenting "President Trophy 2014" to Mr. M. Arif Hameed (MD, SNGPL), after winning the cricket tournament

Hajj Draw

Yearly Hajj draw activity was held on March 06, 2014 in continuation of SNGPL looking after its staff at all levels. A lot of interest and excitement was exhibited. Balloting was carried out by the HR department, and a total of 60 lucky applicants were selected to perform this supreme religious obligation.

Retirements

Mr. Abdul Haseeb retired as SGM (Projects) after a meritorious service of 35 years, 1 month and 7 days at SNGPL. He joined the Company on February 6, 1979. During his brilliant career, he has successfully performed the following critical assignments:

- President Cricket Organizing / Sports Cell Committee
- General Manager, Lahore Region
- Chief Engineer (HSE)
- R.M Gujranwala
- Chief Engineer Maintenance

As SGM Projects, he successfully undertook development projects to meet the Company's needs. He displayed exemplary managerial skills in managing Lahore Region, which is the largest among 8 regions and looked after 30% of the gas sales and consumer base. He also successfully promoted HSE awareness through training an in-house motivational and publication system. He acted as the Management Representative for ISO 14001 and OHSAS 18001 standards.

We at SNGPL wish Mr. Abdul Haseeb all the success in his future endeavors.

Mr. M. Arif Hameed (M.D, SNGPL) presenting bouquet to Mr. Abdul Haseeb on the eve of his retirement

Mr. M. Arif Hameed (M.D, SNGPL) giving shield to Mr. Abdul Haseeb

Mr. M. Arif Hameed, MD SNGPL with Mr. Abdul Haseeb at his farewell dinner

Mr. Muhammad Yousaf, Staff Attendant, Accounts Department with colleagues on his farewell bid

Blue Energy: Production of Electricity from Salinity Gradient Energy by Pressure Retarded Osmosis

With the growing population and life expectancy, energy demand is predicted to increase rapidly in the future. Currently, the energy production from fossil fuels is predominant and it raises a lot of drastic issues such as global warming and environmental pollutions. Developing sustainable and environment friendly techniques to meet our energy demand are the only solution to maintain the long term prosperity of our society.

Salinity Gradient Energy or Blue Energy is a promising renewable and environment friendly energy source for the future. Over 80% of current global energy demand can be accomplished when it is applied in all river mouths which results a potential reduction of 40% of global energy related greenhouse gas emissions. Two techniques are available to convert Blue Energy into electricity, i.e. Pressure Retarded Osmosis and Reverse Electrolysis. The globally available power in form of salinity gradient was estimated in 1970 (on the basis of average salinity and annual global river discharges) to be between 1.4 and 2.6 TW.

Blue energy is based on the natural phenomenon called “osmosis”, defined as the transport of water through a semi-permeable membrane. This is how plants can absorb moisture through their leaves and retain it. First idea of this concept to generate the electricity was given by Pattle in 1954. Maximum energy of 0.8 KW/m3 can be obtained when 1.0 m3 river water is mixed with 1.0 m3 of sea water. So far, the development of osmotic power is still infancy compared to the other renewable energy techniques such as Wind, Solar, tidal etc. But it has many advantages like low cost, stable power output and environment friendly.

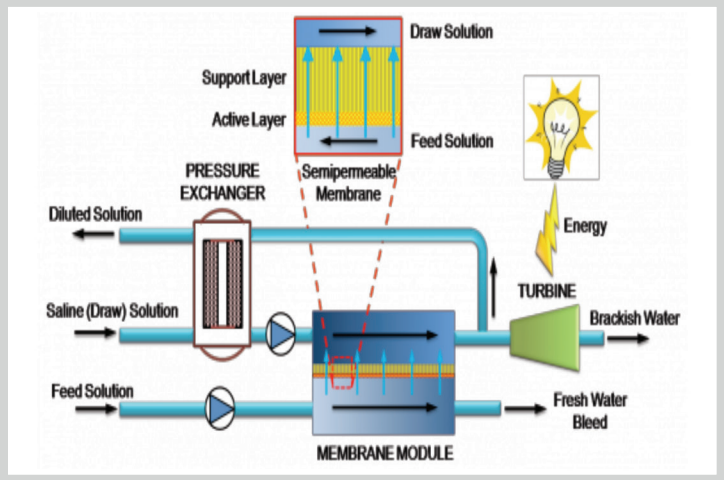
First prototype PRO power plant was built with the capacity of

4.0 KW in Tofte, Norway and operated by a leading European energy company that also has a plan to build a full scale 25 MW osmotic plant by 2015.

