



Sui Northern Gas Pipelines Limited

sng

NEWSLETTER

MAY-JUNE 2015
VOLUME 12, ISSUE 13

www.sngpl.com.pk



IT/MIS Data Centre Inauguration

Data Centres are specialized environments that serve as the information hub of the Company and safeguard the information through state of the art servers, storage arrays, core networking equipment and structured cabling. All information first arrives at the data centre and is then disseminated across the Company.

In order to meet the increasing requirement of high availability and reliability of mission critical enterprise systems such as CC&B, ERP, Company Website, Email and Other IT systems, IT/MIS Department has upgraded its Data Centre IT infrastructure at Head Office.

Work started on the project to upgrade the Data Centre in April 2014. Before reaching its completion, the IT/MIS Department faced quite a few challenges during the project. The project could have not been successful without significant contributions of Civil and Compression Departments. Support provided by the Management has also played a key role in bringing this project to fruition.

Editorial Board

Patron-in-Chief

Mr. M. Arif Hameed

Chief Co-ordinator

Syed Jawad Naseem

E-Team

**Media Affairs
Department**

In this Issue ▶ MINISTER'S VISIT ▶ LPG AIR MIX ▶ LAYING FIBER OPTICS ▶ WHITE COLLAR CRIME

Following are the key components of the new Data Centre:

Key Components	Detail
Power	<ul style="list-style-type: none"> • Dual Power Sources • Centralized Monitoring for quick response • Automatic switch over between power sources
Cooling	<ul style="list-style-type: none"> • Precision cooling • Fully redundant units with dual compressor and condensers • Designed specifically for data centre environment
Fire Detection	<ul style="list-style-type: none"> • Equipped with VESDA "Very Early Smoke Detection Apparatus" • Air sampling unit to identify harmful gasses for human safety • Water Leakage, vibration sensors and Motion sensors • Fire alarm and light in case of fire or smoke
Fire Suppression	<ul style="list-style-type: none"> • High class NOVEC1230 system deployed for fire suppression • Human friendly • Suitable for IT equipment • Hand Held Extinguishers
Physical Security	<ul style="list-style-type: none"> • Bio Metric System with multiple identifications including face recognition, Finger impression, Proximity card and password.
Centralized Monitoring	Centralized Monitoring system to provide online information for <ul style="list-style-type: none"> • Power Input, circuit breakers, power distribution etc • Cooling Units • Security • Sensors like Water Leakage, Vibration etc.
Structured Cabling	<ul style="list-style-type: none"> • Optical Fiber and Ethernet Cables

The inaugural ceremony was graced by the presence of Honorable Managing Director, SNGPL Mr. M. Arif Hameed along with Mr. Amer Tufail, DMD (Services) and Mr. Amjad Latif, DMD (Operations). The IT Department has achieved the milestone, with collaborative efforts of the IT Team.

The resources that played a significant role in successful completion of this project are as follows:

	Name		Role
1	Dr. Zafar M Alvi	GM (IT/MIS)	Management
2	Muhammad Riaz	CO (AD)	Project Support
3	Yasir Mirza	CO (IT/MIS)	Infrastructure Lead
4	Nadeem Nisar	SO	Data Center Lead
5	Saad Jamil	EO	Lead Coordinator
6	Muazzam	Officer	Coordinator
7	Ayyaz Khan	EO	Team Member
8	Sohail Abbas	EO	Team Member
9	Faaiz Shah	EO	Team Member
10	Usman Qadeer	EO	Team Member
11	Usman Khichi	EO	Team Member
12	Shabbir Ahmed	Officer	Team Member
13	Shazia Azam	Officer	Team Member
14	Hafiz Yasir	Officer	Team Member
15	Atif Masood	Officer	Team Member
16	Shahid Usman	Officer	Team Member
17	Atif Amin	Officer	Team Member



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Editor's Note

This edition aims at accentuating the various departments / units of SNGPL and their working models in an altogether different manner. A number of departments including Telecom, HSE, Transmission, Logistic Support and Compression have put forth the updated technique and methods incorporated in their respective areas. It is highly commendable how the Company is investing in integrating the existing system with modern practices. A glorious milestone recently achieved by the IT Department, was the inauguration of a new and fully equipped Data Centre at the Head Office.

Carrying forward the tradition of internal and externally conducted trainings at SNGPL, the Distribution Department conducted in-house trainings for its staff members, at the Regional Distribution Offices. The aim was to equip the employees with the state of the art techniques and designs. The month was also marked by the visit of the Honorable Federal Minister for Natural Resources and Petroleum, Mr. Shahid Khaqan Abbasi. This visit was made to the Head Office to discuss the load management and LNG distribution and its costing.

A busy and happening month it was indeed, with an aim to develop the expertise of our employees and upgrading our current workings as per the need of the hour.

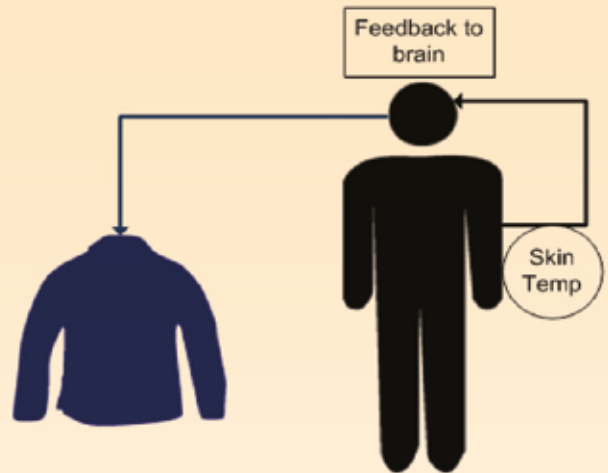
Syed Jawad Naseem
General Manager
Media Affairs



PRESSURE REGULATION OF NATURAL GAS

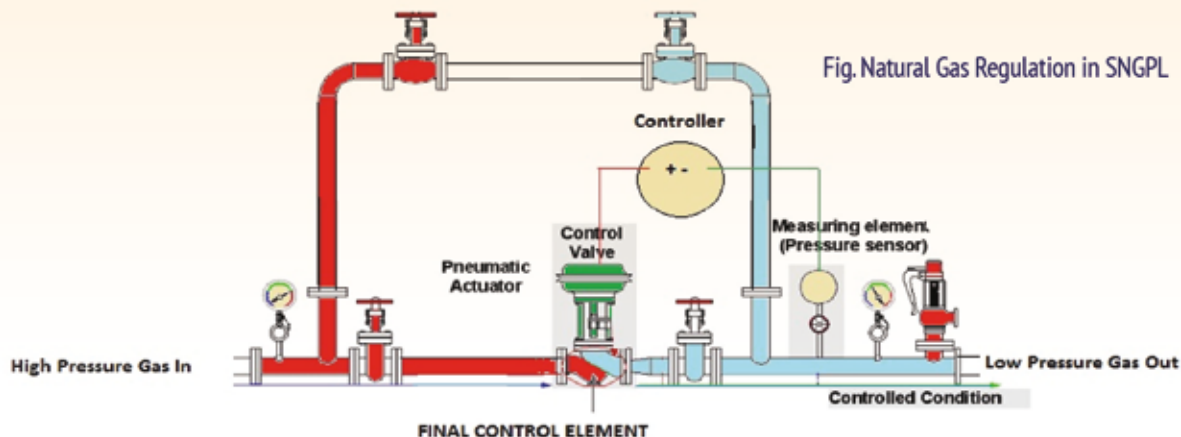
Pressure regulation of natural gas in Transmission system of SNGPL is being carried out through pressure control valves operated on feed back control loop system. Control is the process of causing a system variable to conform to some desired value, called a reference value. Feedback is the process of measuring the controlled variable and using that information to influence the value of the controlled variable. The system has got widest and variant applications from a simple floating level switch that maintains the level of water in a tank to a highly advanced and intelligent autopilot that is capable of flying and landing airplanes in fog.

