

**From:** ALI, Asif [mailto:asifa@who.int]  
**Sent:** Thursday, February 6, 2020 3:24 PM  
**To:** Imran Ali  
**Cc:** BELAYNEH, Asalif Demissie; DUBE, Tafadzwa; ASLAM, Shaista; BAIVATU, Manasa  
**Subject:** FW: Explanation letter.

Dear Imran,

With reference to subject matter, a meeting was held on 5<sup>th</sup> February 2020, separate with Mr Mazhar and Mr Ubed, UCPOs Landhi UC1 and PEO Dr Ayaz. The feedback from PEO was found satisfactory and supported with evidences.

Further, PEO had also positive feedback and observed improvement and change in the Both UCPOs (Mazhar's and Ubed) attitude and performance after the last evaluation and multiple guidance /supportive meetings held with Mr Mazhar.

Nonetheless, the recommended action as per last performance evaluation should be processed.

Regards  
ASIF ALI

**From:** Imran Ali <imran.ali@ctc.org.pk>  
**Sent:** Tuesday, January 21, 2020 9:25 PM  
**To:** ALI, Asif <asifa@who.int>  
**Cc:** BELAYNEH, Asalif Demissie <belayneha@who.int>  
**Subject:** FW: Explanation letter.

Dear Dr.Asif,

UCPO Mr.Mazhar explanation response is attached here for your kind review while below is his supervisor feedback on his response. As discussed share your feedback for final disciplinary action.

Regards,  
Imran

**From:** SHEIKH, Ayaz Haider [mailto:sheikhay@who.int]  
**Sent:** Monday, January 20, 2020 3:26 PM  
**To:** Imran Ali  
**Cc:** NOONARI, Liaquat Ali  
**Subject:** Re: Explanation letter.

Dear Imran,

Mr Mazhar is non serious with his assigned tasks and most of the time he arrives his TSC late because he is non local and lives in korangi and due to large distance and huge traffic in morning he is unable to reach on time and he has to leave TSC early because of same issue of non being non local.

This is for your information and necessary action.

Regards,  
Dr Ayaz Hyder  
PEO Landhi

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**From:** Imran Ali <[imran.ali@ctc.org.pk](mailto:imran.ali@ctc.org.pk)>  
**Sent:** Monday, January 13, 2020 10:27 AM  
**To:** SHEIKH, Ayaz Haider <[sheikhay@who.int](mailto:sheikhay@who.int)>  
**Cc:** NOONARI, Liaquat Ali <[noonaril@who.int](mailto:noonaril@who.int)>  
**Subject:** FW: Explanation letter.

Dear Dr.Ayaz,

UCPO Mr.Mazhar Ahmed was disagreed on his performance appraisal as per SOP's we were issued him explanation letter and his response is received as below. Kindly review and share your feedback for further process.

Regards,  
Imran

**From:** Mazhar Ghory [<mailto:mazharghory012@gmail.com>]  
**Sent:** Saturday, January 11, 2020 11:28 PM  
**To:** Imran Ali  
**Subject:** Re: Explanation letter.

Respected Sir,

It is to inform you that i have been working since July-2017. I have worked with dedication through out my career as a UCPO. I am giving this justification for your kind considerations. Kindly consider my justifications so that I could keep continue my performance up. Attached are my justifications and Day-Night performance with proves.

Thanks and Regards,  
Mazhar Ahmad  
UCPO Muzafferabad-1  
Landhi Town

On Wed, Jan 8, 2020 at 4:27 PM Imran Ali <[imran.ali@ctc.org.pk](mailto:imran.ali@ctc.org.pk)> wrote:  
Dear Mazhar,

Find attached your explanation letter on account of Poor Performance. As you were disagreed with your supervisor comments in this regard you are advised you need to explain your response of disagreement.

Regards,



**Imran Ali**

**Regional Coordinator-Sindh**

CHIP Training & Consulting (Pvt) Ltd.

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