



Sui Northern Gas Pipelines Limited

sng

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Independence Day Celebrations

The 67th Independence Day was celebrated at the Head Office, all Regional & Sub-Regional Offices with zest and zeal. The Honorable Managing Director, SNGPL, Mr. M. Arif Hameed was present at the flag hoisting ceremony. In his address to the employees of the Company; he laid great emphasis on working with integrity, sincerity and devotion. He said that the Company must progress and the well-being of the employee body must be put forth. The Head Office along with all office buildings were decorated with banners, buntings and balloons.

more inside:

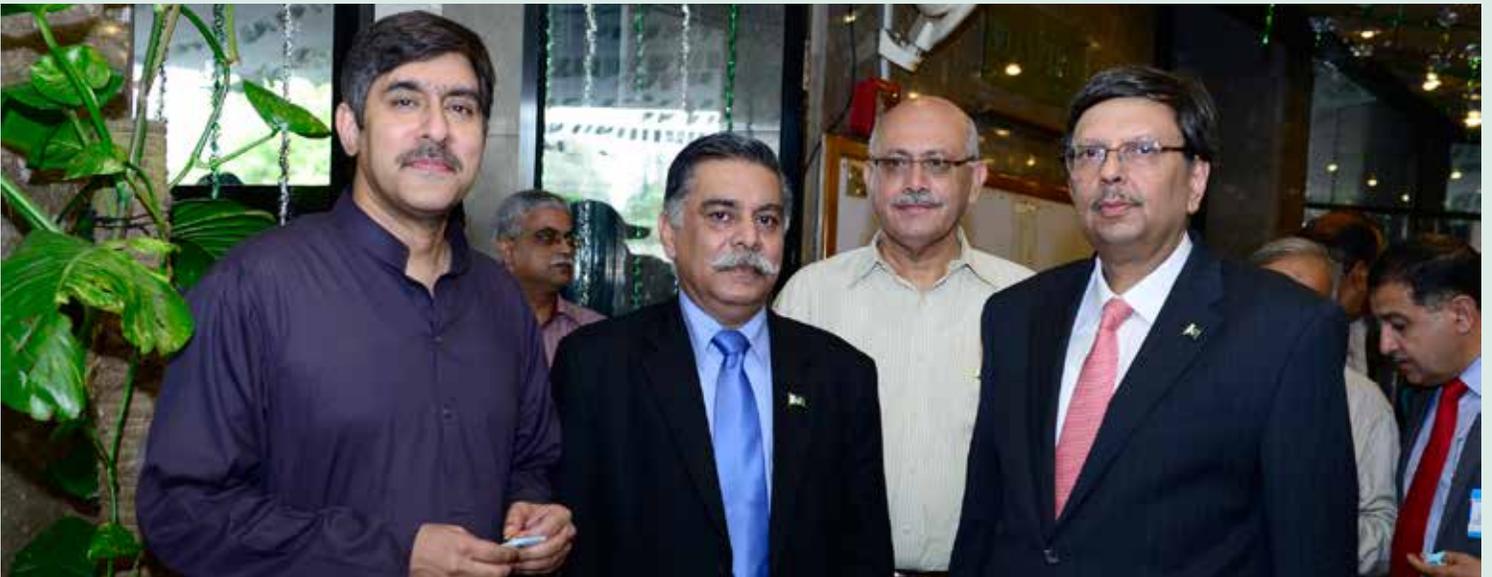
BOARD OF DIRECTORS - 2014 | EID MILAN PARTY | CONTRACTORS CONTROL

Editorial Board

Patron-in-Chief
M. Arif Hameed

Chief Co-ordinator
Syed Jawad Naseem

E Team
Media Affairs
Department





Editor's Note

We are sure that this newly appointed Board will perform its obligations with absolute zeal, enthusiasm and devotion while carrying forward our vision of becoming the leading integrated natural gas provider in the region and the developing world. The month of July was adorned with a festive mood, where the senior management headed by the honorable Managing Director called for an Eid Milan Party. It was an apt occasion to extend cordial greetings to all the senior management and officials. Apart from the religious fervour celebrated, there was ardent celebration on Independence day, August 14, 2014. Hoping for another happening month at SNGPL!!

HAPPY READING!!

Syed Jawad Naseem
G.M (Regulatory Affairs / Media)
EDITOR

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EID MUBARAK

A cordial ceremony is held at SNGPL Head Office after Eid holidays to exchange Eid Greetings. To carry on this tradition, the Senior Management, along with executives, and employees of the Company exchanged Eid greetings with traditional hugs and wishes at the Head Office. This traditional get together provides an opportunity to the employees to interact with each other along with the members of Senior Management. It builds an atmosphere of equality and harmony at work place. A tea party was also arranged at the get together.



Mr. M. Arif Hameed along with Senior Management and executives pose for a group photo at the Eid Milan Party





BOARD OF DIRECTORS – 2014



Mr. Muhammad Saeed Mehdi

Mr. Muhammad Saeed Mehdi, Chairman Board of Directors of SNGPL has remained associated with the Civil Services of Pakistan till his retirement. He has served on many pivotal assignments including Secretary and later, Principal Secretary to Prime Minister, Chief Secretary Sindh, Chairman Capital Development Authority, Chief Commissioner Islamabad, Commissioner Lahore and Rawalpindi Divisions. He has also occupied the position of Secretary to Governor / MLA, Punjab, Deputy Commissioner, Mianwali, Rawalpindi, Multan and Lahore. He has also been the Managing Director, Pakistan Tourism Development Corporation and Managing Director Overseas Employment Corporation. From the year 2008 to 2013, he remained part of the Provincial Cabinet of the Punjab Government as an advisor to the Chief Minister Punjab. An Honour Roll student from Government College Lahore, Mr. Mehdi has also attended the Royal Institute of Public Administration, United Kingdom. Mr. Mehdi has remained the Chairman of KESC and was the founder President / Chief Executive of Admore (AGPL) Private Limited, the first Private Local OMC in the Country. Currently, he is on the Board of Directors of Oilco Private Limited, Management Solutions Private Limited, Razscorp Private Limited and is also on the Board of Governors of Muhammad Ali Jinnah University, Islamabad.