A Simple Feedback System control can also be demonstrated with human behavior. For example, if a person goes outside in winter, he or she will experience a temperature drop in the skin. The brain (controller) receives this signal and generates a motor action to put on a jacket. This minimizes the discrepancy between the skin temperature and the physiological set point in the person. The example has been illustrated by means of a sketch.



History of Control System lies way back since ancient times, when a simple controller was used to maintain flow rate and similar controller is still in operation to control the water level in tanks used in the domestic sector.

In SNGPL we have got a variety of controllers, subject to the capacity and scope of operation which maintain uninterrupted and smooth gas supply to consumers. A simple demonstration of pressure regulation by pressure control valve through feedback control loop is given below:



Once the pressure has been adjusted to desired level (set point), the pressure control valve (final control element) tends to maintain it by measuring the output regulated pressure (variable) and comparing it with the desired value, variation in the set point and output is sent to the controller (brain) which immediately decides whether to increase or decrease the output and sends the command to final control element i.e. pressure control valve.

Thus, by the stated operation, our consumers get uninterrupted gas flow at a maintained set pressure.

By:

Muhammad Jawad Mughal
Engineer (T) Gr-III, Lahore (T)

FEDERAL MINISTER FOR MPNR VISITS HEAD OFFICE

Mr. Shahid Khaqan Abbasi, Federal Minister for MPNR visited SNGPL Head Office. He was warmly greeted by the senior management of the Company. This was followed by a comprehensive and interactive dialogue with the Federal Minister in SNGPL Boardroom. The management gave in-depth presentation and explained various steps undertaken by it, in order to turn around the gas company whereby it is now in a position to cope with the ever growing challenges of the energy sector in Pakistan.

It was highlighted that, the Management has been successful in arresting the UFG wherein it has embarked on a multipronged strategy to reduce the same which includes higher number of regions, more supervision, and better cathodic protection, continuous operation against gas theft etc.

Honorable Minister for MPNR highlighted the need for converting different regions into independent business units in order to better gauge the performance of the same. It was also emphasized that the LNG infrastructure be completed on time, in national interest.

The meeting ended on a note of thanks to the Honorable Minister.



STORES CONFERENCE, 2015

Stores Conference, 2015 was held at Faisalabad on 28th March, 2015. General Manager (Stores) Mr. Sibghat Ullah chaired the conference. Head Office store staff of both the Operations as well as Coordinator sections and all Store Incharges participated in the event.

The main objective of the store conference was to promote cooperation, understanding, exchange information and collaborate among the store staff to reach departmental goals. To place both the store staff at Head



Office and at store locations on the same page in terms of the store SOPs, especially after implementation of ERP Inventory Oracle Module in Stores, for working together with less confusion and to accomplish objectives faster. It aims to provide a platform for employees to ask questions and discuss concerns with management. Members of the staff were able to offer creative solutions directly to managers during the conference and finally to educate employees about new rules and regulations that affect them.

The conference was divided into two sessions. The first session began with the recitation from Holy Quran followed by a welcome note by Chairperson General Manager (Stores) to all the participants. He, in his opening speech elaborated upon the aim of conducting this event and emphasized on day to day procedural guidelines of Stores Department with the allied procedures of ERP Inventory Control Module. Chief Officer (Stores), Mr. Irfan Baig who has been recently been transferred to Stores Department, in his introductory speech stressed upon a healthy and cordial work environment and sharing of new ideas and views for improving the current work standards of the department to fulfill the requirements of our customers in a more professional manner. Sr. Officer Stores Ms. Adeela Marzouk and Mr. Shahzad Rizwan Shamsi gave briefs on the important areas like capital budget, health, safety and environment, maintenance, good housekeeping, store documentation, reconciliation of materials, storage of materials, ERP issues etc. Engineer (Stores), Mr. Bilal Pervaiz gave a presentation on importance of indexing of materials and issues regarding indent clearance.

In the second session after lunch, the Store Incharges were invited to highlight their issues regarding their daily store operations and share their experience, strength with each other so that they may help each other to solve their common problems. All the participants actively took part in this session and exchanged their views and ideas openly to resolve the operational issues for improving the quality of their work. GM (Stores) observed the discussions carefully and gave on spot decisions to general nature problems. He appreciated all the team members for keenly participating in this event and ensured his fullest cooperation and support to resolve the issues and further taking up with the higher management where required.

In the end, Area Stores Officers showed their full assistance and expressed their gratitude for organizing such an important event and giving them an opportunity to meet with each other and Head Office Management for conveying their point of view on the related matters. The GM (Stores) also expressed thanks to all the store officers and the Head Office team for organizing this event. He hoped that the directions and decisions taken at this occasion will be followed in true letter and spirit.

By:
Adeela Marzouk
Sr. Officer Stores

SNGPL sponsored International ECO Internship Program 2015 in collaboration with WWF



SNGPL has signed an agreement with WWF Pakistan for the Sponsorship of "International ECO Internship Program 2015" through which 3000 students of class 6 and above, including 1000 students from less privileged institutions, will be enrolled from Government and private educational institutions in Punjab, Khyber Pakhtun Khwa and Azad Jammu and Kashmir. Agreement was signed by Mr. Amer Tufail, DMD (Services), SNGPL and Mr. Anwar Naseem, Sr. Director (Corporate Relations), from WWF. SNGPL will contribute an amount of Rs 1.5 million for the International ECO Internship Program - 2015.

The six session long summer Internship Program will be held for students of class six and above. It will include special training by Environmental experts, group works, participation in different activities, interactive discussions i.e. how to protect the environment, creative green challenges, environmental documentary - making and finally an exposure visit to a place of ecological importance including highlighting its environmental hazard. The whole program is interactive and motivating, giving students the opportunity to be affiliated with the global organization and create genuine sense of civic responsibility in the students. The students will receive a certificate after the successful completion of the internship.

It is to be noted that environmental protection is influenced by three interwoven factors: environmental legislation, ethics and education. Each of these factors plays their part in influencing national-level environmental decisions and personal-level environmental values and behaviors. For environmental protection to become a reality, it is important for societies to develop each of these areas that, together, will inform and drive environmental decisions.

Following elements will bring benefits to SNGPL:

1. Direct outreach to target audience.
2. Branding of partner at the venue in the form of posters, standees, and banners.
3. Promotional stall at the venue with branding and product display of partner.
4. Students sign in at partner's social pages.
5. Logo of sponsor on the certificates and shields developed for the students, teachers and schools.
6. The sponsor will associate itself with a well-reputed fundraising activity designed to serve a noble cause.
7. The sponsor may take tax benefit for the funds given to WWF-Pakistan to implement this campaign.

