

I will share termination with adjustment so, please work on the adjustment and let me know

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

Sent: Thursday, 12 August 2021 2:33 pm

To: 'Naila Nizam' <naila@ctc.org.pk>

Cc: m.usman@ctc.org.pk

Subject: FW: [EXT] RE: show Cause on account of Unapproved Absenteeism

Dear Naila ,

Concerning the below placed email, TPO Mr. Zahir Ullah responses to the show cause letter

Please find below the approval from the PTL on the termination of staff on account of unapproved and persistent absenteeism.

The staff has issue show cause on account of unapproved absenteeism in pre-campaign days. It is to bring in your kind notice that the said staff has admitted that he was absent and also blamed IO that he is not arranging his residence in the district Musakhel.

His response has been found unsatisfactory by CTC and his supervisors as it is not the responsibility of the supervisor to arrange his residence in the said district and in addition to this, during the interview he has provided a written statement that if he has been selected on the applied position he will arrange his residence and will reside in the applied district.

It is pertinent to mention that the staff failed to submit his residence certificate and has been reported for absenteeism on and off by the supervisor. Firstly he reported absent from the field for seven days in pre-campaign activities and Now again he is absent from the field from 5th August 2021 till date without informing anyone.

It is recommended to terminate his contract on account persistent absenteeism and will be paid remuneration against his working days.

The email is being sent to you for your kind Information and for final approval from FO.

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, August 12, 2021 1:34 PM
To: HUSSAIN, Nasir <nahussain@who.int>
Cc: Sabeela Pasha <sabeela@ctc.org.pk>; 'Naila Nizam' <naila@ctc.org.pk>; KASI, Arbab Niamat Ullah <kasia@who.int>; BUGTI, Muhammad Anwar <bugtim@who.int>; DANIEL, Ambrin <daniela@who.int>; BALOCH, Zakia Naimatullah <zbaloch@who.int>; m.usman@ctc.org.pk
Subject: RE: [EXT] RE: show Cause on account of Unapproved Absenteeism

Thank you Dr Nasir. We agree with the decision reached by CTC.
Thank you again

Sent from my Galaxy

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

From: "HUSSAIN, Nasir" <nahussain@who.int>
Date: 8/12/21 1:16 PM (GMT+05:00)
To: "DEMEKE, Temesgen Atsedu" <demeket@who.int>
Cc: Sabeela Pasha <sabeela@ctc.org.pk>, 'Naila Nizam' <naila@ctc.org.pk>, "KASI, Arbab Niamat Ullah" <kasia@who.int>, "BUGTI, Muhammad Anwar" <bugtim@who.int>, "DANIEL, Ambrin" <daniela@who.int>, "BALOCH, Zakia Naimatullah" <zbaloch@who.int>, m.usman@ctc.org.pk
Subject: RE: [EXT] RE: show Cause on account of Unapproved Absenteeism

Respected Sir

Thank you for your email.

Hope you are doing well.

Dear sir, the said staff is apparently not interested in his job. He was supposed to submit his residence certificate on (date) but he never tried for his residency in Musakhail . I had communicated him several times and gave verbal intimidations and was trying to compensate on goodwill basis for over a month now. Please note that he was absent during entire period of pre campaign activities. Though he attended the campaign but on 4th day of campaign he immediately left the field without intimidating, did not attend the last 2 days ERMs. He was least responsive on my calls and text messages. Ultimately i had to inform CTC officially, upon which he was issued a show cause notice. In the reply of which he started making lame excuses and also blamed me about his absenteeism stating that i was the one who was supposed to arrange his residence (I had also agreed on goodwill basis~Despite this is not in my jurisdiction and domain) . But upon day of meeting with worthy Deputy Commissioner, he did not appear. Even during his show cause period he was not present in District. He is absent to date. Upon query on monday he bluntly told me he had left for Loralai and is now moving to Zhob as well. The reply of his showcase is humiliating towards me (Attached screenshot for official reference please). The matter is now subjugate to standard operating procedures of CTC, Provincial HR team and your kind self.

Regards

Dr Nasir Hussain
IO Musakhail
03338788383

On Aug 11, 2021 6:40 PM, "DEMEKE, Temesgen Atsedu" <demeket@who.int> wrote:
Thank you Sabeela. We would like to hear from AC Dr Zakia and IO Dr Nasir before provincial office decides on proposed HR action.

Thanks
Temesgen

Sent from my Galaxy

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

From: Sabeela Pasha <sabeela@ctc.org.pk>
Date: 8/11/21 5:16 PM (GMT+05:00)
To: "DEMEKE, Temesgen Atsedu" <demeket@who.int>
Cc: 'Naila Nizam' <naila@ctc.org.pk>, "KASI, Arbab Niamat Ullah" <kasia@who.int>, "BUGTI, Muhammad Anwar" <bugtim@who.int>, "DANIEL, Ambrin" <daniela@who.int>, "BALOCH, Zakia Naimatullah" <zbaloch@who.int>, "HUSSAIN, Nasir" <nahussain@who.int>, m.usman@ctc.org.pk
Subject: RE: [EXT] RE: show Cause on account of Unapproved Absenteeism

Dear Sir,

Concerning the below placed email, TPO Mr. Zahir Ullah responses to the show cause letter issued on account of unapproved absenteeism in pre-campaign days. It is to bring in your kind notice that the said staff has admitted that he was absent and also blamed IO that he is not arranging his residence in the district Musakhel.