Mr. Mohammad Arif Hameed

Mr. M. Arif Hameed, the Managing Director of Sui Northern Gas Pipelines Limited, currently retains the position of a Director on the Boards of Sui Southern Gas Company Limited, Inter State Gas Systems (Pvt.) Limited, Petroleum Institute of Pakistan and LUMS. Mr. Hameed has an extensive experience of more than 36 years at SNGPL, in the fields of Distribution, Billing, Sales, Logistics Support, Procurement and Legal. He is a Mechanical Engineer by profession, registered with the Pakistan Engineering Council (PEC). Mr. Hameed is also a Masters in Administrative Sciences and a Law graduate from University of the Punjab, Lahore.



Mr. Abid Saeed

Mr. Abid Saeed, Federal Secretary, Ministry of Petroleum and Natural Resources, is a career civil servant. After doing his Master's in Economics from Government College, Lahore, he joined the Civil Service of Pakistan. He also holds M.A. (Administrative Sciences) degree from George Washington University, USA.

Mr. Saeed has vast experience of Public Administration. He served as Assistant Commissioner, in Khairpur, Jacobabad and Moro of Sindh province. He has also been the Deputy Commissioner Bhakhar, Lodhran, Kasur and Faisalabad Districts of Punjab province. He served in various capacities in the Government of Punjab i.e. Secretary of Punjab Literacy & Non-Formal Basic Education Department, Forestry, Wildlife, Fisheries & Tourism Department; Special Secretary, Local Government & Rural Department and Chief Executive Officer, Punjab Rural Support Programme. He was transferred as Federal Additional Secretary, Ministry of Food and Agriculture and subsequently posted in the Ministry of Petroleum & Natural Resources.

He is a Chairman on the Boards of Inter-State Gas System (ISGS), Government Holdings (Pvt) Limited, Saindak Metals Limited and also Member on the Boards of OGDCL and Hydrocarbon Development Institute of Pakistan.



Mian Misbah-ur-Rehman

Mian Misbah-ur-Rehman is the out-going Chairman of Sui Northern Gas Pipelines Limited. He has retained prestigious positions of Chairman at Lahore Gymkhana Club, Chief Executive at Popular Chemical Works (Pvt.) Limited and Chairman of Pakistan Pharmaceutical Manufacturers Association (PPMA) during the year 1999-2000. He was the President of The Lahore Chamber of Commerce and Industry (LCCI) during the year 2004-05 and a Member of Managing Committee, Federation of Pakistan Chambers of Commerce and Industry.



Mirza Mahmood Ahmad

Mirza Mahmood Ahmad is a Director on the Boards of Sui Northern Gas Pipelines Limited (SNGPL), Sui Southern Gas Company Limited (SSGCL), Pakistan Engineering Company Limited (PECO) and Arif Habib Investment Limited. Mr. Ahmad is a partner of a renowned law firm of Pakistan i.e M/s Minto and Mirza Advocates and Solicitors. He holds membership of Supreme Court Bar Association and Pakistan Bar Council and is also a fellow of the "Cambridge Commonwealth Society". Mr. Ahmad is an LLM graduate from Cambridge University, UK and LLB from University of the Punjab, Lahore.



Mian Raza Mansha

Mian Raza Mansha holds the position of Chief Executive, D.G. Khan Cement Company Limited, Nishat Paper Products Limited and Nishat Developers (Pvt.) Limited. He retains the prestigious position of the Director, Sui Northern Gas Pipelines Limited, MCB Bank Limited, Adamjee Life Assurance Company Limited and Nishat Hotels and Properties Limited. Mr. Mansha is Chairperson of Alumni Student Committee, University of Pennsylvania. He is a graduate from the University of Pennsylvania (USA).



Mr. Mustafa Ahmad Khan

Mr. Mustafa A. Khan has diversified experience of over 36 years in the gas industry. He has served at senior positions in Sui Northern Gas Pipelines Limited and carved a niche for himself as an expert in matters pertaining to Sales, Procurement, Law and Human Resource etc. Mr. Khan is a Masters in Business Administration from IBA, Karachi and is presently managing a 1,000 Acres family farm in District Mirpur Khas, Sindh.



Mr. Muhammad Arif Habib

Mr. Muhammad Arif Habib is the Chief Executive of Arif Habib Corporation Limited. He is also the Chairman of Pak Arab Fertilizers Limited, Fatima Fertilizer Company Limited, Arif Habib DMCC (Dubai), Arif Habib Foundation, Pakistan Private Equity Management Limited, Real Estate Modaraba Management Company Limited and Sachal Energy Development (Pvt) Limited. He is the Director of Sui Northern Gas Pipeline Limited, Pakistan Center for Philanthropy, Karachi Education Initiative, Pakistan Engineering Company Limited and International Complex Projects Limited. He is the former President / Chairman, Karachi Stock Exchange and the founding member as well as the Former Chairman Central Depository Company of Pakistan Limited. He has remained the Former Member of Privatization Commission, Board of Investment, Tariff Reforms Commission and Securities & Exchange Ordinance Review Committee.



Mr. Shoaib Warsi

Mr. Shoaib Warsi is the Managing Director, Sui Southern Gas Company Limited (SSGCL). Mr. Shoaib Warsi brings in high level of professional experience as his marathon association with the gas utility spans over 37 years, mainly with Company's Distribution and Transmission divisions spread over its franchise areas of Sindh and Balochistan. Having completed his MS in Environmental Engineering from NED University and BE (Mechanical) from Sindh University Jamshoro, he came into the folds of SSGC in 1977 as Trainee Engineer.

Over the years he made his way up the organizational cadres and went on to serve as GM (Distribution), SGM (Distribution-North), SGM (Unaccounted-for-Gas) and last served as Senior General Manager (Transmission). Mr. Warsi has rendered valuable services for the Company's accomplishments in design and construction of a number of strategically important pipeline network projects, system reinforcement, pipeline rehabilitation schemes, Town Border Stations (TBSs) and Customer Meter Stations (CMSs).



Mr. Rizwanullah Khan

Mr. Rizwanullah Khan was appointed as Coca-Cola's Country Manager for Pakistan and Afghanistan in 2005. He is one of the founding members of the American Business Forum, an association of leading U.S. organizations in Pakistan. He has also served on the Board of Directors of Pakistan Human Development Forum (National Commission for Human Development) and is a member of governing body of Rising Sun Education and Welfare Society. Mr. Khan holds a degree in Management from Hiram College, Ohio, USA.



