

TO

MS. Nailaa Nizam

HR –DEPARTMENT CHIP TRAINING AND CONSULTANCY

Subject :- Show Cause Letter On Account Of Unprofessional Attitude And Poor Performance

Dear Ms. Naila Nizam.

This is with Reference to a Show Cause Letter emailed to me by the CHIP-Organization on dated 7th May 2021. I thank you for your time to be following up my roles & responsibilities with (CTC) since last October 2020. I indeed assume myself blessed one with respectful job with CTC thoroughly.

Dear madam! The job I have here is my passion with dedication and I am a senior working entity in social & public sectors since years have gone. Whereas having gone through this Show Cause Letter I am really disappointed. However, it's my responsibility to satisfy my worthy management at (CTC) regarding the complaint against my position as a UCPO. Please find below accordingly.

- Even though this is a joint male and female working environment in Public Health/Polio Chapter where we all work for the same cause, but during work I personally avoid to discuss personal issues and respond the co female workers positively. I ensure CTC that I never have passed such indecency while talking to female staff that might be counted unethical and misconducting. Thus I have been responding to my PEI through my emails when she needs the response only, my emails are even on the record.
- That since the inception of my job with CTC, I even could not have avail my leaves. I have never missed even single pre / post campaigns meetings since very 1st day till today. I have never been absent a single day from my job at TSC. I would present the minutes of every readiness/ UPEC meeting with photographs with professional reporting. The minutes of NID March 2021 Pre–Campaign Readiness meeting were prepared by me and had sent to the Concerned at DEOC, they have forgot perhaps, the meeting was conducted by my worthy PEI Dr. Muneeba and Syed Farukh Shah at RSC-Sachal Rotary Please find below the Report is attached as a proof of NID –March 2021, and others as well.
- Due to expanded area of my assigned UC- Dalmia and 14 ASVs with 112 workers having more than 130 HH target, on the 1st & 2nd days of every campaign the teams sometimes return lately I get data lately and it happened first time during all 6 months. Moreover, on that specific day my laptop had a technical issue in the MS office but after 30 minutes of the telephonic conversation at DEOC I had managed & updated all the 2A forms link accordingly. Thus during communication, my respectful PEI/ supervisor had shouted on me badly & had used insulting words whereas, I only had responded with grief that it was just a sudden fault in my computer maybe counted as my misconduct so for.

Dear Madam!

- I ensure the concerned HR- Department at CTC as my mother Organization, that I am a trained and potential entity and being a professional staff of CTC have always filled my responsibilities & follow the (TORs) accordingly and sometimes I do more than my commitment. The perception regarding my working capabilities are unrealistic and beyond the ground realities. It would be injustice that will damage my career and self-respect thoroughly if my services are discouraged.
- Keeping in view entire the furnished compliant against my remarkable dedication, I request to the (CTC) to review my case and let me be the part of the vibrant umbrella of the (CTC). Hence I ensure the CTC & other concerned, if anything goes against me with evidences of written transcripts or any recorded/Voice messages, I indeed would quit the job voluntarily & will face the consequences, if I am proved guilty. As this is an ultra-transformative program every turn, thus I shall be developing my professional Skills to be proactive UCPO Insha Allah!

Best Regards

Yours Truly

Qurban Ali Solangi -
UCPO- UC-7 Dalmia ,Gulshan
Town District East–Karachi.

