

Oct 17th, 2022

Mr. Nadeem Khan.,
CNIC # 1730163892491,
UCPO - Hasan Garhi 1,
Peshawar - KPK.

Subject: Final Warning Letter on account of Professional Misconduct

Dear Nadeem Khan.,

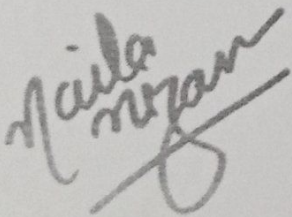
This is with reference to the complaint received dated August 11th, 2022 regarding your Professional Misconduct in your capacity as Union Council Polio Officer (UCPO) at Hasan Garhi 1 - City - Peshawar.

It is hereby to inform you that a detailed inquiry has been conducted based on the complaint received against you. Keeping in view the statements, evidences acquired in this regard and the investigation report's finding, you have been found guilty of exhibiting favoritism and also bypassing the chain of command by interfering & undermining the authority of your colleagues. You have violated the rules of the organization which shows your lack of professional ethics thus rendering you liable for stern disciplinary action.

The gravity of negligence committed by you is such that it warrants severe punishment but a lenient view is taken this time and a warning is awarded to you. Please note that this final warning letter will remain active in your personal files for the next three months and your conduct will be closely monitored by your supervisors during the said period.

Please note that this is the last and final warning and if any negligence of such nature is reported in the future, your employment contract will be terminated with immediate effect.

Regards



HR Department
CHIP Training & Consulting

CC;

CHIP TRAINING & CONSULTING (PVT) LTD

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