Figure "A" (Osmotic Power Plant in Norway)

The principle of PRO power plant can be illustrated in Figure B. Sea water (brine solution) and fresh water (river water) are pumped into a chamber, which keep them (two phases) separate by semi permeable membrane. This kind of membrane only lets small molecules like water molecules to pass. A typical membrane for PRO comprises of an active layer which is thin (less than 1µm) and dense, and a micro porous support layer for providing the adequate mechanical strength. The water (river water) will diffuse from the feed solution side and transfer towards sea water side. Then water aspires to decrease the salt concentration on the side of the membrane that contains seawater, while the water through the membrane and amount of water on the salty side will increase creating an osmotic pressure head. This pressure can be utilized for power generation by using a turbine, while some of this part is utilized in the pressure economizer. The amount of fresh water that passes through the membrane depends on the salt concentration in the salt water before the osmotic process begins.

Figure "B" (PRO Power Plant)



Pakistan is currently passing through a challenging phase in terms of meeting its energy requirements. Rapid population growth and industrialization in the recent past have increased the demand of electricity. It is of paramount importance to develop clean and renewable energy sources such as PRO technique to generate electricity for our future needs.

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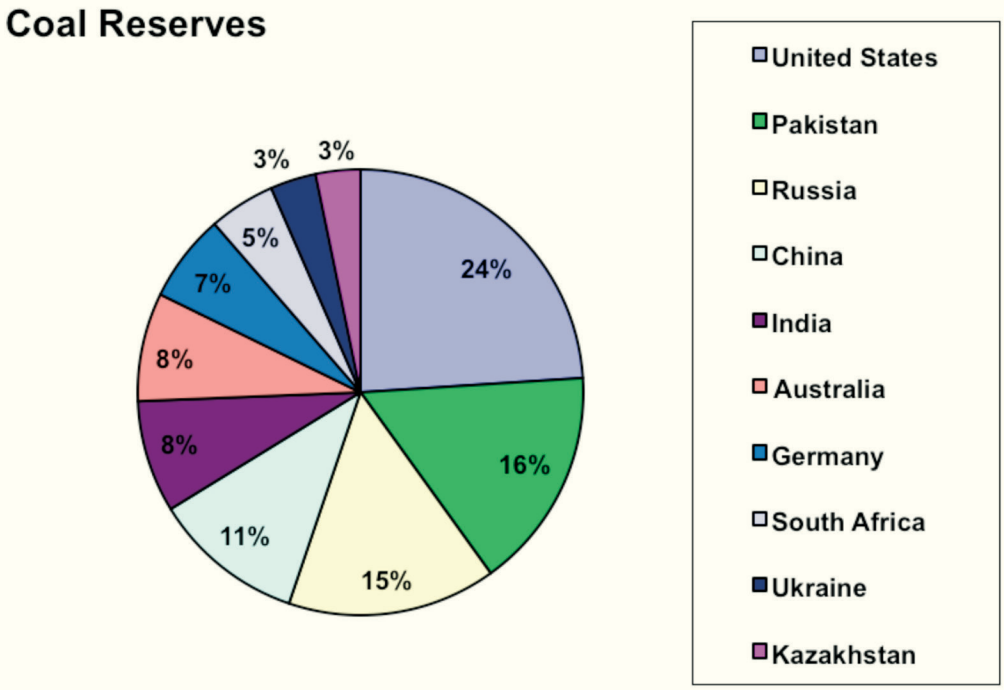
Muhammad Zaman Riaz
Engineer Regulatory Affairs

Thar Coal-Dig or Skip

The coal has been the fastest growing fuel in the world. Pakistan has the world's 2nd largest coal deposits in Thar while it has been unable to develop this resource effectively to meet its energy requirements. Numerous studies have been carried out by national and international experts and consultants and sufficient data is now available to move ahead with a clear roadmap on Thar coal resource utilization. However, a bankable feasibility is considered essential to pave the way for future development and foreign investment by global mining and fuel companies.

