



Sui Northern Gas Pipelines Limited

sng

NEWSLETTER

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OGRA Hearing for Estimated Revenue Requirement ERR for FY2014-15

The Company, under section 8(1) of the Oil and Gas Regulatory Authority Ordinance (OGRA) 2002 and Rule 4(2) of the Natural Gas Tariff Rules (NGTR) 2002 filed a Petition before the Authority on December 13, 2013 for Determination of Estimated Revenue Requirement (DERR) for FY 2014-15.

Based on the petition, the shortfall worked out to Rs. 91,411 million which translates into an increase of Rs. 179.55/- MMBTU in the Prescribed Prices w.e.f. July 01, 2014. The Petition was initially prepared based upon 1 US\$ to Rs 115 parity, however the same may now be adjusted based upon revised Rs /US\$ parity of Rs. 100.

more inside:

3RD ANNUAL CORROSION MANAGEMENT SUMMIT | SNGPL SPONSORED ECO INTERNSHIP PROGRAM 2014
PIPELINE INFRASTRUCTURE DEVELOPMENT PROJECT | HSE WEEK / MEDICAL CAMP

Editorial Board

Patron-in-Chief
M. Arif Hameed

Chief Co-ordinator
Syed Jawad Naseem

E Team
Media Affairs Department



Based on the Revised Cost of Gas at Rs/ US\$ parity of Rs. 100, the shortfall worked out to Rs. 63,025 million which translates into an increase of Rs. 123.80/- MMBTU in the Prescribed Prices w.e.f. July 01, 2014.

The Oil and Gas Regulatory Authority (OGRA) in accordance with the procedure mentioned in the OGRA Ordinance decided to conduct public hearing for Estimated Revenue Requirement (ERR) for FY2014-15 in Peshawar and Lahore, the provincial capitals of Khyber Pakhtun Khwa and Punjab on May 08, 2014 and May 12, 2014 respectively.

The SNGPL team for Peshawar hearing was led by Honorable Managing Director, along with the Chief Financial Officer, Senior General Managers and other senior officers of the Company.

The hearing started with the recitation of the Holy Quran. The Registrar OGRA

read out the rules and procedure of the hearing. The Chairman OGRA requested SNGPL to present its revenue requirement for FY 2014-15.

The Managing Director, Mr. Arif Hameed gave the opening remarks highlighting the achievements of the Company in the last five years despite decrease in supplies from various fields and worsening law and order situation in the franchise areas including Gurguri, Kohat and Southern Punjab. He requested the Authority to give due consideration to the ground realities and problems faced by the Company while deciding pivotal matters in the decision.

The Managing Director then handed over the podium to the Chief Financial Officer of the Company for presentation of the Company's petition. The Chief Financial Officer gave a detailed presentation with the help of multimedia, highlighting the main points of the Company's revenue requirement for FY 2014-15.

After the presentation by the Chief Financial Officer, the legal counsel of the Company gave a detailed presentation on the different problems faced by the Company due to non-adherence of Natural Gas Tariff Rules 2002 and applicable licence conditions. The Authority raised various queries which were amicably responded.

After the presentation by SNGPL's representatives, the Chairman OGRA requested the interveners to present their point of view on the revenue requirement of SNGPL for FY 2014-15. Various interveners including nominees of different industries, consumer groups and media persons gave their input on the ERR 2014-15. The Intervener also gave suggestions to improve the overall natural gas sector in Pakistan. The Authority as well as the Management of SNGPL appreciated the suggestions and concerns of the interveners / consumers while assuring them of their full cooperation.

The Second phase of the hearing was conducted on May 12, 2014 at Pearl Continental Hotel Lahore. The SNGPL team was led by Honorable Managing Director, The Deputy Managing Directors, along with the Chief Financial Officer, Senior General Managers and other senior officers of the Company.

The hearing started with the recitation of the Holy Quran. The Registrar OGRA read out the rules and procedure of the hearing. The Chairman OGRA requested SNGPL to present its revenue requirement for FY 2014-15.

The Managing Director, Mr. M. Arif Hameed gave the opening remarks retracing the achievements of the Company in the last five years despite decrease in supplies from various fields and worsening law and order situation in the franchise areas including Gurguri, Kohat and Southern Punjab. The Managing Director also highlighted the financial problems being faced by the Company due to non-issuance of pending decision for FRR 2012-13, DERR 2013-14 and RERR 2014-15.

The Managing Director then requested the Chief Financial Officer of the Company to give a detailed presentation on Company's Petition for ERR 2014-15. The Chief Financial Officer gave a detailed presentation with the help of multimedia, highlighting the main points of the Company's revenue requirement for FY 2014-15.

After the presentation by the Chief Financial Officer, the legal counsel of the Company gave a detailed presentation on the different problems faced by the Company due to non-adherence of Natural Gas Tariff Rules 2002 and applicable licence conditions. The Authority raised various queries which were amicably responded.

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Editor's Note

Dear readers,

Let's dedicate this edition's editorial to continuing education initiatives being undertaken at our organization.

The Management of the Company is committed to equip its executives and staff with state of the art skill set, to cope with the wide array of challenges and dynamics of the industry. The Company is conducting comprehensive courses in almost all disciplines at SNGTI, on a continuous basis. Also, a significant number of executives / staff are being sent abroad on specialized trainings, which leads to formation of core competency groups. The officers then disseminate knowledge within the organization, which shows the management's resolve towards the development and maintenance of a skilled work force.

The HSE department is also a major contributor towards on – going training and development of our Human Resource. It is carrying out a whole host of comprehensive programs and activities towards enabling a productive and safe work environment along with an empowered work force.

Let's keep up the good work!!

Syed Jawad Naseem
General Manager
(Regulatory Affairs / Media)



PIPELINE INFRASTRUCTURE DEVELOPMENT PROJECT FOR UPCOMING LNG AND INDIGENOUS SUPPLIES

Government of Pakistan, due to the ongoing energy crisis, is aggressively pursuing the import of LNG (liquefied natural gas) into the country to meet the shortfall in gas supplies and also plans to proceed with augmentation of our transmission system.

As per the directives of Government of Pakistan, the Company plans to develop infrastructure for the receipt of 400 MMCFD-LNG. In addition to already available indigenous gases, the Company has planned to augment its system downstream Sawan. According to the plan, 42" dia x 109.3 KM pipeline would be laid between Sawan-Qadirpur segment along with installation of 5000 HP compression at AC1(X) Bhong at the estimated capital cost of Rs. 18,543 million.