Mr. Nauman Wazir

Mr. Nauman Wazir holds the position of Chief Executive of FF STEEL. He is the member of Boards of PITAC, BOI, PHSADC, TDAP, LEADS Pakistan, ATTC Peshawar, FHF(Australia), Worker Welfare Fund, CECOS University, IMS, Peshawar and Sarhad University. He is also an Ex. Board Member of PESCO, FATA Development Authority and SMEDA. He is also the Ex. Squadron Leader of Pakistan Air Force from January 1973 to January 1988 and served as Squadron Engineering Officer. Mr. Wazir is a Bachelor of Science (B.Sc) in Aerospace Engineering from College of Aeronautical Engineering (CAE).



Mr. Manzoor Ahmed

Mr. Manzoor Ahmed has been elected as Director on the Board of Sui Northern Gas Pipelines Limited. He is Chief Operating Officer – NIT, the largest Asset Management Company of Pakistan, currently managing investment portfolio worth over Rs.80 bn. Mr. Ahmed has attended various training courses organized locally and internationally. He represents NIT as Nominee Director on the Board of Directors of many leading national and multinational companies of Pakistan.



Mr. M. Raeesuddin Paracha

Mr. M. Raeesuddin Paracha joined SNGPL's Board on July 21, 2014. He is an Executive Director in State Life Insurance Corporation of Pakistan. He has over 32 years experience of administration and management in Federal / Provincial Governments. He is also Director on the Boards of International Industries Limited, Pakistan Cables Limited, Sui Southern Gas Company Limited, Orix Leasing Pakistan Limited and Fauji Fertilizer Company Limited. Mr. Paracha is a Master in Statistics from University of Karachi.



Mr. Ahmad Aqeel

Mr. Ahmad Aqeel is the Managing Director of Sheikh Fuels and currently holds Directorships of Nishat Power Limited, City Builders, City CNG and Sheikh CNG. He served on SNGPL Board for a term as a Director and was an active member of all the board committees. He is also a member of Lahore Chamber of Commerce and Industry and Pakistan-Qatar Business Council Association. He has attended a number of workshops and seminars locally and internationally. Mr. Ahmad Aqeel is a Law Graduate from Pakistan College of Law and a Certified Director from Pakistan Institute of Corporate Governance (PICG).





AWARD OF PIPELINE PROJECT TO SNGPL BY MOL PAKISTAN

MOL Pakistan Oil & Gas Co.B.V (an Oil / Gas Exploration Hungarian Company) as the operator of the TAL exploration block in the Khyber Pakhtoonkhwa in District Kohat, is developing various gas gathering systems for the production and sales of natural gas from different wells in the gas fields like Manzalai, Makori, Mamikhel, Maramzai, etc.

Recently, M/s MOL Pakistan has awarded a new job of value Rs. 155 million to SNGPL which involves laying of 8" dia x 11 KM Pipeline from Manzalai-11 well-head to Valve Assembly-3 along with laying of fiber optic cable and tie-in works. SNGPL will carry out detailed route survey, detailed engineering and pipeline construction works in two months time frame w.e.f 15.7.2014. The completion of this project will not only inject 40 MMCFD gas into SNGPL's system but would be quite instrumental in reducing the energy deficiency in the country.





SNGPL is undertaking pipeline engineering and construction jobs of M/s MOL Pakistan's flow line / trunk lines and Fiber Optic Cable in District Kohat / Hangu for different gas fields of MOL Pakistan like Maramzai, Manzalai, Mamikhel and Makori for the last seven years. These jobs were very challenging as the conditions at site were very tough with respect to its terrain and involvement of local dwellers and threats from local Talibans. Despite all these impediments, SNGPL completed the jobs successfully for which M/s MOL in recognition of the Company's services for fast track completion of jobs not only appreciated the same for its efforts and high professionalism but also kept on awarding the projects to SNGPL on negotiation basis or single bid basis. This also shows trust in the high standards of construction maintained by SNGPL.

SNGPL has a strong relationship with M/s MOL Pakistan spanning over ten years now. M/s MOL Pakistan has played a very vital role in strengthening the gas input supplies. M/s MOL Pakistan is presently working on three more wells which are likely to be commissioned soon and projects of pipeline laying from / to the wells are likely to be awarded to SNGPL which would be the hall mark of quality / time consciousness of our work.

Imran Yousaf Khan
Chief (CP & D)





TALENT MANAGEMENT FOR THE 21st CENTURY

Failure in Talent Management is an ongoing source of pain for executives in modern organizations. Over the past generation, talent management practices have by and large been dysfunctional, leading corporations to lurch from surpluses of talent to shortfalls to surpluses and back again.

At its heart, talent management is simply a matter of anticipating the need for human capital and then setting out a plan to meet it. Current responses to this challenge largely fall into two distinct and equally ineffective camps. The first, and by far the most common, is to do nothing: anticipate no needs at all; make no plans. The second, common only among large older companies, relies on complex and bureaucratic models for forecasting & succession planning.

Those systems and models grew up in relatively predictable business environments and are now failing because they are inaccurate and costly in today's volatile business environment.

It is time for fundamentally new approach to Talent Management that takes into account the great uncertainty the businesses face today. By borrowing lessons from operations and supply chain research, a new model for Talent Management can be developed, better suited to today's realities.

As the supply chain models have improved over time, from stock piling in huge warehouses to Just-in-Time Manufacturing processes and other supply chain innovations that help them anticipate shift in demands and adapt

products. Similarly, a Talent-on-Demand framework can be proposed for effective Talent Management.

Operations Principles Applied to Talent Management

The most innovative approaches to manage talent uses four particular principles drawn from operations & supply chain management. Two of them address uncertainty on the demand side: how to balance make-versus-buy decisions and how to reduce the risks in forecasting the demand for talent.

The other two address uncertainty on the supply side: how to improve the return on investment in development efforts and how to protect that investment by generating internal opportunities that encourage newly trained managers to stick with an organization.

Principle 01: Make & Buy to Manage Risk

Hiring talented resources can be difficult so companies should analyze what is needed and who needs to be hired. Some positions may be easier to fill from outside than others, so companies should be thoughtful about where they put precious resources in development. Talent Management is an investment, not an entitlement.

