

From: ALI, Asif [mailto:asifa@who.int]
Sent: Wednesday, August 28, 2019 12:27 PM
To: Imran Ali
Cc: BELAYNEH, Asalif Demissie; DUBE, Tafadzwa; ASLAM, Shaista
Subject: Re: FW: Show cause on account of absenteeism.
Importance: High

Dear Imran,

I have also received the similar feedback regarding the poor performance, attendance and compliance of subject UCPO from the PEO North Karachi and Area Coordinator, District Central Karachi.

Kindly proceed with required action.

Regards

Asif Ali

From: Imran Ali <imran.ali@ctc.org.pk>
Sent: Tuesday, August 27, 2019 12:52 PM
To: ALI, Asif <asifa@who.int>
Cc: BELAYNEH, Asalif Demissie <belayneha@who.int>; DUBE, Tafadzwa <dubet@who.int>; ASLAM, Shaista <aslamsh@who.int>
Subject: FW: FW: Show cause on account of absenteeism.

Dear Dr.Asif,

UCPO Mr.Azam Razzaq UC-7 North Karachi has served "Show cause" on account of absenteeism. He was submitted his response as was shared with AC and PEO as will for feedback.

The overall response is marked as "unsatisfactory" in this regard as per SOP's contract termination is recommended. You are requested to kindly share your feedback and approval.

Regards,
Imran

From: Dr.Qazi Abdul Basit [mailto:qazibasit@gmail.com]
Sent: Tuesday, August 27, 2019 12:35 PM
To: Imran Ali
Cc: ASIF, Ali; ASLAM, Shaista; SOHAIL, Kamran; districtcentral.pcr@gmail.com; CHOUDHRY, Sadia Raza
Subject: Re: FW: Show cause on account of absenteeism.

Dear Imran,

We would like to discuss regarding the performance of Mr. Azam UCPO UC-7 North Karachi. This issue is a long standing issue, where the candidate is constantly showing non-compliance, his punctuality is compromised and attendance to his work place is non-satisfactory. The candidates has been issued with multiple warnings both from DPCR and from CTC with no improvements.

The candidate has not demonstrated any visible participation in technical parts of immunization like microplanning or capacity building or supportive supervision of his team. Dr. Kamran Sohail (PEO) and

immediate supervisor has repeatedly generated complains and discussed the issues with the candidate individually with no results. DPCR team members including Area Coordinator and NSTOP also visited UC-7 for validation of the findings. We reached a conclusion that the candidate is not suitable for this assignment. DPCR chair has also been briefed regarding the poor performance of the candidate.

The candidate has recently explained his position and we are not satisfied with the reasons he mentioned and we seek immediate strict action from your side.

Thanks in advance

Regards

On Tue, Aug 27, 2019 at 11:11 AM Imran Ali <imran.ali@etc.org.pk> wrote:
Dear Dr.Qazi Basit,

Please share your feedback on below show cause response for further process. After my review I have below feedback on this;

1. Mr.Azam was removed from Whatsaap group and after this show cause response he was again added to the group(Fact established as I have received evidences).
2. Mr.Azam was directed to submit field activities progress of the reported absent days if he was on field but in fact he is failed to submit.

Moreover it is important to mention that PEO Dr.Kamran has submitted attendance report on 16th July 2019 in which Mr.Azam was reported absent on 10th and 15th July 2019 while the same report was updated and submitted on 26th July 2019 in which on 10th July 2019 UCPO marked as present while on 15th July marked as "Late". This type of back date changes in UCPO's attendance may lead us to a wrong decision in future so kindly look into this.

You are requested to review it and share your comments for a final decision on cited issue.

Regards,



Imran Ali

Regional Coordinator-Sindh

CHIP Training & Consulting (Pvt) Ltd.

Email: Imran.ali@ctc.org.pk

Cell# 0346-8503322

From: Azam Razzaq [mailto:rjazamrazzaq@gmail.com]

Sent: Friday, August 23, 2019 6:08 PM

To: Imran Ali

Subject: Re: Show cause on account of absenteeism.

Dear Sir,

Thank you for your text and Reminder email,

Sir as i explained all my issues and reservation via email before, sir i am still facing same issue in this town and we have the only person is you to discuss all our issues but you did not satisfy from my comprehensive email. Sir it is my request to you please consider my previous email positively.

This is absenteeism matters is going on. I don't know why my PEO marked me absent for 7 days?

Sir i do not exist in the UCPOs official group my PEO Removed me from the group so how will send my attendance and activities?

Also he said to my colleague UCPOs that Azam will no more in North Karachi Karachi i have talked to the concerns Azam will be terminated. Sir may i ask is he right? Has he authorize to give such statement and action?

Dear sir,

I will just say please transfer me from North karachi town to somewhere else because i can't work with Dr Sohail Kamran or please request him that not to deal your staff personally which is under you.

If it is not possible so please consider this email as a resigned from the position of UCPO.

Thanking you!!

Best Regards

Azam Razzaq

UCPO UC-07

North karachi Town

On Thu, Aug 22, 2019, 12:47 PM Imran Ali <imran.ali@ctc.org.pk> wrote:

Dear Azam Razzaq,

You are directed to submit your response by COB today otherwise it will lead to next disciplinary action.

Regards,

Imran

From: Imran Ali [mailto:imran.ali@ctc.org.pk]

Sent: Monday, August 19, 2019 10:48 AM

To: rjazamrazzaq@gmail.com

Cc: BASIT, Qazi Abdul (basitq@who.int); sohailk@who.int
Subject: Show cause on account of absenteeism.

Dear Azam Razzaq,

Greetings!

You were reported absent for 07 days in the month of July without any information and approval in this regard attached is your show cause letter. You are directed to submit your response in the given timeline.

Regards,
Imran Ali
Regional Coordinator-Sindh
CHIP Training & Consulting (Pvt) Ltd.
Email: Imran.ali@ctc.org.pk
Cell# 0346-8503322



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