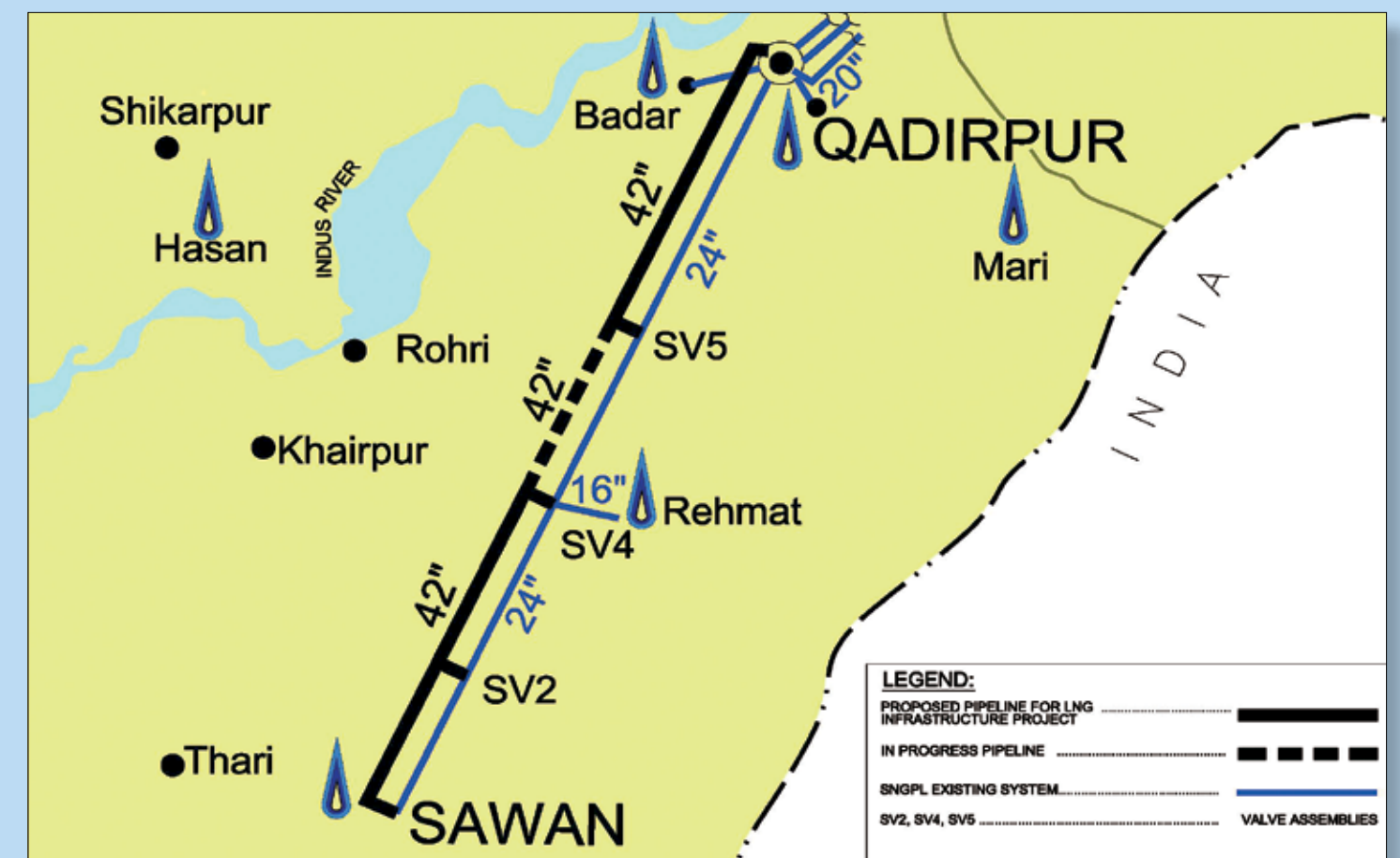
SSGC would augment its system up to Sawan for providing required quantity of LNG to SNGPL at Sawan at a pressure of 1115 PSIG to whom we have already requested to ensure maintaining of this pressure, while designing their

infrastructure. The present capacity of Sawan-Qadirpur-Bhong segment excluding 42" dia x 22 KM pipeline (pipeline being laid between Sawan-Qadirpur section), is 310 MMCFD while after the completion / commissioning of this project, the capacity of this section will become 350 MMCFD. To receive LNG share up to 400 MMCFD, SNGPL has also planned to lay additional pipeline network immediate downstream Sawan for enhancing its system capacity to 715 MMCFD.

SNGPL's Board of Directors in its 422nd meeting held on April 29, 2014 has accorded approval of the project which has now been put up to OGRA for approval and upon the receipt of which the Company would be able to undertake the project. However, as an advance action plan, work on engineering and procurement activities has already been initiated.

Map showing the geographical location of the proposed pipeline is given below:

Imran Yousaf Khan
Chief Engineer (CP&D)



SNGPL'S PARTICIPATION IN 3RD ANNUAL CORROSION MANAGEMENT SUMMIT AT DOHA – QATAR

FROM APRIL 28-30, 2014

In response to an invitation by M/s. Fleming Gulf, Mr. Amjad Mumtaz, Incharge Corrosion Control, represented the Company in the 3rd Annual Corrosion Management Summit as the speaker. He presented a case study on "Integrity Management of a CT enamel coated Transmission line against External Corrosion Threat by using ECDA methodology".

The case study of 18 inch dia A8-AV31 line segment was delivered in detail by the speaker in the conference. The discussion covered the following aspects of assessment:

- Employing ECDA methodology as per NACE SP0502-2008.
- Overview of External Corrosion Direct Assessment methodology.
- Results of Indirect & Direct Examinations.
- Findings & recommendations.
- Success of PECIMS Software and Results.
- Progress achieved by SNGPL during last 9 years through ECDA on Transmission Network.

The participants of the conference from Qatar Petroleum, ADCO (UAE), ESI (KSA), Exxon Mobil (USA), Fathorm Solution (KSA), Petronas (Malaysia) and Qatar University took keen interest in the presentation. The questions asked by the audience were answered up to their satisfaction.

The speaker, Mr. Amjad Mumtaz has also been an essential part of three panel discussions during the Summit, on the following topics:

- Analysis on advanced Inspection methods to mitigate Corrosion
- Need for Corrosion Knowledge Management as per organizational objectives
- Steps to be taken to minimize External Corrosion to enhanced Pipeline Integrity.

During open - house panel discussion and Question / Answer session, SNGPL's Corrosion Management Strategy of looking after its Transmission & Distribution lines was highlighted for the



participants. The infrastructure of CP hardware comprising more than 1,475 CP stations with 31,550 test points for a large network of more than 75,000 kms remained focal point of discussion and monitoring / maintenance schedules were also shared with the audience.

The Conference provided a good opportunity for networking with other international companies in the corrosion market of Oil & Gas sector. SNGPL corporate profile brochures were also distributed among the participants.

AMJAD MUMTAZ
Chief Engineer
Incharge (Corrosion Control)

2nd Batch (SNGPL) of Four Months Diploma of “Supply Chain Management” at PIM (Pakistan Institute of Management)



Executive Training program is an important tool for any organization to nurture leadership talent. It offers an opportunity to executives to enhance skills and allows them to step back and gain a new perspective on their roles.

SNGPL's Management understands that in an increasingly complex global business environment, executives will continue to look for ways to stay ahead of the crowd and effectuate meaningful change, ensuring continued need for high-quality executive education. That is why they have arranged indoor and outdoor executive training programs. The

second batch of eight executives from different departments was nominated by the Management for a four months Diploma on “Supply Chain Management” held in Lahore, at Pakistan Institute of Management, which commenced from November 21, 2013 to March 27, 2014.

