

From: AHMAD, Shakeel Muhammad Saleem [<mailto:ahmadsh@who.int>]
Sent: Wednesday, September 30, 2020 3:15 PM
To: Naila Nizam
Cc: ZAHEER, Bilal; PARVEEN, Khalida
Subject: [SPAM] FW: [EXT] Termination of Mr. Mumtaz on absenteeism.

Dear Naila,

Find below email for your information and further necessary action.

Shakeel

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: "ZAHEER, Bilal" <zaheerbi@who.int>
Date: 30/09/2020 15:06 (GMT+05:00)
To: "AHMAD, Shakeel Muhammad Saleem" <ahmadsh@who.int>
Cc: "PARVEEN, Khalida" <parveenk@who.int>, "MURSAL, Hassan Mohamed" <mursalh@who.int>
Subject: Re: [EXT] Termination of Mr. Mumtaz on absenteeism.

Dear Shakeel,

Below is approved in line with SOPs

Regards,

Bilal

> On 29-Sep-2020, at 13:04, AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int> wrote:

>

> Dear Bilal Sb,

>

> Please find below request termination of Mr.Mumtaz Ahmad- UCPO (Baluchistan) on account of Persistent Absenteeism , PTL Balochistan has been approved his termination. CTC requested to Federal office approval for further action.

>

> Regards,

> Shakeel Ahmad

>

>

>

> -----Original Message-----

> From: Naila Nizam [<mailto:naila@ctc.org.pk>]

> Sent: Tuesday, September 29, 2020 12:44 PM
> To: PARVEEN, Khalida <parveenk@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
> Cc: MURSAL, Hassan Mohamed <mursalh@who.int>; ZAHEER, Bilal <zaheerbi@who.int>; irfan@ctc.org.pk; 'Sarah Farooqui' <sarah@ctc.org.pk>; majid@ctc.org.pk; 'Sabeela' <sabeela@ctc.org.pk>
> Subject: [EXT] Termination of Mr. Mumtaz on absenteeism.
>
> Dear Mr. Shakeel and Ms. Khalida,
>
> Greetings from CTC!
>
> Reference to the below approval of the WHO PO, Federal Office kind approval is requested to terminate Mr. Mumtaz Ahmad- UCPO (Baluchistan) on account of Persistent Absenteeism.
>
> Mr. Mumtaz-UCPO has been absent from the campaign activities since 21st September, 2020. He was previously served with 02 warning letters on account of unapproved absenteeism in 2020. Furthermore, his response to the explanation letter issued to him on account of absenteeism was found unsatisfactory.
>
> If you need any further information regarding the same, please let us know.
>
> Regards,
> Naila Nizam
> Project Manager - PTPP
> CHIP Training & Consulting (Pvt) Ltd.
> Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
> Tel: +92-51-111-111-920, Cell: Cell:0345-8566181
>
>
>
> -----Original Message-----
> From: DEMEKE, Temesgen Atsedu [<mailto:demeket@who.int>]
> Sent: Tuesday, September 29, 2020 11:39 AM
> To: sabeela@ctc.org.pk
> Cc: SAMAD, Abdul; naila; KASI, Arbab Niamat Ullah; BUGTI, Muhammad Anwar; dr.omar77@gmail.com; Bilal, Omar
> Subject: RE: [EXT] Fwd: explanation reply
>
> I agree with PEO, AC and what SOPs are clarifying. Kindly take action accordingly. Thanks
>
> With Kind Regards
> Temesgen A Demeke
> Team Leader Balochistan
> Polio Eradication initiative - WHO Pakistan Serena Bazaar, Quetta
> Email: demeke@who.int
> Phone: +923003400530
>
>
>
> -----Original Message-----

> From: sabeela@ctc.org.pk <sabeela@ctc.org.pk>
> Sent: Tuesday, September 29, 2020 11:17 AM
> To: DEMEKE, Temesgen Atsedu <demeket@who.int>
> Cc: SAMAD, Abdul <asamad@who.int>; naila <naila@ctc.org.pk>; KASI, Arbab Niamat Ullah <kasia@who.int>; BUGTI, Muhammad Anwar <bugtim@who.int>; DEMEKE, Temesgen Atsedu <demeket@who.int>; dr.omar77@gmail.com; Bilal, Omar <bilalo@who.int>
> Subject: Re: [EXT] Fwd: explanation reply

>
> Dear Sir,

>
> With reference to below placed email regarding explanation reply of Mr.Mumtaz.

>
> The staff has issued explanation letter on account of unapproved absenteeism during campaign days.

>
> The staff has shared his reply in his reply he admitted that he is absent from the field from the 1st day of campaign and stated that he got ill and doctor recommended him to get quarantined and he stated that he is at home (quarantine) . He stated that he send text to his supervisor but did not send any email and not inform CTC about his health too.

>
> PEO also shared his remarks and stated that said staff never conveyed him about his medical issue and dated 22-09-20 when I reached his assigned UC called him he didn't responded my call if he is affected from corona how it's possible take cluster's in field and sending to PDA he is miss guiding the field office as well as CTC.