Principle 2: Adapt to the Uncertainty in Talent Demand

Uncertainty in demand is given and smart companies find ways to adapt to it. One approach is to break up development programs into shorter units, rather than put Management Trainees through a three year functional program. For instance, bring employees from all the functions together in an 18 months course that teaches General Management Skills. And then send them back to their functions to specialize. Another option is to create an organization wide talent pool that can be allocated among business units as the need arises.

Principle 3: Improve the Return on Investment in Developing Employees

One way to improve payoff is to get employees to share in the costs of development. That might mean asking them to take on additional stretch assignments on a volunteer basis. Another approach is to maintain relationships with former employees in the hope that they may return someday, bringing back your investment in their skills.

Principle 4: Preserve the Investment by Balancing Employee-Employer Interests

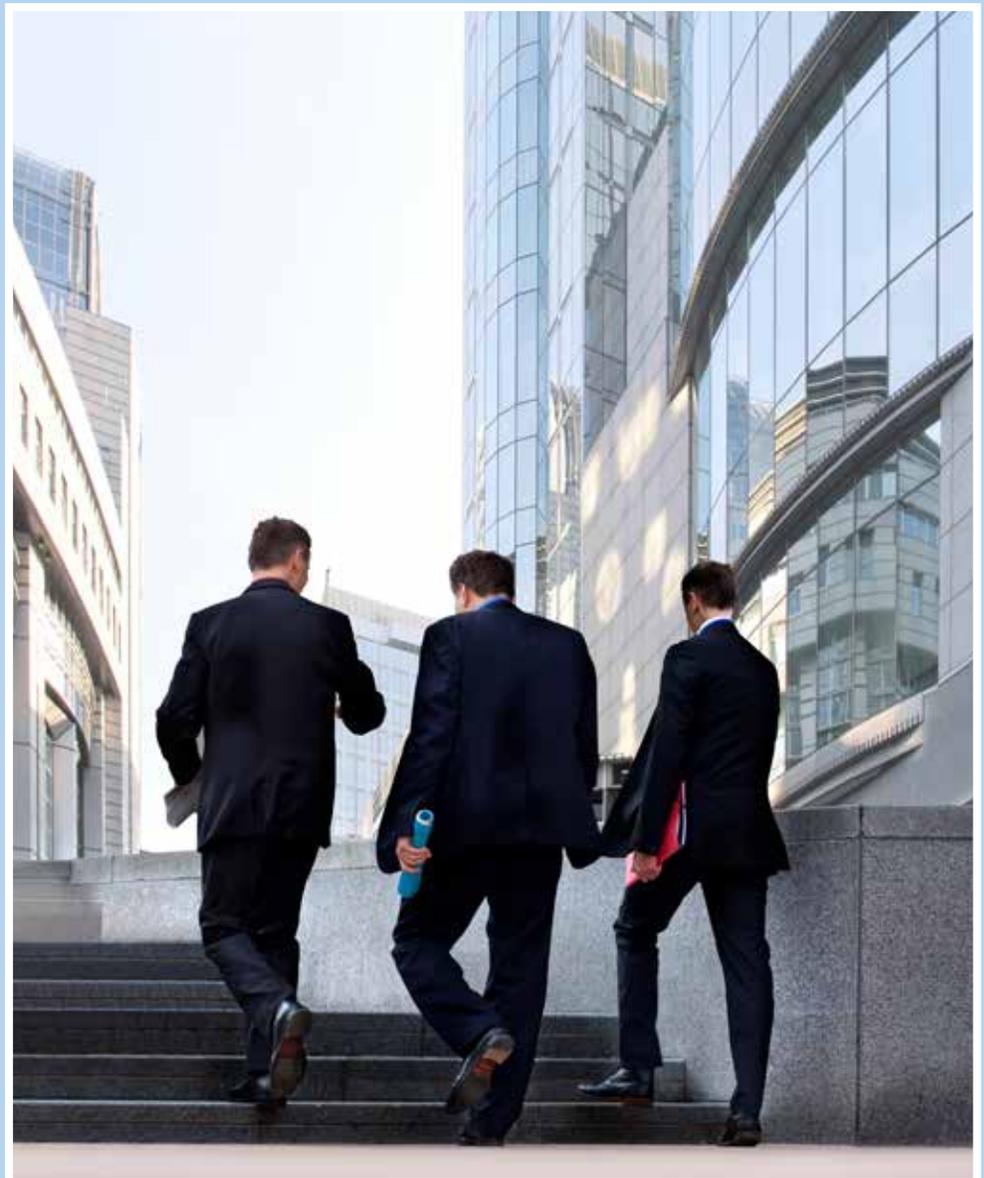
Arguably, the main reason as to why good employees leave the organization is that they find better opportunities elsewhere. This makes Talent Development a perishable commodity. The key to preserving your investment in development efforts as long as possible, is to balance the interests of employer and employees by having them share in advancement decisions.

Conclusion

The Talent problems of employers, employees, and to be broader society are intertwined. Employers want the skills they need when they need them, delivered in a manner that is affordable. Employees want prospects for advancement and control over their careers. The societies in which they operate and the economies as a whole need higher levels of skills -particularly deeper competencies in management- which are best developed inside companies.

The often conflicting desires aren't addressed by existing development practices. That's why the new Talent-on-Demand Framework is driven by market and operations based tools better suited to the challenges of uncertainty. Talent on demand gives employers a way to manage their talent needs and recoup investments in development, a way to balance the interests of employers and employees and a way to increase the level of skills in a society.

By: Masooma Bushra Ali
Officer (T & D)
Courtesy:
Peter Cappelli, HBR, March 08



INTERACTIONS



Mr. Muhammad Saeed Mehdi, Chairman Board of Directors of SNGPL during a meeting with Mr. M. Arif Hameed (M.D, SNGPL) and Senior Management



Mr. M. Arif Hameed, Managing Director SNGPL, in a meeting with a delegation from Russia



Mr. M. Arif Hameed, Managing Director SNGPL, sharing views with Mr. Salman Rafique (Advisor to Chief Minister Punjab on Health)



Mr. M. Arif Hameed, MD, SNGPL and Khawaja Ahmad Hassan, Chairman, LTC during the Union's Oath Taking Ceremony at SNGPL, Head Office

I.T. Round Up

COMPLETION OF ROLL OUT OF ORACLE INVENTORY MODULE

Following the launch of the CC&B project that has fully been adopted as a billing and CS engine, Oracle Inventory and Purchasing were implemented in SNGPL in 2013. After the Go-Live of these modules in February 2013, IT/MIS embarked upon the task of rolling out the Inventory module to the store locations of SNGPL.