A brief concept of Supply Chain is defined as under:

“Supply Chain Management (SCM) is the efficient and effective flow of materials/ products, information and finance as they move in a process from supplier to manufacturer to wholesaler to retailer

and eventually to consumer / customer, through mutual coordination and integration.”

Properly implemented SCM will achieve significant strategic objectives involving productivity and quality improvements, cost reductions and development of innovative services through building productive internal and external relationships throughout the supply chain.

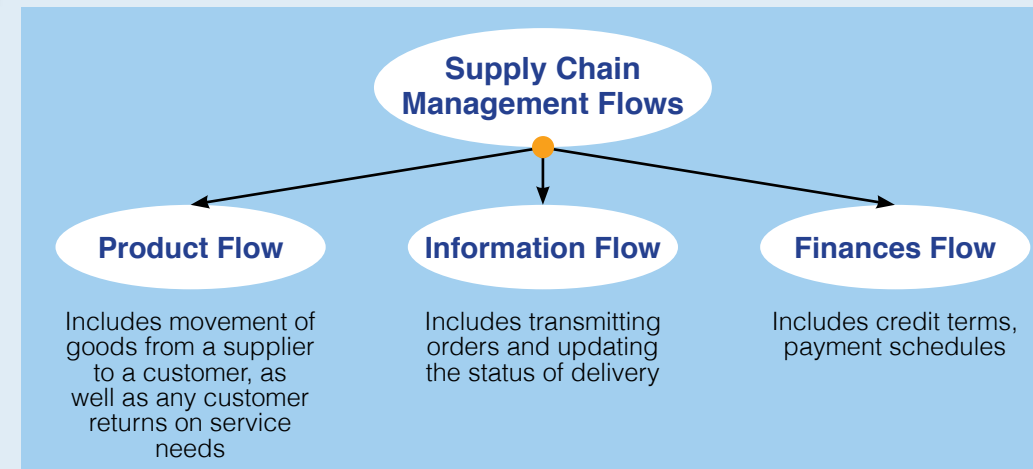
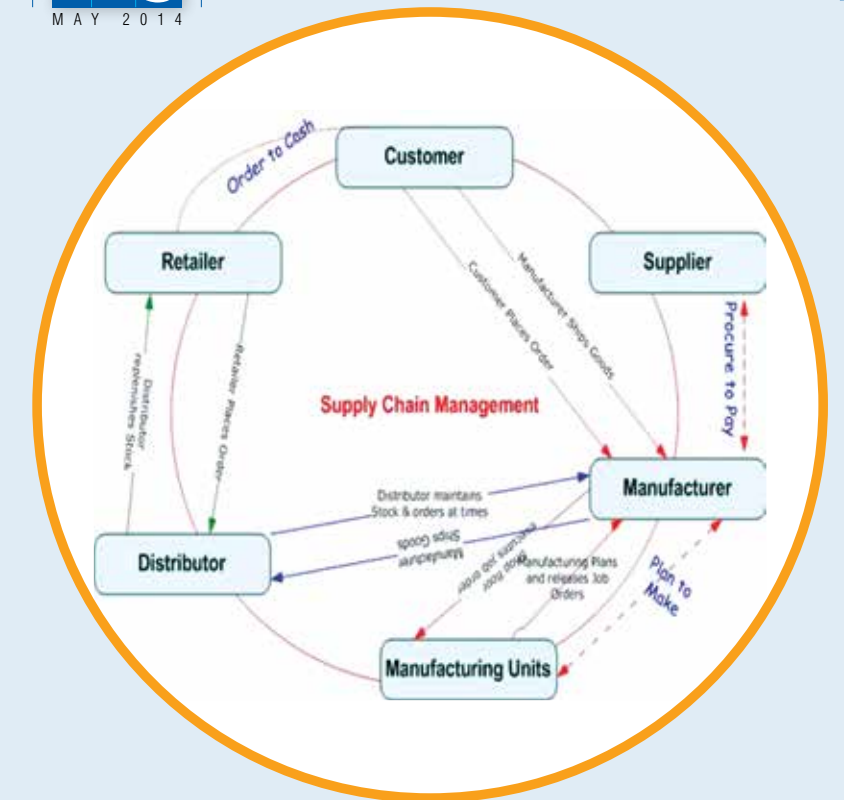
Diploma of Supply Chain Management is an exciting program which covers all major aspects of supply chain management including strategy, sourcing

“Supply Chain Management (SCM) is the efficient and effective flow of materials/products, information and finance as they move in a process from supplier to manufacturer to wholesaler to retailer and eventually to consumer / customer, through mutual coordination and integration.”

and procurement, operations, logistics, outsourcing and strategic partnering to improve operational performance and organizational alignment. We have learned how to execute a strategic supply chain management plan that is grounded in today's business needs for competitive effectiveness and operational efficiency. This course of supply chain management helps to streamline everything from day-to-day product flows to unexpected natural disasters. With the tools and techniques that SCM offers, we have learned to properly diagnose problems, work around disruptions and determine how to efficiently move products to those in a crisis situation.

We visited the Warehouse with our respected instructor, Mr. Rizwan Ahmed where we were briefed about the following:

- Alignment of the products (Perishable and Non-Perishable)
- Placement of products
- Assigning of Pallet No. & Bar codes of products
- Checking of proper Packaging



- Identification of different products through Pallet No. / Track No. using RIFD
- Mechanism for issuance of each product (based on LIFO, FIFO & Weighted Avg. inventory system in line with company policy/contract)

An inventory activity was conducted by respected Instructor, Mr. Munawar Khan along with the guest Instructor, Mr. Muhammad Aslam (Diploma Coordinator). In this activity, we learned how to manage the inventory level to cater day to day activities of the Company without blocking the funds in shape of excessive inventories.

In a nutshell, the participants were of the view that in the corporate vis-a-vis public sector, proper management of the valuable stocks/ inventories in a systematic manner would not only reduce the operational cost but also become instrumental in executing important business activities contributing towards achieving organizational goals. I therefore recommend that the Company's executives may be nominated to such courses, to create awareness, as to how we can manage the assets/resources in the best interest of the Company.

Maryam Iqbal
 Official (Procurement)



THE DEPARTMENT OF CORPORATE AFFAIRS

The success of any organization depends on the adoption and implementation of good corporate governance, therefore, the Board of Directors Sui Northern Gas Pipelines Limited is dedicated to ensure the highest standards of Corporate Governance at all levels and is committed in promoting transparency in reporting information about the Company. As a result of evolving laws, policies and practices, the Company regularly reviews these Corporate Governance practices and policies to ensure that the Company complies with all applicable requirements and implements best practices to its operations.

SNGPL's Board of Directors is committed to protect the rights of its shareholders, while employing methods of high transparency through an empowered Board of Directors. The interests of the shareholders are aligned with those of the Company through the implementation and monitoring of set objectives. The business and affairs of the Company are managed under the supervision of the Board. The Board of Directors ensure that the highest standards are being maintained, which in turn enhances the shareholders' and Company's value by optimally utilizing all available resources.