His response has been found unsatisfactory by CTC and his supervisors as it is not the responsibility of the supervisor to arrange his residence in the said district and in addition to this, during the interview he has provided a written statement that if he has been selected on the applied position he will arrange his residence and will reside in the applied district.

It is pertinent to mention that the staff failed to submit his residence certificate and has been reported for absenteeism on and off by the supervisor. Firstly he reported absent from the field for seven days in pre-campaign activities and Now again he is absent from the field from 5th August 2021 till date without informing anyone.

It is recommended to terminate his contract on account persistent absenteeism and will be paid remuneration against his working days.

The email is being sent to you for your kind Information and kind remarks/approval.

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: Monday, August 9, 2021, 7:37 PM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: 'Mohammad Usman Khan' <m.usman@ctc.org.pk>; 'Naila Nizam' <naila@ctc.org.pk>; HUSSAIN, Nasir <nahussain@who.int>; BUGTI, Muhammad Anwar <bugtim@who.int>; DANIEL, Ambrin <daniela@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; zakia.niamat@gmail.com
Subject: RE: [EXT] Re: show Cause on account of Unapproved Absenteeism

Dear Sabeela,

I endorse the feedback given by the 1st line supervisor. The replies given by said staff are non-satisfactory and non-professional . Rather than being apologetic towards his low performance, he is going in conflict mode with Dr. Nasir by giving lame excuses and trying to de-track the showcause. It is also surprising to me that despite the ongoing showcause period, he left the district without intimidating any of his line of supervision. Please note that during my visit to Musakhail last month, he was also not present in District.

I recommend you to kindly proceed as per SOPs.

On Aug 8, 2021 1:23 PM, Sabeela Pasha <sabeela@ctc.org.pk> wrote:

Dear Dr.Zakia,

Concerning below placed email regarding the show cause reply of TPO Mr. Zahir Ullah,

The said staff has issued show cause on account of Unapproved Absenteeism. The staff has submitted 2 replies on that which is mentioned below.

The IO has also shared his remarks which are mentioned below.

Please share your remarks and comments on the below-mentioned scenarios 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: Zaherkhan Zaherkhan [<mailto:zaherkhan085@gmail.com>]

Sent: Sunday, August 8, 2021 1:10 PM

To: HUSSAIN, Nasir <nahussain@who.int>

Cc: Mohammad Usman Khan <m.usman@ctc.org.pk>; Sabeela <sabeela@ctc.org.pk>; Naila Nizam <naila@ctc.org.pk>; BUGTI, Muhammad Anwar <bugtim@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; zakia.niamat@gmail.com

Subject: Re: [EXT] RE: show Cause on account of Unapproved Absenteeism

Salam to all

On catchup day 4th I visited uc Wah hasan khail and at morning I sent a message to IO sab

And we find missed population of HRMp and called the team by ucmo and also covered them and due to fast Raining we were there in uc I didn't received any call from io nor the network system is available there every where. On same day i was not feeling better so I throw a message to ucmo Habib ullah to not attend evening meeting and went for some treatment and i will also share that to concerned.

and work on just in campaign days this is very irresponsible narration from Io sab I can't think so

Besides this what's this show that I did not add me in WhatsApp official groups nor he introduced me with DHmt I was sitting there like a guest I called every one by name to present report but it is a very disappointing message

Even I did not know that who am I when I message him to meet. I am sharing this one click for detail.

Tanks

On Fri, 6 Aug 2021, 6:28 pm HUSSAIN, Nasir, <nahussain@who.int> wrote:

Dear Usman,

Please let me know is it my jurisdiction to arrange residency of subordinates? As of my understanding this is not in my job description, nor my domain. Despite that the said staff never asked me for any help for arranging his residence in past. He kept on saying "sir I will stay in Musakhail only during campaign days". Furthermore he never submitted his work plan, progress report and did not participate in any pre campaign activity that clearly indicates his non serious and casual behavior towards his job. However during this campaign, On 3rd day after ERM Mr. Zahir Manokhail requested me to ask DC Sahab to help him find a residence, for which I agreed on goodwill basis and decided to have a conversation on 4th day ERM. But TPO didn't attend the 4th day ERM nor shared any pectoral evidence or cluster of his catch-up days activities. Today I also called him 3 times and did not find any response from his end which clearly showed he was not in District. This reply by said staff is, non professional, inconsiderate, disrespectful and impudent. Action should be taken over such remarks and attitudes.

Thank you

Regards

Dr Nasir Hussain
IO Musakhail
03338788383

On Aug 6, 2021 5:42 PM, Mohammad Usman Khan <m.usman@ctc.org.pk> wrote:

Dear Dr. Nasir Hussain,

Concerning below placed email regarding the show cause reply of TPO Mr. Zahir Ullah,

The said staff has issued show cause on account of Unapproved Absenteeism . The staff has submitted his reply which is mentioned below .

Please share your remarks on the below-mentioned reply so that further action will be taken accordingly.

Thanks and Regards

Muhammad Usman khan

Project Officer PTPP CTC

0346-1019489

From: Zaherkhan Zaherkhan [mailto:zaherkhan085@gmail.com]

Sent: Friday, August 6, 2021 3:37 PM

To: Mohammad Usman Khan

Cc: Sabeela; Naila Nizam

Subject: Re: show Cause on account of Unapproved Absenteeism

Salam dear sir and madam

I received the show cause notice and I accept actually in district musa khel there is no residence facility and I said to IO(immunization officer)for help but i didn't got so this was the reason I o is not sincere about this

Thanks

Zahir mandokhail

