

Thank you Sabeela. Kindly go ahead based on SOPs

**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:** Friday, August 20, 2021 2:01 PM  
**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,

Concerning below placed email regarding the Complaint received against UCPO Mr.Muhammad Aslam was lodged by AC.

The AC complaint against staff poor performance and professional negligence and stated that in the last post-campaign activities still miss houses and miss areas were reported by monitors in the said staff assigned Area(UC).

The staff has already issued the final warning on the same issue in June 2021 and the last chance was given to him however as per the statement of AC no improvement has been seen.

It is recommended to issue him a show cause on account of poor performance and professional negligence, if not get a satisfactory response his contract will be terminated as he already received a final warning before.

The email is being sent 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:** ULLAH, Nusrat [<mailto:ullahnu@who.int>]

**Sent:** Wednesday, August 18, 2021 9:34 PM

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

**Cc:** DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>; 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,

In continuation of previous email regarding performance of UCPO Spayzent Mohammad Aslam was given last chance by worthy team lead. After several counselling sessions and advises his performance remains poor. In pre campaign phase his inputs while making microplans and it's field validation remains suboptimal. Keeping in view during last post campaign assesments still missed houses/missed areas were reported by other monitors from his assigned UC. So with this performance and non serious attitude I am unable to recommend his services more.

Regards

Nusrat

On 22 Jun 2021 10:23 am, Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)> wrote:

Dear Sir ,

Very well noted. Thanks for your kind response and 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:** DEMEKE, Temesgen Atsedu [<mailto:demeket@who.int>]

**Sent:** Tuesday, June 22, 2021 12:40 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)>; [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 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)