The Corporate Affairs Department is entrusted to ensure the implementation of good corporate governance through relevant rules and regulations and best practices. This Department also acts as a bridge between the Management and the Board of Directors of the Company. Following are the main functions of the Corporate Affairs Department, headed by the Company Secretary, Miss Wajiha Anwar:-

- Filing of statutory returns to ensure corporate compliance in accordance with Rules and Regulations defined by Securities and Exchange Commission of



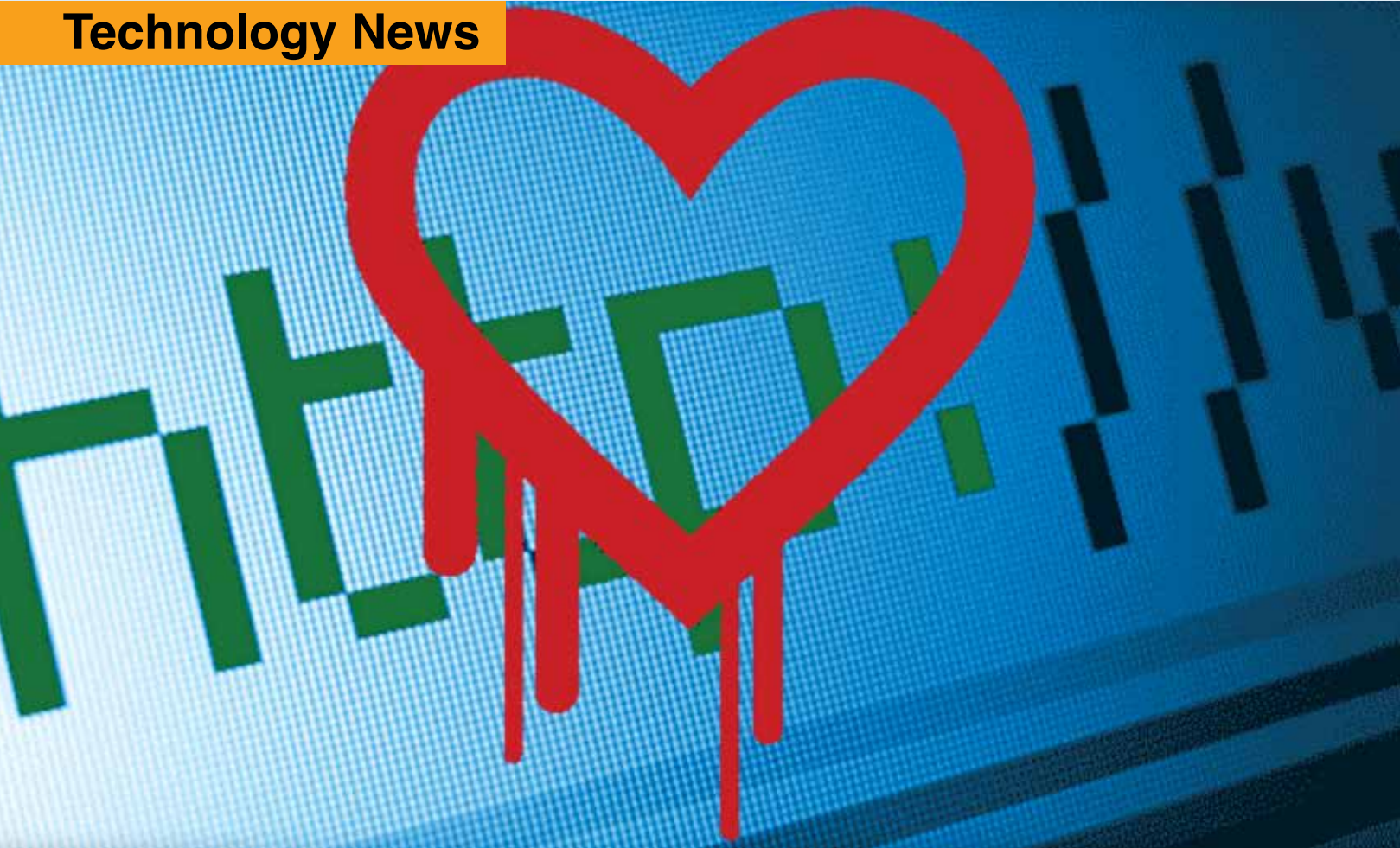
- Pakistan, listing regulations of Stock Exchanges in Pakistan, Code of Corporate Governance of Pakistan and Companies Ordinance, 1984.
- Compilation of Agenda for Board of Directors and its Sub-Committees to deliberate on the issues submitted by the Management.
- Drafting of Minutes of Board and its Sub-Committees Meetings and circulation of the same to all directors of the Company as well as concerned departmental heads for implementation of the decisions.

- Finalization of Implementation Status of the decisions taken by Board and its Sub-Committees.
- Managing matters relating to transfer/transmission of shares, issuance of duplicate shares in lieu of lost shares and related correspondence.
- To attend complaints of shareholders. Presently 16,100 shareholders exist in the Members Register of the Company.
- Preparation of Departmental Budget and to keep check on departmental

- expenses for effective budgetary control.
- Printing of quarterly / Final Accounts of the Company.
- Managing matters relating to Board Meetings & its sub-Committee, Annual/Extraordinary General Meetings of the Company including Hotel arrangements and other ancillary activities.

Abdul Rauf Khan
Officer (Corporate Affairs)

Technology News



Heart Bleed is here: Take Guard

What is Heartbleed?

There's a lot of communication and data transfer taking place all over the span of the Internet each day. In order to protect this data from eavesdroppers, the providers of web, IM, email and related services implement different security protocols. One of these protocols is TLS/SSL (Transport Layer Security/Secure Sockets Layer), which uses the concept of public key cryptography. OpenSSL is an open-source implementation of this security protocol and this is where the problem lies: OpenSSL had a serious flaw in the latest version of its library, the TLS Heartbeat extension (hence the name Heartbleed) which could essentially put every server that uses this security technique at huge risk.

How Widespread is the Problem?

The Heartbleed bug—to summarize the danger it poses—puts every piece of communication between a user and a server that uses OpenSSL, at the risk of being exposed to a third party.

Classified as a “buffer over-read” bug, the flaw can let a hacker act as a server to request data directly from a user, and vice versa.

OpenSSL is only one implementation of the TLS/SSL security protocol, and only the systems using v1.0.1 (a through f) of OpenSSL are vulnerable to attacks, but the bad news is that 2 out of every 3 servers around the world use this encryption technique. What makes the matters even worse is that it took 2 years to discover the flaw and it is not possible to ascertain the amount of damage it has caused so far because no abnormal activity is recorded or logged when this vulnerability is used to request data from the systems.

Is There Something I Can Do to Stay Safe?

As far as Pakistan's Internet market is concerned, the specific details are quite obscure because of the lack of statistics-based

reports, but still you can take some precautionary measures to keep your data safe. If you use web-hosting services from local companies, you should ask your service provider if they use OpenSSL and whether or not they have patched their servers against the vulnerability. If you use dedicated servers, then it is highly recommended that you demand a renewed SSL certificate for your domain as well, since the keys based on older certificates are highly likely to have been leaked.