>
> The AC also shared his stance he is endorsing the comments of PEO and stated that previously this UCPO has received Two times explanation due to poor performance & absent from his duty station without informing his first supervisor. Now he has found absent from the field during campaign days which is totally not acceptable

>
> The staff is misguiding the CTC and field staff by sharing dual information about his health and work.

>
> The said staff has already issued two explanation and warning on account of same allegation(absenteeism) in Jan 2020 and March 2020.

> As per SOP absenteeism during campaign more then 3 days absenteeism is a red line area and marl zero tolerance . the staff did not attend the single day of campaign without taking any leave /sharing any medical documents.

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

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

>
> Thanks and Regards

> Sabeela Pasha

> Regional Coordinator

>> On 2020-09-26 02:14, Bilal, Omar wrote:

>> Dear Sabeela,

>>

>> Thank you very much for your email, previously this UCPO has received
>> Two times explanation due to poor performance & absent from his duty
>> station without informing his first supervisor. Now he has found
>> absent from the field during campaign days which is totally not
>> acceptable and strict actions to be taken against him such as
>> termination his services from CTC.

>>
>> Regards,

>>
>> FROM: sabeela@ctc.org.pk [<mailto:sabeela@ctc.org.pk>]
>> SENT: Friday, 25 September 2020 7:41 PM
>> TO: Bilal, Omar <bilalo@who.int>
>> CC: SAMAD, Abdul <asamad@who.int>; naila <naila@ctc.org.pk>; KASI,
>> Arbab Niamat Ullah <kasia@who.int>; BUGTI, Muhammad Anwar
>> <bugtim@who.int>; DEMEKE, Temesgen Atsedu <demeket@who.int>
>> SUBJECT: Fwd: RE: [EXT] Fwd: explanation reply

>>
>> Dear Dr.Omar

>>
>> With reference to below placed email regarding explanation reply of
>> Mr.Mumtaz.

>> The staff has issued explanation letter on.acocunt of un approved
>> absenteeism. The staff has shared his reply and stated that he got
>> ill and doctor recommended him to get quarantined and he stated that
>> he is.at.home (quarantine) He stated that he send text to his
>> supervisor but did not send any email and not inform CTC about his
>> health too.

>> PEO also shared his remarks and stated that said staff never conveyed
>> him about his medical issue and dated 22-09-20 when I reached his
>> assigned UC called him he didn't responded my call if he is affected
>> from corona how it's possible take cluster's in field and sending to
>> PDA he is miss guiding the said office.

>>
>> The staff is misguiding the CTC and field staff by sharing
>> clusters.and data.

>>
>> Your remarks and requested so.that further action.can.be taken
>> accordingly.

>>
>> Thanks and Regards
>> Sabeela Pasha

>>
>> ----- Forwarded Message -----
>> From: ""SAMAD, Abdul"" <asamad@who.int>
>> To: sabeela@ctc.org.pk <sabeela@ctc.org.pk>, mumtazbaloch72@gmail.com
>> <mumtazbaloch72@gmail.com>
>> Cc: ""Bilal, Omar"" <bilalo@who.int>, ""BUGTI, Muhammad
>> Anwar"" <bugtim@who.int>, naila <naila@ctc.org.pk>
>> Date: Thursday, 24 September 2020, 06:08PM +05:00
>> Subject: RE: [EXT] Fwd: explanation reply

>>

>> In response to Mr.Mumtaz Ahmed UCPO Seranj Gresha statement he never
>> conveyed me about his medical issue and dated 22-09-20 when I reached
>> his assigned UC called him he didn't responded my call if he is
>> affected from corona how it's possible take cluster's in field and
>> sending to PDA he is miss guiding the said office.
>> Regards
>> PEO-WHO
>> District Khuzdar
>> From:sabeela@ctc.org.pk <sabeela@ctc.org.pk>
>> Sent: Thursday, September 24, 2020 3:19 PM To:mumtazbaloch72@gmail.com
>> Cc: Bilal, Omar <bilalo@who.int>; SAMAD, Abdul <asamad@who.int>;
>> BUGTI, Muhammad Anwar <bugtim@who.int>; naila <naila@ctc.org.pk>
>> Subject: [EXT] Fwd: explanation reply
>> Dear Mr.Mumtaz,
>> With reference to below placed email regarding explanation reply.
>>
>> Please submit your all proper medical documents on which doctor
>> recommended you for quarantine.
>>
>> And if you got covid-19 disease please share your test.
>> Dear Dr.Abdul Samad,
>> As per the attached file the staff stated that he Informed your good
>> self of his absenteeism.
>>
>> Please share your remarks on his reply .
>> Thanks and Regards
>>
>> Sabeela Pasha
>> ----- Forwarded Message -----
>>
>> From: Mumtaz sajidi mumtazbaloch72@gmail.com
>>
>> To: Sabeela sabeela@ctc.org.pk
>>
>> Date: Thursday, 24 September 2020, 01:52PM +05:00
>>
>> Subject: explanation reply
>>> please find in the attached file of my explanation reply.
>>> thanks
>>> Regards:
>>> Mumtaz Ahmed
>