



November 20, 2024

TL2024/1120/1A

Managing Director,
National Transmission & Despatch Company Limited (NTDC),
Lahore.

Subject: Allegations of Violation of Government Rules in Recruitment of Managing Director on Contract Basis for the Period of (03) Years

Dear Sir,

Transparency International Pakistan has received a complaint on the allegation of violation of Government Rules in the Recruitment of Managing Director on a contract basis for the period of (03) Years **(Annex-A)**

The complainant has made the following allegations;

That;

1. NTDC has advertised for the hiring of Managing Director vide advertisement No. PID (L) 1254/24 dated 6th November 2024 **(Annex-B)**.
2. NTDC has failed to mention the age limit in violation of government rules for recruitment to pave the way for the eligibility of the pre-selected candidate.

Transparency International Pakistan Comments

Transparency International Pakistan has reviewed the allegations of the complainant, and prima facie allegations seem correct. Following are TI Pakistan's comments:


1. NTDC is a government entity and as per the appointment rules, all appointments are to be made in accordance with the transparent procedures by advertising vacancies, which must include qualifications, experience, age limit, salary, etc.
2. The maximum age for contract appointment as per Government Rules is 65 years, and for 3-year contract, applicant shall be less than 62 years, which must be clearly defined in the eligibility criteria.

Transparency International Pakistan Recommendations

Transparency International Pakistan requests the Managing Director, NTDC to examine the allegations and if found correct, issue directives for corrigendum in the advertisement to ensure compliance with the Government Rules for Contract Appointment.

Transparency International Pakistan is striving for across-the-board application of the Rule of Law, which is the only way to stop corruption and achieve Zero tolerance against corruption.

Regards,


Advocate Daniyal Muzaffar,
Trustee/Legal Advisor
Transparency International Pakistan



Copies forwarded for information with a request to take action under their mandate:

1. Principal Secretary to PM, PM House, Islamabad
2. Minister, Ministry of Energy, Islamabad
3. Chairman, Prime Minister Inspection Commission, PMIC, Islamabad.
4. Registrar, Supreme Court of Pakistan, Islamabad.

Note:

This is to clarify that Transparency International Pakistan is not a complainant, it acts as a whistleblower and operates under Article 19-A, of the Constitution of Pakistan which gives the right to the public to know how government is being run by public officers. Article 19-A makes the right to access information pertaining to a public authority a fundamental right, and a three-member bench in the case of Mukhtar Ahmad Ali vs the Registrar, Supreme Court of Pakistan, Islamabad, headed by Chief Justice Qazi Faez Isa in the landmark judgment on 16 October 2023, in CP No. 3532/2023, has declared that;

"What previously may have been on a need-to-know basis Article 19A of the Constitution has transformed it to a right-to-know, and the Access to information is no longer a discretion granted through occasional benevolence, but is now a fundamental right available with every Pakistani which right may be invoked under Article 19A of the Constitution"

Annex-A

1. The Chairman, Transparency International, Pakistan, Plot 72F/2, Floor I, 9th Street, Jami Commercial Street II, 4-C, Mezzanine Floor, Khayaban-e-Ittehad, Phase VII, D.H.A., Karachi
2. The Chairman, Board of Directors, National Grid Company/formerly NTDC.

Subject: COMPLAINT REGARDING VIOLATIONS/IRREGULARITIES IN NGC/NTDC

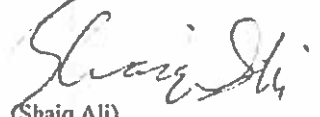
Estimable Sir,

It is submitted with serious concern that NGC has made advertisement No. PID(L) 1254/24 on dated 06 November 2024 in daily Jang newspaper for hiring of Managing Director, National Grid Company (NGC) formerly NTDC. The ministry of energy is requested to make certain amendment to the advertisement like the "age limit" is not mentioned in the advertisement it seems that advertisement is made on favoritism bases. Moreover, ministry of energy is requested in regards that highest terminal qualification should be made compulsory for the high managerial technical posts. Further, it is an era of technology, only B. Engineering with high experience is not sufficient for promoting technological development. 25 years ago, there was no concept of artificial intelligence (AI) in smart power system. Hence retired persons from NTDC have no concept of AI or new trend in technology, for company development, a continuous professional post-doctorate professor/Engr. is needed to align the company with new era of AI and smart power system. Hence it is utmost necessary to made amendment in advertisement of NTDC 2024. Being technical organization, the company should be administrated by high qualified professional technocrat(s). MD, Dy.MD should be appointed against the posts must have *highest academic level in same discipline for smooth and safe running of organization, or on basis of written technical examination to be conducted by Federal Public Service Commission.*

Furthermore, the *already terminated DMD(A&D)/Ex-GM Project delivery (South) has enjoyed the handsome salary of PKR.1800000/- per month (huge financial loss to company with no true technological advancement of NTDC-just maintaining old power system) and applying for said post although having pending NAB enquires, further it is heard that the "age limit" in the advertisement is not mentioned intentionally for the eligibility entry of favored person(s).*

It is therefore, requested that the advertisement may kindly be reviewed and amended mentioning the two criteria and consider this complaint is intact till the advertisement and appointment of Managing Director in the best interest of company.