The big names like Google and Yahoo were among the first to act, and they reportedly have fixed flaws and encourage the users to reset their passwords for services like Google account, Yahoo! Mail, Flickr, Tumblr etc. All the significant service providers who have since reported to patch their services and recommend an immediate password change from their users are:

- Akamai Technologies (content delivery network; used by a number of service providers)
- Amazon Web Services (not required for Amazon.com; recommended for AWS)
- Ars Technica (IT news and information)
- Dropbox
- Facebook (not explicitly affected; password change recommended)

- GitHub (repository and revision control manager)
- Google (Search, Wallet, Play, Gmail etc.)
- Intuit
- LastPass (password manager; uses several layers of security but a password change is recommended)
- Mojang (game developer; accounts for Minecraft etc.)
- OKCupid
- PeerJ
- SoundCloud (audio sharing service)
- SparkFun (electronics retailer)
- Stripe (online transactions and payment service provider)
- Yahoo (for Yahoo! Mail, Tumblr, Flickr and other services)
- Wikimedia
- Wunderlist

If you use any of the services listed above, consider changing your password at the earliest.



Competency Remodeling: Countering Business Challenges by HR Activities

Competency modeling is to ascertain the specific competencies that may characterize high performance and success in a given job. Competency modeling when applied, brings in versatility to a variety of human resource activities. Organizations identify their core competencies and apply this competency data to improve performance. Emerging trends are being witnessed in competency modeling worldwide.

Competencies are behaviors shaped by the knowledge, skills, and attributes required for the desired performance. Along with intelligence and aptitude; characteristics such as traits, habits, motives, social roles, and self-image, as well as the environment, enable a person to deliver superior performance in a given job, role, or situation.

Value addition results in competencies enabled employees' performance. Competencies aligned with business objectives help foster an organization's success. Organizations must adhere to core competency needs - the skills, knowledge, behaviors, and abilities that are necessary for people in key roles to deliver business results.

According to Michael C. Boulder, there are six stages involved in defining a competency model for a given job role:

1. Performance criteria - Defining the criteria for superior performance in the role.
2. Criterion sample - Choosing a sample of people performing the role for data collection.
3. Data collection - Collecting sample data about behaviors that lead to success.
4. Data analysis - Developing hypothesis about the competencies of outstanding performers and how these competencies work together to produce desired results.
5. Validation - Validating the results of data collection and analysis.
6. Application - Applying the competency models in human resource activities, as needed.

A study to determine how organizations are actually using competency data and to provide insights into real-life practices that lead to success, was conducted by Schoonover Associates in 2000. Respondents were asked to indicate the prevalence of competency use within their organization, describe their level of expertise in using competencies, characterize their use of competencies, and indicate the importance, satisfaction, and effectiveness of their experiences. Key findings indicated that:

- Users were spread across all major business sectors and organizations of varying size.
- The use of competencies, in order of their effectiveness, includes hiring, job descriptions, training, performance management, development planning and career planning.
- The more sophisticated users of competencies were much more satisfied with outcomes.
- Common barriers that undermine success include lack of expertise in building models, limited support by top management, competing priorities and lack of resources.
- Best practices include ensuring a linkage between the competency initiative and the organizational strategy, focusing on integrating competencies with all HR processes and focusing on implementation and ongoing evaluation.

The findings from this study were distilled into one guiding principle, which is "Competency applications, like all significant change initiatives, will be successful when best practices related to development and implementations are consistently and relentlessly followed."

Organizations are increasingly focusing on human assets as a competitive advantage and expect higher levels of performance from their employees. Schoonover and Anderson (2000) anticipate the use of competencies as a strategic intervention to continue and even to accelerate.

Moreover, Schoonover (2000) predicts that breakthroughs in information technology will have a big impact on HR activities such as competency modeling. Until recently, available software applications addressed various HR activities separately. Some applications are now starting to incorporate job descriptions, competency models, performance assessments, and development opportunities into a single integrated system so that data can be shared among the various processes.

According to Schoonover, "The ways human resource activities are performed, must change substantially to respond to business challenges. New technology applications will be the most critical enabler."

M Shamsul Arifin Masood
Chief Officer (HR)



INTERACTIONS



Mr. M. Arif Hameed, MD SNGPL, in conversation with M/s. Murjan International Principles, Russia.



Mr. M. Arif Hameed, MD SNGPL, sharing views with Mr. Haris Syed, Director M/s. T.H.Syed Private Limited



Mr. M. Arif Hameed, MD SNGPL, in a meeting with the delegation of Lahore Township Industries Association (LTIA).



Mr. M. Arif Hameed, MD SNGPL, discussing LNG Project and supply management with Chinese delegation of Bahria Foundation.

10 THINGS TO BE AVOIDED AT WORKPLACE

1. AVOID RESENTMENT

At a workplace, avoid hatred based on discrimination amongst employees. An equal opportunity of growth must be provided to all individuals. However, it is often seen that based on discriminatory attitude and resentment driven behavior, employees are often fired. An unbiased treatment will encourage employees to grow professionally.

2. ABSTAIN FROM DRESSING UNPROFESSIONALLY

When working in a professional environment, one must avoid dressing provocatively and unprofessionally. The workplace ethics demand from the employee to act professionally and to maintain decorum in terms of dressing and personality. The dress code should be strictly followed and any indecent display in terms of dressing should be highly discouraged. Do not go to work with un-pressed clothes or with a grown beard.

3. DO NOT GOSSIP

The workplace ethics require the employee to abstain from indulging in gossips and rumors spread in the organization. Playing a part in the gossip circle will put your reputation in a bad light and might take you to the ditch. Problems and differences often arise if your gossip gets larger and you are unfortunately a part of it.

4. DO NOT GET PERSONAL

A working relationship amongst employees must not get personal. The employees must restrain themselves from discussing their personal problems beyond a limit. There should be a pure professional relationship when it comes to dealing within the office premises.

5. DO NOT BLAME OTHERS

While carrying out a task, and after it, the employee must take ownership of the job done. Trusting on your own abilities and errors, one must not play the blame game and put the burden on other's shoulders.

6. AVOID DISCRIMINATION

The workplace carries an equal platform of opportunities for all the employees. Avoid discrimination and favoritism at the workplace. Any type of discrimination based on ethnicity, disability or personality disorder must be highly discouraged.

7. DON'T SKIP WORK OFTEN

When given an assignment to complete, always avoid skipping it. Take maximum ownership of your assignment and try giving your best at it. A carefree attitude will not take you anywhere.

8. DON'T ACT LAZY

When within the office, do not act lazy and don't sit in a slouching posture. An active attitude brings out the best in you. The efficient you must be visible in your personality while you are at work.

9. AVOID BEING RUDE

Make your tone sound pleasant when you are at workplace. Even in the most critical of times, do not let a rude touch come to your tone and words. Anything said cordially will have a deeper impact than otherwise.