On this occasion, Mr. Amer Tufail, DMD (S) - SNGPL emphasized to coordinate work for protection of environment and the natural resources in order to give a greener planet to the coming generations.

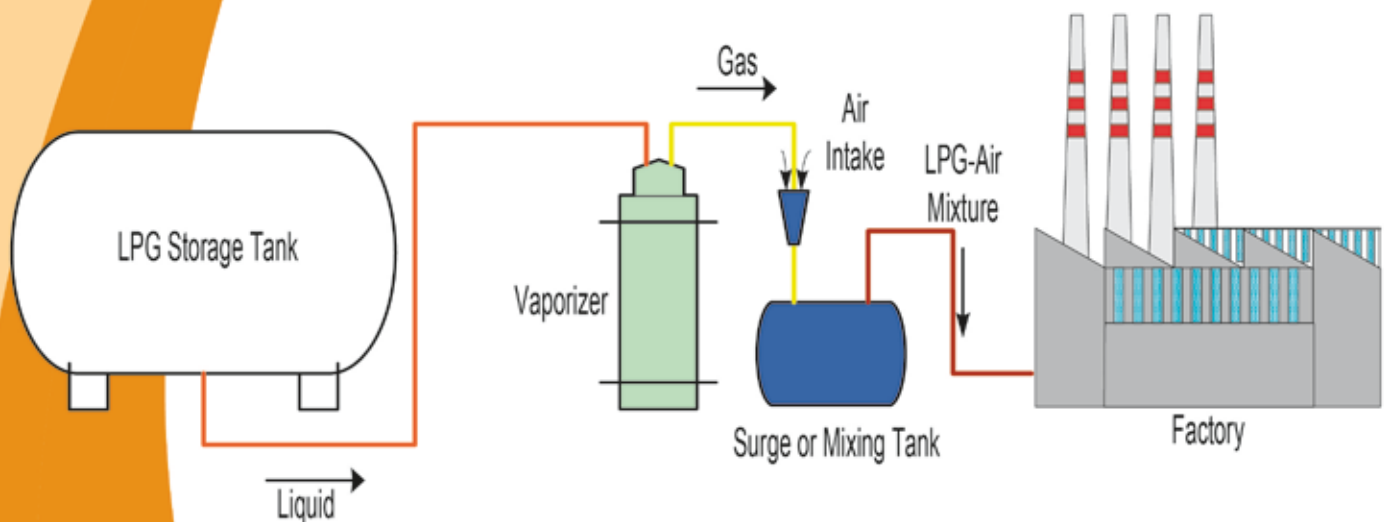
By:
ASMA MAQBOOL
Executive Engineer HSE
Head Office

LPG-Air Mix Plants – An Alternate to Natural Gas

Synthetic Natural Gas (SNG) or LPG-Air mix; as it is commonly referred to is a blend of Liquefied Petroleum Gas (LPG) and Air in a specific ratio which provides a substitute for Natural Gas. Although the technology dates back to the 1950s, this relatively new term in the energy lexicon has recently gained popularity among energy experts pursuing unconventional methods for mitigating Natural gas shortages.

What makes LPG-Air Mix equivalent to Natural Gas?

The amount of available energy (Calorific Value) in Natural Gas ranges from 900~1050 Btu/CFT and LPG mixtures range between 2600~3200 Btu/CFT. A rich LPG thus when mixed with a proportionate amount of air becomes an excellent replacement to Natural Gas equivalent in all combustion properties. The ratio of mixing depends on a value called "Wobbe Index" which indicates the property which allows matching an original gas (i.e. Natural gas) to a replacement gas (i.e. SNG mixture). Simply put, if two different gases possess an identical Wobbe Index, they will produce an equal amount of heat from any given burner. It takes into account the calorific values and specific gravities of the gases involved.



A typical Schematic diagram of an LPG-Air Mix Plant.

Advantages of SNG:

It carries the following major advantages which no other alternate liquid fuel can offer:

- It can supplement Natural Gas supplies during seasonal upsurge in demand.
- Completely replaceable in the event of any shutdown in Natural Gas source.
- Quick to install with any large Pipe Network where Natural Gas is yet to reach .
- It does not require any change in Pipe sizing or materials.
- It provides convenience for users to switch between Natural Gas and SNG without modifying appliances or burners.
- It provides an alternate proposition for use in remote and far flung areas gasification projects and for Industrial setups on standalone basis.

Components of a Typical SNG system:

A typical LPG-Air Mix Plant generally comprises the following major portions:

- A Bulk Storage Tank or Pressure Vessel to store the LPG.
- An LPG Pump to transfer LPG from the Tank.
- A Vaporizer to convert LPG to a gaseous form so that it can be mixed with air.
- An air compressor to provide air to the blender.
- An LPG-Air Mixer or Blender to mix LPG vapor and compressed air in the required proportions.

By:
Kashif Siddique
GM LNG-LPG



Fiber Optic Cable Laying Projects

Telecommunication Department has been executing fiber optic cable laying projects since 2008. These include contractual projects for sister companies like MOL Pakistan, OMV Pakistan & OGDCL. All activities including design engineering, construction and commissioning have been carried out by the department.



Till date, a network of above 250 Km has been successfully laid in the most challenging and hard terrains of Manjhalai Gas Field, Maramzai Gas Field, Mamikhel Gas Field, Makori Gas Field, Qadirpur Gas Field and Sawan Gas Field. Most of these project sites were in the remote areas of Hangu, Karak & Kohat districts where the law and order situation was at its worse.



These successful projects have not only earned a good name for the Company and added to its portfolio but also generated considerable profits. Telecom department feels pride in mentioning that all of these projects have ended-up in profit.



These fiber optic communication links are being used for the remote operations of upstream oil and gas installations like well heads, valve assemblies & for systems like telephony, WAN, CCTV & anti-intrusion.

Another very important purpose of this fiber optic cable is the real time connectivity of the hydrocarbon reservoirs

with well head production management servers, where features like artificial intelligence and data mining & modelling are incorporated for an efficient production and flow. This concept is also called as "Smart Fields" in oil and gas lingo.

Another emerging and very efficient use of fiber optic cable laid along oil and gas pipelines is detection of illegal tapping of pipelines, ROW encroachments & leak detections. In such applications only one fiber of the already laid cable is used as a sensor along with some additional hardware. The remaining fibers of the cable are available for other SCADA and Telemetry applications. Such security systems are based on distributed acoustic sensing and helps secure the pipeline in real time, pin-pointing the exact geographical area/location of the intruded pipeline.



MOL Pakistan is testing this feature on the fiber optic cable laid by SNGPL along a couple of flow lines where illegal tapping for oil theft has been detected.

Recently, MOL Pakistan has awarded SNGPL a contract to lay fiber optic cable for their recent discoveries of Maramzai-3 and Makori East 4. They have also shown their intent for the laying of a 21 Km fiber optic cable link from Mardan Khel-1 well head to CPF.

