



# PIONEERS

in Petroleum Refining  
Jul – Dec, 2020  
Volume II, No. II

## CONTENTS

**01** COMPANY EVENTS

**05** SOCIAL RESPONSIVENESS

**06** FUTURE PROJECTS

**07** COMPANY ACHIEVEMENTS

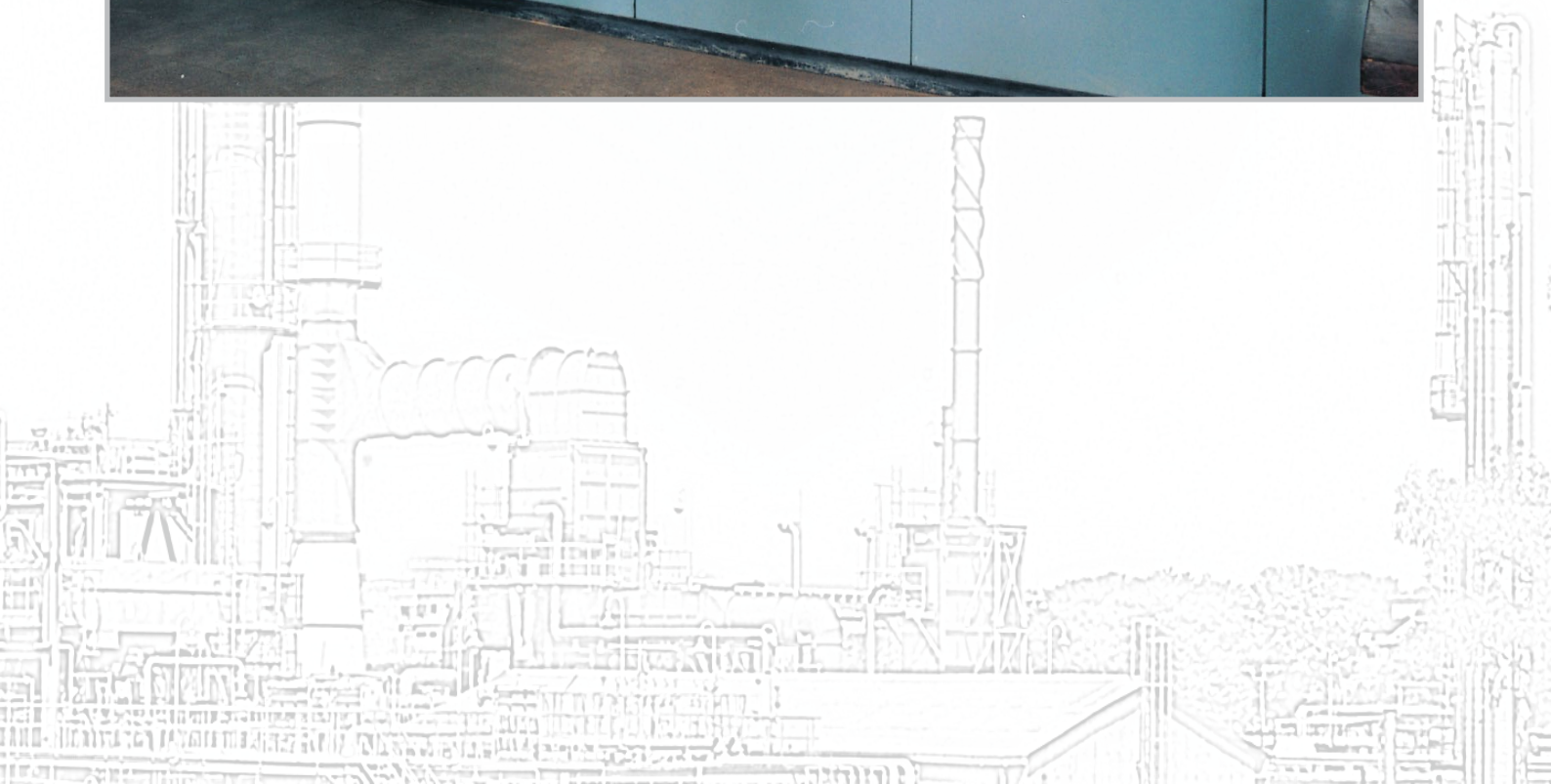
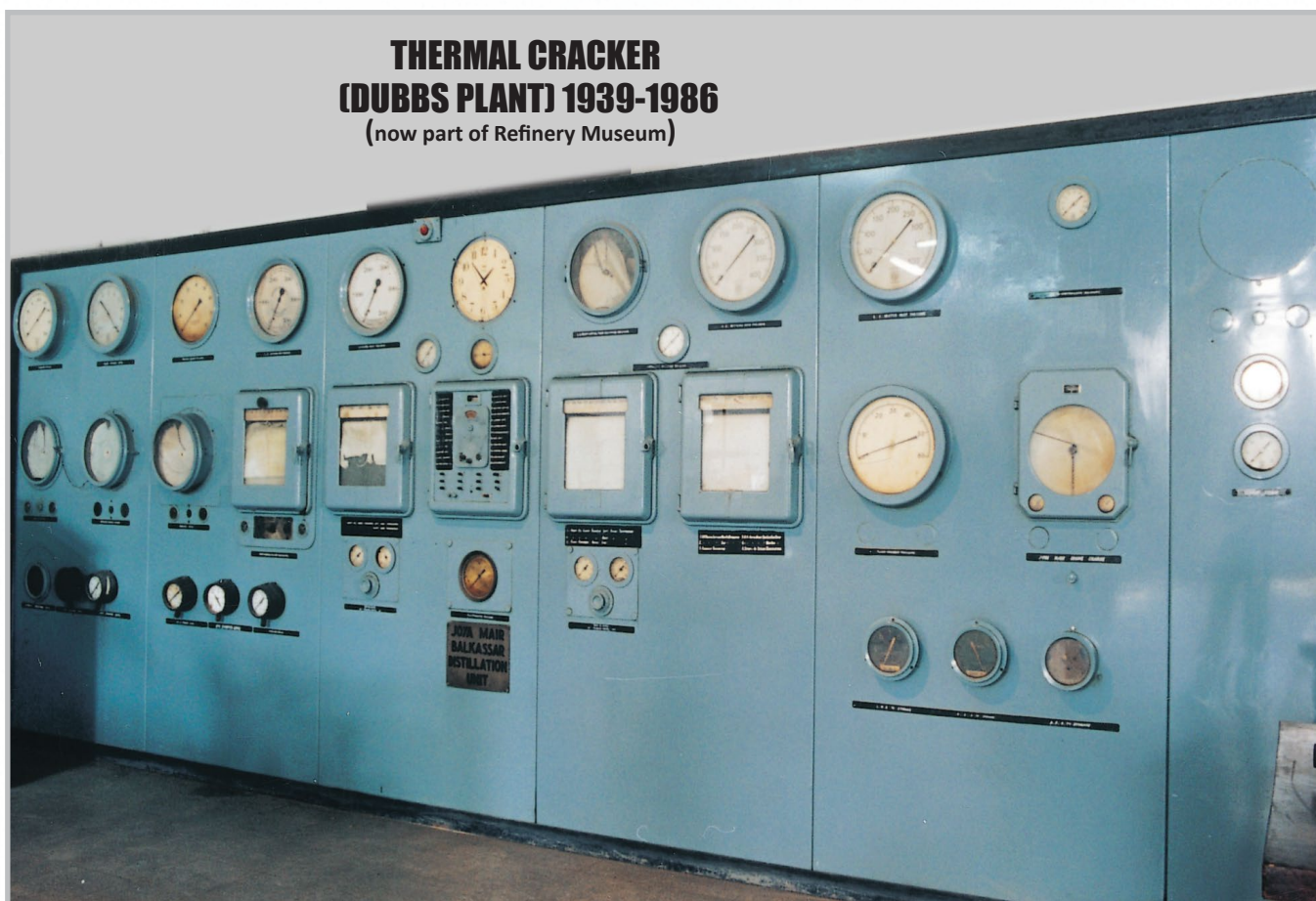
**08** EMPLOYEES AFFAIRS

**10** EMPLOYEES CONTRIBUTION



# A PAGE FROM HISTORY

**THERMAL CRACKER  
(DUBBS PLANT) 1939-1986**  
(now part of Refinery Museum)



## PATRON IN CHIEF



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## EDITOR'S NOTE

**Dear Readers!**

In this edition, life at ARL has been covered from July-December, 2020 under the sections of Company events, social responsiveness, future projects, training & development, achievements, employee's affairs and their contributions.

