

From: DEMEKE, Temesgen Atsedu [mailto:demeket@who.int]
Sent: Monday, March 29, 2021 11:00 PM
To: sabeela@ctc.org.pk
Subject: RE: RE: [EXT] FW: Re.show cause of sibghat ullah

You welcome Sabeela
Temesgen

Sent from my Galaxy

----- Original message -----

From: sabeela@ctc.org.pk
Date: 3/29/21 9:43 PM (GMT+05:00)
To: "DEMEKE, Temesgen Atsedu" <demeket@who.int>
Cc: "Zarkoon, Safdar Khan" <zarkoons@who.int>, "KHAN, Farmanullah" <khanfarmanullah@who.int>, "NAWAZ, Najeeb" <nawazn@who.int>, Naila Nizam <naila@ctc.org.pk>, "BUGTI, Muhammad Anwar" <bugtim@who.int>, m.usman@ctc.org.pk, "KASI, Arbab Niamat Ullah" <kasia@who.int>
Subject: Re: RE: [EXT] FW: Re.show cause of sibghat ullah

Dear Sir,

Very well noted.
Thanks for your kind remarks.

Thanks and Regards
Sabeela Pasha

Monday, 29 March 2021, 09:31pm +05:00 from "DEMEKE, Temesgen Atsedu"
demeket@who.int:

Kindly apply what is stipulated in the SOPs. Next time (if he repeats similar disciplinary breaches) his contract should be terminated.

Thanks
Temesgen

Sent from my Galaxy

----- Original message -----

From: Sabeela Pasha <sabeela@ctc.org.pk>
Date: 3/29/21 10:04 AM (GMT+05:00)
To: "DEMEKE, Temesgen Atsedu" <demeket@who.int>
Cc: "Zarkoon, Safdar Khan" <zarkoons@who.int>, "KHAN, Farmanullah" <khanfarmanullah@who.int>, "NAWAZ, Najeeb" <nawazn@who.int>, 'Naila Nizam' <naila@ctc.org.pk>, "BUGTI, Muhammad Anwar" <bugtim@who.int>, m.usman@ctc.org.pk, "KASI, Arbab Niamat Ullah" <kasia@who.int>
Subject: RE: [EXT] FW: Re.show cause of sibghat ullah

Dear Sir,

With reference to below placed email regarding Show cause reply of Mr. Sighatullah .the staff has issued show cause on account of absenteeism.

The said staff has stated that he took leave from TDO however as per SOPs leave approving authority is only CTC with supervisor endorsement who are IO and AC.

However in several SOP sessions in policy which was also shared by all the staff it is clearly mentioned that leave approving authority is CTC with the endorsement of IO/AC. The staff did not follow the SOPs and got absent too.

As per the SOPs staff who admit his absenteeism and did not follow the leave SOPs liable for disciplinary action. The said staff has already issued warning and final warning on the same issue.

As staff admitted his Absenteeism It is recommended to issue him final Warning with Two day salary cut and strictly intimate him that it is his final and last warning if he repeat this type of negligence and nonprofessional behavior next time strict action lead to contract termination will be taken against him.

He 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: NAWAZ, Najeeb [<mailto:nawazn@who.int>]

Sent: Friday, March 26, 2021 10:15 PM

To: Sabeela Pasha <sabeela@ctc.org.pk>

Cc: Zarkoon, Safdar Khan <zarkoons@who.int>; KHAN, Farmanullah <khanfarmanullah@who.int>

Subject: RE: [EXT] FW: Re.show cause of sibghat ullah

Dear Sabeela

I recommend action as per SOPs.

Regards

Dr. Najeeb ullah

IO Pishin.

On Mar 24, 2021 9:15 PM, Sabeela Pasha <sabeela@ctc.org.pk> wrote:

Dear Dr. Najeeb ,

Thanks for the email.

The said staff did not make excuse nor he apologized on their mistake to not inform your good self or CTC about their absenteeism and did not take leave from their concern authority. However several times in SOP sessions they intimated again and again to follow the SOPs and take leave as per the protocol.

As per the SOPs staff who admit his absenteeism and did not follow the leave SOPs liable for disciplinary action.

Dear Dr. Safdar ,

Please share your kind remarks and comments 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: NAWAZ, Najeeb [<mailto:nawazn@who.int>]
Sent: Wednesday, March 24, 2021 7:48 PM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: KHAN, Farmanullah <khanfarmanullah@who.int>; Zarkoon, Safdar Khan <zarkoons@who.int>
Subject: Re: [EXT] FW: Re.show cause of sibghat ullah

Dear Sabeela

I accept the excuse of the concern UCPO and recommend no action against him.

Regards

IO Pishin.

On Mar 24, 2021 11:46 AM, Sabeela Pasha <sabeela@ctc.org.pk> wrote:

Dear Dr. Najeeb ,

With reference to below placed email regarding Show cause reply of Mr. Sighatullah.

The said staff has stated that he took leave from TDO however as per SOPs leave approving authority is only CTC with supervisor endorsement who are IO and AC.

However in several SOP sessions in policy which was also shared by all the staff it is clearly mentioned that leave approving authority is CTC with the endorsement of IO/AC. The staff did not follow the SOPs and got absent too.

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: Sabeela Pasha [<mailto:sabeela@ctc.org.pk>]

Sent: Monday, March 22, 2021 9:22 AM

To: 'SIBGHAT ULLAH' <ullahsibghat720@gmail.com>

Cc: 'KHAN, Farmanullah' <khanfarmanullah@who.int>; 'Zarkoon, Safdar Khan' <zarkoons@who.int>; 'nawazn@who.int' <nawazn@who.int>

Subject: RE: Re.show cause of sibghat ullah

Dear Mr. Sibghatullah ,

Despite giving several reminders and SOPs session that Leave Approving authority is with CTC after the endorsement from your IO or AC. You did the same negligence again.

Please share that approval from your Supervisor (IO/AC or CTC) if you have. Otherwise you will consider absent .

Thanks and Regards

Sabeela .Pasha

From: SIBGHAT ULLAH [<mailto:ullahsibghat720@gmail.com>]

Sent: Saturday, March 20, 2021 7:05 PM

To: sabeela@ctc.org.pk

Subject: Re.show cause of sibghat ullah

Dear mam,

it is stated that, on 11th and 12th March I take leave from my supervisor (Tehsil delivery officer) on 11th March I appeared for the test of TPO tehsil sanjave Dist ziarat on 12th March I was called for interview. All approval Mail of these two Days leave are attached below .

Regd,

sibghat ullah

UCPO Bagh barshore