

From: Sabeela [mailto:sabeela@ctc.org.pk]

Sent: Wednesday, September 23, 2020 12:39 PM

To: 'DEMEKE, Temesgen Atsedu' <demeket@who.int>

Cc: 'Naila Nizam' <naila@ctc.org.pk>; 'BUGTI, Muhammad Anwar' <bugtim@who.int>; 'KASI, Arbab Niamat Ullah' <kasia@who.int>

Subject: RE: [EXT] FW: Show cause on account of Persistent absenteeism

Dear Sir,

With reference to below placed email regarding show cause reply of UCPO Mr. Yar Muhammad .

The staff has been issued show cause on account of persistent absenteeism during pre-campaign days.

The staff has shared his stance and he admitted that he got absent from the field without informing anyone and his number is powered off. He stated that there was a family dispute between his brother and his cousins he was there at the spot to make things right between them during that he lost his cell phone.

PEO also shared his remarks he stated that he validated the information provided by concerned UCPO from the UC staff and found correct. Keeping in view the past record of concerned UCPO as he is punctual, hardworking and committed to his duties and considering the reason of his absenteeism as genuine, he recommend that no action to be taken against him but to deduct the salary of absent days from his salary .

As per SOPs persistent absenteeism during campaign days is a serious misconduct and liable for strict disciplinary action. However, keeping in view staff compulsion, his previous record and comments from the PEO . It is recommended to give him a chance as he did this type of negligence first time and issue him warning letter with 5 days salary cut (14th -18th Sep)on account of persistent absenteeism and intimate him to not to do this type of negligence again and in any emergency communicate/contact with CTC and supervisor.

The email is being send to you for your kind information and kind remarks.

If you need any further information regarding the same, please let us know.

Regards,
Sabeela Pasha
Regional Coordinator - PTPP
CHIP Training & Consulting (Pvt) Ltd.
0340-8442588

From: AHMED, Mansoor [<mailto:manahmed@who.int>]

Sent: Tuesday, September 22, 2020 1:42 PM

To: Sabeela <sabeela@ctc.org.pk>

Cc: Naila Nizam <naila@ctc.org.pk>; BUGTI, Muhammad Anwar <bugtim@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; Zarkoon, Safdar Khan <zarkoons@who.int>

Subject: Re: [EXT] FW: Show cause on account of Persistent absenteeism

Dear Sabeela ,

The concerned staff was absent from 14th to 18th September as he called me at 4 pm on 18th September and stated that he would be available onward, so I marked his absence on 18th as well. I have validated the information provided by concerned UCPO from the UC staff and found correct. Keeping in view the past record of concerned UCPO as he is punctual , hard working and committed UCPO and considering the reason of his absenteeism as genuine, I recommend that no action to be taken against him but to deduct the salary of absent days from his salary

Regards

Dr Mansoor

On 22-Sep-2020, at 12:55 PM, Sabeela <sabeela@ctc.org.pk> wrote:

Dear Dr.Mansoor,

With reference to below placed email regarding show cause reply of Mr. Yar Muhammad on account of absenteeism staff has shared his stance which is mentioned below he stated that he got absent from the field from 14th Sep to 17th Sep 2020. however the absenteeism status shared by your good self was till 18th Sep 2020.

Please share your comments so that further process will be taken accordingly.

If you need any further information regarding the same, please let us know.

Regards,
Sabeela Pasha
Regional Coordinator - PTPP
CHIP Training & Consulting (Pvt) Ltd.
0340-8442588

From: Yar muhammad [<mailto:yarmohammad55@gmail.com>]

Sent: Monday, September 21, 2020 1:38 PM

To: Sabeela <sabeela@ctc.org.pk>

Cc: Naila Nizam <naila@ctc.org.pk>; bugtim@who.int; KASI, Arbab Niamat Ullah <kasia@who.int>; Zarkoon, Safdar Khan <zarkoons@who.int>; AHMED, Mansoor <manahmed@who.int>

Subject: Re: Show cause on account of Persistent absenteeism

Respected Madam,

I am yar muhamed working as UCPO in UC aghberg.as you know i was not on my duty from 14 sep 2020 to 17 sep 2020 and my cell phone was also off.

There was my family dispute between my brother and my cousins i was there at the spot to make things right between them during that i lost my cell phone. Our family elders decided to make out me ,my brother and my cousins from the village and transfer toward tala PISHIN. After 4 days our elders handled the dispute and call us to come back to village. We arrived on 18 sept(Friday) at 4PM. As i arrived i called my PEO (Dr Mansoor) and TDO (Zabiullah Nasar) that i came back.

I am working since last 9 years and i did not remain absent single day. That was first time due to above mentioned problem.

On Mon, 21 Sep 2020, 10:03 am Sabeela, <sabeela@ctc.org.pk> wrote:

Dear Mr. Yar Muhammad,

Please find in the attached file your show cause letter on account of persistent absenteeism.

Please share your reply within 48 hours.

Acknowledge as you receive the email.

If you need any further information regarding the same, please let us know.

Regards,

Sabeela Pasha

Regional Coordinator - PTPP

CHIP Training & Consulting (Pvt) Ltd.

0340-8442588

<yar mohammad show case.pdf>