

## Nadeem Jan

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**From:** Shahid Ali <shahidali@ctc.org.pk>  
**Sent:** Monday, 17 August, 2020 10:41 AM  
**To:** 'Naila Nizam'  
**Cc:** 'Nadeem Jan'  
**Subject:** FW: [EXT] RE: Ucpo miranshah 1 mr rizwan explanation  
**Attachments:** Rizwan Ullah Response.pdf

Dear Naila,

Please be informed that UCPO Mr. Rizwan Ullah was absent from field without prior approval. Therefore, we issued him show cause notice, in response he mentioned that he has joined another organization. He joined another organization without following organization SOPs and remained absent without approval Therefore, he is recommended for termination of contract.

In case if you need any further assistance regarding the same, Please let us know.

Thanks & Regards,  
Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

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**From:** ABBAS, Waseem <wabbas@who.int>  
**Sent:** Wednesday, August 12, 2020 3:03 PM  
**To:** Shahid Ali <shahidali@ctc.org.pk>  
**Cc:** MAZVIDZA, Simbarashe <mazvidzas@who.int>; KHAN, Faizan <khanfai@who.int>  
**Subject:** FW: [EXT] RE: Ucpo miranshah 1 mr rizwan explanation

Dear Shahid,

Kindly proceed as per SOP.

Regards

Waseem Abbas

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**From:** SALVATORI, Edda <salvatorie@who.int>  
**Sent:** Wednesday, 12 August 2020 2:38 PM  
**To:** ABBAS, Waseem <wabbas@who.int>  
**Cc:** MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; MAZVIDZA, Simbarashe <mazvidzas@who.int>; KHAN, Faizan <khanfai@who.int>  
**Subject:** RE: [EXT] RE: Ucpo miranshah 1 mr rizwan explanation

Dear Mr. Waseem,

Approved and kind proceed as per SOPs,

Best regards  
Edda

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**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Sent:** Wednesday, 12 August 2020 2:05 PM  
**To:** SALVATORI, Edda <[salvatorie@who.int](mailto:salvatorie@who.int)>  
**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** FW: [EXT] RE: Ucpo miranshah 1 mr rizwan explanation  
**Importance:** Low

Dear Ms. Edda,

Dual job was reported against Mr. Rizwan Ullah, UCPO working in North Waziristan. CTC is confirming that he has joined government institution "Rescue 1122" without any intimation and; are recommending him for termination.

Your approval is required to proceed further with the recommendation.

Regards

Waseem Abbas

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**From:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Sent:** Wednesday, 12 August 2020 12:38 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; 'Nadeem Jan' <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** RE: [EXT] RE: Ucpo miranshah 1 mr rizwan explanation  
**Importance:** Low

Dear Mr. Waseem,

With reference to below email, please find attached response of Mr. Rizwan ullah. He has joined Rescue 1122 without informing his supervisor and CTC. Therefore, he is recommended for termination of contract.

In case if you need any further assistance regarding the same, Please let us know.

Thanks & Regards,  
Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

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**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Sent:** Tuesday, July 28, 2020 3:27 PM  
**To:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Cc:** MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; 'Nadeem Jan' <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** RE: [EXT] RE: Ucpo miranshah 1 mr rizwan explanation

Dear Shahid,

Can you kindly send him letter on his home address, informing him about the consequences in case he didn't respond or you may contact the organization, he has joined.

Thank you

Waseem Abbas

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**From:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>

**Sent:** Tuesday, 28 July 2020 3:23 PM

**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>

**Cc:** MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; 'Nadeem Jan' <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

**Subject:** [EXT] RE: Ucpo miranshah 1 mr rizwan explanation

**Importance:** Low

Dear Mr. Waseem,

With reference to below email a show cause notice has been issued to UCPO Mr. Rizwan Ullah dated 22<sup>nd</sup> July 2020 on account of persistent absenteeism. However, he did not respond to the show cause notice within stipulated time despite of several follow ups.

According to his supervisor feedback he is still absent from field and they are unable to contact him. (Supervisor feedback is attached)

He is recommended for termination of contract on account of persistent absenteeism.

Kindly WHO provincial office feedback is requested with regards to the recommendation.

Thanks & Regards,

Shahid Ali

Regional Coordinator KP & KPTD-PTPP

Chip Training & Consulting (Pvt) Ltd.

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**From:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>

**Sent:** Wednesday, July 15, 2020 6:34 PM

**To:** 'ABBAS, Waseem' <[wabbas@who.int](mailto:wabbas@who.int)>; 'KHAN, Faizan' <[khanfai@who.int](mailto:khanfai@who.int)>

**Cc:** 'MAZVIDZA, Simbarashe' <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; 'Nadeem Jan' <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)>

**Subject:** FW: Ucpo miranshah 1 mr rizwan explanation

Dear Waseem/Faizan,

With reference to below email, UCPO Mr. Rizwan has remained absent from field activities dated 6, 7 and 13, 14 July 2020 without prior intimation. As per PEO information he has got another job in Rescue 1122 and he doing training in Peshawar. Therefore he is recommended for show cause notice followed by termination of employment contract.