According to an Asian Development Bank's report, 80 percent of the challenge is the mining of coal. Once the coal mining modalities have been resolved and we are able to sit on top of the coal field, all un-defined issues of costs and risks will be addressed.



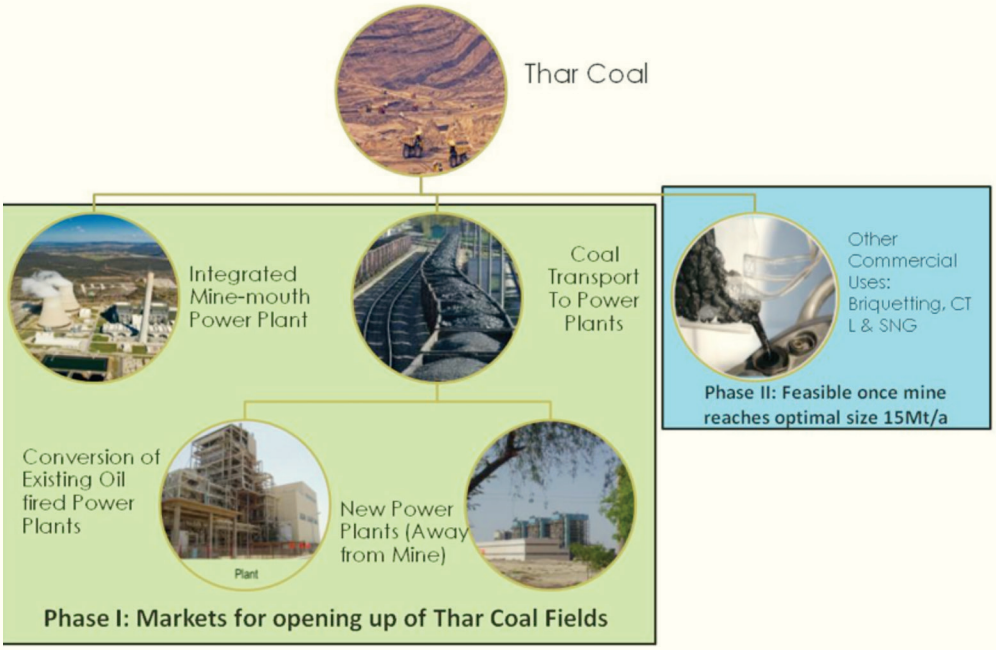
Details of Thar Coal

- One of the largest coal deposits globally (175 billion tons)
- Discovered in 1992 Jointly by GSP & USGS
- Large Coal Seams (20 meters) at Shallow Depths (159 meters)
- Located in S.E Corner of Sindh 400 km from the Seaport of Karachi.
- Spread over 9000 square km in a contiguous deposit with apparently similar geology and hydrology.
- Low grade lignite coal with noted CV (Kcal/kg).
- As received (average) 3,000
- Air Dried (average) 6,000

Country	Coal Reserves Billion Tones	Coal Reserves (%)	Oil Equivalent Billion Barrels
United States	274.00	24.0	887.00
Pakistan	184.00	16.1	480.00
Russia	173.00	15.1	560.00
China	126.00	11.0	407.00
India	93.00	8.1	301.00
Australia	90.00	7.9	291.00
Germany	73.00	6.4	236.00
South Africa	55.00	4.8	178.00
Ukraine	38.00	3.3	123.00
Kazakhstan	37.00	3.2	120.00

Coal Power as Percentage of Total Energy Mix

- South Africa 97%
- Australia 80%
- USA 65%
- China 62%
- India 57%
- Pakistan Less than 1%



CREDIBILITY OF RESERVES
Studies Conducted By:

- USGS
- John T. Boyd
- RWE
- Shenhua
- GSP
- SCA
- SECMC/RWE (Project Specific)

All studies confirm presence of huge coal reserves

Value of Thar Coal:

- Total reserves are equivalent to 50 billion tons of oil (more than Iran and Saudi Arabia combined oil reserves)
- Over 2000 TCF of Gas (42 times greater than total gas reserves discovered in Pakistan so far)
- Only Thar Block II Proven Reserves are 1.53 Billion Ton having a current value of USD 75 Billion

With estimated reserves of 175 billion tons and value of trillions of dollars, Thar coal is an important energy resource that must be developed expeditiously.
80% challenge is in mine development followed by 20% for utilization where established technologies can be utilized under the IGCC (Integrated Gasification Combined Cycle) processing approach.