OGDCL is also negotiating with SNGPL for the laying of a fiber optic telemetry cable along the Condensate Transport Pipeline connecting Mela Field to Nashpha Oil and Gas Field.



By:
Kashif Naveed
Sr. Engineer (Tele)
Peshawar

IN-HOUSE TRAININGS AT REGIONAL DISTRIBUTION OFFICES

Training refers to the process of acquiring the essential skills required for certain job. Training presents a prime opportunity to expand the knowledge base of all employees and to strengthen those skills that each employee needs to improve. This helps reduce any weak links within the company and an employee who receives necessary training is better able to perform the job with enhanced awareness of safety practices and proper procedures. Training assists in eliminating the weaknesses of employees by strengthening their skills for giving the best services. Training also makes the employee feel satisfied with the role they play in the company. Workers can perform with enhanced efficiency which results in optimal utilization of resources with no wastages.

Poor workmanship and non adherence to Standard Operating Procedures (SOP's) are among the basic causes of UFG increase and wastage of other resources. During the visits of SGM(D-South) and GM(UFGC-South), it was observed that there is dire need for training executives and staff deputed in different regions of Distribution Department. Therefore all Regional Heads (South) were advised to arrange for in-house trainings of all junior executives and staff through sectional heads by conducting special training sessions on Saturdays with necessary support from Engineering Departments (Metering, Corrosion Control, Quality Assurance etc.) and other departments of the Company.

These training sessions are designed so that:-

- All executives and staff should be properly trained to perform the job assigned.
- The sectional heads should give training to first line executives and staff.
- All Fitters working in the field should be properly trained and qualified from SNGTI or by Q.A. department.
- All Welders should be API 1104 qualified.
- All SOPs are implemented in true spirit and workmanship is improved as poor workmanship is one of the basic causes of UFG increase.
- Similar weekly in-house training sessions should be conducted at all Sub Regional offices.

These training sessions are regularly being conducted in all regions on weekly basis and these cover different technical aspects as well as Soft Skills including the following:

- UFG Reduction Plan Activities: Above Ground Leakage Rectification, Under Ground Leakage Rectification, Industrial Vigilance, Commercial Vigilance, Domestic Vigilance.
- Development Activities: PE Network, Service Line and Meter Installation, PE Saddle & Socket Fusion, Welding Process, Installation of G-6 Meters, Installation of Class 900 Meters with EVC, Fitter Course
- Maintenance Activities: Valve Maintenance, Drilling & Stopping Operations by use of E-5, D-5, C-136 Machines, Coating Material & Coating Techniques,
- Metering Activities: Introduction to Metering, Flow Measurement-Basic & Advance Techniques, Types of Gas Meters & Regulators, Working of G4 Domestic Meters, Inspection & Flow Proving of Domestic Meters
- Operation Activities: Pressure Profiling and Flow based Profiling
- Billing Activities: Minimum Billing, Provisional Billing and Non Billing
- Sales Activities: Survey Procedure,
- IT/MIS Activities: Customer Care & Billing Application, IT-Reports, Basic Computer, Computer Application
- Soft Skills: Business Communication and Office Correspondence,
- Customer Service: Customer Satisfaction and Courtesy with Customers,
- HSE: Safety Procedures and Use of PPEs

By:

Qaiser Masood

Chief Engineer (D-South), HO

Prevention of Dengue Fever - The SNGPL Approach



Dengue Fever, also known as break bone fever, is communicable disease caused by Dengue virus. With a view to control this epidemic, Cabinet Committee of Punjab Government is regularly conducting meetings to review progress on Dengue Control at Punjab Civil Secretariat. The Department of Health is working closely with other government departments including SNGPL to monitor the spread of dengue fever. Prompt measures have also been put in place by SNGPL to prevent and control the spread of the disease. SNGPL has adopted following strategy to combat dengue at its operational sites through:

AWARENESS

Interactive sessions are conducted for employees to enhance their understanding of mosquito-born diseases. It is brought in their knowledge through office memos, HSE bulletins, Safety talks, Dengue posters & banners, Dengue customized theme of the month and awareness sessions at Shop Floors across the Company.



HSE INSPECTIONS

To carry out regular inspections to ensure timely removal of garbage and other sore points which can be possible breeding places of Dengue mosquito.

FUMIGATION

Fumigation is carried out at all offices on regular frequency for prevention of Dengue mosquito breeding.



By: **Dr. Huma**
OH Consultant

INTERACTIONS

A joint meeting of senior management of SNGPL and Government of Punjab focal persons in respect of Supply of LNG to Government Power Projects.



A meeting held between the representatives from the World Bank with members of the senior management namely, Mr. Amer Tufail DMD (S), Mr. Amjad Latif DMD (Ops), Mrs. Uzma Adil Khan CFO, Syed Zahid Hussain SGM (D-S) and Mr. Kashif Siddique GM LNG.

A meeting was held between the senior management of SNGPL and representatives from LTIA. Amongst the attendees were Mr. M.Arif Hameed, MD SNGPL and Mr. Amjad Latif DMD (Ops).





Mr. M. Arif Hameed, MD SNGPL, Mr. Amer Tufail DMD (S) and Mr. Amjad Latif DMD (Ops) in a meeting with Mr. Abdul Basit, Chairman Punjab Board of Investment and Trade.

Mr. Obaidullah CSO / DG Lahore Airport Security, visited the Head Office to meet Mr. M. Arif Hameed, MD, SNGPL.



OBITUARY

1. Khawaja Salah Ud Din, Ex-MD, SNGPL expired in USA. He remained in service at SNGPL from 07-10-1978 to 23-02-1985.
2. Mr. Fida Hussain Pasha, Ex-PSO to MD - SNGPL has expired recently. May his soul rest in eternal peace.

UNDERSTANDING WHITE COLLAR CRIME



Efforts are being made worldwide to understand and explore the factors underlying the phenomenon of "White Collar Crime" - a term coined by American criminologist Edwin Sutherland in a speech given to the American Sociological Society in 1939 and defined by him later on as "crimes committed by a person of respectability and high social status in the course of his occupation." Many sociologists, psychologists and criminologists have defined it differently and these varied definitions of white-collar crime have made it more difficult to determine with great accuracy the true extent of white-collar crime.

The Federal Bureau of Investigation, USA narrowly defines white-collar crime as lying, cheating & stealing.

Generally, white-collar crime has following general characteristics 1:

- It is without violence.
- It involves premeditation and careful planning.
- Criminals abuse their knowledge of an organisation and their skills to gain unlawful access to money, goods or services.
- Element of concealed misappropriation, or deception is present.
- Offence is often complicated in nature, making it difficult to prosecute.
- The crime normally has low visibility in order to obscure its existence.
- There is usually a diffusion of responsibility for the crime (no offender, or many offenders).
- Although this is not victimless, diffusion of victimisation is also a characteristic of these types of crime - there does not seem to be a true "victim" when a person defrauds the company he works for.
- These crimes are repetitive in nature and if left to continue may have a very high impact on profitability and reputation.