Let me extend my sincere thanks to PIONEERS contributors & editorial board members and looking forward to receive contributions from more employees in the coming issue.

You are welcome to share valuable feedback at [newsletter@arl.com.pk](mailto:newsletter@arl.com.pk)

**Take care and Happy reading..!**



## ENERGY WEEK CELEBRATION

Attock Refinery Limited (ARL) believes in a systematic and structural approach for the effective operation and management of significant energy users and our commitment is envisaged in voluntarily implementation of ISO-50001 Energy Management Standard in 2011. Besides, ARL has been organizing Energy Week since 2013 in line with World Energy Day (22<sup>nd</sup> October) commemorated ever year to enhance awareness of global energy issues. This year, the energy week was celebrated at ARL from October 26 - 29, 2020.

Different energy conservation ideas were also shared by the employees during the week. Energy awareness talks & session were also arranged to inculcate environment of excellence for sustainable business. In addition, 8<sup>th</sup> Energy award was given to Heavy Crude Unit (HCU) on following the most efficient energy practices.



## COLLECTIVE BARGAINING AGENT (CBA) REFERENDUM

CBA Referendum was held at ARL in collaboration with Registrar of Trade Unions, Rawalpindi on September 30, 2020 between two registered trade unions of ARL for the determination of CBA.

Refinery Employees Union again attained highest number of votes and was declared CBA for the next two years.





## MAN OF THE QUARTER (MOQ) AWARDS

1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> MoQ (2020) awards distribution ceremony was jointly held at ARL Diner on December 10, 2020 which could not be held earlier this year due to COVID-19 pandemic. The awards for each quarter were distributed in the following categories:

<u>Types of Awards</u>	<u>No. of Recipients</u>
<b>Performance</b>	<b>18</b>
<b>Safety</b>	<b>04</b>

In 1<sup>st</sup>, 2<sup>nd</sup> & 3<sup>rd</sup> Quarter-2020, Safe Man-Hours Trophy was won by Workshop, Transport, Heating & Ventilation Section, Plant Maintenance-I Section and Amine / Sulphur Recovery Unit respectively.