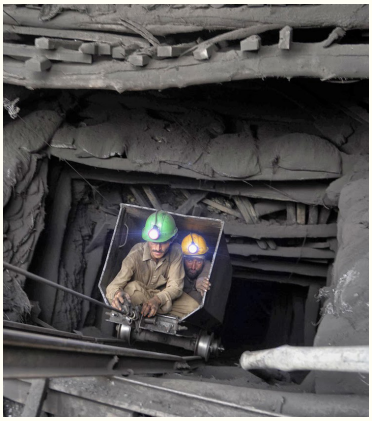
Major Issue across the Country:

- Demand of electricity outclass supply
- Load shedding causing stunted growth in economy
- Huge losses and unemployment

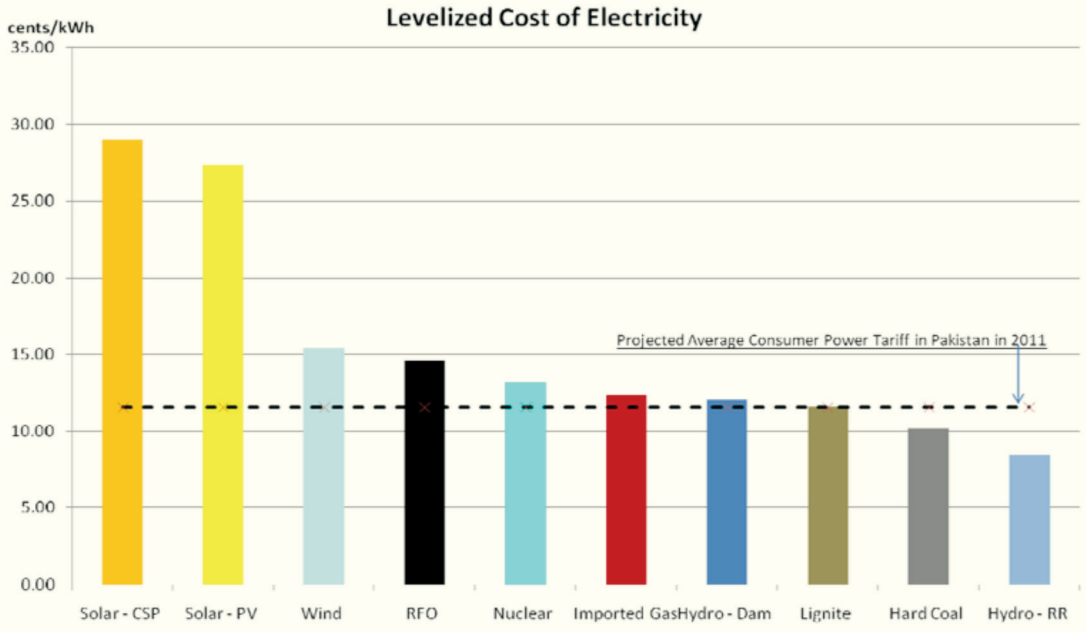
1.	***National Costs of Load Shedding***	
2.	***Cost to the Industrial Sector***	***Rs 253 Billion***
3.	***Cost to the other sectors***	***Rs 85 Billion***
4.	***Total cost of load shedding to the economy***	***Rs 338 Billion***
5.	***Cost as percentage of GDP***	***2 %***
6.	***Loss of employment in the economy***	***400,000***
7.	***Loss of exports***	***Rs 120 Billion***
		(equivalent to US $ 1 Billion)

Options

- To continue Importing Furnace Oil leading to increasing import bill
- To improve and identify Alternate/Renewable Energy
- To develop Hydel Projects
- To minimize T&D Losses and take efficiency improvement measures



Comparative Costs of Power Generation



Currently Developed Projects

- **2x330 MW Mine Mouth Power Project on Thar Block II**

Conceptual View of 2x330 MW Thar Block II Project

The Power of Clear Communication

"The Higher you grow in the organization the more your communication skills become crucial."

