

Dear Sir Imran,

This is with reference of your explanation call Ref:EL-Sindh-041/May/Y Dated May 29th, 2019, I m submitting my following answers in response to your explanation call which are explained as follows.

**Question No.1:** You failed to follow the instruction of PEO to change your SIM (Network) to ensure better communication with the staff?

**Answer :**My SIMs of Two Networks (Ufone & Mobilink) are always activated and phone is remained open during and after the field time to get and touch with my Boss any time any where, but its matter of fact that most of the time all network signals become to weak to talk or send and receive SMS in whole UC Lakhat, Same issue have been experienced by PEO in SIAs (SNID-I 12-15 March 2018) when I and PEO both found a missed area and tried to inform DHMT by using three different cellular network but failed to made a contact, so i am also facing with the issue of weaker signals and that is beyond my capacity. Right now I have two slots sim card smartphone and activated 2 SIMs further more soon I will buy another phone for the 3rd network.

**Question No.2:** You are also noted to arrive late for duty but although you have been warned several times to be punctual you paid no heed?

**Answer:** Dear Sir, its my responsibility to perform according to job descriptions assign to me out of that punctuality and presence in the field is one of them. i have taken this job as a National Cause that is Polio Eradication in the country and that is why i remain attached with the cause that is more than doing the Job. During this course of action i have always been punctual in my services offered i have been doing job for last one year and no such complain has ever been raised by my Boss. For further justification of my stance the regard of passed one month is attached for your kind consideration and study in the shape of whatsapp screen shots included live locations given.

**Question No.3:** You are also found misguiding the other UCPOs regarding the workload?

**Answer:** Dear sir I know this is a very sensitive Job that is directly related with the future of the children of my field and i personally know the importance, relevance and deliveries associated with field operations, I have always worked with the spirit of Self Development and Team Building & Team Development. Even in the harder times during the field operations while facing issues, I have always built the moral of all personnel working in this programme. I am enjoying good and friendly working relationship with all the individuals, I know the challenges of the field that is why some times in do deliver jobs's comfortably with self motivations, dedication and honesty. For further justification I am also attaching the written statement of my colleagues stating that I have never misguided them regarding job deliveries.

I am also attaching further relevant documents that show my performance and dedication with my job for your further consideration.

Sir if you need further information please let me know for that i shall be very grateful to you.

Yours Sincerely,

Ali Shumail  
UCPO UC Lakhat  
Cell # 0333-9919099  
0302-3098989

On Wed, 29 May 2019, 5:41 pm Imran Ali, <[imran.ali@ctc.org.pk](mailto:imran.ali@ctc.org.pk)> wrote:

Dear Shumail,

Greetings!

Find attached your explanation letter. You are directed to submit your response within given timeline.

Regards,

**Imran Ali**

**Regional Coordinator-Sindh**

CHIP Training & Consulting (Pvt) Ltd.

Email: [Imran.ali@ctc.org.pk](mailto:Imran.ali@ctc.org.pk)

Cell# 0346-8503322