Here are some findings of a study based on interviews with convicted white-collar criminals conducted by Monash University, Australia forensic psychologist researchers David Curnow and James Ogloff that provide us some insight into characteristics of individuals involved in such crimes 2:

- The average person who decides to steal a substantial amount of money from work is a self-sacrificing hard worker.
- He or she has a problem that they can't share. Such problems include gambling and pressure to maintain appearances.
- Some of them are quite underpaid in many ways.
- They are not workplace psychopaths - people who deliberately inflict harm on their colleagues for their own advantage. The psychopaths may bully people or they may be ruthless with staff but they don't tend to steal the money.

- They perceived themselves to be very moral people (this study group scored very high on test of personal morality). They owned their own homes, raised families and contributed to the community through church groups or Rotary International.
- From the outside, the offenders look utterly respectable.
- They are successful with this odd behavior, the root of which is non-shareable financial problem.

According to a former Federal Court judge of Australia, those convicted of such offences rarely have a criminal record. It is their good character that has enabled them to occupy the position of trust which they have ultimately breached. Indeed, it is their good character that is often used to facilitate the offence.

Other behavioral elements common in White Collar Criminals include the following 3:

- Deception and cover up are hallmarks of white collar crime. Language used by executives often contains clues to deception. Deceptive executives tend to disavow ownership by using words like "the company" or "the team".
- Those who are willing to commit fraud recruit from the corporate employee pool weak or needy personalities, and go to lengths to reward and protect them since such employees are gullible and easily manipulated.
- They are arrogant. When confidence and pride grow into true arrogance, it can indicate an attitude of superiority and entitlement and the sense that corporate policies & procedures do not personally apply.
- Cleverness and Creativity – creative people are motivated to think outside the box and are well suited to change - two characteristics that also allow them to reinterpret their behavior and rationalize their moral transgressions.

Owain Stone 2, who heads the forensic department of a business advisory company in Australia, says many cases of fraud are discovered "by accident" - for example, when the perpetrator goes on holiday. He recommends organizations to encourage employees to report suspicious behavior by colleagues.

In every society, multiple measures are being adopted at different levels to control white collar crime that can be classified as under:

- Laws that define penalties for such offences.
- Anti corruption / anti fraud agencies of Government.
- Citizen watchdog groups.
- Effective internal control systems of Organizations.
- Effective and empowered audit departments within establishments.
- Clear process for reporting suspicious behavior / whistle blower programmes.
- Code of ethics – educating employees about acceptable behavior at workplace.

David Curnow 2 has recommended two other measures that are not covered in these conventional controls for Organizations to avoid occurrence of such offences:

- Organizations need to ensure complete criminal records checks, especially for high-trust positions.
- Organizations should not do things like let people never take holidays or work to 8 o'clock at night. "Tell people to go home."

References:

1. Investigating White-Collar Crime - The Human Element, By Janette Minnaar, Ethics Institute of South Africa, August 2008.
2. Working late at the office, milking it too by Ben Butler, The Sunday Morning Herald, Australia, July 20, 2013.
3. A Matter of Ethics: Understanding the Mind of a White-Collar Criminal by Jonathan T. Marks, Financial Executives International, USA, November, 2012.

By:
Bilal Murtaza
Executive Officer (HR)

TRAINING ACTIVITIES AT SNGTI

Training of Human resource is crucial for any organizational success and growth. Sui Northern Gas Training Institute (SNGTI) is always relentless in pursuit of its Mission to provide quality training to the company employees. In the month of March, Twenty Three (23) training courses were conducted in both soft and technical skills category. In addition, the SNGTI training faculty with all its commitment and competency carried a 20 days Executive Development Program (EDP) for 26, Grade-III executives. Another added feature was a one week Orientation program for 53 newly inducted executives staggered in two Batches- i.e. 29 and 23 participants.

EDP is a strenuous activity in which the executives are trained in both technical and soft skills. The training module is not only limited to Class room lectures but also covers technical workshops, case studies, assignments, presentations, interviews and assessment, final examination and field visit to Faisalabad. The program consummated with the final meeting of the executives with the honorable Managing Director.



Participants of 27th Executive Development Program (EDP) with SNGTI Faculty

In the month of March a total of 368 employees (299 Executives, and 69 subordinates) were trained at SNGTI premises. There were also guest speakers invited from outside training organizations as well as Ex-senior executives of SNGPL. Mr. Naseem Zafar, CEO of Impact Training conducted a two days workshop on Leaderships skills wherein group tasks, videos, and small lectures were conducted to inspire the executives in order to unleash their inherent skills. Mr. Philip Lal another leading name in the training arena also conducted workshop on directing and delegating, which involved much work on case studies. The participants really enjoyed these two workshops and learned a great deal. Mr. Nadeem Asghar (Ex-SGM -CS) and Mr. Azhar Saif (Ex-GM Training) also conducted two days training each on PPRA rules 2004, and Project Management respectively. Both the trainers shared their rich experiences through interactive lectures and also hand on training assignments. Mr. Ilyas (Ex-GM projects) carried out regional training on Construction of Gas distribution lines in Multan region. The trainings in the regions is a regular feature of our training calendar because this way much of the technical work in the respective regions becomes relatable to the training needs of the participants.

All these above mentioned activities show the commitment of SNGTI team towards creating and grooming quality workforce in terms of quality workmanship which is hall mark of any progressive organization.



Newly Inducted Executives with SNGTI Faculty

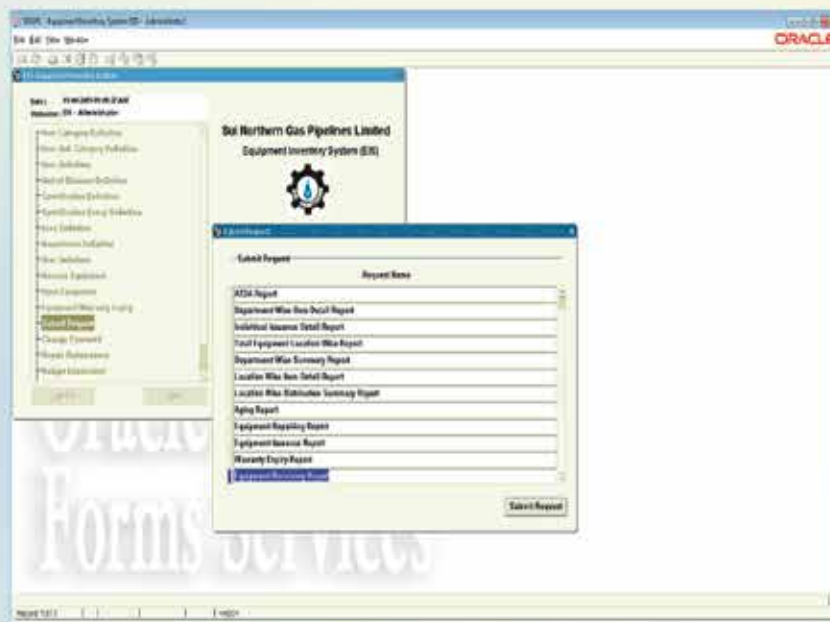
IT Round Up



Equipment Inventory System (EIS)

User Department: IT/MIS

The purpose of this software is to record and track the capital equipment of IT Department. IT/MIS store section receives equipment against the Delivery Advice (DA) and after necessary inspection of the equipment; it becomes part of IT/MIS inventory. Requests for issuance of equipment are received on requisition forms or through emails from different departments. All equipments are issued / scrapped from IT store section or received in from regional offices against the Asset Transfer Disposal Advice (ATDA), which is generated through the system. Repair record of IT equipment is also maintained through this system.



