

Please initiate contract conclusion

From: DUBALE, Wendemagegn Kegne [mailto:dubalew@who.int]
Sent: Wednesday, January 13, 2021 2:57 PM
To: Ayesha Naeem
Cc: PARVEEN, Khalida; AHMAD, Shakeel Muhammad Saleem; BHURT, Abdul Wahid; BASIT, Abdul; sarah@ctc.org.pk; Naila Nizam
Subject: Re: [EXT] FW: Unapproved absenteeism of UCPO Doyan - Mr. Ayatullah

Dear Ayesha

This is approved from my side as per report of supervisors there was no improvement.

Kindly document the steps taken to improve the work of staff by the supervisors.

Regards,

Wende

From: Ayesha Naeem <ayesha.naeem@ctc.org.pk>
Sent: Wednesday, January 13, 2021 9:57 AM
To: DUBALE, Wendemagegn Kegne <dubalew@who.int>
Cc: PARVEEN, Khalida <parveenk@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; BHURT, Abdul Wahid <bhurta@who.int>; BASIT, Abdul <basita@who.int>; sarah@ctc.org.pk <sarah@ctc.org.pk>; Naila Nizam <naila@ctc.org.pk>
Subject: FW: [EXT] FW: Unapproved absenteeism of UCPO Doyan - Mr. Ayatullah

Dear Sir,

Greetings from CTC !

With reference to the subject matter, this is to bring to your kind information that UCPO Doyan – Mr. Ayatullah couldn't provide any justifiable response to the show cause letter issued to him. Remarks of his supervisors are also appended in below email trail.

He was issued final warning very recently, however no improvement have been observed. As per SOPs, his contract closure soon after the on-going campaign is recommended on account of unapproved absenteeism and non-serious attitude towards job responsibilities. You are requested to share your approval regarding the same.

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: BASIT, Abdul [mailto:basita@who.int]
Sent: Tuesday, January 12, 2021 11:31 PM
To: BAIG, Shakirullah; Ayesha Naeem
Cc: BUKHARI, Syed Gohar Sajjad; Naila Nizam; hareem@ctc.org.pk; BHURT, Abdul Wahid; DUBALE,

Wendemagegn Kegne

Subject: Re: [EXT] FW: Show Cause Letter on Account of Unapproved absenteeism

Dear Ayesha,

Kindly negate the last point of campaign related data

Dr. Abdul Basit

Area Coordinator, Gilgit Baltistan

Ph: 0333-7593079, 0355-5551626

Email: basita@who.int

From: BASIT, Abdul <basita@who.int>

Sent: Tuesday, January 12, 2021 10:06 PM

To: BAIG, Shakirullah <sbaig@who.int>; Ayesha Naeem <ayesha.naeem@ctc.org.pk>

Cc: BUKHARI, Syed Gohar Sajjad <bukharis@who.int>; Naila Nizam <naila@ctc.org.pk>; hareem@ctc.org.pk <hareem@ctc.org.pk>; BHURT, Abdul Wahid <bhurta@who.int>; DUBALE, Wendemagegn Kegne <dubalew@who.int>

Subject: Re: [EXT] FW: Show Cause Letter on Account of Unapproved absenteeism

Dear Ayesha,

Thanks for email.

First and foremost, if we look at previous issues.

- In row continuous warning letters are given, yet continuously excuses are being given
- Meanwhile area like Bonji, have no such internet neither network issues, due to main garrison of Northern Light Infantry (NLI) and HQ is located there. Apart from this, Bonji is in itself is very big town in others aspects
- Regarding OPD register signature, One of the Health facility which was under UCPO supervision, continuous messages regarding its update were shared, while all reports were found to be there and none was dispatched. We later found all those Zero reports at health facility. **This is serious data & responsibility issue**
- Meanwhile signatures in back dates is also serious issue. If that is the case any data and information coming said officer can not be relied upon.
- Since last two days, we have campaign, and said officer did not upload his data on sheet, meanwhile we have good number of staff, if informed most of them are performing their best. This is recent incident and shows staff lack of improving his quality of work in black and white.

Considering above points, it is better to move ahead with strict possible action.

All your suggestions and advices are warmly welcome

From: BAIG, Shakirullah <sbaig@who.int>
Sent: Tuesday, January 12, 2021 10:06 AM
To: Ayesha Naeem <ayesha.naeem@ctc.org.pk>
Cc: BUKHARI, Syed Gohar Sajjad <bukharis@who.int>; BASIT, Abdul <basita@who.int>; Naila Nizam <naila@ctc.org.pk>; hareem@ctc.org.pk <hareem@ctc.org.pk>
Subject: Re: [EXT] FW: Show Cause Letter on Account of Unapproved absenteeism

Dear Ayesha Naeem,

On 11th December 2020 me and DSV Astore was on field visit to his duty station for an investigation poor campaign quality & his UC was failed in assessment. We never saw him in whole day and he was absent.

In previous day he signed on opd register without mentioning dates.

Thanks and Regards
Shakir Ullah Baig
IO Diامر Division

On Jan 8, 2021 4:16 PM, Ayesha Naeem <ayesha.naeem@ctc.org.pk> wrote:
Dear Mr. Shakir and Dr. Gohar,

Your remarks are requested on below response of UCPO Doyan – Mr. Ayatullah to the show cause issued to him on account of his unapproved absenteeism.

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: AYAT KHAN [mailto:ayatkh149@gmail.com]
Sent: Thursday, January 7, 2021 6:41 PM
To: Hareem Naz
Cc: Shakir Baig
Subject: Re: Show Cause Letter on Account of Unapproved absenteeism

Reply to Show cause Notice
Respected Madam!

I was not absent from my duty on 11 december. I shared my activity plan with PEO diامر and was at CH Bunji . Any one can check OPD register of CH bunji for my signatures on that day. However, due to network problem I couldn't share my report in the evening. 25 December was Holiday and 26 December was Saturday which is also holiday. Remaining 23 and 24 (Two days) I was injured as you all know. I couldn't go to hospital for more medical

leave due to long distance I couldn't drive or travel. On 24 th December I again visited orthopedic surgeon who advised 6 days more medical leave but I did not request for more leave and joined my duty on monday due to upcoming NIDs with support of a stick.

That is all want to say. I am here for any decision from CTC. I am not an irresponsible person. I worked with WHO before CTC for one year and worked with many Multi national companies and NGOs before this job.

Best Regards.

Ayat Ullah Khan

UCPO Doyan Astore.

On 07-Jan-2021 5:06 pm, "Hareem Naz" <hareem@ctc.org.pk> wrote:

Dear Ayatullah,

Please find the attached your Show Cause Letter on account of Unapproved absenteeism and share your explanation within 48 hours.

Acknowledge this email when you receive.

Regards,

Hareem Naz

Project Officer

CHIP Training & Consulting (Pvt) Ltd.

[Plot 1, Street 9, G-8/2, Islamabad, Pakistan.](#)

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