

From: DEMEKE, Temesgen Atsedu [mailto:demeket@who.int]
Sent: Thursday, January 14, 2021 5:21 PM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: naila@ctc.org.pk; KHAN, Izzatullah <khaniz@who.int>; KHAN, Noora <khanno@who.int>; 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; KASI, Arbab Niamat Ullah <kasia@who.int>; BUGTI, Muhammad Anwar <bugtim@who.int>; BALOCH, Zakia Naimatullah <zbaloch@who.int>
Subject: RE: [EXT] RE: misconduct and absense from field of UCPO shin ghar south,Mr.Khan Mohammad district sherani

Dear Sabeela,
Kindly go ahead with show cause and further action as applicable. Thanks

With Kind Regards

Temesgen A Demeke
Team Leader Balochistan
Polio Eradication initiative - WHO Pakistan
Serena Bazaar, Quetta
Email: demeke@who.int
Phone: +923003400530



From: Sabeela Pasha <sabeela@ctc.org.pk>
Sent: Wednesday, January 13, 2021 8:34 PM
To: DAHIR, Ahmed <dahira@who.int>
Cc: naila@ctc.org.pk; KHAN, Izzatullah <khaniz@who.int>; KHAN, Noora <khanno@who.int>; 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; KASI, Arbab Niamat Ullah <kasia@who.int>; BUGTI, Muhammad Anwar <bugtim@who.int>; BALOCH, Zakia Naimatullah <zbaloch@who.int>; DEMEKE, Temesgen Atsedu <demeket@who.int>
Subject: RE: [EXT] RE: misconduct and absense from field of UCPO shin ghar south,Mr.Khan Mohammad district sherani

Dear Sir ,

With reference o below placed email regarding Complaint against UCPO Mr. Khan Muhammad Launched by IO Dr. Noora khan
The PEO complaint about staff 2 days absenteeism on dated 11th and 12th Jan 2021 and extreme misbehavior with supervisors.

AC also endorsed the comments of PEO .

As per SOPs it is recommended to issue him show cause on account of absenteeism in campaign days and non- Professional attitude(extreme misbehavior with supervisors and in subordination) . Further disciplinary action will be taken after getting response from the said staff.

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

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

Thanks and Regards
Sabeela Pasha
Regional coordinator(Balochistan)

From: BALOCH, Zakia Naimatullah [<mailto:zbaloch@who.int>]
Sent: Wednesday, January 13, 2021 6:14 PM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: naila@ctc.org.pk; KHAN, Izzatullah <khaniz@who.int>; KHAN, Noora <khanno@who.int>; 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; KASI, Arbab Niamat Ullah <kasia@who.int>; BUGTI, Muhammad Anwar <bugtim@who.int>
Subject: Re: [EXT] RE: mlsconduct and absense from field of UCPO shin ghar south,Mr.Khan Mohammad district sherani

Dear Sabeela,

Feedback by Dr.Noora Khan Endorsed for disciplinary actions as per SOP.

From: Sabeela Pasha <sabeela@ctc.org.pk>
Sent: Wednesday, January 13, 2021 10:17 AM
To: BALOCH, Zakia Naimatullah <zbaloch@who.int>
Cc: naila@ctc.org.pk <naila@ctc.org.pk>; KHAN, Izzatullah <khaniz@who.int>; KHAN, Noora <khanno@who.int>; 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; KASI, Arbab Niamat Ullah <kasia@who.int>; BUGTI, Muhammad Anwar <bugtim@who.int>
Subject: RE: [EXT] RE: mlsconduct and absense from field of UCPO shin ghar south,Mr.Khan Mohammad district sherani

Dear Dr. Zakia ,

With reference o below placed email regarding Complaint against UCPO Mr.Khan Muhammad Launched by IO Dr.Noora khan
The PEO complaint about staff 2 days absenteeism on dated 11th and 12th jan 2021 and misbehvaieur.

Please share your kind 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: KHAN, Noora [<mailto:khanno@who.int>]
Sent: Wednesday, January 13, 2021 10:00 AM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: BALOCH, Zakia Naimatullah <zbaloch@who.int>; KHAN, Izzatullah <khaniz@who.int>
Subject: Re: [EXT] RE: mIsconduct and absense from field of UCPO shin ghar south,Mr.Khan Mohammad district sherani

Thank you Madam for your prompt response.
Today he is present in field.

Best Regards,

Dr. Noora khan kakar
Immunization Officer, Sherani.
WHO/PEI Balochistan
cell: +92321-8115609
email: khanno@who.int



On 13-Jan-2021, at 9:40 AM, Sabeela Pasha <sabeela@ctc.org.pk> wrote:

Dear Dr. Noora ,

Well noted thanks for your email.

Just need to confirm the presences status of below mentioned staff today dated 13th Jan 2021. Is he present on the field today or not.

Please share your remarks so that appropriate 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: KHAN, Noora [<mailto:khanno@who.int>]
Sent: Wednesday, January 13, 2021 1:51 AM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: BALOCH, Zakia Naimatullah <zbaloch@who.int>; KHAN, Izzatullah <khaniz@who.int>
Subject: mlscconduct and absense from field of UCPO shin ghar south,Mr.Khan Mohammad district sherani

Dear Madam Sabeela,

In accordance to the subject sited above it is to bring into your kind notice that an email earlier done by provincial office regarding presence of UCPOs in field was done and it was instructed to take live locations of every UCPO on daily basis, the same practice was done and more focused during campaign days.

During the campaign of january 2021, i myself asked all the UCPOs to share their live locations , thus all have shared their live location except Mr.khan Mohammad UCPO UC Shin Ghar south district sherani who didn't share on day-1 and on day-2 he shared screen shot of his live location around 11am, which was not acceptable and he was also found absent in the ERM on 12-01-2021.

Upon asking he refused to follow the campaign protocols including morning meetings, live location, attending daily ERM and presence in field.

Besides that, on the officials groups of whatsapp of District Sherani (WHO & DEOC) he started propaganda against the organization.

Thus it is therefore requested to issue him show cause for his misconduct and absence from field. Thanking in anticipation.

Best Regards,

Dr. Noora khan kakar
Immunization Officer, Sherani.
WHO/PEI Balochistan
cell: +92321-8115609
email: khanno@who.int