### 1<sup>ST</sup> QUARTER

### PERFORMANCE AWARDS



MUHAMMAD RAFIQUE  
OPERATIONS



ABDUL QAYYUM  
OPERATIONS



SAFDAR MAHMOOD  
OPERATIONS



TARIQ MEHMOOD  
OPERATIONS



MUHAMMAD AKRAM  
MAINTENANCE



MANZOOR HUSSAIN  
MAINTENANCE



MUHAMMAD SULEMAN  
MAINTENANCE



GHULAM MUSTAFA  
MAINTENANCE



JAMSHAIK KHAN  
HR & ADMIN



NAVEED QAMAR  
HR & ADMIN



ABDUL RASHID  
HSEQ



GHULAM MUSTAFA  
HSEQ



MUHAMMAD JAVED  
C & MM



MUHAMMAD YUNAS  
F & CA



NADEEM MASIH  
AHL



AMJAD HUSSAIN  
HR & ADMIN



NOOR ZAMAN  
HR & ADMIN



RAHAT SANAM  
HR & ADMIN

### SAFETY AWARDS



MUHAMMAD ZAMAN  
HSEQ



MUHAMMAD SAFDAR  
OPERATIONS



MUHAMMAD AKHTAR  
MAINTENANCE



MUHAMMAD SIDDIQUE  
MAINTENANCE



2<sup>ND</sup> QUARTER

PERFORMANCE AWARDS



MUHAMMAD MUNIR  
OPERATIONS



MUHAMMAD RAMZAN  
OPERATIONS



MUHAMMAD SIDDIQUE  
OPERATIONS



MUBARIK HUSSAIN SHAH  
OPERATIONS



SHAUKAT HUSSAIN  
MAINTENANCE



MUHAMMAD YUNAS KHAN  
MAINTENANCE



JAN MUHAMMAD  
MAINTENANCE



MALIK PARVAIZ KHAN  
MAINTENANCE



ARSHAD MAHMOOD  
HR & ADMIN



AHMAD ALI  
HR & ADMIN



MUHAMMAD ZAMAN  
HSEQ



AHMAD KHAN  
HSEQ



SHERAZ AHMED QURESHI  
C & MM



AMMAR AHMAD  
F & CA



GHULAM HUSSAIN  
AHL



AWAIS FAROOQ  
MAINTENANCE



JAMAL KHAN  
HR & ADMIN



JHON MASIH  
HR & ADMIN

SAFETY AWARDS



TARIQ MAHMOOD  
HSEQ



TAHIR FAHEEM  
OPERATIONS



MUHAMMAD SULEMAN  
MAINTENANCE



MANZOOR HUSSAIN  
MAINTENANCE

3<sup>RD</sup> QUARTER

PERFORMANCE AWARDS



MUHAMMAD SIDDIQUE  
OPERATIONS



MUHAMMAD NASEER  
OPERATIONS



TAHIR FAHEEM  
OPERATIONS



TARIQ MEHMOOD  
OPERATIONS



SHAHID AHMAD  
MAINTENANCE



SHOUKAT ALI  
MAINTENANCE



SAKHAWAT ALI  
MAINTENANCE



KHALID MAHMOOD  
MAINTENANCE



MUHAMMAD RAFAQAT  
HR & ADMIN



NASHAIB ALI  
HR & ADMIN



SULTAN MEHMOOD  
HSEQ



KHIZAR ABBAS  
HSEQ



SHAHID IQBAL  
C & MM



ZULFIQAR ALI  
F & CA



HAROON IRSHAD  
AHL



MUHAMMAD FAROOQ  
OPERATIONS



MUHAMMAD WAHEED  
HR & ADMIN



JAVOID MASIH  
HR & ADMIN

SAFETY AWARDS



MUHAMMAD MUNIR  
OPERATIONS



ABDUL RASHEED  
MAINTENANCE



AMJAD JAVAID  
HSEQ



MUHAMMAD AMIN  
OPERATIONS



## INDEPENDENCE DAY CEREMONY

73<sup>rd</sup> Pakistan Independence Day was celebrated at ARL General Office on August 14, 2020 with traditional fervor and excitement. The ceremony was attended by management & non-management staff members.

The key highlights of the ceremony were blowing of hooter, recitation from Holy Quran, playing of national anthem, flag hoisting and prayers for the solidarity of the Nation. The building of ARL General Office, CBA Office and Main Reception were also decorated with lights.



## NON-MANAGEMENT STAFF (NMS) FAREWELL PARTY

The farewell party for NMS retirees was held at ARL Elliott Club on December 31, 2020. Mr. Arshad Hayee Khan, Senior Manager (Plant Operations-I) was the chief guest at the occasion. Senior Management, CBA representatives and a large number of NMS were also present.

The chief guest in his address highly commended the dedication and contribution of the retirees and expressed warm wishes for their future wellbeing.





## DENGUE & CORONA ERADICATION CAMPAIGNS

ARL has continuously been taking proactive measures for eradication of Dengue virus since 2011. During ongoing wave of COVID -19 in the country, special fumigation teams have again been established who regularly sprinkle Dengue and Corona disinfectant sprays in offices, ARL colony and adjacent vicinity.



## ACTIVITIES AT ATTOCK INSTITUTE OF HORTICULTURE (AIH)

AIH started one month Diploma of Kitchen Gardening in October, 2020 wherein six students were enrolled. Besides, five students from Arid Agriculture University, Rawalpindi and two students from Haripur University also got internship at AIH.

Horticulture section also arranged various awareness sessions for horticulture staff at AIH to enhance their on-hand gardening skills for developing them to be a more productive workforce for the Refinery.



