

From: DEMEKE, Temesgen Atsedu [mailto:demeket@who.int]
Sent: Wednesday, February 3, 2021 11:32 AM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Subject: RE: FW: [EXT] Re: Khan muhammad Show cause letter

Kindly go ahead with SOPs. 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, February 3, 2021 10:55 AM
To: DEMEKE, Temesgen Atsedu <demeket@who.int>
Subject: RE: FW: [EXT] Re: Khan muhammad Show cause letter

Dear Sir,

With reference to below placed email regarding Show cause reply of UCPO Mr. Khan Muhammad

Your kind remarks and approval is still awaited.
Please share your kind remarks and comments 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: Sabeela Pasha [mailto:sabeela@ctc.org.pk]
Sent: Monday, February 1, 2021 11:27 AM
To: 'Temesgen Atsedu' <demeket@who.int>

Cc: 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; 'Arbab Niamat Ullah' <kasia@who.int>
Subject: FW: FW: [EXT] Re: Khan muhammad Show cause letter

Dear Sir,

With reference to below placed email regarding Show cause reply of UCPO Mr. khan muhammad

Your kind remarks and approval is still awaited.
Please share your kind remarks and comments 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: Sabeela Pasha [<mailto:sabeela@ctc.org.pk>]
Sent: Thursday, January 28, 2021 2:59 PM
To: 'DEMEKE, Temesgen Atsedu' <demeket@who.int>
Cc: 'BUGTI, Muhammad Anwar' <bugtim@who.int>; 'KASI, Arbab Niamat Ullah' <kasia@who.int>; 'KHAN, Noora' <khanno@who.int>; 'khalid@ctc.org.pk' <khalid@ctc.org.pk>; 'zbaloch@who.int' <zbaloch@who.int>; 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; 'm.usman@ctc.org.pk' <m.usman@ctc.org.pk>
Subject: RE: FW: [EXT] Re: Khan muhammad Show cause letter

Dear Sir,

With reference to below placed email regarding Show cause reply of UCPO Mr. khan muhammad

The said staff has issued show cause on account of absenteeism and un professional attitude .

In his Reply he negated all the allegation levelled against him .

The PEO has also shared his remarks he stated that The show cause response of Mr . Khan Muhammad is unsatisfactory as he failed to provide any evidence that may prove his presence on the campaign days of 11th(till 11:31 AM) and 12 January (10:47 AM). He contradicts himself in his response wherein he stated that he sent photos via WhatsApp (through internet) while he could not share location due to internet issue. Furthermore he adds on in the response that he sent messages in WhatsApp group as "PROTEST"

which is a violation of standard procedures and is considered as unprofessional attitude. Also this may result in conveying a wrong message to other UCPOs and partners and may affect the reputation of the esteemed organization. As for the presence in ERM, he did not attend the ERM on 12th January . PEO also shared the ERM meeting attendance which is attached (for reference)too.

The AC also agree with the remarks of IO.

In the light of aforementioned scenario and said staff did not submit any evidence regarding his presences.

It is recommended to issue him final warning with 2 days salary cut on account of absenteeism and Non- professional attitude.
And intimated him strictly that in future if he use this type of language or repeat the same mistake his contract will be terminated.

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: Thursday, January 28, 2021 12:20 PM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: BUGTI, Muhammad Anwar <bugtim@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; KHAN, Noora <khanno@who.int>; khalid@ctc.org.pk; ukkp89@gmail.com; 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>
Subject: Re: FW: [EXT] Re: Khan muhammad Show cause letter

Dear Sabeela,

I agree with the comments by first level supervisor.

On Jan 27, 2021 10:42 AM, Sabeela Pasha <sabeela@ctc.org.pk> wrote:
Dear Dr. Zakia ,

With reference to below placed email regarding Show cause reply of UCPO Mr. khan muhammad

The said staff has issued show cause on account of absenteeism and unprofessional attitude .