SNGPL Management provided unfaltering support throughout the span of project implementation

We are pleased to announce that IT/MIS has successfully rolled out the application to the 39 store locations spread over 11 regions of SNGPL. The online locations are now posting their transactions directly in the system reducing the delay between actual transaction and posting in system by atleast 15 days. The rollout activity was completed over a span of one year.



GM(IT/MIS) and CO(IT/MIS) sharing a candid moment with the team on successful Go Live

IT/MIS team has been actively involved in the complete lifecycle of the project and worked closely with the business users during the rollout activity. IT/MIS not only provided classroom trainings to the staff of all locations but also provided on site support at the time of Go Live of each location. Even after rollout, IT/MIS is providing continuous operational support to Stores and Finance departments.



GM (IT/MIS) sharing his views with training participants. IT/MIS conducted comprehensive training sessions for all store locations

With the completion of the above, SNGPL has completed the automation of its core business and the operations of ten departments including Accounts, Billing, CS, Distribution, Finance, Human Resource, Stores and Procurement have been automated. Milestones achieved so far, could not have been possible without the faltering support of Management and active participation of respective business departments.

CC & B Scripting Activities

Scripting is a process through which manual steps carried out by various departments are automated to assist one time large data entry in various IT systems.

IT/MIS script team was established to facilitate business in posting of large number of transactions. Number of transactions posted through scripts in June 2014 include:

Meter Replacement	17,623
New Commissioning	6,037
Meter Reconnection	2,818
Grand Total	26,478



This facility has been used to catch up on backlogs. On the directive of the management, IT is not entering data on behalf of the business anymore, as this facility was provided for interim period. However, this facility will only be carried out through special permission for entry of large data sets.

The month-wise analysis clearly shows the downward trend in transactions posting through scripts.

New Commissioning													
	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Total
Total	19,718	9,739	17,207	23,119	32,433	37,968	40,846	32,519	30,582	17,977	22,642	16,882	301,632
Script	16,391	7,675	13,737	17,878	28,215	31,055	29,211	23,408	18,018	11,333	11,060	5,534	213,515
% of Total	83%	79%	80%	77%	87%	82%	72%	72%	59%	63%	49%	33%	71%

Meter Replacement													
	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Total
Total	30,717	26,054	27,226	36,061	35,048	32,327	38,539	36,440	42,684	38,592	40,137	33,329	417,154
Script	23,843	20,501	23,034	28,960	27,511	22,934	25,985	27,030	25,194	24,873	23,575	8,020	281,460
% of Total	78%	79%	85%	80%	78%	71%	67%	74%	59%	64%	59%	24%	67%

Meter Reconnection													
	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Total
Total	5,430	3,932	3,966	4,509	3,650	4,249	5,367	4,563	5,694	5,207	5,395	4,886	56,848
Script	3,505	2,557	2,707	2,973	2,318	3,037	3,459	2,997	2,656	2,656	3,099	2,547	34,511
% of Total	65%	65%	68%	66%	64%	71%	64%	66%	47%	51%	57%	52%	61%

Improvements in Merit Programme for Surveys and New Connections

To facilitate the consumers, SNGPL management has devised a programme for generation of merit lists for conducting of surveys and new connections purely on the basis of age of application. IT/MIS is generating the Merit List on the basis of consumer's application date at region and sub region levels and forwarding the list to Distribution and Sales focal persons for Meter installation and Sales Survey activity. Recently, further improvements have been made in the merit criteria on advice of the management. Now:

- Separate merit lists for the Domestic Special and Domestic Religious Consumers have been generated on the basis of SIC (Standard Industrial Code) information entered by Sales Department.
- IT/MIS has started generating new locality merit list. To Implement this a provision was created in CC&B system to enter locality name at the time of new application processing. With the help of locality information IT/MIS is able to generate the required separate new locality merit list.

Technology News

The World Cup and new technology has gone hand in hand ever since the 1970 World Cup in Mexico. The 1970 World Cup was the first to be broadcast in color. The Mexican games were the start of a relationship between new technology in television and the World Cup. More recently, the 2006 games in Germany were the first to be broadcast in HDTV and the South African games were available via Internet streaming, while some games were even available in 3D television. The recently concluded 2014 World Cup was the most high tech event yet. Smart ball, frozen shirts, vanishing free kick lines combined for an ultimate digital sporting event.

To avoid ghost goals, the 2014 World Cup introduced the Goal Line Technology. The chosen Goal Control system featured 14 high speed cameras, 7 directed to each of the goals. Data were sent to the central image-processing centre, where a virtual representation of the ball was output on a widescreen to confirm the goal. The referee was equipped with a watch which vibrated and displayed a signal upon a goal.

Following successful trials, FIFA approved the use of vanishing foam by the referees for the first time at a World Cup Finals. The water-based spray, which disappears within minutes of application, can be used to mark a ten-yard line for the defending team during a free kick and also to draw where the ball is to be placed for a free kick.

The Adidas Brazuca was the official match ball of the 2014 FIFA World Cup and was supplied by Forward Sports of Sialkot, Pakistan. Adidas created a new design of the ball. The number of panels was reduced to six, with the panels being thermally bonded. This created a ball with increased consistency and aerodynamics. Furthermore Adidas underwent an extensive testing process lasting more than two years to produce a ball that would meet the approval of football professionals.

The adiPower technology from adidas was designed to keep players cool in the scorching conditions in Brazil. The vest, which also has matching sleeves, is cooled in a freezer. It is then worn by a player after matches or during training to bring their body temperature down in 15 to 20 minutes

Achievements

Ms. Inbisat Aftab D/O Mr. Aftab Ahmad,

Sup. (Sales), Gujranwala, got a prominent position in the BISE, Gujranwala, Matriculation Exams - 2014 by scoring 1059/1100 marks.



The FACT Factory...

- Just like a fingerprint, everyone's tongue print is also different.
- A duck's quack doesn't echo anywhere, and nobody knows why.
- Rats multiply so quickly that in 18 months, two rats could have over a million descendants.
- African elephants can distinguish languages, gender and ages associated with danger.
- The Library of Congress has around 838 miles of bookshelves.
- Brazilian prisoners can shorten their sentence by reading books.
- In Tokyo, there is a travel agency that takes your stuff toys on vacation.
- Picasso, the painter, burnt most of his early work, to keep his apartment warm, because he was so poor.

