

From: Victor John D'souza <victor.john@chipconsulting.org>
Sent: Tuesday, December 17, 2024 1:19 PM
To: 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>
Subject: FW: [EXT] RE: Disciplinary Action 3rd Sheet for October 2024.

FYI.

From: Victor John D'souza [<mailto:victor.john@chipconsulting.org>]
Sent: Monday, November 11, 2024 6:02 PM
To: 'Sundas Tariq'
Cc: 'basit.saddiqui@chipconsulting.org'; 'Muhammad Muslehuddin'; 'Ahsan Qazi'
Subject: RE: [EXT] RE: Disciplinary Action 3rd Sheet for October 2024.

Dear Ms. Sundas

The attached DA termination cases have been endorsed by the WHO-PO. You are kindly requested to obtain approval from the WHO-FO for further action. All relevant documents related to the mentioned termination cases along with approval from Area Coordinator and WHO-PO.

Summary Termination Cases				
District	Action Recommended	AS	CHW	Grand Total
Chaman	Termination	-	1	1
Quetta		7	10	17
Grand Total		7	11	18

Thanks & Regards

Victor John

From: Victor John D'souza [<mailto:victor.john@chipconsulting.org>]
Sent: Friday, November 8, 2024 3:56 PM
To: 'Sundas Tariq'

Cc: 'basit.saddiqui@chipconsulting.org'; 'Muhammad Muslehuddin'; 'Ahsan Qazi'
Subject: FW: [EXT] RE: Disciplinary Action 3rd Sheet for October 2024.

Dear Ms. Sundas

The attached DA termination cases have been endorsed by the WHO-PO. You are kindly requested to obtain approval from the WHO-FO for further actions.

Kind Regards

Victor John

From: KASI, Arbab Niamat Ullah [<mailto:kasia@who.int>]
Sent: Friday, November 8, 2024 2:43 PM
To: 'Victor John D'souza'
Cc: DANIEL, Ambrin; PARVEEN, Khalida; sundas.tarig@chipconsulting.org; 'Mohammad Basit Siddiqui'; ahsan.qazi@chipconsulting.org
Subject: Fwd: [EXT] RE: Disciplinary Action 3rd Sheet for October 2024.

Dear Victor,

Forwarded for further needful.

Regards,

A

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From: KHAN, Jahanzaib <khanjahanzaib@who.int>
Sent: Friday, 8 November 2024, 1:05 pm
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Cc: DANIEL, Ambrin <daniela@who.int>
Subject: RE: [EXT] RE: Disciplinary Action 3rd Sheet for October 2024.

approve

Dr Jahanzaib Khan | Acting Team Leader | PEI Baluchistan, WHO | +923338009600

From: KASI, Arbab Niamat Ullah <kasia@who.int>

Sent: Friday, November 8, 2024 12:12 PM

To: KHAN, Jahanzaib <khanjahanzaib@who.int>

Cc: DANIEL, Ambrin <daniela@who.int>

Subject: FW: [EXT] RE: Disciplinary Action 3rd Sheet for October 2024.

Dear Dr Jahanzaib,

CTC requires approval on disciplinary actions recommended as per SOP.

SUMMARY OF DISCIPLINARY ACTION 1ST SHEET NOV 2024							
Disciplinary Action	Districts	Issues	AS	CHW	UCOO	UCPO	Grand Total
EXPLANATION	CHAMAN	ABSENTEEISM DURING ORDINARY DAYS	1	1			2
		UNPROFESSIONAL ATTITUDE		1			1
	PISHIN	ABSENTEEISM DURING ORDINARY DAYS	3	3			6
		POOR PERFORMANCE	6	9	31	26	72
		TARDINESS AND LATE COMER		1	3	3	7
	QUETTA	ABSENTEEISM DURING ORDINARY DAYS			3		3
		POOR PERFORMANCE	21	12	3	3	39
		TARDINESS AND LATE COMER	1	1			2
	Grand Total			32	31	37	32
WARNING	CHAMAN	ABSENTEEISM DURING ORDINARY DAYS		1			1
	PISHIN	POOR PERFORMANCE		1			1

	QUETTA	ABSENTEEISM AND OTHER MISCONDUCT		1			1
	QUETTA	POOR PERFORMANCE	1	5			6
	QUETTA	TARDINESS AND LATE COMER		1			1
Grand Total			1	9			10
FINAL WARNIG	QUETTA	ABSENTEEISM DURING ORDINARY DAYS		1			1
	QUETTA	POOR PERFORMANCE	1	2			3
Grand Total			1	3			4
SHOW CAUSE	CHAMAN	DATA FUDGING		1			1
		FAKE DATA REPORTING				1	1
		FAKE FINGER MARKING		3			3
		UNPROFESSIONAL ATTITUDE		2			2
	PISHIN	DATA FUDGING		2			2
		FAKE DATA REPORTING		1			1
		FAKE FINGER MARKING		3			3
	QUETTA	DATA FUDGING	1	9			10
		FAKE DATA REPORTING	1	4	1	2	8
		FAKE FINGER MARKING		14			14
IMPERSONATION			1			1	
Grand Total			2	40	1	3	46
TERMINATION	CHAMAN	DATA FUDGING		1			1
	QUETTA	FAKE FINGER MARKING		3			3
Grand Total				4			4

Regards,

A

From: Victor John D'souza <victor.john@chipconsulting.org>
Sent: Friday, 8 November 2024 11:54 am
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Cc: PARVEEN, Khalida <parveenk@who.int>; DANIEL, Ambrin <daniela@who.int>; 'Sundas Tariq' <sundas.tariq@chipconsulting.org>; basit.saddiqui@chipconsulting.org; 'Muhammad Muslehuddin' <m.muslehuddin@chipconsulting.org>; 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>
Subject: [EXT] RE: Disciplinary Action 3rd Sheet for October 2024.