10. DON'T COME LATE TO OFFICE

One must come on time to the workplace and maintain punctuality. Being a regular late comer to work demeans your image in front of your officials. And coming on time depicts your keenness to work with absolute dedication.

Mifrah Mehmood
Coordinator Media



The process of Confidence Building

We often see high achievers in different fields performing effortlessly and excelling in a way that makes us feel that their miraculous feats are the result of some natural gift. The confidence achievers exude is actually the result of years of accumulated effort combined with dogged determination, willingness to sacrifice and meeting new challenges with enthusiasm. Iqbal has beautifully delineated in his poetry the path to excellence as:

Just the medium these pigments, bricks and stones; This harp, these words and sounds, just the medium. The Miracle of Art springs from the "life blood" of the Artist!

Without confidence, there cannot be a victory and without victory one cannot be an achiever. But the question is how should one build his or her confidence? People are often a victim of anxiety and tension when faced with a challenging assignment. In the end they blame it on some outside force, destiny or fate thereby exonerating them from the responsibility to analyze the situation. They become despondent and eventually cannot muster up courage to try again. In a nutshell, they lose confidence on their abilities and become habitual losers.

Failure is a part of life and often is a stepping stone to success. The defeat which does not destroy us can strengthen us, only, if we learn from it. Those who become habitual losers are the ones

who never learn from their mistakes. Confidence building is a psychological process that we initiate in ourselves consciously through an effort. The critical path of this process comprises of the following key steps:

1. Focus
2. Deep Practice
3. Perseverance
4. Victory

1. FOCUS:

Focus is like a convex lens which converges divergent rays of sun at some fixed point and burns the target. Individual focus means converging all your mental, physical, and emotional energies towards the achievement of your goal. Focus demands setting of a target and not letting negative emotions like anger, jealousy, envy and above all self pity interfere or rankle your mind. These negative emotions are like viruses which erode our personality subconsciously to divert ourselves from our target. Eventually, much of our time and energy is wasted in fighting these negative feelings till we are exhausted enough to regain our focus. One must remember, fatigue saps our energy and makes us coward. To fight negative feelings one does not require intelligence rather one needs courage.

2. DEEP PRACTICE:

**Some prepare less, they seldom win
Some prepare more, they seldom loose
Some prepare none, they always loose
Some prepare high, they reach the Sky**

Practice is repetition. Repetition is like rote learning, which is memorizing without understanding. Practice bores us. If we get bored, we give up. So don't practice rather go for Deep

practice. Deep practice is repetition with Enthusiasm. It is passion to meet new challenges, trying new things, testing one's limits and fighting in the adversity. Enthusiasm is the key to deep practice. It is derived from a Greek word "Theo" meaning God who resides in our hearts also. To "enthuse" is to blow a gust of passion from our soul into our work.

Deep practice is a psychological attitude involving honesty to the task and motivation to perform things over and over with repeated setbacks until it reaches the level of perfection. Every day you wake up with high spirits and zeal to enjoy your work. You take responsibility of your talent in order to achieve something worthwhile. Practice without enthusiasm leads to mediocrity and falls short of excellence. Deep practice involves not only your heart, mind and emotions rather your entire personality. Every cook makes food with the same recipe but a real professional cook is the one who brings taste to the food to be relished by the eaters.

Practice makes you a contender but deep practice makes you champion in your field as aptly said by boxing legend Muhammad Ali:

Champions aren't made in gyms. Champions are made from something they have deep inside them-a desire, a dream, and a vision.

3. PERSEVERANCE.

Opposite of failure is not success, rather, it is Perseverance. Success and failure go together in life, but "perseverance and failure cannot go together." Failure is converted into success by resolve and determination. Perseverance is not a skill rather it is a character trait which calls for will to return with redoubled energy after any defeat. It is a spiritual

quality to remain inspired and committed to the accomplishment of task despite occasional setbacks. Success is a choice which we can make only when options of failure are present. Race is not to the strongest but it is to the one who has tenacity of purpose. The founder of Apple computer Steve Jobs used to say:

To be a successful business man you don't need money rather you need Perseverance.

4. VICTORY:

General MacArthur once remarked: There is no substitute for victory. One cannot develop confidence without victory. Confidence can only be gained in degrees. Small personal victories in life give us the confidence to gain public victories. Each successful small step gives him the confidence to take an additional step. These small cumulative steps lead to an eventual balance of the body which later develops confidence in a child to take bigger steps and eventually walk.

Conclusion

When we talk about will to win, it is actually a process of developing our skill to a level where we develop confidence in our abilities to perform to our best potential. It is not the will to win that wins the game rather it is the will to prepare that gives victory.

By: **Mohammad Asim**
Dy Chief -SNGTI

Helping Smokers Quit, or Not Start in the First Place



Jane Brody on health and aging.

“Even 50 years after the first surgeon general’s report on smoking and health, we’re still finding out new ways that tobacco kills and maims people,” Dr. Thomas Frieden, director of the Centers for Disease Control and Prevention, recently told me. “It’s astonishing how bad it is.”

Dr. Frieden and public health specialists everywhere are seeking better ways to help the 44 million Americans who still smoke to quit and to keep young people from getting hooked on cigarettes. “Fewer than 2 percent of doctors smoke. Why can’t we get to that rate in society as a whole?” he wondered.

One reason: Smoking rates are highest among the poor, poorly educated and people with mental illness, populations hard to reach with educational messages and quit-smoking aids.

But when I mentioned to Dr. Frieden, a former New York City health commissioner, that the city’s streets are filled with young adult smokers who appear to be well educated and well dressed, he said television seems to have had an outside influence.

Focus groups of white girls in New York private schools have suggested a “Sex in the City” effect, he said: Girls think smoking makes them look sexy. In the last two years, middle-aged men, too, have begun smoking in increasing numbers after a half-century decline. Dr. Frieden cited “Mad Men,” the popular TV series featuring admen in the early 1960s, when well over half of American men smoked.

Dr. Frieden said that an anti-smoking effort begun in 2008 by the World



Health Organization “can make a huge difference in curbing smoking, and we should fully implement what we know works.” The program is called Mpower:

- **M** stands for monitoring tobacco use and the effectiveness of prevention programs like antismoking videos on YouTube.
- **P** for protecting people from secondhand smoke. Half the country still lacks laws mandating smoke-free public places. The latest national health survey found that about half of children from nonsmoking

households have metabolites of tobacco in their blood, Dr. Frieden said.

- **O** for offering help to the 70 percent of smokers who say they would like to quit. “Tobacco use remains egregiously undertreated in health care settings,” Dr. Helene M. Cole, associate editor of JAMA, The Journal of the American Medical Association, and Dr. Michael C. Fiore, a professor of medicine at the University of Wisconsin, wrote this month in the journal.

Medical aids for quitting smoking, which can triple the likelihood of success, should become available, without a co-pay, to many more people under the Affordable Care Act, Dr. Frieden said.

- **W** for warning about smoking hazards through larger and more graphic messages on cigarette packs and paid advertising on radio and television.

- **E** for enforcing bans on tobacco marketing, advertising, promotion and sponsorships. In bodegas throughout the country, Dr. Frieden said, “tobacco ads are used as wallpaper.” Smoking is freely depicted in movies and popular TV shows.