In case if you need any further assistance regarding the same, Please let us know.

Thanks & Regards,  
Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

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**From:** ALI KHAN, Adnan <[aliad@who.int](mailto:aliad@who.int)>  
**Sent:** Tuesday, July 14, 2020 12:31 PM  
**To:** 'Shahid Ali' <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>; Leave KPTD <[leaves.kptd@ctc.org.pk](mailto:leaves.kptd@ctc.org.pk)>; 'Leaves KP' <[leaves.kp@ctc.org.pk](mailto:leaves.kp@ctc.org.pk)>  
**Cc:** AHMAD SHAH, Mumtaz Khan <[muahmad@who.int](mailto:muahmad@who.int)>; KHAN, Khan Dat <[khank@who.int](mailto:khank@who.int)>; AJMAL, Numan <[ajmaln@who.int](mailto:ajmaln@who.int)>  
**Subject:** FW: Ucpo miranshah 1 mr rizwan explanation

Dear shahid,  
Hope you are doing well ,UCPO Miranshah 1 Mr. Rizwan was absent on date 6,7 July 2020,his response to explanation was not satisfactory, also he failed to join duty station on date 13,14 July with out informing and approval of leave request. I drafted an email last week but haven't received any response from CTC.  
I have heard about he has joined job in rescue 1122 and currently he is doing training in Peshawar. I am forwarding this email for further inquiry and strict action accordingly and recommend him for termination if he found guilty and doing dual job.

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**From:** ALI KHAN, Adnan  
**Sent:** Wednesday, 8 July 2020 4:03 PM  
**To:** [leaves.kptd@ctc.org](mailto:leaves.kptd@ctc.org); [shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)  
**Cc:** AHMAD SHAH, Mumtaz Khan <[muahmad@who.int](mailto:muahmad@who.int)>; KHAN, Khan Dat <[khank@who.int](mailto:khank@who.int)>; AJMAL, Numan <[ajmaln@who.int](mailto:ajmaln@who.int)>  
**Subject:** Ucpo miranshah 1 mr rizwan explanation

Dear shahid ,  
Hope you are doing great ,UCPO miranshah 1 was absent on 6th and 7th july.  
His answer to explanation is not satisfactory.  
Fyi and further strict action accordingly.

Regards:

Dr. Adnan Ali Khan

PEO TDNWA

Cell-03179552798

Email: [aliad@who.int](mailto:aliad@who.int)

----- Forwarded message -----

From: "ALI KHAN, Adnan" <[aliad@who.int](mailto:aliad@who.int)>  
Date: Jul 8, 2020 15:53  
Subject: Re: [EXT] Reasons for My Lateness to Work Today

To: Rizwan Dawar <[rizwandawar6@gmail.com](mailto:rizwandawar6@gmail.com)>

Cc: "AHMAD SHAH, Mumtaz Khan" <[muahmad@who.int](mailto:muahmad@who.int)>,"KHAN, Khan Dat" <[khank@who.int](mailto:khank@who.int)>,"AJMAL, Numan" <[ajmaln@who.int](mailto:ajmaln@who.int)>,"Azadwazir" <[azadwazir@gmail.com](mailto:azadwazir@gmail.com)>

Dear rizwan,

Thanks for the reply ,you failed to join duty station immediately, you were also found absent on 7th july 2020.

Regards:

Dr. Adnan Ali Khan

PEO TDNWA

Cell-03179552798

Email: [aliad@who.int](mailto:aliad@who.int)

On Jul 8, 2020 07:14, Rizwan Dawar <[rizwandawar6@gmail.com](mailto:rizwandawar6@gmail.com)> wrote:

Dear Sir,

I hereby tender my unreserved apology for my lateness to work. I do not have any excuse for my action.

Sir, please permit me to bring to your notice that I have emergency work on 6 July. That time I was not able to connect with TCSP or write properly email. I do not present these factors as excuses, instead, I will plan my time better.

Please accept my sincere apologies once again.

Thank you sir.

On Tue, 7 Jul 2020, 11:16 am ALI KHAN, Adnan, <[aliad@who.int](mailto:aliad@who.int)> wrote:

Dear Mr Rizwan hope you are doing great .

I am writing this email because you were absent without availing leave approval on date 6<sup>th</sup> July 2020 , even you didn't bother to ask from your first level supervisor.

You were also informed by your TCSP Azad to attend very important meeting of subdivision Miranshah and subdivision Razmak but you remain absent.

Your poor compliance and non-serious attitude in this critical era of the covid 19 and polio pandemic is not tolerable.

You are hereby directed to join duty station immediately and explain your reason of your absence.

**Regards.**

***Dr Adnan Ali Khan***

***Polio eradication officer***

***World health organization***

***North Waziristan***

***[Email:aliad@who.int](mailto:aliad@who.int)***