Key features:-

- To record receipt of Capital IT Equipment against Purchase Order.
- To record issuance of Capital IT Equipment against ATDA.
- Availability of equipment stock status.
- To maintain repair and maintenance record of Capital IT Equipment.
- To maintain scrap record of Capital IT Equipment
- System prompts an alert four months before the warranty expiry date of the IT Equipment.

Reports:-

- Equipment Receiving Report
- Assets Transfer / Disposal Advice (ATDA) Report
- Equipment Issuance Report
- Equipment Repairing Report
- Warranty Expiry Report
- Aging Report
- Department-wise Item Detail Report
- Individual Issuance Detail Report
- Total Equipment Location-wise Report
- Department-wise Summary Report
- Location-wise Item Detail Report
- Location-wise Distribution Summary Report
- Equipment Issuance Report with Temp.Asset Code

By:
IT Department

UNDERSTANDING NOISE POLLUTION

"Noise pollution takes place when there is either excessive amount of noise or an unpleasant sound that causes temporary disruption in the natural balance. This definition is usually applicable to sounds or noises that are unnatural in either their volume or their production. Our environment is such that it has become difficult to escape noise".

How loud is too loud?

Noise is measured in units of sound pressure levels called decibels, named after Alexander Graham Bell. Volume is measured in dBSPL (Sound Pressure Level in dBs) which stands for Decibel Sound Pressure Level, or rather the level of sound pressure measured in decibels. Our threshold of hearing starts at 0 dBSPL and goes up to 140 dBSPL which is a level so loud that it destroys everybody hearing and the threshold of pain is at 120dBSPL level.

Effects of Noise Pollution

1. Hearing Problems: Any unwanted sound that our ears have not been built to filter can cause problems within the body. Our ears can take in a certain range of sounds without getting damaged. Man made noises such as jackhammers, horns, machinery, airplanes and even vehicles can be too loud for our hearing range. Constant exposure to loud levels of noise can easily result in the damage of our ear drums and loss of hearing. It also reduces our sensitivity to sounds that our ears pick up unconsciously to regulate our body's rhythm.

2. Health Issues: Excessive noise pollution in working areas such as offices, construction sites and even in our homes can influence psychological health. Studies show that the occurrence of aggressive behavior, disturbance of sleep, constant stress, fatigue and hypertension can be linked to excessive noise levels. These in turn can cause more severe and chronic health issues later in life.

3. Sleeping Disorders: Loud noise can certainly hamper your sleeping pattern and may lead to irritation and uncomfortable situations. Without a good night sleep, it may lead to problems related to fatigue and your

performance may go down in office as well as at home. It is therefore recommended to take a sound sleep to give your body proper rest.

4. Cardiovascular Issues: Blood pressure levels, cardio-vascular disease and stress related heart problems are on the rise. Studies suggest that high intensity noise causes high blood pressure and increases heart beat rate as it disrupts the normal blood flow. Bringing them to a manageable level depends on our understanding noise pollution and how we tackle it.

What can be done to reduce the hazard from Noise?

Noise controls are the first line of defense against excessive noise exposure. The use of these controls should aim to reduce the hazardous exposure to the point where the risk to hearing is eliminated or minimized. With the reduction of even a few decibels, the hazard to hearing is reduced, communication is improved and noise-related annoyance is reduced. There are several ways to control and reduce worker exposure to noise at a workplace.

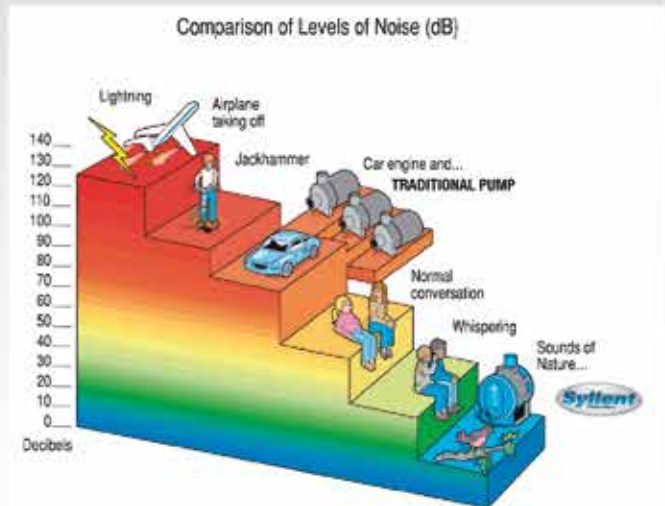
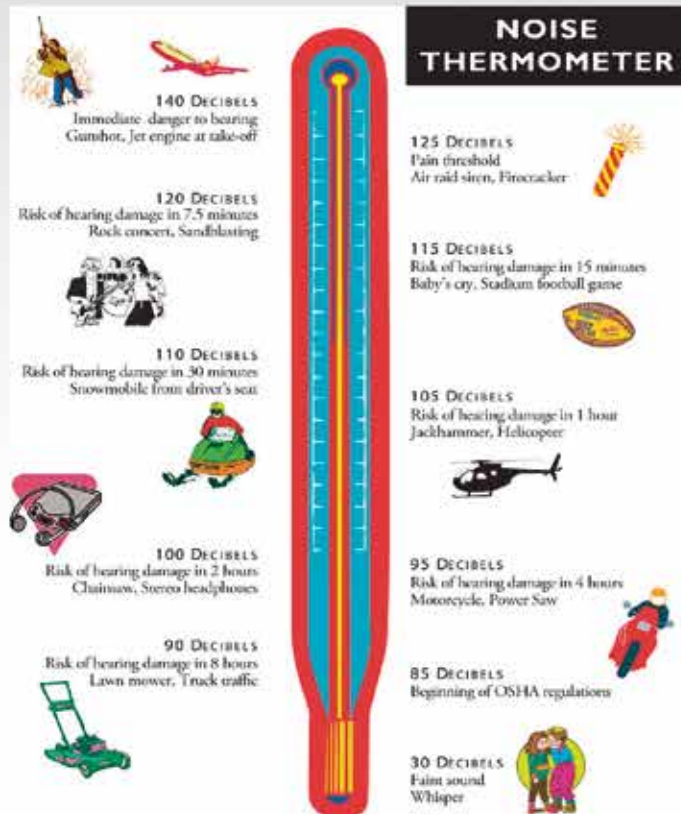
Engineering controls that reduce sound exposure levels are available and technologically feasible for most noise sources. Engineering controls involve modifying or replacing equipment, or making related physical changes at the noise source or along the transmission path to reduce the noise level at the worker's hearing system.

To meet the Environmental Protection Agencies (EPA) and National Environmental Quality Standards of Pakistan, Compression Department has procured the Solar Gas Turbine Compressor Packages with sound proof enclosures for AC-4 (Uch Sharif) and plan to procure the same packages for future extension in our fleet. Moreover, at compressor station AC-8 (Faisalabad), we are trying to attenuate the high noise level issue for residential vicinity whereas sound proof Gas Turbine shed is under engineering design and implementation phase to achieve the NEQS i.e. 65~70dBSPL at compressor station boundary wall.

