

**From:** DEMEKE, Temesgen Atsedu [mailto:demeket@who.int]  
**Sent:** Monday, December 16, 2019 8:10 PM  
**To:** Sabeela <sabeela@ctc.org.pk>  
**Cc:** 'Muhammad Ibrahim' <ibrahimsarang116@gmail.com>; ULLAH, Izzat <iullah@who.int>; KHAN, Farmanullah <khanfarmanullah@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; 'Anwar Bugti' <anwar\_bugti@hotmail.com>; KASI, Arbab Niamat Ullah <kasia@who.int>  
**Subject:** Re: Poor compliance

Message well noted. Thanks  
Temesgen

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**From:** Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Sent:** Monday, December 16, 2019 12:29 PM  
**To:** DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>  
**Cc:** 'Muhammad Ibrahim' <[ibrahimsarang116@gmail.com](mailto:ibrahimsarang116@gmail.com)>; ULLAH, Izzat <[iullah@who.int](mailto:iullah@who.int)>; KHAN, Farmanullah <[khanfarmanullah@who.int](mailto:khanfarmanullah@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; 'Anwar Bugti' <[anwar\\_bugti@hotmail.com](mailto:anwar_bugti@hotmail.com)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>  
**Subject:** FW: Poor compliance

Dear Sir,

Greetings from CTC,

With reference to below placed email regarding complaint against UCPO Mr. Sibghat ullah. the said UCPO was reported absent for 3 days(11th -13th Dec 2019) without any intimation and approval. AC also endorsed the complaint of PEO and also stated that staff is week in performance too.

in the light of aforementioned statement the as per SOP it is recommended to issue him explanation on account of absenteeism and poor performance(poor compliance in assigned work ) to find out his stance on his negligence . if reply get un satisfactory response warning with salary cut .

Please share your kind remarks and comments so that appropriate action will be taken accordingly

If you need any further information regarding the same, please let us know.

Regards,  
Sabeela Pasha  
Regional Coordinator - PTPP  
CHIP Training & Consulting (Pvt) Ltd.  
0340-8442588

**From:** Sabeela [<mailto:sabeela@ctc.org.pk>]  
**Sent:** Friday, December 13, 2019 11:37 AM  
**To:** 'Muhammad Ibrahim' <[ibrahimsarang116@gmail.com](mailto:ibrahimsarang116@gmail.com)>; 'ULLAH, Izzat' <[iullah@who.int](mailto:iullah@who.int)>  
**Cc:** 'KHAN, Farmanullah' <[khanfarmanullah@who.int](mailto:khanfarmanullah@who.int)>  
**Subject:** RE: Poor compliance

Dear Sir,

Well noted, thanks for the email

strict action will be taken against him as per SOPs.

Dear Dr.Izzat ullah,

With reference to below placed email regarding absenteeism of UCPO Mr.Sibghat ullah. please mentioned the dates on which he remain absent and his current status either he is absent or not as it necessary for further course of action.

If you need any further information regarding the same, please let us know.

Regards,  
Sabeela Pasha  
Regional Coordinator - PTPP  
CHIP Training & Consulting (Pvt) Ltd.  
0340-8442588

**From:** Muhammad Ibrahim [<mailto:ibrahimsarang116@gmail.com>]  
**Sent:** Friday, December 13, 2019 11:30 AM  
**To:** ULLAH, Izzat <[iullah@who.int](mailto:iullah@who.int)>

Cc: Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>; KHAN, Farmanullah <[khanfarmanullah@who.int](mailto:khanfarmanullah@who.int)>  
Subject: Re: Poor compliance

Dear Sbeela,

With due respect he is chronic despite several verbal instruction he is not serious with his duty and always poor compliance in assigned work, therefore strict action is recommended against him as indicated by first line supervisor.

On Fri, Dec 13, 2019 at 11:19 AM ULLAH, Izzat <[iullah@who.int](mailto:iullah@who.int)> wrote:

Dear Mam

Sibghat Ullah UCPO Bagh Barshore is found absent in pre campaign and readiness meeting. No leave is approved for the said staff as he used to apply for leaves during activities. 10 days salary deduction and disciplinary actions are recommended for the said staff.

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**Regards**

**(Dr. Mohammad Ibrahim Kakar)**

Area Coordinator (A.C).

District Pishin.

Cell# 0345-833-1977 and 0314-806-0908

Email: [ibrahimsarang116@gmail.com](mailto:ibrahimsarang116@gmail.com)