



Sui Northern Gas Pipelines Limited

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## PROVISION OF GAS TO SHAKARGARH NA-116 DISTRICT NAROWAL

Inauguration for supply of gas to Shakargarh NA-116 District Narowal was made by Honorable Prime Minister of Pakistan, Syed Yousaf Raza Gillani alongwith Governor Punjab, Sardar Latif Khosa, Dr. Firdous Ashiq Awan, Federal Minister for Information and Broadcasting, Mian Manzoor Ahmed Wattoo, Federal Minister for Kashmir Affairs and Gilgit-Baltistan, Mian Misbah-ur-Rehman (Chairman), Mr. Arif Hameed (MD) and other officials of SNGPL also attended the ceremony.

Detail of the project is as follows:-

### PROJECT DETAIL

Supply Mains	29KMs
Distribution Network	125KMs
Cost of Project(Rupees in Millions)	350
Population to Benefit	70,000



## VISIT OF MINISTER AND SECRETARY PETROLEUM AND NATURAL RESOURCES

By: Imtiaz Mehmood (Deputy Company Secretary)

Dr. Asim Hussain, Minister for P&NR and Mr. Muhammad Ejaz Chaudhry, Secretary P&NR visited Company's Head Office on July 01, 2011.

The Board Members welcomed the Minister and Secretary Petroleum.

The Minister expressed his confidence in the abilities of the newly appointed Board Members and hoped that they will make concerted efforts to reduce the energy crisis in the Country by various means and resources, and by exploring the possibility of using alternate fuels, to meet the shortfall of natural gas.

Dr. Asim Hussain further highlighted the issue of gas shortage in the Country and the necessity of creating an awareness for more productive and efficient use of this resource through media. Nonetheless, the Company should also create an awareness of the threats and opportunities faced by it.

He hoped for improvement in the performance of the Company under guidance of the new Board Members.

The Board Members thanked the Honourable Minister and Secretary Petroleum for their time and suggestions.





## STANDING COMMITTEE ON PETROLEUM & NATURAL RESOURCES MEETS AT SNGPL

*By: Awais Bajwa (Officer Media Affairs)*

A meeting of Standing Committee on Petroleum & Natural Resources was held on 1st July, 2011 in Board Room of the Company. The meeting was chaired by Sabir Ali Baloch, Chairman Senate Standing Committee on Petroleum & Natural Resources. Worthy Senators Muhammad Jahangir Bader, Dr. Safder Ali Abbasi, Nawabzada Mir Haji Lashkari Raisani, Dr. Muhammad Ismail Buledi, Afrasiab Khattak, Shahid Hassan Bugti, Abbas Khan Afridi, Nawabzada Muhammad Akbar Magsi, Pervaiz Rashid, Mir Mohabat Khan Marri and Haroon Khan, being members of the Standing Committee also attended the meeting. From SNGPL side, Mr. Arif Hameed (MD) along with Mr. K. W. Sharaq DMD (Ops), Mr. Ismail Paracha DMD (Services), SGMs and GMs attended the meeting.



## EXTRAORDINARY GENERAL MEETING OF THE COMPANY

*By: Imtiaz Mehmood (Deputy Company Secretary)*

An Extraordinary General Meeting (EGM) of the Company was held on June 23, 2011 in Hotel Avari Lahore, wherein election of Directors was conducted. The Board of Directors at its earlier meeting, fixed 13 number of elected directors for the next triennial commencing from June 26, 2011. In this regard Company received consents for contesting election of directors from 17 candidates on or before the due date. However before the EGM, two candidates withdrew their consents, thus election was contested by remaining 15 candidates. The election of directors was conducted by using the voting rights by the shareholders.

The detail of successful candidates is as under.

- Mian Misbah-ur-Rehman
- Mian Raza Mansha
- Mr. Wazir Ali Khoja
- Mr. Shahid Aziz Siddiqui
- Mirza Mahmood Ahmad
- Mr. Nisar Ahmad
- Mr. Muhammad Arif Habib
- Mr. Saeed Ullah Shah
- Mr. Shabbir Ahmad
- Mr. Muhammad Azam Khan
- Mr. Ahmad Aqeel
- Mr. Azim Iqbal Siddiqui
- Mr. Samad Dawood





# DINNER IN THE HONOUR OF MANAGING DIRECTOR & SENIOR MANAGEMENT OF SNGPL BY SNEOA

By: Qaiser Masood CE (Civil)

SNEOA hosted a dinner in the honour of worthy Managing Director and Senior Management of the Company on Sunday May 29, 2011. The prestigious event was graced by the presence of Managing Director, DMD(Ops), CFO, SGM(CA&CC)/CS, SGM(HR) and ACIO.