Mifrah mehmood
Media Coordinator

RETIREMENTS



Mr. M. Arif Hameed (M.D, SNGPL) giving shield to Mr. Mehmood Hussain (GM, Telecom) on his farewell



Mr. Mehmood Hussain has served on prestigious positions of Chief Engineer (Telecom) and General Manager (Telecom) HO. He started off at SNGPL as an Assistant Telecom Engineer FSA (T). Mr. Hussain is an Electrical Engineer by profession. His devoted service at the Company has contributed to the development of the Telecom Department. We wish him all the best for his future endeavors. He will always be remembered as a valued employee of the Company.



Mr. Abdul Quddus Bhatti, Chief Engineer(LPG+LNG) with colleagues on his farewell



Mr. M. Arif Hameed (M.D, SNGPL) presenting bouquet to Mr. Shahid Siddiqui, Senior Admin Officer on the eve of his retirement

Kleptomania

in the Workplace

*“When I see someone rich,
Both my thumbs start to itch
Only to find some peace of mind,
We have to pick-a-pocket or two.”*

Although kleptomania was described at the end of the 19th century, it still remains a poorly understood behavioral disturbance. The exact prevalence is not known since this disorder is rare and being a social stigma, it discourages patients from seeking treatment. Kleptomania has been considered as an anti-depressive behavior.

Various arguments arise over whether shop lifting and kleptomania as the same. According to the American Psychiatry Association, Kleptomania is an impulse-control disorder characterized by the recurrent failure to resist impulses to steal items even though the items are not needed for personal use or for their monetary value. On the contrary, ordinary theft (whether planned or impulsive) is deliberate and is motivated by the usefulness of the object or its monetary worth. Some individuals, especially adolescents may steal as a dare, as an act of rebellion, or as a rite of passage. One of the symptoms of Kleptomania that differentiates it from shoplifting is the fact that people suffering from Kleptomania do not hold a grudge against the person from whom they are stealing. They do not steal for personal gain, but because they find it almost impossible to control their urge. People with Kleptomania do not target a particular individual or a shop for a specific reason. They steal to alleviate their anxiety.

Apart from the depression, various other factors are taken into account while listing down the causes of the Kleptomania:

- **Heredity**

Having a first-degree blood relative, such as a parent or sibling, with Kleptomania or obsessive-compulsive disorder may increase your risk of Kleptomania.

- **Medical conditions or disorders**

People with Kleptomania often have other mental illnesses, such as bipolar disorder, anxiety disorder, eating disorders, substance abuse or personality disorders.

- **Psychological conditioning**

The Cognitive-Behavioral view of the disorder is that it is the result of conditioning. The behavior is positively reinforced after the person steals some items. If this individual experiences minimal or no negative consequences (punishment), then the likelihood that the behavior will reoccur is increased.

- **Mistaken beliefs**

According to Cognitive-Behavioral Theory (CBT), individuals with Kleptomania have a range of mistaken beliefs which include thoughts such as: “I’m smarter than others and can get away with it” These thoughts were strong cues to stealing behavior.

Kleptomaniacs can commit theft whenever they find a chance to do so irrespective of their surroundings. They can carry this activity at school or an office or the supermarket. This article focuses upon kleptomania occurring in the workplace. Companies lose millions of dollars every year due to internal theft. We should keep in mind that employees steal for different reasons. For one, sometimes disgruntle employees feel that they are entitled to take certain things from their jobs because they believe their employers are disloyal, and or because they are underpaid and thus deem their actions are justifiable. Others take things from their jobs without permission but don't consider it stealing because of the insignificant value of the item. For example, pencils, papers, paper clips, etc. And yet others are opportunist. They only steal when the opportunity arises and because it was accessible at the time. In other words, "I can take this and no one will ever know". However, whether petty theft or a more serious offense, the bottom-line is "taking personal property with the intent to deprive the rightful owner of it". These things are not only unethical, but also unlawful and there are consequences that one suffers if caught. There are various types of theft which are carried out by the patients of this disorder. The article will take a look at some of them.

Petty theft

Petty theft of office supplies, janitorial supplies etc occurs all the time in companies but tends to get over looked because it's considered a less serious offense or because no one notices. In fact, most don't view it as stealing. But technically, it is stealing. Employers purchase these items for the purpose of using while at work. This might seem like a casual theft but people become habitual to this and cannot restrain from doing this. They get addicted to it like druggies get hooked to drugs.

Stealing costly items

Let's face it, some individuals have a problem with taking things that don't belong to them. There are people who are not in serious financial trouble, neither do they steal to pay off their debts; they just steal expensive gadgets or belongings of others because they are in a habit of doing so. Some individuals have stolen cash, computers, printers, clocks, paintings and other expensive items from their jobs without getting caught.

Stealing from co-workers

Unfortunately, some employees steal from their co-workers. Many employee-victims have complained and reported that personal property was taken from them while on the job. In some cases these issues are never solved because, of course, no one will own up to theft. But in other, cases the lower class subordinates and attendants are doubted for the acts of the kleptomaniacs.

Workplace justice

Kleptomaniacs understand that he is violating the law, and if he is caught, he usually experiences confusion or remorse but he still

continues to do so. According to the employment obligations of the international organizations, "when the employee is suffering from a mental illness that makes him completely unaccountable for the shortcomings committed, there will be no fault on his part, and thus the requirements for the existence of a serious reason for summary dismissal will not be fulfilled." A condition of depression leading to kleptomania was held not to be of such a nature as to deprive the employer of its rights to dismiss the employee summarily. Only upon proof of the fact that the mental condition of the employee completely prevented him from controlling his actions would the courts have been willing to hold the employee not accountable. Some thieves choose to become a patient of kleptomania to seek legal defense. However, kleptomaniacs would never admit of being a target of this disorder.

