

**From:** MOHAMED, Gedi [mailto:mohamedge@who.int]  
**Sent:** Wednesday, June 26, 2019 2:39 PM  
**To:** Sabeela <sabeela@ctc.org.pk>  
**Cc:** MURSAL, Hassan Mohamed <mursalh@who.int>; BUGTI, Muhammad Anwar <bugtim@who.int>; 'Naila ' <naila@ctc.org.pk>; KHAN, Najeeb Ullah <najkhan@who.int>; QADEER, Mohammad <qadeerm@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>  
**Subject:** RE: Show cause letter

The recommendation is endorsed.

Regards,

Gedi

**From:** Sabeela [mailto:sabeela@ctc.org.pk]  
**Sent:** Wednesday, June 26, 2019 1:49 PM  
**To:** MOHAMED, Gedi  
**Cc:** MURSAL, Hassan Mohamed; BUGTI, Muhammad Anwar; 'Naila '; KHAN, Najeeb Ullah; QADEER, Mohammad; KASI, Arbab Niamat Ullah  
**Subject:** FW: Show cause letter

Dear Sir,

With reference to below placed email regarding show cause reply of UCPO Mr. Abdul wahid on account of absenteeism of 27 days.

in response of show cause letter he stated that he just absent for a week due to his health issue rest his supervisor mistakenly put his name in 27 days absenteeism.

as per Area Coordinator Dr. Najeeb comments (for reference please find in the attachment) . PEOs didn't report all this mistakenly as he also reported other UCPOs attendance. Office also remained open as attended by other UCPOs as well and previous record of said UCPO does support his any argument.

as per SOP more then 7 days absenteeism the staff is laible for strict disciplinary action lead to termination as the said staff already issued show cause and warning on account of absenteeism and also on probataion period as he was highlighted un satisfactory by PEO and AC.

It is recommended to terminate his employment contract on account of persistant absenteeism.

Thanks and Regards

Sabeela Pasha

Regional Coordinator  
Chip Training Consultant  
0340-8442588

**From:** Sabeela [<mailto:sabeela@ctc.org.pk>]  
**Sent:** Monday, June 24, 2019 3:36 PM  
**To:** 'najkhan@who.int' <[najkhan@who.int](mailto:najkhan@who.int)>  
**Cc:** 'qadeerm@who.int' <[qadeerm@who.int](mailto:qadeerm@who.int)>; 'Naila ' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; 'KASI, Arbab Niamat Ullah' <[kasia@who.int](mailto:kasia@who.int)>  
**Subject:** FW: Show cause letter

Dear Sir,

With reference to below placed email regarding show cause reply of UCPO Mr. Abdul Wahid of UC Ponga (Loralai) .the said staff issued show cause on account of chronic absenteeism.

in response of show cause letter he stated that he just absent for a week due to his health issue rest his supervisor mistakenly put his name in 27 days absneteeism.

your kind comments are reuquired for our onward action.

Thanks and Regards

Sabeela Pasha  
Regional Coordinator  
Chip Training Consultant  
0340-8442588

**From:** Abdul Wahid [<mailto:awkakar123@gmail.com>]  
**Sent:** Friday, June 21, 2019 7:21 PM  
**To:** Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Subject:** Re: FW: Show cause letter

Respected Ma'am,

With due apology it is stated that I felt severely ill two days prior to Ramadan. I had very bad tonsils infection due to which I had to move to Quetta for proper treatment. After a week I came back to Loralai and was present on the station. But, regrettably there was no one present on the station and the office was even closed. The concerned person dealing with supervision has mistakenly put my absentees from 1 week to 27 days. I could not get a satisfactory response from him by asking the reason behind this mistaken act. Regardless of this matter, I have a considerable reservation on the process/system of attendance of the institution. In my opinion it should be taken/submitted on daily or at least on weekly basis. The present

procedure of attention entirely leave the subordinate rank in a vulnerable position because he/she could be treated unfairly based on the mood of the upper rank officer.

Your sincerely  
Abdul Wahid

On Thu, 20 Jun 2019, 3:35 pm Sabeela, <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)> wrote:

Dear Abdul Wahid,

Please find in the attached file your show cause letter. please reply on it within 48 hours.

Thanks and Regards

Sabeela Pasha

Regional Coordinator

Chip Training Consultant

0340-8442588