Mr. Sohail M. Gulzar (President) Mr. Qaiser Masood (General Secretary) Mr. Shahid Maqsood (Joint Secretary) Mr. Kashif Minhas (Finance Secretary) Mr. Ghulam Afzal (Social Secretary) alongwith Executive Members i.e. Mr. Farooq Ali, Mr. Waqas Ejaz Khan, Mr. Imran Ahmad Khan, Mr. Azhar Khokhar, Mr. Muhammad Nasir Awan and Mr. Masood ul Hassan welcomed the honored guests.

The Central Executive Committee of SNEOA congratulated Mr. Arif Hameed on his appointment as Managing Director SNGPL and assured complete support to the worthy Managing Director for his endeavour to bring about betterment and prosperity for the Company.

The General Secretary briefed the honourable guests about the extensive initiatives for Executives Welfare taken by SNEOA at its own level. The General Secretary also apprized the Managing Director and Senior Management in detail, about different matters of collective interest of the executives including but not limited to CPI. All members of Central Executive Committee of SNEOA were specially encouraged by the favourable and auspicious response of the Management.

The Managing Director emphasized that all executives should ensure complete commitment towards their duty with Integrity and Devotion and try at all levels to discourage all sort of unlawful activities and misuse of Company's resources. The Managing Director advised all executives to only obey lawful orders without any fear or threat and also advised executives at senior level to be realistic and only give true and unbiased assessment while writing Annual Performance Review Forms. The Managing Director warned the senior level executives to refrain from making relations and meeting with notorious members of corrupt mafia within or outside the Company for which he alongwith the Management will completely support all the dutiful and honest executives.

All the members of Central Executive Committee of SNEOA thanked the honourable guests for gracing the occasion and also for showing favourable response towards the matters of collective interest of the executives.





# TECHNOLOGICAL EFFICIENCY & ENERGY CONSERVATION :

By Mohammad Asim—Coordinator Training –SNGTI.

*The first rule of any technology used in a business is that automation applied to an efficient operation will magnify the efficiency. The second is that automation applied to an inefficient operation will magnify the inefficiency.*

**Bill Gates – Founder of Microsoft & Philanthropist**

The above statement implies that attitude towards the usage of technology determines the effectiveness of the system. The availability of technology and resources without right kind of attitude in their usage is counterproductive. Our civilization in last 70 years with the discoveries and usage of natural resources especially OIL & GAS, took a quantum leap in technological advancements. The resultant prosperity improved quality of life and rising standard of living was taken for granted. Our economic development was guided by mass consumerism and business success by mass production .

The definition of operational efficiency is only considered in mechanical terms and not in human machine interaction. Machines or any kind of technology are only the “tools” to solve the problems. There is a difference between allocating of resource and availability of resource. Consider Japan, the only country which has no natural resource with hardly ten percent the size of USA and China is the third biggest economy of the world. A country which does not have a ton of iron or a barrel of oil under its surface has the largest automobile company (Toyota) in the world. The answer is only efficient usage of energy and resources. The prime factor in their development is trained and highly skilled manpower who knows how to create efficient systems. On the other hand , consider the case of Indonesia, a country with 17,000 islands having tropical forests with richest bio diversity was an OPEC member till 2009 , rich in raw material and all kind of natural resources including Gold , but poor in standard of living and quality of life.

When we take system and human skill into consideration we only think in human aptitude and not attitude. Rather, for operational efficiency both are required. Technological development in any form shows the potential for the advancement but balancing the advancement and economic growth against available resources is a challenge that depends on human behavioral choices. In past 65 years, we as a nation did not have resource availability problem rather resource allocation and operational efficiency were the problems. Efficiency with conservation makes a system effective.