Your comments are still awaited please share your remarks 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: Sabeela Pasha [<mailto:sabeela@ctc.org.pk>]
Sent: Monday, January 25, 2021 2:40 PM
To: 'zbaloch@who.int' <zbaloch@who.int>
Cc: 'BUGTI, Muhammad Anwar' <bugtim@who.int>; 'KASI, Arbab Niamat Ullah' <kasia@who.int>; 'KHAN, Noora' <khanno@who.int>; 'khalid@ctc.org.pk' <khalid@ctc.org.pk>; 'ukkp89@gmail.com' <ukkp89@gmail.com>; 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>
Subject: RE: [EXT] Re: Khan muhammad Show cause letter

Dear Dr. Zakia ,

With reference to below placed email regarding Show cause reply of UCPO Mr. Khan Muhammad

The said staff has issued show cause on account of absenteeism and unprofessional attitude .

In his Reply he negated all the allegation levelled against him .

The PEO has also shared his remarks he stated that The show cause response of Mr . Khan Muhammad is unsatisfactory as he failed to provide any evidence that may prove his presence on the campaign days of 11th(till 11:31 AM) and 12 January (10:47 AM). He contradicts himself in his response wherein he stated that he sent photos via WhatsApp (through internet) while he could not share location due to internet issue. Furthermore he adds on in the response that he sent messages in WhatsApp group as "PROTEST" which is a violation of standard procedures and is considered as unprofessional attitude. Also this may result in conveying a wrong message to other UCPOs and partners and may affect the reputation of the esteemed organization. As for the presence in ERM, he did not attend the ERM on 12th January . PEO also shared the ERM meeting attendance which is attached (for reference)too.

Please review the reply and share your kind remarks and comments 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: Saturday, January 23, 2021 9:51 PM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: BUGTI, Muhammad Anwar <bugtim@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>;
BALOCH, Zakia Naimatullah <zbaloch@who.int>
Subject: Re: [EXT] Re: Khan muhammad Show cause letter

Dear Madam,

The show cause response of Mr Khan Muhammad is unsatisfactory as he failed to provide any evidence that may prove his presence on the campaign days of 11th(till 11:31 AM) and 12 January (10:47 AM). He contradicts himself in his response wherein he stated that he sent photos via whatsapp(through internet) while he could not share location due to internet issue. Furthermore he adds on in the response that he sent messages in whatsapp group as "PROTEST" which is a violation of standard procedures and is considered as unprofessional attitude. Also this may result in conveying a wrong message to other UCPOs and partners and may affect the reputation of the esteemed organisation. As for the presence in ERM,he did not attend the ERM on 12th January. So,in light of all these points action as per SOPs is recommended against him.

Best Regards,

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



On 22-Jan-2021, at 5:18 PM, Khanak Harifal <khanakharifal@gmail.com> wrote:

On Fri, Jan 22, 2021, 3:03 PM Sabeela Pasha <sabeela@ctc.org.pk> wrote:
Dear Mr. Khan Muhammad ,

Sorry for the in convenience.

Please Find in the attached file your updated show cause letter on account of absenteeism and un-professional attitude (there was a type error in dates in last letter).

Please share your reply as per the attached letter and shared 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)

From: Sabeela Pasha [mailto:sabeela@ctc.org.pk]
Sent: Thursday, January 21, 2021 12:35 PM
To: 'Khanak Harifal' <khanakharifal@gmail.com>
Cc: 'BUGTI, Muhammad Anwar' <bugtim@who.int>; 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; 'KASI, Arbab Niamat Ullah' <kasia@who.int>; 'zbaloch@who.int' <zbaloch@who.int>; 'KHAN, Noora' <khanno@who.int>; 'khalid@ctc.org.pk' <khalid@ctc.org.pk>
Subject: Khan muhammad Show cause letter

Dear Mr. Khan Muhammad ,

Please Find in the attached file your show cause letter on account of absenteeism and un-professional attitude.

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

Thanks and Regards
Sabeela Pasha
Regional coordinator(Balochistan)

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