- **R** for raising taxes, which studies have shown is the single most effective way to reduce smoking in the population, especially among teens.

“A higher cigarette tax is not a regressive tax, because it would help poor people even more than the well-to-do,” Dr. Frieden noted. President Obama has proposed an additional 94-cent-per-pack tax on cigarettes, which would yield \$80 billion to fund universal prekindergarten.

Smokers ready to quit can choose from among a cornucopia of aids as wide-ranging as nicotine substitutes, low-dose anti-depressants, hypnosis and





acupuncture. While none by itself has a high rate of success, different methods have proved effective for different people. Many former smokers required several attempts before they managed to quit for good.

But quitting smoking does not necessarily require assistance. As two public health specialists, Andrea L. Smith and Simon Chapman at the University of Sydney in Australia, have pointed out, "The vast majority of quitters do so unaided." A Gallup Poll conducted last year in the United States found that "only 8 percent of ex-smokers attributed their success to [nicotine replacement therapy] patches, gum or prescribed drugs," these experts noted. "In contrast, 48 percent attributed their success to quitting 'cold turkey' and 8 percent to willpower, commitment or 'mind over matter'."

They added, "For many smokers, having a reason to quit (a why) was more important than having a method to quit (a how)."

For my husband, who smoked a pack a day for 50 years, the "why" was his distress at seeing two beautiful young nieces smoking; he made a pact with them to quit if they would, and he followed through.

Techniques that can help people trying to quit when troubled by the urge to smoke include waiting 10 minutes and distracting yourself; avoiding situations you associate with smoking, at least until you have become a committed ex-smoker; using stress reducers like physical activity, yoga, deep breathing, muscle relaxation and self-hypnosis; seeking moral support from a nonsmoking friend, family member or online stop-smoking program; and oral distractions like chewing sugarless gum or raw vegetables.

Electronic cigarettes are being promoted by some as a way to resist the real thing. E-cigarettes, invented in 2003 by a Chinese pharmacist, contain liquid



nicotine that is heated to produce a vapor, not smoke. More than 200 brands are now on the market; they combine nicotine with flavorings like chocolate and tobacco.

But their contents are not regulated, and their long-term safety has not been established. In one study, 30 percent were found to produce known carcinogens. Dr. Frieden said that while e-cigarettes "have the potential to help some people quit," the method would backfire "if it gets kids to start smoking, gets smokers who would have quit to continue to smoke, gets ex-smokers to go back to smoking, or re-glamorizes smoking."

Nearly two million children in American middle and high schools have already used e-cigarettes, Dr. Frieden said. In an editorial in the Canadian Medical Association Journal last year, Dr. Matthew B. Stanbrook, an assistant professor of medicine at the University of Toronto, suggested that fruit-flavored e-cigarettes and endorsements by movie stars could lure teens who would not otherwise smoke into acquiring a nicotine habit.

A survey in 2011 of 75,643 South Korean youths in grades 7 through 12 by researchers at the University of California, San Francisco, revealed that four of five e-cigarette users also smoked tobacco. It could happen here: Stanton A. Glantz, the study's senior author and a professor of medicine at the university, described e-cigarettes as "a new route to nicotine addiction for kids."

Courtesy:

By: JANE E. BRODY

<http://well.blogs.nytimes.com/2014/01/27/helping-smokers-quit-or-not-start-in-the-first-place/>

Achievement



Mr. Israr Ahmed of SNGPL Squash Team, clinched the trophy of Khyber Pakhtunkhwa National Junior Squash Championship by defeating Salman Hashmi of Punjab in straight games 3-0.

Retirement



Rubia Akbar, Assistant Incharge Telephone Operator & Receptionist, Logistic Support receiving cheque on her retirement from M. Ali Khan Rana (Chief Officer) Logistic Support.



CHAIR ON GAS ENGINEERING at Chemical Engineering Department, University of Engineering and Technology (UET), Lahore sponsored by SNGPL

SNGPL is sponsoring a Chair on Gas Engineering at UET Lahore since 2006. The purpose of sponsoring Chair on Gas Engineering is to promote higher education and also to fulfill the OGRA Licensing condition. Affairs of the Chair are monitored regularly on quarterly basis by the Steering Committee members, which include SGM (T), SGM (P) and SGM (HR/LS).

Projects completed by Research team of UET Lahore are Design of Baffle, Bio Gas plant and Solar Panels. The ongoing projects are described below:

1. Efficiency Enhancement of Domestic Gas Stoves

The design and fabrication of new assembly facilitated for easy maintenance and cleaning of previously / conventionally proven energy efficient stoves has been prepared. It includes a complete assembly (i.e. shelf stoves) for commercialization of designed, fabricated and tested stove. The research project is in advance stages and is close to a logical conclusion.

2. Hybrid Solar Water Geyser Heater

Cost analysis and provision for multiple reservoirs for Hybrid solar

water heater has been made by UET research team. Theoretically, water geyser in which coil is inserted has more heat transfer rate than the conventional geyser. Further experimentation is in progress in order to conclude the theoretical calculation.

3. Energy Audit of Power Plant

Commercial aspect for the energy audit is being explored. The benefits of conducting energy audit of power plant are proven with the practical results. A guideline has been submitted by UET research team in order to educate the industrialists about energy savings.

4. Densification of biomass

Commercial aspect of the subject project is being looked into. The densified biomass can be used in conjunction with other solid fuels like coal, wood etc. Steering committee members are of the view that the commercial development of this project can contribute in reducing energy shortage.

By: **Asma Maqbool**
HSE Engr (Gr-III)



SNGPL sponsored ECO Internship Program 2014 in collaboration with WWF



SNGPL has recently signed an Agreement with WWF Pakistan for the Sponsorship of "ECO Internship Program 2014", through which 2000 students of class 7 and above will be enrolled from Government and private educational institutions in Punjab, Khyber Pakhtoon Khawa and Azad Jammu Kashmir. The agreement was signed by Mr. Amer Tufail, DMD (Services), SNGPL and Dr. Ejaz Ahmad, Sr. Director (Corporate Relations) from WWF. SNGPL will contribute an amount of Rs 1 million for the ECO Internship Program – 2014.

The six session long Summer Internship Program will be held for students of class seven 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, environmental documentary making and finally a visit to a place of ecological importance; highlighting its environmental hazard. The whole program will be interactive and motivating, giving students the opportunity to be affiliated with the global organization and creating a genuine sense of civic responsibility in

the students. The students will receive a certificate after the successful completion of the internship program.

It is to be noted that environmental protection is influenced by three interwoven factors:

- Environmental legislation
- Ethics
- Education.

Each of these factors plays its 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 altogether which will form basis to drive environmental friendly decisions.

Following will be the 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.

Mr. Amer Tufail, DMD (S), SNGPL on this occasion emphasized that we should save our environment and also the natural resources in order to make this planet, a healthy place to live.