Conservation means proper resource utility in relation to resource availability and the environmental constraints. A prospering country with intense focus on economic development can become “Energy deficit” because the sources of energy are limited. Pakistan like many other developing countries is deficient in energy. To conserve energy our society and government both need to take effective measures. Like many developed countries we can standardize equipments from gas pipelines to electrical appliances to standardise energy usage and consumption.

Some governments including India have enacted energy conservation codes for water heating, building designs, Thermal performance, requirements for walls, windows etc. Compliance with all the standards is monitored and evaluated.

We need to have a proper ENERGY ACT legislated to implement some kind of energy conservation reforms. The energy conservation reforms can :

- Reduce the cost and amount of investment in alternate energy fuels.
- Increased standard of living with less inflation as reduce cost of investments of inputs and maintenance procedure in the industries can decrease the cost of production.
- Enhance sense of community participation where each citizen of the country no matter a factory worker, a farmer, a student, a child can participate in some form to conserve energy .

One of the biggest sources of energy wastage is our lifestyle in our Metropolitan cities. The economic activity in these cities start almost at mid-day around 12:00 noon and ends after mid night. Our shops in all the major markets open and close at these timings. Out of available 16 hours of daylight in summers we use only 6. The rest of the work activity is after Magrib prayer which makes use of artificial energy sources such as electricity. No where in the developed world the shops are run open for so long as in Pakistan . The offices in the west are closed at 5:00 pm The concept of over time is dying out. Manhattan offices, shops in New York open at 9 am and close at 5 pm. Only on weekends they are open till late night. There are very few 24 / 7 shops . Late hours office sittings in west is an indication of inefficient corporate culture and is considered a cost of energy on business. This drain on energy if properly checked can save us from power shut down. If our markets follow the timing of 8 to 5 pm , we can save enormous electricity consumed by commercial activity from 5 to 9 pm and use it for household consumption. We can use our weekends for family outings and other life chores. All economic development in the world depends on human behavior. If we want to develop as a healthy nation we have to set our life according to natural pattern, so that we cannot become burden on our own life.

To conclude, we must educate our society ourselves. There must be seminars and discussions on energy conservation on all the forums. Unfortunately, the media in Pakistan has become a battleground for different groups to accuse and criticize each other. Rather, the media assumes the social responsibility to provide forum for the people to discuss the solutions of the emerging problems. Presently the biggest challenge of our nation is related to energy. Just finding alternate energy source without conserving energy will again add burden on the society. What we need is combination of conservation and finding alternate sources to enhance current energy capacity. Otherwise, any leap towards new energy resource without proper energy conservation policy will only magnify our inefficiencies.



# DINNER WITH SNGPL CRICKET PLAYERS

By: Talha Amaad Javaid Officer (HR OPS)

Sui Northern Gas Pipelines Limited besides being the leading integrated gas distribution and transmission Company in Pakistan is also playing an important role in promoting sports specially cricket in the country. We feel honoured to be employing Pakistan's three top class & most promising cricketers i.e. Mr. Misbah-ul-Haq (Captain Pakistan & SNGPL Cricket Team), Mr. Muhammad Hafeez and Mr. Umer Akmal.

Domestic Cricket is a stepping stone to international cricket. In Pakistan, 22 teams are playing domestic cricket amongst which SNGPL rose to the top in the year 2008 after winning two major Domestic Tournaments of the country i.e. Quaid-e-Azam Trophy 2008-09 and Royal Bank of Scotland Cup 2008-09. That was not all for the year; it also won Nisar Cup 2008 in India by beating the champions of Indian Domestic Cricket and thus not only seized the top most rank in national domestic teams but also upheld the National Flag at the international level. More glory was added to SNGPL cricket achievements in the year 2009 when our team won Pakistan's biggest cricket tournament i.e. Pentangular Cup 2009-10.

ICC World Cup is a premier international championship of men's One Day International (ODI) cricket where Pakistan National Cricket team performed well and reached the semifinal stage by beating the world champions Australia. SNGPL Cricket Team Management organized a dinner on 9th July, 2011 at Lahore Gymkhana in honour of three SNGPL cricketers i.e. Mr. Misbah-ul-Haq, Mr. Muhammad Hafeez and Mr. Umer Akmal to recognize their performance in World Cup-2011. Senior Management was invited to grace the occasion.

