

**From:** DAHIR, Ahmed [mailto:dahira@who.int]  
**Sent:** Tuesday, January 5, 2021 6:14 PM  
**To:** Sabeela Pasha <sabeela@ctc.org.pk>  
**Cc:** BUGTI, Mujeeb Ur Rehman <mbugti@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; BALOCH, Zakia Naimatullah <zbaloch@who.int>; 'khalid' <khalid@ctc.org.pk>; KASI, Arbab Niamat Ullah <kasia@who.int>; DEMEKE, Temesgen Atsedu <demeket@who.int>  
**Subject:** RE: [EXT] RE: Madam please find attachment

Dear Sabeela,

Please take action according to SOPs.

Regards  
Ahmed

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

**From:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Sent:** Tuesday, January 5, 2021 5:51 PM  
**To:** DAHIR, Ahmed <[dahira@who.int](mailto:dahira@who.int)>  
**Cc:** BUGTI, Mujeeb Ur Rehman <[mbugti@who.int](mailto:mbugti@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; 'Ayesha Naeem' <[ayesha.naeem@ctc.org.pk](mailto:ayesha.naeem@ctc.org.pk)>; BALOCH, Zakia Naimatullah <[zbaloch@who.int](mailto:zbaloch@who.int)>; 'khalid' <[khalid@ctc.org.pk](mailto:khalid@ctc.org.pk)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>  
**Subject:** RE: [EXT] RE: Madam please find attachment

Dear Dr. Mujeeb ,

With reference to below placed email regarding explanation reply of Mr. Zahid . the staff has issued explanation on account of un approved absenteeism .

The staff has shared his reply which is attached (for reference) in his reply he admitted that he was absent on the mentioned date due to his family member sickness issue. He further admitted that he did not inform his supervisors/CTC about his absences/leave.

PEO also shared his reply and he suggested action according to SOPs.

As staff admitted his mistake and admitted that he did not inform his supervisors about his absenteeism as per SOP staff is liable for disciplinary action

It is recommended to issue him warning letter with 2 days salary cut on account of unapproved absenteeism .and intimate him not to repeat this type of

negligence again otherwise strict disciplinary action will be taken against him.

The email is being send to you for your kind information and kind remarks(if any)

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

Thanks and Regards  
Sabeela Pasha  
Regional coordinator(Balochistan)

**From:** BUGTI, Mujeeb Ur Rehman [<mailto:mbugti@who.int>]  
**Sent:** Tuesday, January 5, 2021 5:32 PM  
**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Subject:** Re: [EXT] RE: Madam please find attachment

Respected Madam,  
It made quite clear to every UCPO that for any leave prior intimation is compulsory but in said case leave SOPs not followed by UCPO.  
I suggest salary deduction or any other action against him according to SOPs.  
Regards  
Dr Mujeeb Bugti  
IO Barkhan

On 5 Jan 2021 9:45 am, Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)> wrote:

Dear Dr. Mujeeb ,

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

Reply of said staff is attached .

Please share your remarks so that further process 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:** muhammad zahid [<mailto:mzahidel24@gmail.com>]

**Sent:** Monday, January 4, 2021 10:29 PM

**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>

**Subject:** Madam please find attachment

Reply to Explanation letter.docx

Sent from my Huawei phone