

From: AHMAD, Shakeel Muhammad Saleem [<mailto:ahmadsh@who.int>]
Sent: Monday, January 4, 2021 10:02 AM
To: ayesha.naeem@ctc.org.pk
Cc: Naila (naila@ctc.org.pk); PARVEEN, Khalida; ZAHEER, Bilal
Subject: FW: [EXT] RE: Naveed sammungli show cause letter on account weak monitoring and supervision skills (contract conclusion)

Dear Ayesha,

Please find below the Federal office approval for your information and further necessary action.

Regards

Shakeel Ahmad

From: YALAHOW, Ibrahim <yalahowi@who.int>

Sent: Monday, January 4, 2021 9:05 AM

To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>

Cc: KHAN, Zainul Abedin <khanzai@who.int>; MURSAL, Hassan Mohamed <mursalh@who.int>; ZAHEER, Bilal <zaheerbi@who.int>; PARVEEN, Khalida <parveenk@who.int>

Subject: Re: [EXT] RE: Naveed sammungli show cause letter on account weak monitoring and supervision skills (contract conclusion)

Dear Shakeel,

This is approved.

Ibrahim

From: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>

Sent: 02 January 2021 12:50

To: YALAHOW, Ibrahim <yalahowi@who.int>

Cc: KHAN, Zainul Abedin <khanzai@who.int>; MURSAL, Hassan Mohamed <mursalh@who.int>; ZAHEER, Bilal <zaheerbi@who.int>; PARVEEN, Khalida <parveenk@who.int>

Subject: FW: [EXT] RE: Naveed sammungli show cause letter on account weak monitoring and supervision skills (contract conclusion)

Dear Dr Ibrahim,

With reference below the chain of email, Kindly advise for further action as below requested of for contract conclusion of UCPO Samungli - Mr. Naveed on account of his persistent poor performance and professional negligence.

Regards,

Shakeel Ahmad

From: Ayesha Naeem [<mailto:ayesha.naeem@ctc.org.pk>]

Sent: Friday, January 1, 2021 5:42 PM

To: PARVEEN, Khalida <parveenk@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Cc: KHAN, Zainul Abedin <khanzai@who.int>; MURSAL, Hassan Mohamed <mursalh@who.int>; ZAHEER, Bilal <zaheerbi@who.int>; sarah@ctc.org.pk; Naila Nizam <naila@ctc.org.pk>
Subject: FW: [EXT] RE: Naveed sammungli show cause letter on account weak monitoring and supervision skills (contract conclusion)

Dear Ms. Khalida & Mr. Shakeel,

Greetings from CTC !

With reference to below email trail, approval of WHO FO is requested for contract conclusion of UCPO Samungli - Mr. Naveed on account of his persistent poor performance and professional negligence. The said staff has already received warning and final warning previously but no improvement has been observed. WHO PO has already endorsed his contract conclusion.

Best Regards,
Ayesha Naeem
Project Coordinator – PTPP Project
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Cell: 0346-1019451

From: DAHIR, Ahmed [<mailto:dahira@who.int>]
Sent: Friday, January 1, 2021 3:16 PM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; BUGTI, Muhammad Anwar <bugtim@who.int>; 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; 'khalid' <khalid@ctc.org.pk>; AHMED, Mansoor <manahmed@who.int>; Dehani, Aasiya Bano <dehania@who.int>; DEMEKE, Temesgen Atsedu <demeket@who.int>
Subject: RE: [EXT] RE: Naveed sammungli show cause letter on account weak monitoring and supervision skills

Dear Sabeela,

Please go ahead with the action as per SOPs.

Regards
Ahmed

Dr. Ahmed Dahir
Technical Officer – Balochistan
Polio Eradication Initiative – World Health Organization, Pakistan
Cell: +923000559476
Email: dahira@who.int

From: Sabeela Pasha <sabeela@ctc.org.pk>
Sent: Wednesday, December 30, 2020 12:11 PM
To: DAHIR, Ahmed <dahira@who.int>

Cc: 'Naila Nizam' <naila@ctc.org.pk>; BUGTI, Muhammad Anwar <bugtim@who.int>; 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; 'khalid' <khalid@ctc.org.pk>; AHMED, Mansoor <manahmed@who.int>; Dehani, Aasiya Bano <dehania@who.int>; DEMEKE, Temesgen Atsedu <demeket@who.int>
Subject: RE: [EXT] RE: Naveed sammungli show cause letter on account weak monitoring and supervision skills

Dear Sir,

With reference to below placed email regarding Show cause reply of Mr. Naveed.

The said staff has issued show cause on account of weak monitoring and supervision skills . Said staff has shared his reply which is mentioned below.
In his reply he negated all the allegations levelled against him and stated that he is doing his job with beyond his job description. Its nothing but just a misunderstanding.

PEO also shared his remarks and he stated that UCPO reported multiple times by different monitors and moat of the time he remains unavailable whenever needed, he never respond timely. He has limited capacity to learn and improve. And all the allegations against him are correct as per his knowledge. He requested to consider the show cause reply of the UCPO as unsatisfactory.

AC also shared his remarks and she endorsed the comments of PEO

The said staff has already issued warning and final warning on account of poor performance and absenteeism .