In order to curb the occurring of kleptomania at a workplace, the employer can take the following measures:

- Employers should do a comprehensive background check on job applicants prior to hire
- They should have a strong internal control system in place
- A code-of-conduct handbook should be provided to its employees upon their hiring with a clear emphasis as to what constitutes kleptomania in the workplace
- Invest in a high tech security system with working cameras
- Carry out stress management workshops and trainings for the employees which will prevent them from indulging into kleptomania
- Employees should watch out for one another to help prevent theft at the workplace
- Managers should stress the importance of guarding personal possessions to their employees
- A rehabilitation therapy for the kleptomaniacs in the company should be set up

Thus, kleptomaniacs are commonly found in corporate companies and at all sorts of workplaces. This disorder should be treated on high priority basis but unfortunately only 15 percent of patients voluntarily seek treatment hence making the episodes of kleptomania common at workplaces. It is the efficiency of the employers as to how they tackle them and ensure the smooth proceedings of the company.

Farwa Khan
Internee, Media Affairs



OSTEOPOROSIS RISK FACTORS AND PREVENTION

SNGPL's HSE department arranged various medical camps at different work locations where a variety of medical tests including Bone Mass Density test were conducted in order to ensure better health of our employees. Although, general know-how about this test is very rare yet its importance and vitality cannot be compromised. Therefore, the results of this unique test are being published for the benefit of everyone.

BONE MASS DENSITY MEASUREMENT RESULTS AT HSE MEDICAL CAMP

Sr. No	Sites	Total	Normal	Osteopenia	Osteoporosis
1	Manga Stores	26	15	7	4
2	Manga W/S	117	68	43	6
3	Head Office	438	270	164	4

On the basis of these results, major risk factors and prevention tips for osteopenia and osteoporosis are listed below:

OSTEOPOROSIS is a disease that weakens bones, increasing the risk of sudden and unexpected fractures. The term literally means "porous bone," and the disease results in an increased loss of bone mass and strength. Osteoporosis often progresses without any symptoms or pain.

OSTEOPENIA: Borderline Bone Loss: If you have bone loss but not enough to be osteoporosis, you may have a condition called osteopenia. As with osteoporosis, there are no physical symptoms. Osteopenia can progress to osteoporosis, but with changes in diet and exercise, one can slow the bone loss.

Bone loss is a natural part of aging, but not everyone will lose enough bone density to develop osteoporosis. However, the older we are, the greater are chance of having osteoporosis. Women's bones are generally thinner than men's and are more prone to get it.

Osteoporosis is much more common in women, but men are at risk, too. In fact, about 25% of men over 50 will have an osteoporosis-related fracture. Osteoporosis may be under-diagnosed in men because it is often considered a "woman's disease" and men may not be tested.

Risk Factors:

- **A: Risk Factors “we cannot control”:** Women who are thin and have a small frame are more likely to develop osteoporosis. It is more common among whites and Asians, some conditions, such as type 1 diabetes, rheumatoid arthritis, inflammatory bowel disease, and hormonal disorders are also linked to bone loss.
- **B: Risk Factors “we can control”:** Smoking, an inactive lifestyle, and a diet low in calcium and vitamin D patients who take steroids and pain killers are at greater risk for osteoporosis.

How to test it?: Bone density test, Serum vitamin D test and DEXA Scan.

Treatment: Bone boosting drugs, Estrogen agents, bone building foods.

- **Bone-Building Foods:** Eating calcium-rich foods can help protect bones no matter what the age is. Vitamin D helps us absorb calcium, and leafy green vegetables also provide magnesium, which helps maintain good bone quality. Vitamin D containing food include nuts (almonds etc), oranges, dairy products i.e, cheese, yogurt etc.
- **Foods that are bad to the Bone:** Minimize salty foods such as canned soups and processed meats. Caffeine can decrease your body's absorption of calcium, but the effect is minimal unless one drinks more than three cups of coffee or caffeinated drinks per day.
- **Vitamin D Supplements for Healthy Bones:** Various supplements are available in the form of pills and oral injections.
- **Calcium Supplements for Healthy Bones:** Two types of calcium supplements are commonly available: calcium carbonate and calcium citrate, which are equally beneficial. Splitting the dose -- taking half in the morning and half later in the day -- improves absorption. Check with a doctor about the upper limit for calcium. Too much can lead to kidney stones.
- **Exposure to sun light:** Get enough sun light early in the morning as sun rays in the morning help in vitamin D gain.

Prevention of osteoporosis:

- **Build Bones in youth:** Healthy habits as a child or teenager can pay off years later with stronger bones. Young people can build their bones by eating calcium-rich foods, getting enough vitamin D (through sunshine or diet) and exercising regularly.

Here are the recommended daily intakes for calcium by age: Under 1 year: 200-260 mg, 1-3 years: 700 mg, 4-8 years: 1,000 mg, 9-18 years: 1,300 mg, 19-50 years : 1,000 mg, 51-70 men: 1,000 mg, By age 30, the average woman has built 98% of her peak bone mass.

- **Get Into the Routine:** We can also do our bones a favor by making small changes to everyday routine. Whenever possible, walk instead of drive, choose the farthest parking spot at the mall, and take the stairs instead of the elevator.
- **Walk Briskly:** Three short walks a day are as good as one long one. Brisk walking is also good for heart health. Do it at least four times a week. Women who walk just a mile a day have more years of bone reserve than others who do not walk.
- **Exercise:** Is powerful medicine for people with osteoporosis. It helps to reduce bone loss and builds stronger muscles to support. Do both muscle strengthening and weight-bearing exercises and one can do it at least two times a week. Weight-bearing exercise can help build bone and maintain it. That includes walking, jogging, tennis, and other activities where one move the full weight of your body. Swimming is a good option when severe osteoporosis or arthritis makes weight-bearing exercise too risky.

Living with osteoporosis: Osteoporosis doesn't have to interfere with life. In fact, being inactive or immobile will worsen bone health. So get out and walk, and enjoy leisure activities as It is Never Too Late for Bone Health.

Dr. Huma Tabassum
Occupational Health Consultant (HSE),
Head Office

CONTRACTORS CONTROL



Active and ongoing participation by both the Company and Contractors are essential to achieve the Company's "ZeroAccident" goal. Contractors control procedure (DOC. #: SNGPL-GPR-014) in HSE integrated Management System provides complete guidelines to improve contractor's health, safety and environmental performance. In the light of this procedure, Contractors/suppliers are responsible for performing the work of contracts in conformity with all environmental, health & safety laws and regulations. The Contractors/ Suppliers are required to ensure that their employees are familiar with applicable HSE requirements which include:

- HSE related hazards, aspects and risks
- General Safety

- Basic First Aid Knowledge
- Use of Personal Protective Equipment (PPE)
- Proper Barricading of construction sites
- Requirement of Safety Checklists/ Work Permit
- Hazardous Material Handling awareness
- Basic actions in case of emergency
- Basic Fire Fighting
- Safe Driving etc.

