

Victor John D'souza

From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Friday, November 8, 2024 2:43 PM
To: 'Victor John D'souza'
Cc: DANIEL, Ambrin; PARVEEN, Khalida; sundas.tariq@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 | 132 |
| WARNING | CHAMAN | ABSENTEEISM DURING ORDINARY DAYS | | 1 | | | 1 |
| | PISHIN | POOR PERFORMANCE | | 1 | | | 1 |
| | QUETTA | ABSENTEEISM AND OTHER MISCONDUCT | | 1 | | | 1 |
| | | POOR PERFORMANCE | 1 | 5 | | | 6 |
| | | TARDINESS AND LATE COMER | | 1 | | | 1 |
| Grand Total | | | 1 | 9 | | | 10 |
| FINAL WARNIG | 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 | 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

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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 | 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 | 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 | CHAMAN | DATA FUDGING | | 1 | | | 1 |
| | QUETTA | FAKE FINGER MARKING | | 3 | | | 3 |
| Grand Total | | | | 4 | | | 4 |

Thanks and Regards

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