

## Probation Review Assessment

<b>Name</b>	<b>Abuzar Mehmood</b>
<b>Job title &amp; location</b>	<b>Software Engineer</b>
<b>Name of reviewer</b>	<b>Joy Sengupta</b>
<b>Date of review meeting</b>	<b>25-05-2026</b>

*Please enter a score for each assessment area*

Assessment Score	Excellent	Better than	As expected	Below expectation	Not acceptable
<b>CREDIBLE COMMUNICATOR</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Professional spoken & written business English			<b>3</b>		
Listens to feedback, Values all views and opinions and welcomes discussion		<b>2</b>			
<b>CODE OF ETHICS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Treat people as we, ourselves, would want to be treated – with respect and patience.	<b>1</b>				
Do safe and sustainable things			<b>3</b>		
<b>COMMITMENT TO QUALITY</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Is output orientated, punctual & transparent in all tasks			<b>3</b>		
<b>TECHNICAL KNOWLEDGE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Technically competent in field, stays up to date with the latest tools & methods			<b>3</b>		
Ask questions, think differently and seek solutions			<b>3</b>		
Think innovatively to support our customers with solutions and add value			<b>3</b>		
<b>Please detail below any other relevant information pertaining to the job requirements &amp; behaviours</b>					
<p>He is a reliable and dedicated team member with experience supporting abilities to achieve organizational objectives. I demonstrate strong communication, teamwork.</p> <p>He needs to work more on problem-solving skills.</p>					

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Please detail below any other relevant information (i.e. is the employee recommended for progression within the company or any reasons as to why the employee does not fulfil the job requirements)

He has domain knowledge but need more hands-on expertise on products. I can see he is able to adapt.

**Manager's Recommendation**

<b>RECOMMEND TO CONFIRM (YES/NO)</b>	<b>Yes</b>
<b>IF NOT CONFIRMED</b> 1. Probationary dismissal ( please contact P&C ) 2. Extend for a further 3 months ( please contact P&C ) 3. Any other recommendations	

**Is any training required to achieve necessary competencies?**

<b>Training Required</b>	<b>Objectives</b>	<b>Review / Target Date</b>
WPS new system IBANPro	Need to clear the workflow visually	

<b>Signed (reviewing manager)</b>	<b>Joy Sengupta</b>
<b>Acknowledge by employee</b>	
<b>Date</b>	<b>2026-06-03</b>