In order to ensure HSE compliance at Contractor's sites, The worthy Managing Director has approved four levels of penalties against the violators of HSE initiatives. It is the responsibility of concerned Executives/ Supervisors to strictly monitor the sites of Contractors / Sub Contractors under his domain for ensuring HSE compliances and penalties which may be imposed on contractors for non compliance of HSE initiatives as per following:

- 1st Violation- Warning
- 2nd Violation- Fine of Rs. 5000/-
- 3rd Violation- Fine of Rs.20000/-
- 4th Violation- Black Listing

Umair Ashraf
Engineer (HSE), ISD-D/R WP.D





Emergency Evacuation and Fire Drill at Regional Office Gujranwala Distribution



Emergency preparedness is important to combat with emergency situations like earth quake, flood, bomb threat, fire, gas leakage and toxic/flammable gas release. In compliance of this, HSE Department has developed emergency response plan for its regional offices, sub areas, consumer service centers and complaint centers. Awareness on these emergency response plans are imparted through in-house and outsource training sessions. For improvement and better understanding of ERP, emergency evacuation and fire drills are being arranged at a regular frequency. Purpose of these emergency drills is to improve our Emergency Response Plan (ERP).

In order to strengthen emergency response plan of Gujranwala region, evacuation/fire drill and training session on first aid and fire fighting was arranged at Regional office Gujranwala on 14-05-2014 with the coordination of Government's emergency handling department Rescue 1122. The Rescue 1122 team trained our emergency combat teams on first aid and fire safety. Key Points of Fire Fighting and first aid Session were observed as follows:

- Introduction to Emergency
- Response procedure
- Concept of triage
- First aid for air way obstruction
- How to get rid of choking
- First aid for internal and external

- bleeding
- Introduction and demonstration of CPR
- First aid in case of fracture
- Use of Splints for fracture
- First Aid for burn patients
- First aid for electric shock
- Transportation of victims
- Chemistry of Fire
- Classification of fire
- Fire prevention principle
- Use of Fire Extinguishers
- Type of fire extinguishers
- Fire hydrant system
- Precautionary measures during fire fighting
- Evacuation and fire Drill



1. Evacuation Wardens

Emergency Alarm was initiated at 1257 hrs. Fire/evacuation wardens of Gujranwala regional office guided the staff, consumers and guests towards assembly area.

2. Rescue 1122 First aid team and Regional office Gujranwala First aid team

The ambulance of Rescue 1122 and their relevant staff reached at site. Our first aid team and Rescue 1122 team gave first aid to injured person. After providing necessary first aid, the injured persons were laid on stretcher and ambulance for hospitalization.

3. Lighting of Fire

Our fire fighting team members lighted fire up to the level of class "A" and class "B" fire for firefighting demonstration.

4. Area Cordoning Off

The effected area under fire was cordoned off using barricading tape by our staff members and Rescue 1122 firefighters.

5. Fire Fighting Activity

Our teams along with Rescue 1122 fire fighting team extinguished fire using our fire hydrant system of Gujranwala and DCP/AFFF/CO2 fire extinguishers. Fire truck of Rescue1122 was also available for handling of emergency situation.

6. Solid Waste Management

After extinguishing the fire, solid waste was collected from the site by our janitorial staff members and shifted to emergency drums.

7. Briefing from Focal point and Rescue 1122 officials

At the end, Mr.Qaiser Masood (Regional Incharge Gujranwala-D) delivered a speech to all staff stressing on the importance of HSE and emergency evacuation/fire drills. He appreciated the performance of our fire fighting team and cooperation of Rescue 1122 staff members.

Emergency evacuation and fire drill was arranged with coordination of Rescue 1122. Performing jointly with Rescue

teams gave an opportunity to our teams to improve/enhance their emergency handling skills and learn new techniques in this regard.

Training Organized By

Mr. Muhammad Shoaib Malik, Exe.Admin officer Gujranwala(D)

Mr. Muhammad Imran Khan, Engineer HSE Gujranwala (D)

Mr. Muhammad Jehanzeb Admin officer Gujranwala (D)

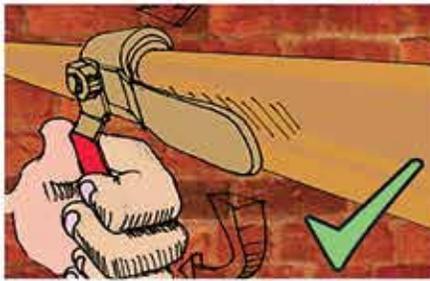




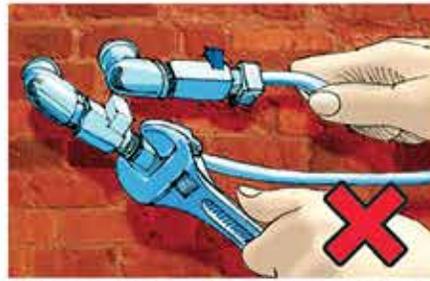
Communicate, Before You Excavate

HEALTH, SAFETY AND ENVIRONMENT DEPARTMENT

Follow these instructions in case of gas leakage:



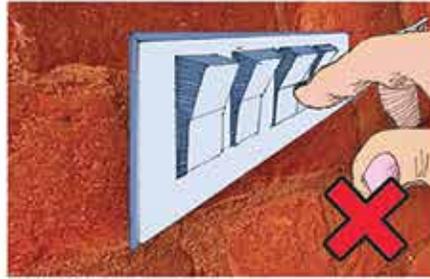
Turn off the service valve



Do not try to fix the gas leakage on your own



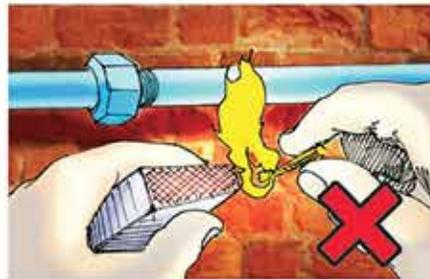
Open all windows and doors



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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