

**From:** DEMEKE, Temesgen Atsedu [mailto:demeket@who.int]  
**Sent:** Tuesday, June 22, 2021 12:40 AM  
**To:** Sabeela Pasha <sabeela@ctc.org.pk>  
**Cc:** BUGTI, Muhammad Anwar <bugtim@who.int>; DANIEL, Ambrin <daniela@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; m.usman@ctc.org.pk; Badini, Naveed Ahmed <badinin@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; ULLAH, Nusrat <ullahnu@who.int>  
**Subject:** RE: [EXT] FW: Re:Show cause letter

Dear Sabeela,  
Kindly issue second and final warning letter. As some areas in Mastung are difficult places to work, let's give final chance to the same experienced UCPO. The timeframe for next SIAs campaign implementation is not too far.  
Thanks  
Temesgen

Sent from my Galaxy

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

**From:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Date:** 6/18/21 4:35 PM (GMT+05:00)  
**To:** "DEMEKE, Temesgen Atsedu" <[demeket@who.int](mailto:demeket@who.int)>  
**Cc:** "BUGTI, Muhammad Anwar" <[bugtim@who.int](mailto:bugtim@who.int)>, "DANIEL, Ambrin" <[daniela@who.int](mailto:daniela@who.int)>, "KASI, Arbab Niamat Ullah" <[kasia@who.int](mailto:kasia@who.int)>, [m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk), "Badini, Naveed Ahmed" <[badinin@who.int](mailto:badinin@who.int)>, 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>, "ULLAH, Nusrat" <[ullahnu@who.int](mailto:ullahnu@who.int)>  
**Subject:** RE: [EXT] FW: Re:Show cause letter

Dear Sir ,

With reference to below placed email regarding show cause reply of UCPO.

The said staff issued show cause on account of professional negligence and poor performance. The staff has shared his reply and admitted that the area mentioned in the letter was missing since Jan 2021 and there is no wall chalking after Nov 2020. Further he stated that the area which is missed is 600 meter away from the border and he did not visit this area after November campaign 2020.

He apologized on his mistake and requested to give him one chance to mend his performance .

The IO shared his remarks and stated that the staff has admitted his mistake and at this level its clearly shows his negligence which is menace for the program and further suggested to proceed the case as per rules.

AC also endorsed the remarks of IO and recommended disciplinary action as per SOPs.

The staff has already issued explanation and Warning in the month of June 2021 on account of absenteeism.

As Per the above mentioned statement The negligence conducted by UCPO is a serious offense which cannot be tolerated.

It is recommended to terminate his employment contract on account of professional negligence and poor performance.

The email is send to you for your kind remarks and Kind approval.

Please share your kind 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:** ULLAH, Nusrat [<mailto:ullahnu@who.int>]

**Sent:** Friday, June 18, 2021 1:09 PM

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

**Cc:** BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; [m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk); Badini, Naveed Ahmed <[badinin@who.int](mailto:badinin@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

**Subject:** RE: [EXT] FW: Re:Show cause letter

Dear Sabeela,

Thank you for your email.

I endorse the statment of IO and recommend to follow the disciplinary rules.

Regards

Nusrat

On 18 Jun 2021 12:43 pm, Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)> wrote:

Dear Dr. Nusrat ,

With reference to below placed email regarding show cause reply of UCPO.

The said staff issued show cause on account of professional negligence and poor performance. The staff has shared his reply and admitted that the area mentioned in the letter was missing since Jan 2021 and there is no wall chalking after Nov 2020. Further he stated that the area which is missed is 600 meter away from the border and he did not visit this area after November campaign 2020.

He apologized on his mistake and requested to give him one chance to mend his performance .

The IO shared his remarks and stated that the staff has admitted his mistake and at this level its clearly shows his negligence which is menace for the program and further suggested to proceed the case as per rules.

Please share your kind 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:** Badini, Naveed Ahmed [<mailto:badinin@who.int>]

**Sent:** Friday, June 18, 2021 10:38 AM

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

**Cc:** BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>; KASI, Arbab

Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; ULLAH, Nusrat <[ullahnu@who.int](mailto:ullahnu@who.int)>; [m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk)

**Subject:** Re: [EXT] FW: Re:Show cause letter

Thank you Dear Sabeela for the email and information.

The said UCPO has already admitted that this area remained missed due to his negligence and missing an area at this stage is menace to the programe and have already reflected this negligence in his evaluation,and you are further requested to proceede as per the disciplinary rule and regulations.

Regards  
Dr Naveed Ahmed  
IO,Mastung

On Jun 17, 2021 10:14 AM, Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)> wrote:

Dear Dr. Naveed ,

With reference to below placed email regarding show cause reply of UCPO.

The said staff issued show cause on account of professional negligence and poor performance. The staff has shared his reply and admitted that the area mentioned in the letter was missing since Jan 2021 and there is no wall chalking after Nov 2020. Further he stated that the area which is missed is 600 meter away from the border and he did not visit this area after November campaign 2020.

He apologized on his mistake and requested to give him one chance to mend his performance .

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)

----- Forwarded Message -----

From: M Aslam [maslamb778@gmail.com](mailto:maslamb778@gmail.com)

To: [m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk)

Date: Wednesday, 16 June 2021, 11:48pm +05:00

Subject: Re:Show cause letter

Dear Madam,

Reference with the email and letter attached. I admit that the area was missed since Jan 2021 campaign as there was no chalking after November 2020 campaign.

As UCPO my prime responsibility is to check the bordering areas with other districts and union councils within the district.

As my responsibility I have checked the bordering areas of Spezend Quetta from Pir wali, Tauheedabad, Drakhsha check post and degari side. And found no missed area.

And the missed area mentioned is about 600 meter away from the border and unfortunately I have not visited this area after November 2020 campaign as all the residents of the area shift to hot areas and come back in April to May.

But I validated all the residential areas adjacent to all bordering areas with Quetta district.

Kindly accept my apology as for the first time in last 4 years an area is found missed.

I assure that I will work with full commitment and such thing will not happen again

Sent from my Huawei Mobile

----- Original Message -----

Subject: Fwd: Show cause letter

From: [m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk)

To: [maslamb778@gmail.com](mailto:maslamb778@gmail.com)

CC:

----- Forwarded Message -----

From: Sabeela Pasha [sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)

To: [mailtomaslamb778@gmail.com](mailto:mailtomaslamb778@gmail.com)

Cc: 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), "Badini, Naveed Ahmed" [badinin@who.int](mailto:badinin@who.int), "ULLAH, Nusrat" [ullahnu@who.int](mailto:ullahnu@who.int), "BUGTI, Muhammad Anwar" [bugtim@who.int](mailto:bugtim@who.int), "DANIEL, Ambrin"

[daniela@who.int](mailto:daniela@who.int)

Date: Tuesday, 15 June 2021, 06:15pm +05:00

Subject: Show cause letter

Dear Mr . Aslam,

Please find in the attached file your Show cause letter on account of professional negligence .

Please share your reply within 48 hours .

Kindly acknowledge as you receive the email.

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

Thanks and Regards

Sabeela Pasha

Regional coordinator(Balochistan)