Mr. Khalid Walid Sharaq DMD (Ops) / President SNGPL Cricket Team, Mr. Muhammad Umair Khan GM(LS) / General Secretary SNGPL Cricket Team and Mr. Shahid Maqsood CO(HR Ops) / Chief Manager hosted the function. Honourable Managing Director graced the occasion and presented the cricketers with shields and prize money to appreciate and acknowledge their contribution in the field of cricket.





## DISTINGUISHED GUEST LECTURE SERIES

By: Farrukh Amin Officer (T&D) SNGTI

### Dr. Kamran Shams

As part of our Distinguished Guest Lecture Series, we invited Dr. Kamran Shams, an Ex-Bureaucrate, HR consultant and a philanthropist. He addressed a discourse at SNGTI on "How to Improve Organizational Performance through Modern HR practices" in which MD was kind enough to grace the occasion as a Guest of honor.

The discourse was attended by the Top Management and many Senior Executives of the company from different departments. The discourse was very interactive and thought provoking in which Dr. Kamran Shams highlighted modern HR practices currently in vogue in the best companies of the world. He strongly advocated the Role of HR in strategic development of an organization. He categorically emphasized that the Role of HR department is Key to either Organizational success or failure. To support his point of view he referred to the Toyota Company's case study. He also emphasized that the people at the helm of the affairs in Organization are responsible for motivating the employees of the company.

The Top Management appreciated this discourse and emphasized that the innovating ideas and Industrial Best Practices in HR must be incorporated and practices for the future growth of SNGPL.



### Dr. Ghazala Irfan

Dr. Ghazala Irfan Associate Professor of LUMS was invited at SNGTI as a Guest Speaker to share her Knowledge and Experiences with Senior Management of SNGPL in regards to "Corporate Ethics".

Dr. Ghazala with all her erudition delineated the significance of Ethics not in the Corporate World only but also in our daily lives. She emphasized on the history and evolution of Ethics in terms of inputs from both religion and modern philosophy. She involved the participants in the discussion in which she later shared their personal experiences of business life and situations demanding ethical solution.

Dr. Ghazala emphatically told that Corporate Ethics is the most burning topic of today's world and the ethical development is not only the responsibility of the organization, but also of educational intuitions.

She concluded the lecture that story telling and fables must be taught at schools to our children to understand ethics. She was categorical in advocating Allam Iqbal's theme of Islamic philosophy in which she later emphasized that moral and material development of society depends on the individual deeds rather living with a forlorn hope to find a Messiah or Mehdi to come in future.

The audience applauded the session and asked to hold other series of Lectures by Dr. Ghazala Irfan with exclusive focus on Ethics in the Business World.





## DISTINGUISHED GUEST LECTURE SERIES

### Ms. Sadia Aziz Ansari

In the light of Prime Minister of Pakistan Directions, SNGTI arranged a one day session on "Protection against Harassment of Women at Workplace, ACT 2010".

The session was conducted by the Trainer Ms. Sadia Aziz Ansari, from ICIL (pvt) Limited. In addition to psychological aspects of women harassment she also highlighted the legal aspect of the Act.

HR nominated 23 ladies, Executives/ Non-executives from different departments/regions.

Total 12 participants attended this training session. Mrs. Uzma Adil Khan, SGM (CS/CA CC) was kind enough to attend and address the participants on the issue.



## EVACUATION DRILL AT MULTAN

By: Mohammad Parvaiz GM (Multan)-D

As per HSE shedule to conduct Evacuation drill on bi-annual basis, an evacuation drill was conducted on 16-06-2011 at 12:00 PM in Regional office Multan. 02 no. of wardens for each department were designated for evacuation of employees of their respective department and subsequent gathering / attendance at Mustering point. Total response time was observed to be 2:45 minutes





# 3 TIPS FOR EFFECTIVELY DEFINING RECRUITMENT GOALS OF YOUR ORGANIZATION

Contributor: Ashehad Faizy  
Human Resources IQ, a division of IQPC

An effective organization depends on its people. It is often said that the best organization thrives when talented people are hired and allowed to do the job in their own way. Good hires are always winners for the department and the larger organization. They require less time in training, less supervision and tend to be greatly motivated. Getting the right people with the right skills will lead the organization on a path of profitability. To do so, an effective recruitment and hiring goal needs to be set and followed.