Yours faithfully,


(Shaiq Ali)


Public complainant

CC: -

1. The Honorable Chief Justice, Supreme Court of Pakistan Constitution Avenue, G-5/2, Islamabad, Pakistan
2. Federal Secretary, Ministry of Energy (Power Division), A-Block Pak Secretariat Islamabad
3. Federal Minister for Energy, Ministry of Energy (Power Division), A-Block Pak Secretariat Islamabad
4. The Managing Director, NTDC, Room no. 414, WAPDA House, the Mall Lahore for similar necessary action
5. NTDC, 2nd floor, Hall No. 08, Shaheen complex Egerton Road Lahore (042-99205523 --2574)
6. Chairman HEC, PEC Islamabad



NATIONAL TRANSMISSION & DESPATCH COMPANY LIMITED



HIRING OF MANAGING DIRECTOR

The National Transmission and Despatch Company Limited (NTDC), "the Company", set to be renamed the National Grid Company (NGC), is a State-owned Enterprise (SOE), responsible for the development, operation and maintenance of the High Voltage power transmission system across Pakistan and Azad Jammu & Kashmir under a Transmission License granted by the National Electric Power Regulatory Authority. The Company employs a staff of over ten thousand persons for operating and managing the bulk power transmission network in the country.

Consistent with the objectives of the Government of Pakistan to reform the power sector, the Ministry of Energy (Power Division) and the Board of Directors of the Company have initiated a program to transform the Company into a dynamic and efficient corporate entity, prepared to meet current and emerging challenges in Pakistan's power sector. Areas of immediate focus include improving system reliability, extending the transmission network to incorporate new generation and insulating functional and operational restructuring of the organization. The Company intends to hire a Managing Director (MD) with the professional qualification and experience to lead the institutional restructuring process and transform the Company into a modern and efficient transmission network operator.

KEY RESPONSIBILITIES

The MD will lead and steer the company's direction, coordinate with stakeholders and the Board of Directors to oversee Transmission Service Provision. The ideal individual for this position will have extensive managerial experience, a proven track record and power industry knowledge. Through developing and implementing strategic action plans and expanding and augmenting the transmission network, the MD will ensure compliance with performance targets set by the Regulator and the Board. Specific responsibilities assigned to the MD, include and not limited to the following:

- Preparing strategic business plans and streamlining the organizational structure accordingly;
- Establishing and streamlining mechanisms, processes and procedures for productivity enhancements and effective project management;
- Establishing merit based performance and competitive compensation management system;
- Effective supply chain management and indigenization for improving service operations;
- Automating and managing regulatory compliance, in accordance with the applicable statutory provisions and rules & regulations;
- Focused planning and management of strategic initiatives for optimally managing transmission assets and ensuring reliability performance targets set by the regulator are met;
- Advocacy and close coordination with all stakeholders including the Ministry of Energy (Power Division), the Planning Commission and various state-owned and private entities to optimize sector for the benefits of citizens;
- Complying with the terms of reference (ToRs). Key Performance Indicators (KPIs), strong ethical practices and targets agreed at the time of finalization of employment contract.

QUALIFICATION AND EXPERIENCE

At least a Bachelors Degree in Electrical Engineering. A candidate with a Masters or PhD degree will receive additional credit. The candidate must have twenty (20) years of overall post-qualification, professional and managerial experience in corporate entities, of which at least three years must be in a senior managerial role, as the Chief Executive Officer (CEO), Managing Director or a Designation reporting directly to the CEO. Experience beyond 3 years will receive additional credit. Candidates from the public sector must have a minimum of three (3) years in Grade 20 or above as part of their overall experience of twenty (20) years. Experience at a power transmission, distribution or consulting firm with principal responsibility in the area of transmission/distribution will receive additional credit. In addition to the specified professional and educational qualifications, the candidate must also hold the "Fit and Proper Criteria", set out in the SOEs Act 2023 (available on the NTDC website at www.ntdc.gov.pk/careers).

CONTRACT TERM AND REMUNERATION

The employment contract will be for an initial period of three (3) years, extendable through mutual agreement between the Company and employee. A competitive, market based remuneration package will be negotiated based on the candidate's qualification, capability, competence and experience. In case a Government employee is selected for the position, she/he will be required to either resign from the government post or seek early retirement.

APPLICATION INSTRUCTIONS

- 1- Interested candidates meeting the specified criteria can apply for the position on the Online Application Form, available on the NTDC website (www.ntdc.gov.pk/careers) and uploading the following documents on the application page.
 - a) A recent copy of the candidate's Curriculum Vitae (CV);
 - b) Copies of degrees and internationally recognized professional certifications, if any;
 - c) A recent passport size photograph of the candidate, a copy of the candidate's computerized national identity card (CNIC) or passport, and at least two professional references.
- 2- Only short-listed candidates will be invited for an interview.
- 3- No compensation will be provided for travel to the interview location except for the first 3 short-listed candidates to be interviewed by the Board of Directors and reimbursement limited to a maximum of local city of the country.
- 4- The application, including all specified documents, HEC verified or PEC endorsed degrees, should be submitted at the time of interview. Non delivery will result in rejection of application.
- 5- The last date for submittal online is on or before November 24, 2024 midnight.

National Transmission and Despatch Company (NTDC)
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 Ph: +92-42-99205623, +92-42-99202574 email: gmhr@ntdc.com.pk

21/11/2024