We know productivity is the pathway to profits. And in this high-tech world, it's fashionable to look to technology to solve productivity problems. But, before you invest in new-fangled frills, don't forget to focus on old-fashioned communication skills.

You can increase productivity by increasing the quality of communication in your organization. Beyond heightening efficiency, a quality communication culture creates client satisfaction, motivates marketing, supports self-esteem, maximizes morale and reinvigorates respect for others.

COMPONENTS OF QUALITY COMMUNICATION:

Quality communication has three components:

1. Clear
2. Constructive
3. Consistent

KEEP IT CLEAR

The workplace is filled with unclear communication that can confuse people and result in wasted time as employees try to figure out how to start a task or do it incorrectly. To enhance clarity, encourage people to think before they communicate.

- For example, highly educated people may still give unclear directions. For example, a Boss told his secretary to, "include all of the documents that are required and don't include any of the documents that are not required." Needless to say, the secretary was still in the dark about what was required and not required.

- Instead of asking, "Do you have any questions?" Ask, "What are your questions?"
- When setting deadlines, avoid "ASAP" or "When you get a chance." Quality standards should be explicit, such as "no typos" or "all names spelled correctly."

FOLLOW UP

Even with clear directions and lots of questions, some people may move in the wrong direction. Instead of waiting until it's too late, arrange a brief follow-up meeting when you can listen to your coworker or employee to explain their understanding of the task.

Delegators should identify the confusion and keep trying to turn on the light bulb. If confusion still exists, you could say, "I'm not doing a good enough job of explaining this to you. Can you tell me how I could be clearer?"

STAY FOCUSED

In addition to taking responsibility for clarity, stay focused. Some people love to hear themselves talk and waste time communicating irrelevant information. Not only does this sabotage productivity, it jeopardizes the listener's respect and willingness for future interaction. Consider staying on task with a list of issues that need to be addressed.

KEEP IT POSITIVE

Constructive communication is motivational and invites further interaction. Unfortunately, many people deliver negative messages.

People who receive negative messages tend to produce less. Negativity could steal an hour of productivity or even waste days or weeks. Negativity can mushroom to involve many other people in an organization, which reduces their productivity as well. Worst of all, it can result in litigation, which may be the greatest time-waster.

Be bold and ban communication that is not constructive. This includes: cruelty, focusing criticism on people instead of problems; micro-managing; impatience, vs. Instead of recognizing a need for more training; blame, assuming employees are lazy vs. realizing you have failed to motivate them; public humiliation; angry behavior; and sarcasm, even if it is meant in jest.

MAKE EXPECTATION KNOWN

The most constructive form of communication may be motivation, which requires two ingredients:

* A perception of benefit. People need to feel that the task will be valuable to the organization and ultimately to them.

* Achievable steps. If people have the tools and skills to get a job done, they will have confidence in their ability to be successful.

HOW TO CREATE A QUALITY COMMUNICATION CULTURE

- Encouraging discussions about communication from top to bottom;
- Creating loop lists so no one is excluded from status reports
- Teaching consistent e-mail and memo structure.

Above all, if you really want to improve communication, commit to it. Create a culture that supports it. Teach and compliment quality communication. Then, enjoy the productivity.

Muhammad Aakash Bin Nasir
Officer HR, Grade-III

Research consulted (Lawrence M. Kohn)

The Human Element

The catch-all term **"human error"** covers a wide variety of unsafe behaviors which contribute to accidents.

Most people would agree with old adage 'to err is human'. Most too would agree that human beings are frequent violators of the rules; whatever they may be. But violators are not all that bad – they got us out of the caves!

One of the most important distinctions between errors and violations is that each has different mental origins, occurs at different levels of the organization, requires different counter-measures and has different consequences. Everyone in an organization, from members of the Board to those that the coal-face, bears some responsibility for the commission of violations. It also follows that all employees have a part to play in minimizing their occurrence.