Pakistan NEQS for Noise (in dBs) w.e.f July 2012 (as per Gazette of Pakistan)

Sr. No.	Area/Zone Category	Day Time (6am to 10pm)	Night Time (10pm to 6am)
1.	Residential	55	45
2.	Commercial	65	55
3.	Industrial	75	65
4.	Silence Zone/Hospitals	50	45

Sound level ranges from 110dB to 125dB at a distance of 1 meter whilst 4~5 compressor packages in operation at compressor station and our field personnel use Ear muffs and Ear Plugs at work place as per criteria set by HSE.



By:
Shahadat Ali
Chief Engineer
Compression Faisalabad

RETIREMENTS

Mr. Muhammad Javaid Qureshi, retired on March 14, 2015 as a Superintendent Records, HR from the Head Office. He has served the Company for a period of 20 years and 1 month.



CORRECTIVE AND PREVENTIVE ACTION (CPA)

"Make your work place Safer; by raising a CPA form"

Corrective and preventive actions are key elements in Occupational Health and Safety Management System (OHSAS 18001), Environmental Management System (ISO 14001) and also Quality Management system (ISO 9001). The difference between a Corrective Action and a Preventive Action is often misunderstood and in fact many people don't see any difference between the two.

Corrective action (CA) is an action to eliminate the cause of detected non-conformity and its re-occurrence. For example buying a new tyre after getting a puncture i.e. action taken when a problem has already occurred.

Preventive action (PA) is an action to eliminate the cause of potential non-conformity and its occurrence. For example filling the petrol tank of your car before it is empty.

Simply corrective action is a reactive approach based on nonconformance event that had happened in past and preventive action is a proactive approach based on an event that could occur in future.

SNGPL is certified to ISO 9001, ISO-14001 and OHSAS-18001 standards which pay special emphasis on identification / elimination of hazards and for controlling / eliminating the hazards corrective and preventive actions are taken. In view of its importance; HSE Department has devised a procedure "Control on non-conformance, Corrective and Preventive actions" according to which any person can report a hazard to HSE Department. The hazard reporting is carried out on a specified form called CPA (Corrective and Preventive Action) Request form.

HSE Department encourages every employee of SNGPL to raise CPA form if they spot a hazard; for their own safety, safety of their colleagues and for the safety of the workplace / operation. Repeated communications are being carried out for awareness of employees regarding CPA. SNGPL management has accorded approval for reporting of any hazard directly to HSE Department without following the hierarchy (or through proper channel). This shows the commitment of SNGPL management for identification and elimination of hazards from workplace. The CPA form is logged in HSE Department and as per standard requirement its record is maintained. Pending CPA forms are regularly being monitored with great concern till they are adequately closed out.

By:

Muhammad Hashim

Executive Engineer, HSE HO

Treasury Department – A New Constituent of Finance Fraternity

Following the approval of Board of Directors in 434th meeting held on October 28, 2014, "Treasury Department" came into existence as the sixth department in Finance Group after Accounts, Audit, Billing, Finance and Regulatory Affairs. Keeping in view the significance of specialized and meticulous functions of treasury in today's corporate world, almost all corporate entities operate separate department to deal with specific treasury issues. Treasury has increasingly become a strategic business partner across all areas of business. Treasury Department is also functional in our sister concern Sui Southern Gas Pipelines Limited (SSGCL) for many years.

All functions relating to banking operations, funds management and financing facilities have been centralized under the supervision of General Manager (Treasury). There are three core sections of this newly tailored department comprising Cash & Banks, Gas Sales Collection and Funds sections which are reporting to GM (Treasury). Core function of this department is the management of Company's funds with ultimate goal of optimum allocation of funds, maximizing the liquidity, enhancing return and mitigating its operational and financial risks with prudent treasury management.

This department monitors cash flows and placement of Company's surplus funds on best negotiated rates. Monitoring and control of gas sales collection in the areas through authorized banks, and its transfer to main bank accounts, further, ensuring posting of collection in the ERP system of the Company and reconciliation of collection; are imperative functions. Arranging financing facilities from banks for projects and working capital requirement of the Company is one of the major responsibilities. Role of this department is crucial for ensuring availability of funds for timely discharge of obligations of the Company.

Moreover, management of twelve trust funds maintained by the Company for the benefits of employees has also been given under the control of this department. It is ensured that funds are being managed in compliance to their respective trust deeds and rules; furthermore, timely payment of monthly pension and retirement dues to outgoing employees, maintaining accounts of each fund and filing of tax returns is also carried out in Treasury Department. Size of Trust Funds is showing a continuous increase in the trend and presently is standing at around Rs. 31 Billion; therefore, investment of such huge size of funds for the purpose of getting maximum return for the welfare of employees at minimum risks, is also a critical assignment.

With the centralization of all treasury functions, it is anticipated that our Company will be in a better position to negotiate with banks at a competitive edge on all fronts as to deposits, investments, collection accounts, fund based and non-fund based financing facilities.

By:
Treasury Department



PREVENTIVE MAINTENANCE OF COMPANY VEHICLES

Logistic Support (LS) Department strives to play a significant and supportive role in the working pattern of the Company. The department aims at to bring continuous change by taking worthy initiatives to improve its performance and provide reliable support to the line of executives and staff.

In this regard, the LS Department is taking suitable measure to preemptively avoid any damage to the Company's vehicles and most importantly accidents caused by the vehicles. For this, the department is taking notice of the timely maintenance of vehicles, which if ignored, may prove to be a risk for the lives of Company employees as well as general public.

Regular preventive maintenance is a major measure which can save the Company's money in the future. A few basic checks like changing oil, checking tire pressure and getting scheduled inspections must be made regularly. Specified details of the regular checks are given below:

1. **Checking the fluids:** Drivers must check for the fluid levels of antifreeze, power steering, coolant and the wiper fluid. In some cases, you can see the tank level directly, but most have gauges or dipsticks. You can pull them out to check current levels against a notch that indicates optimal levels.
2. **Inspect the Timing and Serpentine belts replaced when necessary:** Generally, the mileage to get your timing belt replaced, is after 60,000 KM or so, and your serpentine belt is to be replaced every 40,000 KM. In this regard, kindly consult your vehicle's manual to get the real standards and benchmarks.
3. **Check your oil and get it changed regularly:** Check the oil's color and oil levels with the help of a dipstick or the electronic gauge. Consult your vehicle's manual, to know the standard mileage to change the oil. Do not follow the 3000 KM myth. It could be lesser than this figure or could be greater depending upon the vehicles' capacity, model and condition.
4. **Check the Battery:** Check the battery to make sure it's not leaking and there is no mineral or any other build up on the contacts. Moreover, the contacts should be tightly closed too.

5. **Replace the windshield when the view gets streaky:** Wipers are not costly and easy to replace. Do not wait until you can barely see through your windshield. It could be hazardous. Your visibility is important.
6. **Get your tires rotated, balanced and aligned:** The vehicle's manual will tell you how often to do this. It is important to do to make sure the tires wear evenly. The life of your tires can increase with regular rotation and alignment.