## MONSOON TREE PLANTATION CAMPAIGN

As part of Corporate Social Responsibility, ARL plants thousands of saplings every year. In order to encourage tree plantation in the community, Horticulture section launched Monsoon tree plantation campaign in the months of July to August, 2020 at different locations including ARL Vegetable Farm, Fruit orchard, Shahpur farm, Cricket ground, Jogging Track and Residential colony areas. During monsoon season 2020, more than 6,000 tree saplings were planted.



.....  
The Prophet ﷺ Said,

“If the Resurrection were established upon one of you while he has in his hand a sapling, then let him plant it.”

Musnad Ahmad : 12491



## BOTTOM OF BARREL UPGRADATION

The final report on ARL Bottom of Barrel (BOB) upgradation study has been provided by M/S Honeywell UOP. The Residue Fluidized Catalytic Cracking (RFCC) has been recommended as the main technology for residue upgradation.

## CATALYTIC PLATFORMING UNIT (CCR) PLATFORMER UNIT

Licensors Front End Engineering Design (FEED) package for CCR complex has been completed. Further work will commence once the decision is finalized on proceeding with Off-sites FEED for the CCR project only and a Consultant is engaged for selection process of Off-site FEED engineering companies.

## TRAINING & DEVELOPMENT

## JAPAN COOPERATION CENTER PETROLEUM (JCCP) ONLINE COURSES

Due to ongoing wave of COVID-19 Pandemic, JCCP, Japan offered online training courses to its member organizations in lieu of foreign trainings to ensure continuity of learning opportunity for the participants. Four management staff members were selected from ARL for different courses by JCCP.



These management staff members successfully attended their respective training as per below details:

Sr. #	Employee Name	Training Title	Date
1	Mr. Naveed Ahmed	Project Management for Petroleum Industry	October 06-16, 2020
2	Mr. Waqas Yaqub	Advanced Technologies for Refinery Power Plant	October 06-16, 2020
3	Mr. Muhammad Habib Anwar	Strategic Management for Petroleum Industry for Next Leaders	October 13-23, 2020
4	Syed Muhammad Meesum Mehdi	Strategic Management for Petroleum Industry	December 08-18, 2020

All the training participants highly appreciated the efforts made by JCCP team for disseminating virtual training in the best possible manner.



## NATIONAL FORUM OF ENVIRONMENT & HEALTH (NFEH) AWARD

ARL participated in “17<sup>th</sup> Annual Environment Excellence Award-2020” organized by NFEH, Karachi. Based on assessment, ARL was declared winner among participating organizations on September 18, 2020.



## BEST CORPORATE AND SUSTAINABILITY REPORT (BCSR) AWARDS

ARL participated in “BCSR awards 2019” jointly evaluated by Institute of Chartered Accountants of Pakistan and Institute of Cost and Management Accountant of Pakistan .

The BCSR awards are given to recognize excellence in corporate reporting, promote accountability & transparency and recognizing the responsible reporting by companies covering economic, environment and social performance of the business. ARL has been adjudged for “Merit” awards on October 14, 2020 in Best Corporate and Sustainability Report categories.



## BEST PRACTICES AWARD IN OCCUPATIONAL SAFETY & HEALTH (OSH)

ARL participated in “15<sup>th</sup> Best Practices Award in Occupational Safety & Health 2019” of Employers’ Federation of Pakistan (EFP) Karachi and won Second Prize in the category of Oil, Gas & Energy on October 28, 2020.



**REST IN PEACE....**

Following employee left us for his final abode



**Mr. Muhammad Younis (Late)**  
Fitter Senior II (Mechanical Workshop)  
Joining date: 06-May-1978;  
died on: 22-Dec-2020