Assuming that the safe operating procedure is well-founded, any deviation will bring the violator into an area of increased risk and danger. The violation itself may not be damaging but the act of violating takes the violator into regions in which subsequent errors are much more likely to have bad outcomes. This relationship can be summarized as:

Violation + Error = Injury, Death and/or Damage

It can sometimes be made much worse because persistent rule violators often assume, somewhat misguidedly, that nobody else will violate the rule, at least not at the same time. Violating safe working procedure is not just a question of recklessness or carelessness by those at the coal-face. Factors leading to deliberate non-compliance extend well beyond the psychology of the individual in direct contact with working hazards. They include organizational failures such as:

- The nature of the workplace
- The quality of tools and equipment
- The quality of the rules, regulations and procedures whether or not supervisors or managers turn a 'blind eye' in order to get the job done
- The organization's overall safety culture

Violations are usually deliberate, but can also be unintended or even unknowing. They can also be mistaken in the sense that deliberate violations may bring about consequences other than those intended, as at 'Chernobyl'. In this case, out of seven unsafe acts (active failures) leading up to the explosion, six were a combination of a rule violation and error. Here was a sad and remarkable case in which a group of well-motivated and exceedingly expert operators destroyed an elderly but relatively well-defended reactor without the assistance of any technical failures.

The distinction between violations and errors is often blurred but the main differences are shown in the table below:

Errors	Violations
Stem mainly from informational factors:	Stem mainly from motivational factors:
Incorrect or incomplete knowledge, either in the head or in the world.	Shaped by attitudes, beliefs, social norms and organizational culture.
They are unintended and may be due to a memory failure (a lapse) or an attentional failure (a slip).	They usually involve intended or deliberate deviations from the rules, regulations and safe operating procedures.
They can be explained with reference to how individuals handle information.	They can only be understood in a social context.
The likelihood of mistakes occurring can be reduced by improving the relevant information like training, roadside signs, the driver vehicle interface, etc.	Violations can only be reduced by changing attitudes, beliefs, social norms and organizational cultures that tacitly condone non-compliance (culture of evasion).
Errors can occur in any situation. They need not of themselves, incur risk.	Violations, by definition, bring their perpetrators into areas of increased risk i.e. they end up nearer the edge.

Exacerbated by:

Routinisation – the mark of a craftsman whereby the individual becomes so expert at exercising a particular skill, that he/she no longer consciously thinks about it allowing the mind to wander and the unexpected to happen. The drivers who regularly travel the same route to the station each day suffer from this – "am I here already?"

Normalization – the process of forgetting to be afraid. Interestingly most accidents on mountains happen on the way down from the summit. Only a relatively small number happen on the way up.

Contributed By:
Syed Moazzam Ali Hamdani
Executive Engineer HSE

FIRE FIGHTING AND EVACUATION DRILL AT TRANSMISSION
HEAD QUARTERS FAISALABAD

A “Fire Fighting and Evacuation Drill” was carried out at Transmission Headquarters, Faisalabad. The event started with recitation from the Holy Quran.
Emergency handling teams of the following departments took part in the event:

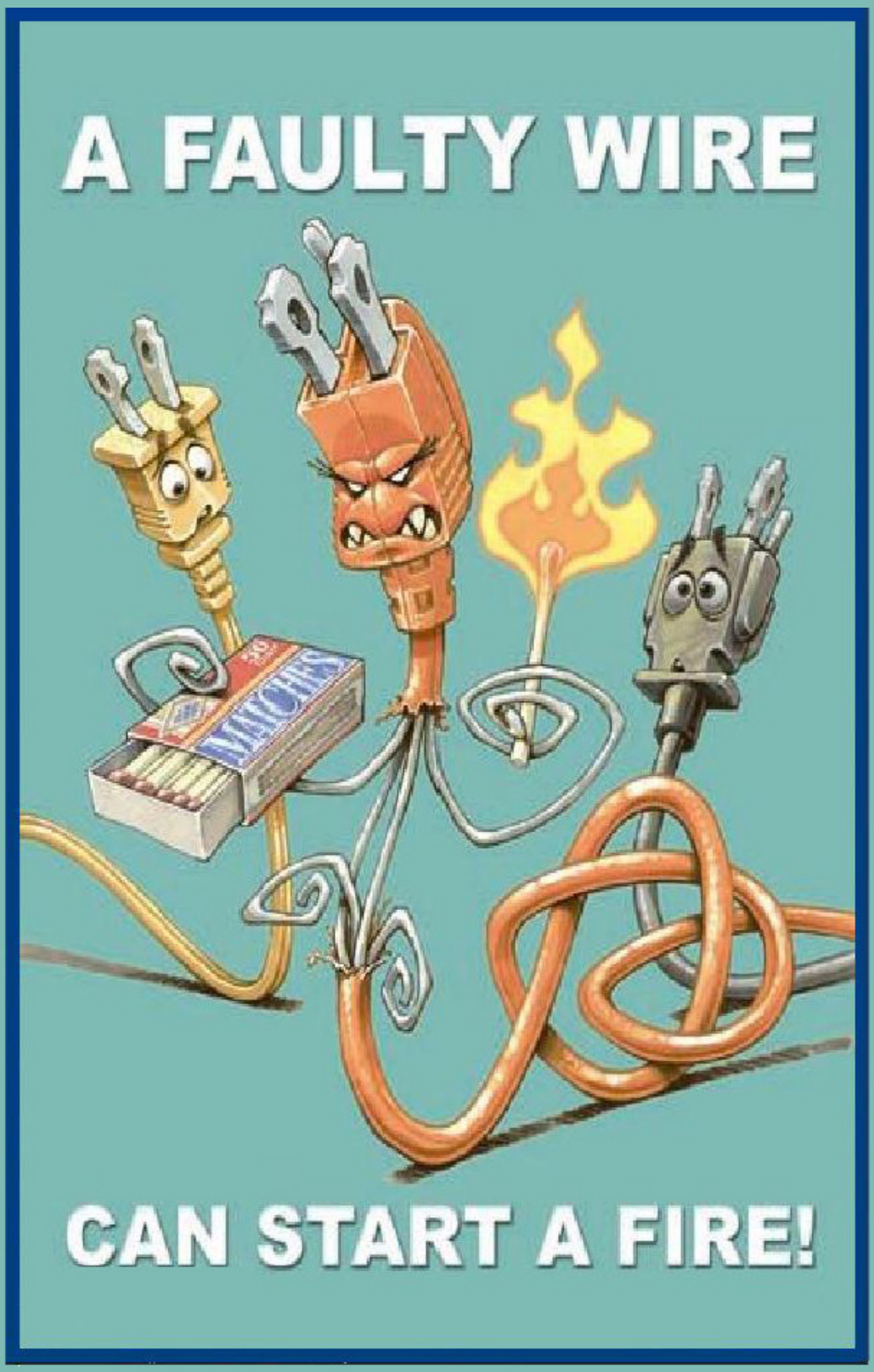
Rescue 1122	Civil Defence
Fire Brigade	Mines Detectors
Bomb Disposal	DHQ Hospital
Police Control	Allied Hospital
Traffic Control	Solid Waste Management
Security Branch Rescue	FESCO

Continual briefing was imparted by Chief Instructor from Civil Defense describing the functions and importance of different rescue activities being performed during the activity of drill. Performing jointly with teams of professionals provided a great opportunity of learning and enhancing the skills of our emergency response teams. The event was chaired by GM(OPS). DO Civil Defence, DO Budget & Accounts and Admin Officer from the office of DCO also witnessed the event.

Many from the executives, subordinates and casual staff acknowledged the importance of HSE initiatives of Fire Fighting, First Aid and Emergency Response and appreciated holding an event which became a source of creating awareness and raising a sense of responsibility amongst them.

Pictorials of the event are produced below:

SOHAIL SHAHZAD
EXECUTIVE ENGINEEER (HSE)
FAISALABAD TRANSMISSION



Health, Safety & Environment Department
Sui Northern Gas Pipelines Limited

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NEWSLETTER

Congratulations !

Sui Northern Gas Pipelines Limited congratulates the Cricket Team with pride on retaining President's Trophy.

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