Do not ignore any issues which occur with your vehicle. The LS manual prescribes the policy in this regard. The responsibility for proper use, control and maintenance of Company vehicles will be that of GM (LS), including the ones used at Head Office and those of the entire Company. However, the responsibility of informing GM (LS) of any such repair and maintenance is with the driver or the user of the vehicle. Poor maintenance must be considered a breach of Company instructions. The concerned driver will submit a defect report, specified format of which is available from LS department, duly endorsed by Sectional In charge / Head of Department for repair.

Moreover, some of the initiatives taken by the LS Department in view of the HSE policies for safety purposes are given below:

- HTV license is mandatory for the casual driver, therefore any driver not possessing the valid HTV license if hired, must be paid off forthwith.
- Indent / LPR must be raised timely after completion of 30,000 KM / 40,000 KM for local/ imported tires respectively.
- Drivers and passengers sitting in the front seat must wear the seat belts.
- Only one passenger should sit in the front seat.
- The speed limit should be strictly followed.
- The medical fitness test of the drivers should be arranged under the intimation to LS Department.
- Drivers should only be engaged upon clearance from the LS Department.

By taking the above mentioned measures, we can ensure safe driving. The LS Department strives hard to maintain all its vehicles for the assistance of the Company employees.

By:
Jalal Shah Mohammad
Admin Officer
Logistic Support

Value for Money: Public Procurement

Modern concept of public procurement is not a one day process. Public procurement, as we know today, has been a result of a long process of evolution from its earlier concept.

The initial roots of procurement can be seen right through Ancient History, even during building of Pyramids in Egypt in 2900-3000 B.C. It is also evident from the study of purchasing practices during the era of trade & transactions using barter system, commodity money era and finally in the concept & use of paper money. Social events such as fairs, festivals and carnivals etc, had a vital role for developing and evolving the concept of purchasing in ancient times when common market place was not into existence. In the early 90s, this concept saw its theory and practice as an organizational function and later got acceptance in late 90s.

Public Procurement is a process where public sector organizations (Federal Government owned or control organizations) acquire goods and services from bidders/ suppliers in a systematic manner under the umbrella of rules, regulations & procedures governed by a watchdog or a Regulatory Authority.

Effective public procurement is vital for provision of better public services and good governance. Public procuring agencies should set and apply the highest professional and managerial standards when they spend public money on their behalf, to ensure best return for each rupee spent in terms of quality, timelines, reliability, after sales services, up grade ability, price, source and the combination of whole life cost and quality to meet the requirement which is called value for money.

Value for money is the main objective of public procurement and can be achieved with optimum combination of whole life cost (i.e. acquisition cost, cost of maintenance, running cost, disposal cost). It is believed that procurement process can result in best value for money by following golden guidelines/ principles given below:-

Open Competitive Bidding – Open competitive bidding is essential for best value for money. Through open competitive bidding maximum participation of bidders can be ensured which leads towards better quality product at a very reasonable price.

Fairness – Procuring agencies should play a fair role during the procurement process. Fairness means procurement process should be unbiased and on equal opportunity basis.

Transparency – Easy and timely access to information/results of each step of procurement which means, records and information are readily available for internal and external stakeholders to ensure the compliance.

No Discrimination – There should be no discrimination on the basis of languages, nationalities, race and color or favoritism during procurement process.



Integrity/ Honesty – All procurement Professionals should perform their duties and responsibilities with honesty and great integrity, being the custodian of public money. They should avoid/reject all kinds of gifts, benefits, commissions, gratification, bribes and kickbacks, which can affect their judgment or results of evaluation of the bids of bidders or potential suppliers.

Efficiency & Economy – Value for money can be achieved by bringing efficiency in procurement process and procuring goods or services on economical price with best possible quality.

Professionalism – It is the duty of procuring agencies to focus on professional development of procurement officials, as specialized procurement professional can bring value for money through their expertise and professional skills.

Compliance to the Laws – Procuring agencies ensure that they are making procurement which comply with public procurement rules (i.e. PPRA Rules 2004 in Pakistani Scenario) and as well as to other requirements and commitments regarding national and international law.

Accountability – All stakeholders involved in procurement should be accountable for their assignments, evaluations; and judgment and should maintain the procurement records as per the guidelines of the organization and Regulatory Authority.

Procurement: Value for Money

The effectiveness of the procuring process would be gauged by the end result. If the goods, services and work have been procured by ensuring the above golden principles, that meets and at times exceeds our end users' expectations; we have hit the bull's eye. The purpose of any process or business is to earn a profit in case of procurement. Right product, at the right time, at the right cost, of right quality is our goal, which is the best value for money.

By:
M. Shahid Ikram
Officer Procurement - Imports



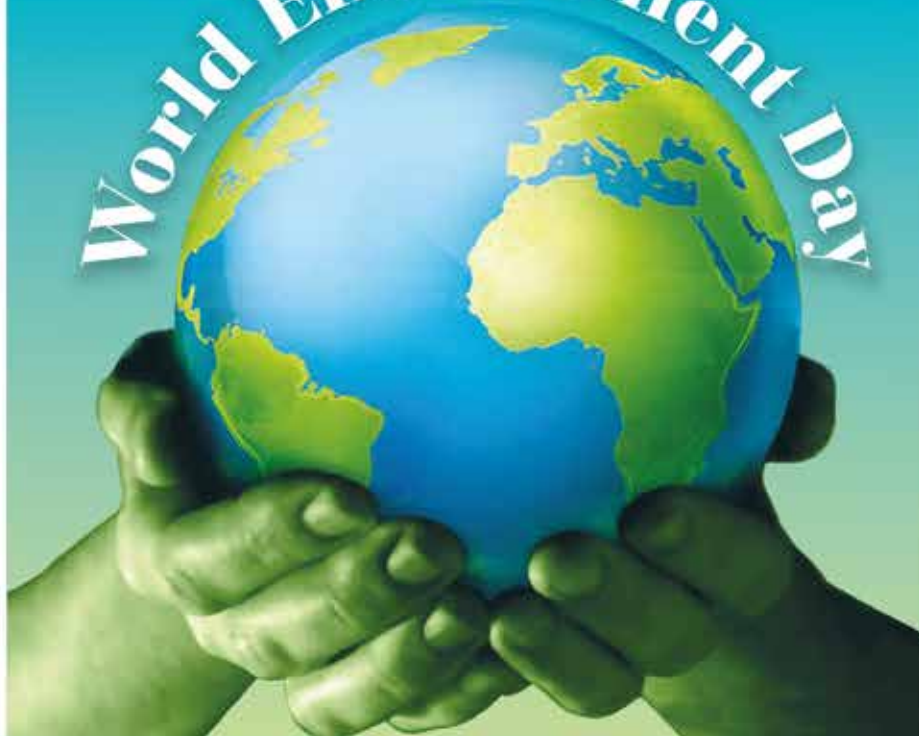
SUI NORTHERN GAS PIPELINES LIMITED

ONE EARTH

ONE LIFE

ONE CHANCE

World Environment Day



HEALTH SAFETY & ENVIRONMENT DEPARTMENT



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