**GOODBYES.....**

EMPLOYEE NAME	DESIGNATION	DEPARTMENT	LEAVING DATE
MR. REHAN MAZHAR	SECURITY GUARD	HR & ADMIN	JULY 24, 2020
MR. SAJID MAHMOOD	BOARDMAN	OPERATIONS	AUGUST 28, 2020
MR. ASFAND YAR	SENIOR OFFICER	C & MM	SEPTEMBER 11, 2020
MR. ZAKA MEHMOOD	SECURITY GUARD	HR & ADMIN	NOVEMBER 01, 2020
MR. AMIR FAHIM	ASSISTANT MANAGER	HR & ADMIN	NOVEMBER 10, 2020
MR. MUHAMMAD LAIQUE	SENIOR ENGINEER	OPERATIONS	DECEMBER 09, 2020
MR. ASAD YOUSAF	SENIOR OFFICER	MAINTENANCE	DECEMBER 12, 2020
MR. RIAZ KHAN	SECURITY OFFICER	HR & ADMIN	DECEMBER 31, 2020
BRIG.(R) JAVED IQBAL MALIK	ASSISTANT GENERAL MANAGER	HR & ADMIN	DECEMBER 31, 2020
MR. EJAZ HUSSAIN RANDHAWA	DEPUTY GENERAL MANAGER	OPERATIONS	DECEMBER 31, 2020
MR. JAMSHAD KHAN	HEAD SUPERVISOR-I	HR & ADMIN	DECEMBER 31, 2020
MR. ARSHAD MAHMOOD	PAINTER SIGN SENIOR	HR & ADMIN	DECEMBER 31, 2020
MR. MUHAMMAD KHALID	FOREMAN ELECTRICAL SENIOR	MAINTENANCE	DECEMBER 31, 2020
MALIK PARVAIZ KHAN	ELECTRICIAN SENIOR-II	MAINTENANCE	DECEMBER 31, 2020
MR. MUHAMMAD KHURSHID	MATE SENIOR-II	MAINTENANCE	DECEMBER 31, 2020
MR. ABDUL QAYYUM KHAN	ELECTRICIAN SENIOR-II	MAINTENANCE	DECEMBER 31, 2020
MR. JABBAR KHAN	SECURITY GUARD	HR & ADMIN	DECEMBER 31, 2020



**GOODBYES.....**

EMPLOYEE NAME	DESIGNATION	DEPARTMENT	LEAVING DATE
MR. MUHAMMAD AKRAM	FITTER SENIOR	MAINTENANCE	DECEMBER 31, 2020
MR. MUHAMMAD HANIF KHAN	HEAD SUPERVISOR	MAINTENANCE	DECEMBER 31, 2020
MR. SHAUKAT HUSSAIN	FOREMAN SENIOR	MAINTENANCE	DECEMBER 31, 2020
MR. JAN MUHAMMAD	FITTER SENIOR-II	MAINTENANCE	DECEMBER 31, 2020
MR. MUHAMMAD SULEMAN	FITTER SENIOR-III	MAINTENANCE	DECEMBER 31, 2020
MR. ABDUL RASHEED	FITTER SENIOR-II	MAINTENANCE	DECEMBER 31, 2020
MR. TALIB HUSSAIN	HEAD SUPERVISOR	MAINTENANCE	DECEMBER 31, 2020
MR. MUHAMMAD AKHTAR	FOREMAN SENIOR -I	MAINTENANCE	DECEMBER 31, 2020
MR. SAKHAWAT ALI	WELDER SENIOR-III	MAINTENANCE	DECEMBER 31, 2020
MR. MUHAMMAD RIAZ	TURNER SENIOR-III	MAINTENANCE	DECEMBER 31, 2020
MR. MUHAMMAD IFTIKHAR	MATE SENIOR-II	C & MM	DECEMBER 31, 2020
MR. AHMED NAWAZ	LAB. TECHNICIAN SENIOR	HSEQ	DECEMBER 31, 2020
MR. PERVAIZ KHAN	LAB. TECHNICIAN SENIOR	HSEQ	DECEMBER 31, 2020
MR. MUHAMMAD ZAMAN	LAB. TECHNICIAN SENIOR-I	HSEQ	DECEMBER 31, 2020
MR. TARIQ MAHMOOD	LAB. TECHNICIAN SENIOR	HSEQ	DECEMBER 31, 2020
MR. MUHAMMAD SIDDIQUE	HEAD SUPERVISOR	OPERATIONS	DECEMBER 31, 2020
MR. MUHAMMAD SAFDAR	PLANT OPERATOR SENIOR	OPERATIONS	DECEMBER 31, 2020
MR. TAHIR FAHEEM	PLANT ATTENDANT SR-III	OPERATIONS	DECEMBER 31, 2020
MR. RAIES AHMAD	PLANT ATTENDANT SR-II	OPERATIONS	DECEMBER 31, 2020
MR. BABAR ASHRAF	HEAD SUPERVISOR	OPERATIONS	DECEMBER 31, 2020
MR. MUHAMMAD JAVAID	SUPERVISOR SENIOR	OPERATIONS	DECEMBER 31, 2020
MR. S.TAUQEER HUSSAIN SHAH	PLANT ATTENDANT SR-II	OPERATIONS	DECEMBER 31, 2020
CH MUHAMMAD SIDDIQUE	FITTER SENIOR-III	OPERATIONS	DECEMBER 31, 2020
MR. AZIZ UR REHMAN	PLANT OPERATOR	OPERATIONS	DECEMBER 31, 2020
MR. MAHMOOD KHAN	PLANT ATTENDANT SR-II	OPERATIONS	DECEMBER 31, 2020
MR. MUNIR MASIH	PLANT ATTENDANT SR-II	OPERATIONS	DECEMBER 31, 2020
MR. GHULAM FAROOQ	PLANT OPERATOR	OPERATIONS	DECEMBER 31, 2020
MR. HABIB UR REHMAN	PLANT OPERATOR SR	OPERATIONS	DECEMBER 31, 2020