Dear Arbab Sb

With reference to our discussion updated disciplinary action sheet is attached for your review and further approval from WHO-PO.

SUMMARY OF DISCIPLINARY ACTION 1ST SHEET NOV, 2024							
Disciplinary Action	Districts	Issues	AS	CHW	UCOO	UCPO	Grand Total
EXPLANATION	CHAMAN	ABSENTEEISM DURING	1	1			2
		UNPROFESSIONAL ATTITUDE		1			1
	PISHIN	ABSENTEEISM DURING	3	3			6
		POOR PERFORMANCE	6	9	31	26	72
		TARDINESS AND LATE		1	3	3	7
	QUETTA	ABSENTEEISM DURING		3			3
		POOR PERFORMANCE	21	12	3	3	39
TARDINESS AND LATE		1	1			2	
Grand Total			32	31	37	32	132
WARNING	CHAMAN	ABSENTEEISM DURING		1			1
	PISHIN	POOR PERFORMANCE		1			1
	QUETTA	ABSENTEEISM AND OTHER		1			1
		POOR PERFORMANCE	1	5			6
		TARDINESS AND LATE		1			1
Grand Total			1	9			10
FINAL WARNIG	QUETTA	ABSENTEEISM DURING		1			1
		POOR PERFORMANCE	1	2			3
Grand Total			1	3			4
SHOW CAUSE	CHAMAN	DATA FUDGING		1			1
		FAKE DATA REPORTING				1	1
		FAKE FINGER MARKING		3			3
		UNPROFESSIONAL ATTITUDE		2			2
	PISHIN	DATA FUDGING		2			2
		FAKE DATA REPORTING		1			1
		FAKE FINGER MARKING		3			3
	QUETTA	DATA FUDGING	1	9			10
		FAKE DATA REPORTING	1	4	1	2	8
		FAKE FINGER MARKING		14			14
IMPERSONATION			1			1	
Grand Total			2	40	1	3	46
TERMINATION	CHAMAN	DATA FUDGING		1			1
	QUETTA	FAKE FINGER MARKING		3			3
Grand Total				4			4

Thanks and Regards

Victor John Dsouza | Project Coordinator

CHIP Training & Consulting Pvt. Ltd

Quetta– Balochistan

+923455006042

victor.john@chipconsulting.org

From: Victor John D'souza [<mailto:victor.john@chipconsulting.org>]

Sent: Thursday, November 7, 2024 6:27 PM

To: 'KASI, Arbab Niamat Ullah'

Cc: 'PARVEEN, Khalida'; 'DANIEL, Ambrin'; 'Sundas Tariq'; 'basit.saddiqui@chipconsulting.org'; 'Muhammad Muslehuddin'; 'Ahsan Qazi'

Subject: Disciplinary Action 3rd Sheet for October 2024.

Dear Arbab Sb

As discussed, the previous Disciplinary Action sheet has been incorporated into the attached document, and remarks/actions taken against each staff member have been updated. Enclosed, please find the updated Disciplinary Action Sheet for your review and further approval by WHO-PO.

SUMMARY OF DISCIPLINARY ACTION 1ST SHEET NOV, 2024							
Disciplinary Action	Districts	Issues	AS	CH W	UCO O	UCP O	Grand Total
EXPLANATION	CHAMAN	ABSENTEEISM DURING ORDINARY DAYS	1	1			2
		UNPROFESSIONAL ATTITUDE		1			1
	PISHIN	ABSENTEEISM DURING ORDINARY DAYS	3	3			6
		POOR PERFORMANCE	6	9	31	26	72
		TARDINESS AND LATE COMER		1	3	3	7

		ABSENTEEISM DURING ORDINARY DAYS		3			3	
	QUETTA	POOR PERFORMANCE	21	12	3	3	39	
		TARDINESS AND LATE COMER	1	1			2	
Grand Total			32	31	37	32	132	
WARNING	CHAMAN	ABSENTEEISM DURING ORDINARY DAYS		2			2	
	PISHIN	POOR PERFORMANCE		2			2	
	QUETTA	ABSENTEEISM AND OTHER MISCONDUCT		1				1
		ABSENTEEISM DURING ORDINARY DAYS		1				1
		POOR PERFORMANCE	1	5				6
		TARDINESS AND LATE COMER		1				1
Grand Total			1	12			13	
FINAL WARNING	QUETTA	ABSENTEEISM DURING ORDINARY DAYS		1			1	
		POOR PERFORMANCE	1	2			3	
Grand Total			1	3			4	
SHOW CAUSE	CHAMAN	DATA FUDGING		1			1	
		FAKE DATA REPORTING				1	1	
		FAKE FINGER MARKING		3			3	
		UNPROFESSIONAL ATTITUDE		2			2	
	PISHIN	DATA FUDGING		2			2	
		FAKE DATA REPORTING		1			1	
		FAKE FINGER MARKING		3			3	
QUETTA	DATA FUDGING	1	9			10		

		FAKE DATA REPORTING	1	4	1	2	8
		FAKE FINGER MARKING		14			14
		IMPERSONATION		1			1
Grand Total			2	40	1	3	46
TERMINATION	CHAMANN	DATA FUDGING		1			1
	QUETTA	FAKE FINGER MARKING		3			3
Grand Total				4			4

Thanks and Regards

Victor John Dsouza | Project Coordinator

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