

**From:** DEMEKE, Temesgen Atsedu [mailto:[demeket@who.int](mailto:demeket@who.int)]  
**Sent:** Thursday, March 18, 2021 3:41 PM  
**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Subject:** RE: [EXT] FW: salary cut of UCPOs

I agree with area coordinator. That is why I said take action in consultation with area coordinator. Kindly do as advised by Dr Safdar.

Thanks

**With Kind Regards**

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



**From:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Sent:** Thursday, March 18, 2021 3:31 PM  
**To:** DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>  
**Subject:** RE: [EXT] FW: salary cut of UCPOs

Dear Sir,

Thank you so much for your email.

I communicated with Area Coordinator Dr. Safdar via call and discussed the matter in detail.

He stated that issue him show cause followed by final warning with salary cut, call him and strictly intimate him that this is the last chance next time if repeat any mistake /negligence your contract will be terminated with immediate effect.

Your final approval is requested in this regard.

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

Thanks and Regards  
Sabeela Pasha  
Regional coordinator(Balochistan)

**From:** DEMEKE, Temesgen Atsedu [<mailto:demeket@who.int>]  
**Sent:** Thursday, March 18, 2021 3:15 PM  
**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Subject:** RE: [EXT] FW: salary cut of UCPOs

Kindly terminate contract in consultation with are coordinator Dr Safdar  
Thanks

**With Kind Regards**

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



**From:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Sent:** Thursday, March 18, 2021 2:49 PM  
**To:** DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>  
**Subject:** RE: [EXT] FW: salary cut of UCPOs

Dear Sir,

Your kind comments and guidance is awaited on below mentioned staff complaint as he receive 4 times explanation 2 warning and 2 final warnings.

So should we take strict action against him like show cause lead to contract conclusion or take lenient action (explanation followed by warning).

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:** Wednesday, March 17, 2021 12:06 PM  
**To:** 'DEMEKE, Temesgen Atsedu' <[demeket@who.int](mailto:demeket@who.int)>  
**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; 'Arbab Niamat Ullah' <[kasia@who.int](mailto:kasia@who.int)>  
**Subject:** RE: [EXT] FW: salary cut of UCPOs

Dear Sir,

Thanks for the email.

In continuation of this email I want to highlight the disciplinary action record of one of below mentioned staff of district Pishin UCPO Mr,Sibghat ullah UC bagh/Barshore.

Action_Type	Subject	Reason
Warning	RE:Warning -	FAIL TO MEET TARGETS/DEA
Explanation	Explanation on account of professional negligence	FAIL TO MEET TARGETS/DEA
Final Warning	RE: Final Warning -	TARDINESS AND LATE COME
Explanation	Explanation on account of professional negligence	TARDINESS AND LATE COME
Final Warning	RE: Final Warning -	ABSENTEEISM DURING ORDIN
Explanation	Explanation on account of absenteeism from micro plan development and UPEC activity	ABSENTEEISM DURING ORDIN
Warning	RE:Warning -	ABSENTEEISM DURING CAMP
Explanation	explanation on account of absenteeism in pre campaign and week in performance	ABSENTEEISM DURING CAMP

Need your kind guidance in this regard should we take strict action against him or take lenient action(explnation followed by warning).

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

Thanks and Regards  
Sabeela Pasha  
Regional coordinator(Balochistan)

**From:** DEMEKE, Temesgen Atsedu [<mailto:demeket@who.int>]  
**Sent:** Tuesday, March 16, 2021 12:10 PM  
**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Subject:** RE: [EXT] FW: salary cut of UCPOs

Message well noted. I am back from leave.  
Thanks

With Kind Regards

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



**From:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Sent:** Tuesday, March 16, 2021 12:02 PM  
**To:** BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>  
**Cc:** DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>; Zarkoon, Safdar Khan <[zarkoons@who.int](mailto:zarkoons@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; [m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk)  
**Subject:** [EXT] FW: salary cut of UCPOs

Dear Sir,

With reference to below placed email regarding complaint received against UCPOs absenteeism from UCPO and AS Training launched by IO,  
The IO stated that the below mentioned staff were found absent from the training on the mentioned dates without any intimation /leave.

As per SOPs It is recommended to issue them explanation followed by warning with salary cut(if satisfactory answer not received) .

The detail of staff and absent dates,days mentioned below.

Mr. Nisar ahmed	UCPO Hikalzai	---- two days (11 <sup>th</sup> -12 <sup>th</sup> March 2021)
Mr. sibghat ullah	UCPO Bagh barshore	---- two days(11 <sup>th</sup> -12 <sup>th</sup> March 2021)
Mr. Masood khan	UCPO Kaza viala	---- one day (11 <sup>th</sup> March 2021)
Mr. Aziz	UCPO kila viala	---- one day (11 <sup>th</sup> March 2021)
Mr. Asmat	UCPO Alizai	---- one day (11 <sup>th</sup> March 2021)

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:** najeeb tareen [<mailto:najeeb.tareen66@gmail.com>]

**Sent:** Friday, March 12, 2021 9:11 PM

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

**Cc:** Safdar Khan <[zarkoons@who.int](mailto:zarkoons@who.int)>; KHAN, Farmanullah <[khanfarmanullah@who.int](mailto:khanfarmanullah@who.int)>

**Subject:** salary cut of UCPOs

Dear Sabeela

The following UCPOs were absent in two days training. So the salary cut is recommended and forwarded for further processing please. The details are as follows

Mr. Nisar ahmed	UCPO Hikalzai	---- two days
Mr. sibghat ullah	UCPO Bagh barshore	---- two days
Mr. Masood khan	UCPO Kaza viala	---- one day
Mr. Aziz	UCPO kila viala	---- one day
Mr. Asmat	UCPO Alizai	---- one day

Regards

Dr. Najeeb ullah

IO Pishin.