## THE FINITE TIME GAME OF INFINITE CHORES



### The Dilemma:

Today's present fast modern digital era is filled with challenges; the most important one is the conscious battle of time. These days we have a lot on our plate, lots of departments we are catering to like: family, social lives, me time, work life, spiritual time, social media appearance, relax time, health check, calls, appointments etc. We are in search for time and assume that days are running fast leaving some tasks unattended. Hence, consciously catering time helps to manage a lot inside out.

### Objective Time Vs Duration:

A French philosopher Henri Bergson (1859-1941) in his theory on Time defines that time has two faces. First Objective Time like the time of calendars watches etc. Second is La dur'ee (the duration) this is the time felt/ lived the subjective experience. For example the objective time Between 3 p.m. to 4 p.m. is the same as of 7 p.m. to 8 p.m. but it doesn't have to be so with duration first hour spend waiting at a dentist & second at our favorite gathering, the duration will be different

### Importance of Duration:

We barely pay attention to duration which simply depends on our mindfulness, conscious time spending. The pleasure chemical in our brain is called Dopamine it helps to perceive time. Researchers say the more dopamine in our brain, the more we can perceive time passes slowly and vice versa. Each time we experience something new and rich our brain releases Dopamine. Generally this is why first day of school, first pay cheque, car is so memorable. If we accept his claim that only real time is duration, the psychological time we experience. The objective time is merely an imposed external construction on our lives.

### The concept of mindfulness:

The concept of mindfulness, in managing time explains this theory better, which is to focus and be alert about the tasks performed. It is said that early Morning time passes slowly and that we get most done in the mornings just like a famous writer Robin Sharma in his Book "The 5 A.M. Club" defines, "you win the morning you win the day".

### The 20/20/20 Rule:

"The 20/20/20 Rule" which is like waking up at 5 in morning and doing 20 minutes of intense exercise which keeps us healthy and active. It releases a happy hormone called serotonin which boosts our energy and manage reactive moods throughout the day, then 20 minutes of Journaling brings us closer to our daily/weekly/ yearly goals and accomplishments. Lastly, 20 minutes of acquiring knowledge (Reading). The success mantra of simply knowing more takes us far ahead. Robin shows us a great start of a day and an efficient use of just one hour.

### Final Words:

Time management in different aspects of our lives can be planned by an easy practice, defined by Anthony Robbins in his book "**Awaken the Giant Within**". He says that we may clearly jot down our standings: Physically (Outlook), Emotionally, Mentally, Spiritually, Financially, Socially, in Relationships, five years back from now, where we were five years back and then we analyze where we want to be in five years from now in the same aspects. This one task we will create a holistic plan.