To outline viable and effective recruitment goals, you must first know what you want and then define the objectives. With recruiting it's important to have goals and contingencies that are realistic and practical. We should be able to implement these goals and, if ineffective, put in contingencies. The starting phase involves understanding your unique requirements – if they are short term or long term, time-based, cost-based, within legal frame work, should consider minority representation, etc. Once these are clear, a track should be made which can be measured numerically. This track should be created with specific time limits and will serve as a benchmark for consecutive revisions and changes as we go along. There should be a constant challenge to get the best, and no settling for the second best.

Most organizations these days do not implement or follow a good hiring system. Even though there are clear policies and procedures defined, many organizations feel that going through HR takes time and that HR does not consider the opinions of the departments. Most departments try to hire by themselves, which can lead to nepotism. Overshooting the budget, settling to please others, turf wars, etc., are some of the issues faced by recruiters today. If there is no specific hiring system currently in place, the below points could be your beginners' guide to establishing one:

Three tips for effectively defining the overall recruitment and hiring goals

1) Job Evaluation / Analysis: Take some time to evaluate the current vacancies or all the positions in your organization. This will give you an idea of what makes a job unique in its requirements. This will also give a perspective on job descriptions, hiring materials required, type of hire, performance checklists, training needs that could arise, organization plan, etc.

2) Review the organizational structure: Try to have a bird's eye view of the organization. Map out who is who, and what they do. Since you conducted the evaluation/analysis, this will provide a better understanding of why they are there and what they are supposed to do. You will also understand and question the new unique requirements. Are they really needed for the organization at this time?

3) Communicate: Decide who does what and when in relation to the departments, hiring managers, etc. to make sure that each one is accountable for their end. Invoke participation at all levels to make sure that the process can be as transparent as possible.

Revisit the process once a year to make sure that its going according to the set plans and objectives, and if there are any concerns you may then adapt and move forward. This way, fewer unqualified candidates will get through and the entire hiring process will become tighter and more reliable.

The key is in establishing a system and empowering the people to make timely and needed decisions. Aim to hire individual who think in terms of what is best for the organization and not for themselves, for a team, or for shorter motives.

This intricate process is not a one man show and requires input and assistance from a lot of counterparts. To get the best out of your recruiting process, use the organization to its full capacity – the people, departments, and sections to develop a team spirit and commitment to hire right, work together, and achieve a common objective.





## RETIREMENTS



1



2



3

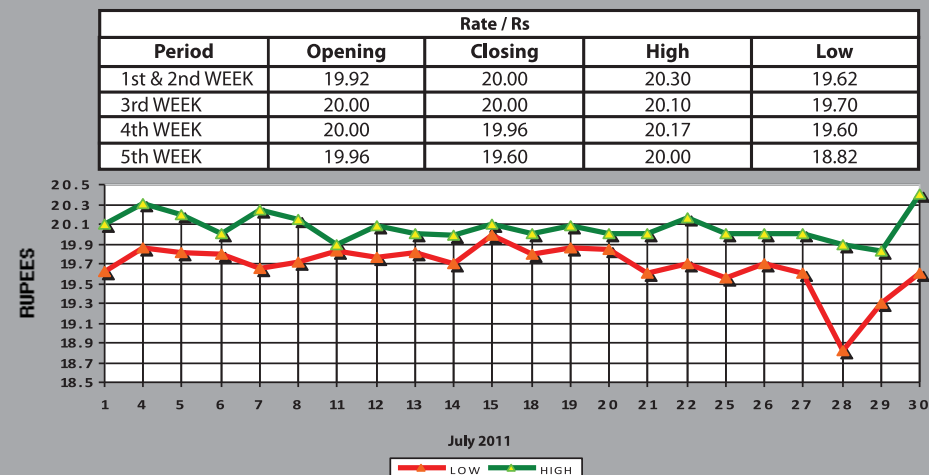
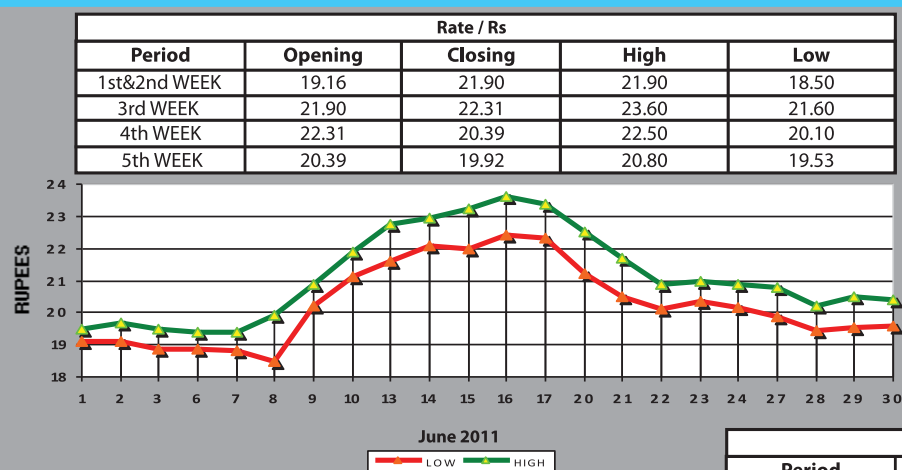
- 1 Farewell to Mr. Muhammad Ishaq, Supdt. Accounts.
- 2 Farewell to Mr. Raiz Ahmad, Sr. Accountant
- 3 Farewell to Mr. Iqbal Akhtar, Supdt. Purchase & Stores.

