

Ref: CHRO/SCN/P 54887/20

June 23, 2020

Capt. Imran K Narejo
P-54887, Captain – 320
97 / 2 off 31st street Khybane Rahat,
PHASE-V, EXT.KARACHI
0300-2120899

SHOW CAUSE NOTICE

1. It has been reported that on April 5, 2020, you issued a FLASH Notice to employees of PIA advising them not to operate any flight until further notice. You therefore, instigated the pilots to go on strike, and thereby caused loss to PIA (copy attached).

2. Your above mentioned act were in violation of rules as well as subversive of discipline and tantamount to misconduct under purview of Employees Disciplinary Policy -2019, reproduced hereunder:

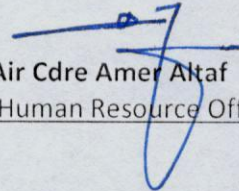
EDP-2019, Appendix (C) Clause;

36. *Striking work or inciting others to strike work or go-slow*

37. *Malingering, slowing down of work, undue delay in performance of duty, refusal or negligence to carry out a lawful and reasonable order of any superior employee, immediate officer or competent authority.*

43. *Wilful omission or commission against the interest of, or resulting in loss to the company.*

3. You are hereby called upon to show cause within a period of seven (07) days of receipt of this show cause notice as to why disciplinary action in accordance with the company rules should not be taken against you. Please note that if no reply is received to the undersigned within the stipulated time, it will be presumed that you have nothing to say in your defense and further action as deemed fit under the rules of the company shall be taken against you ex-parte.


Air Cdre Amer Altaf
Chief Human Resource Officer

Copy to:

- SA to the CEO (*for information only, please*)
- Chief of Flight Operations
- GM HRM
- HR Manager Flight Operations