It is important to mindfully use our time in best way we can and in given circumstances for optimum time utilization.



## MAXIMIZE YOUR PRODUCTIVITY AT WORK



### The Problem:

Productivity at workplace means how much effective results are achieved over a particular period of time in a particular professional environment. Most of us are not as productive as we could be, because we have bad practices which hinder our productivity at work. We can adopt good one by replacing bad one. Though solution is not easy but it is simple. Small changes in how we work can gradually add up to big changes in our performance and productivity in a positive way.

Following smart steps can improve and maximize our productivity at work, thus transforming anyone to become his best:

### 1. Healthy Morning Routine:

Productivity expert Tony Wong advised to use morning to focus on yourself. Start the day with good breakfast, reading the newspaper, meditating, yoga or exercising. It will boost up your energy level for the entire productive day.

### 2. Maintaining To-do-list:

Creating a to-do list is a very important thing. It should not be based on big goals as these cannot be achieved within a limit of single day, rather to-do list should be based on daily tasks that lead to milestone to achievement of one's goals.

### 3. Follow 80/20 Rule:

Most of the people don't know that 20 percent of what they do each day; produce 80 percent of the result. So eliminate those things which have minimal effect on your day productivity and follow the 80/20 rule.

### 4. Identify Peak Productive Time:

Find your peak productivity time and do the most difficult tasks at that time. Personal peak productive time of everyone is different. Most of the people have it in first half of the working day.

### 5. Organizing your work place:

A recent research shows that properly organizing and de-cluttering the workspace is very essential which will lead to less anxiety and create mind clarity, thus increasing productivity. If somebody is facing slump in workplace productivity then he must try to find a new motivational approach for completion of the task which can vary from person to person.

### 6. Multitasking:

A study of university of Sussex in the UK says that multitasking can physically harm the brain. So first of all, focus on the most important task instead of trying to do all the tasks at once.

### 7. Avoid Gadgets:

Excessive use of social media and texting on mobile phone will create too much noise in your brain and will negatively influence the job. It is better to pick three or four times during the day to use the mobile phone for social media and texting.

### 8. Take Break on Regular Intervals:

Taking smaller breaks are very important after 60 to 90 minutes interval and it is really essential to change your position throughout the day, in a regular cycle of standing, sitting and moving around. Among many positive benefits, it will increase the blood circulation to brain and the result will be improvement in cognition and hence the productivity.

### Closing Thoughts:

**Parkinson's Law** states, "Work expands so as to fill the time available for its completion". Hence, try to take advantage of this law by compressing the deadlines and giving yourself less time than you think you can complete the task.





Poet: Sadaf Yasin  
NCPC

## غزل

آدمی نما بہت، کوئی کوئی ملا تھا آدمی  
خاک چھانی نگر نگر کی، بس بدلا تھا آدمی

مایوسیاں، تاریکیاں اور وحشتیں یکجا ہوں جس جب  
اس امتزاجِ بد مزہ سے، گیا دھندلا تھا آدمی

اہل دیں اپنے روایت پسند اور صاحبانِ دنیا تجھ پر گر  
درمیاں ان کے جو چلتا رہا، وہ بھی بھلا تھا آدمی

زبان گنگ، سوچ مفلوج، نگاہ ظاہر ہیں اور سماعت خود پسند  
پھر یوں ہوا وہ گدلا گیا، اترا جو اجلا تھا آدمی

ہر شخص غارت گر آدمی یہاں، اور پکارے آدمی  
میں نے پھر اندر دبا دیا، جو اچھا بھلا تھا آدمی

## Before It Gets Dry!

Let your heart sing your favorite tunes  
Let it mesmerize like a dancing silhouette

Let the windows open

Let it step out

Let it feel the grass

Let the water droplets touch it

Barely and openly

Like a flowing color on the canvas

Here and there

Sniggering, running after each other

Let that color live the moment

Before it gets dry!

## دانشِ رومی



کند ہم جنس با ہم جنس پرواز  
کبوتر با کبوتر باز با باز

Birds of a feather flock together...  
pigeon with pigeon, hawk with hawk





- 2016 - *[Signature]* -