By: **Asma Maqbool**
HSE Engr (Gr-III),
HSE Head Office

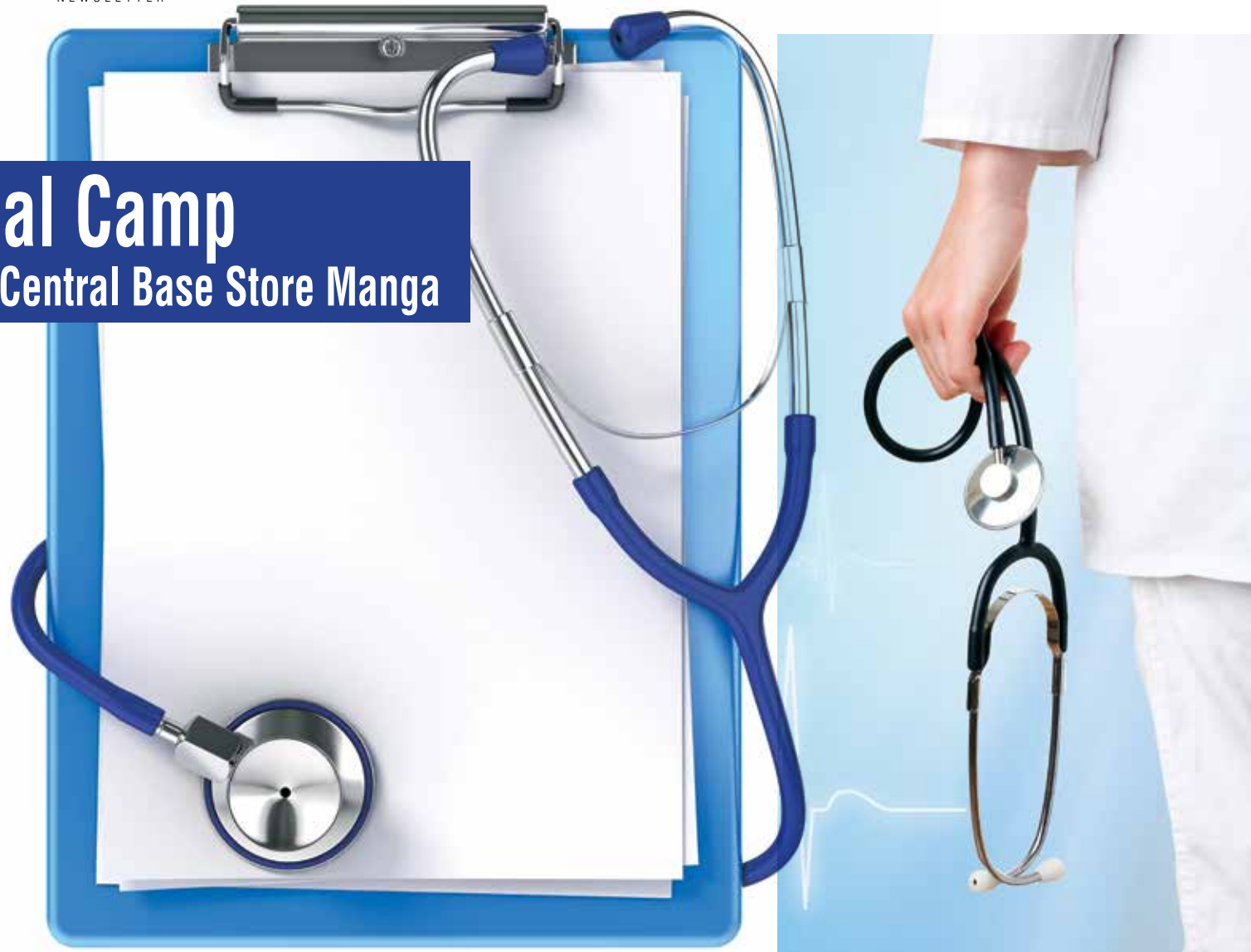
HSE Week / Medical Camp

at Central Workshop Manga & Central Base Store Manga

May 16, 2014

SNGL's Management is committed to promote HSE culture in the Company. Availability of first aid medical assistance is essential to minimize the harmful consequences of injuries and occupational illnesses. Health awareness programs are being arranged by HSE department across the Company. Basic concept of these programs is to carry out health survey of workforce who is directly involved in operational activities and exposed critical working environment. A consolidated report of outcome of such medical camps is to be apprised to the Management for necessary review and advice.

The HSE Department in coordination with Central Workshop Manga (Projects Department) and Central Base Stores Manga (Stores Department) arranged a Health Surveillance Medical camp at Central Workshop Manga on May 16, 2014.



In order to promote health care awareness among employees and for on spot health screening, the following monitoring and testing activities were carried out:

- **Personal Protective Equipment (PPE) Awareness**
- **Height & Weight Measurements**
- **Blood Pressure Monitoring**
- **Bone Scanning**
- **Eye Refraction Testing**
- **Blood Sugar Testing**
- **Hepatitis B & C Screening**
- **General Medical Examination**
- **Pulmonary Function Testing (PFT)**

By: **Asma Maqbool**
HSE Engr (Gr-III)





10 GOLDEN RULES OF MANAGEMENT

- | | | |
|------------------------|-------------|-----------------------|
| 1. Solid Solutions | rather than | Quick Fixes |
| 2. Strategic | rather than | Tactical |
| 3. Decisive Action | rather than | Paralysis by Analysis |
| 4. Smart Work | rather than | Busy Work |
| 5. Simplification | rather than | Needless Complication |
| 6. Quality Work | rather than | Fast Work |
| 7. Working Together | rather than | Working Against |
| 8. Commitment | rather than | Controlling |
| 9. Risk Taking | rather than | Risk Avoiding |
| 10. Applied Creativity | rather than | Mindless Conformity |

Muhammad Akash Bin Nasir
Officer HR, Grade III
Head Office



**Save Natural Resources
Save Generation**

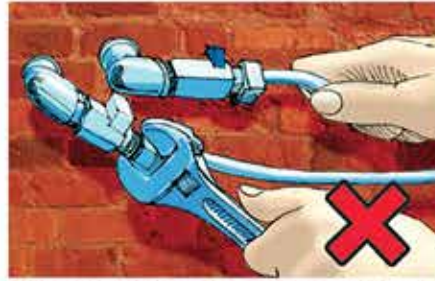


Health, Safety and Environment Department

Follow these instructions in case of gas leakage:



Turn off the service valve



Do not try to fix the gas leakage on your own



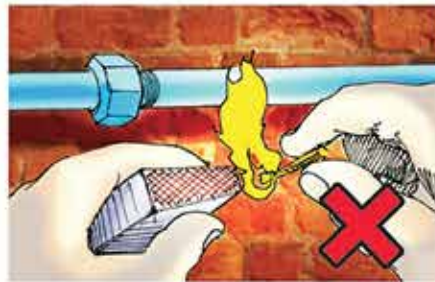
Open all windows and doors



Do not switch ON/OFF



Immediately evacuate the premises



Do not light a match to detect leakage

WATCH OUT FOR
GAS
LEAKAGES
SECURE YOUR **LIFE**

IMMEDIATELY CALL OUR
HELPLINE: 1199



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