In the light of aforementioned case As per SOPs it is recommended to conclude his employment contract and not extend his employment contract after 31st Dec 2020 on account of poor perofrmance ,weak monitoring and supervision skills.

Your are requested to share your kind remarks and approval so that further process will be taken accoridngly.

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

Thanks and Regards

Sabeela Pasha

Regional coordinator(Balochistan)

From: Dehani, Aasiya Bano [<mailto:dehania@who.int>]

Sent: Wednesday, December 30, 2020 10:15 AM

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

Cc: 'Naila Nizam' <naila@ctc.org.pk>; BUGTI, Muhammad Anwar <bugtim@who.int>; zabhiullah21@gmail.com; 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; 'khalid' <khalid@ctc.org.pk>; AHMED, Mansoor <manahmed@who.int>

Subject: RE: [EXT] RE: Naveed sammungli show cause letter on account weak monitoring and supervision skills

Dear Sabeela,

Proceed with first line supervisor's recommended action.

Regards
Dr Aasiya Bano

On Dec 28, 2020 10:46 AM, Sabeela Pasha <sabeela@ctc.org.pk> wrote:

Dear Dr. Asia ,

With reference to below placed email regarding Show cause reply of Mr. Naveed.

The said staff has issued show cause on account of weak monitoring and supervision skills . Said staff has shared his reply which is mentioned below.

In his reply he negated all the allegations levelled against him and stated that he is doing his job with beyond his job description. Its nothing but just a misunderstanding.

PEO also shared his remarks and he stated that UCPO reported multiple times by different monitors and moat of the time he remains unavailable whenever needed, he never respond timely. He has limited capacity to learn and improve. And all the allegations against him are correct as per his knowledge. He requested to consider the show cause reply of the UCPO as unsatisfactory.

The said staff has already issued warning and final warning on account of poor performance and absenteeism .

Please share your remarks and comments so that further action will be taken accordingly.

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

Thanks and Regards
Sabeela Pasha
Regional coordinator(Balochistan)

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

Sent: Monday, December 28, 2020 10:40 AM

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

Cc: Naila Nizam <naila@ctc.org.pk>; BUGTI, Muhammad Anwar <bugtim@who.int>; Dehani, Aasiya Bano <dehania@who.int>; zabhiullah21@gmail.com; Ayesha Naeem <ayesha.naeem@ctc.org.pk>; khalid <khalid@ctc.org.pk>

Subject: Re: [EXT] RE: Naveed sammungli show cause letter on account weak monitoring and supervision skills

Dear Sabeela

The UCPO is reported multiple times by different monitors and he is mostly unavailable whenever needed, he does not respond timely. He has limited capacity to learn and improve. And all the allegations against him are correct as per my knowledge. Please consider the show cause reply of the UCPO as unsatisfactory and proceed accordingly

Regards

Dr Mansoor

PEO Quetta

On 28-Dec-2020, at 10:23 AM, Sabeela Pasha <sabeela@ctc.org.pk> wrote:

Dear Dr. Mansoor,

With reference to below placed email regarding Show cause reply of Mr. Naveed.

The said staff has issued show cause on account of weak monitoring and supervision skills . Said staff has shared his reply which is mentioned below.

In his reply he negated all the allegations levelled against him and stated that he is doing his job with beyond his job description. Its nothing but just a misunderstanding.

Please share your remarks and comments so that further action will be taken accordingly.

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

Thanks and Regards

Sabeela Pasha

Regional coordinator(Balochistan)

From: Naveed Ahmed [<mailto:roshaankhan333@gmail.com>]

Sent: Friday, December 25, 2020 3:37 PM

To: sabeela@ctc.org.pk

Cc: zabhiullah21@gmail.com

Subject: Fwd: Naveed sammungli show cause letter on account weak monitoring and supervision skills

Respected madam,

This is reply with reference Ref: SL- Balochistan-035/December/N to the letter received on 22Dec2020 for show cause on the account of weak monitoring and supervision skills.

I have been working so much hard and try to cope up with assigned tasks and working beyond my job description in interests of programs. It is added to your account notice that my performance, role and responsibilities meets the requirements and standard of the program due to my good monitoring skills, punctuality in morning meetings and in Book validation activity . I do field visits and did the culstur collections. How ever I received earlier a warning letter because of that I have focused my work more harder on Field programs and other activities of program, so it is a humble request please to clear up all misunderstandings regarding my monitoring and supervision skills.

Regards.

Naveed Ahmed
UCPO Sumngli.

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

From: **Sabeela Pasha** <sabeela@ctc.org.pk>

Date: Wed, 23 Dec 2020, 5:18 pm

Subject: Naveed sammungli show cause letter on account weak monitoring and supervision skills

To: <roshaankhan333@gmail.com>

Cc: Naila Nizam <naila@ctc.org.pk>, <bugtim@who.int>, Ayesha Naeem <ayesha.naeem@ctc.org.pk>, <dehaniam@who.int>, Mansoor <manahmed@who.int>, KASI, Arbab Niamat Ullah <kasia@who.int>, khalid <khalid@ctc.org.pk>

Dear Mr. Naveed,

Please find in the attached file your show cause letter on account of weak monitoring supervision skills and absenteeism.

Please acknowledge as you received the letter.

Share your reply within 48 hours .

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

Thanks and Regards

Sabeela Pasha

Regional coordinator(Balochistan)