## ACHIEVEMENTS



Mr. Ikhtlaq Ahmed Shah S/o Zahir Shah, SN/7667-5 Sr. Supr. Admin, Islamabad (Roll# 101303) has scored 966 marks out of 1050 in SSC Examination 2011 from Federal Board of Intermediate & Secondary Education, Islamabad.

## SNGPL SHARE PRICE WATCH JUNE - JULY 2011





# HEALTH SAFETY & ENVIRONMENT SUI NORTHERN GAS PIPELINES LIMITED FORESTS: NATURE AT YOUR SERVICE

By: Dr. Huma Tabusum OH (Consultant)



World Environment Day (WED) was established by the United Nations General Assembly to mark the opening of the 1972 Stockholm Conference on Environment.

This year, World Environmental Day (WED) supports the UN's International Year of Forests with the theme, Forests: Nature at Your Service, which underscores the many essential life-sustaining values that forests provide and the intrinsic link between our quality of life and the health of forest ecosystems.

For all seven billion of us, our present and our future depend on conserving and restoring the world's forests.

Forests cover 31% of total land area. The livelihoods of 1.6 billion people depend on forest, a home to more than 300 million people worldwide and to 80% of terrestrial biodiversity. The total global trade in forest products is valued at around \$479 billion. Forests have often come to be referred to as the 'lungs of the earth'.

## BENEFITS OF FORESTS:

### 1. CLIMATE CHANGE MITIGATION:

Forests play a key role in our battle against climate change; storing carbon and capturing carbon dioxide from the atmosphere and locking it into their biomass. Forests are seen as one of the most cost-effective ways of stabilizing the atmospheric concentration of greenhouse gas (GHG) emissions to avoid a temperature rise of two degrees Celsius.

### 2. PRODUCTS

Forests help to improve water quality, decrease impact of floods, storms and soil erosion by regulating water of many of the world's rivers.

In many developing countries more than 80% of total energy consumed by people and industry is derived from forests. Use of the genetic diversity within forests enables the development of new medicines.

### 3. BIODIVERSITY:

Forests are home to more than half of terrestrial species, from the great apes to the smallest of creatures.

### 4. ECONOMICS AND LIVELIHOODS :

Forests provide homes, security and livelihoods for 60 million indigenous peoples, whilst contributing to the livelihoods of 1.6 billion people worldwide.

## WHAT CAN WE DO?

- Governments should develop and implement policies that encourage sustainable use of forests.
- Private companies have an opportunity to invest wisely into the new Green Economy.
- Civil society can play a significant role by independently monitoring all parties involved, raising awareness on forests and supporting grassroots initiatives.
- Individuals can make wise premeditated choices over what products they will buy and only purchasing forest products that originate from sustainable sources. Our new lifestyle demands that we are forest-conscious in all our choices, consumption and actions.
- World Environment Day however is a day that we remind ourselves and others of the importance of caring for our environment. Remember that every action counts, so join to protect environment: every year, everywhere and by everyone.



## Ensure wearing of all PPE's and availability of machine guards while doing grinding

09-HSE-SP-27



**Health, Safety & Environment Department**



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