

This is noted for action.

Thanks,

Dr Musa

From: Sabeela Pasha <sabeela@ctc.org.pk>
Sent: Monday, August 30, 2021 8:11 AM
To: AUDU, Musa Idowu <musaau@who.int>
Cc: BUGTI, Muhammad Anwar <bugtim@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; DANIEL, Ambrin <daniela@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; IQBAL, Arsalan <aiqbal@who.int>; 'Mohammad Usman Khan' <m.usman@ctc.org.pk>; Lubna Adnan RAKHSHANI <rakhshanil@who.int>; Dehani, Aasiya Bano <dehania@who.int>; DEMEKE, Temesgen Atsedu <demeket@who.int>
Subject: RE: [EXT] RE: Show cause on account of Non serious and casual attitude

Dear Sir,

Concerning the below-placed email regarding the show cause reply of UCPO Mr.Abdul Razzaq.

The staff was issued show cause on account of nonserious and casual attitude. Said staff has shared his reply which is mentioned below.

In his reply, he negated the allegations leveled against him and stated that he was present in the micro plan preparation activity he did not impose his work on his Subordinator. He further stated that MP and Micro plan preparation was completed under his supervision. The only thing he admitted is that he used the old format of the micro plan and he stated that UCDO did not tell him about the new format that's why he did the MP preparation on the old formats. however, the staff did not submit any evidence regarding his presence or making MP

The IO and AC shared their remarks and both recommended a final warning with three months probation period.

As staff did this type of mistake the first time and no previous disciplinary action was taken against him as per SOPs it is recommended to issue him a warning on account of non-serious and casual attitude and strictly intimate him not to repeat this type of negligence otherwise strict disciplinary action will be taken against him.

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: Sabeela Pasha [<mailto:sabeela@ctc.org.pk>]
Sent: Tuesday, August 24, 2021 11:59 AM
To: 'DEMEKE, Temesgen Atsedu' <demeket@who.int>
Cc: 'BUGTI, Muhammad Anwar' <bugtim@who.int>; 'KASI, Arbab Niamat Ullah' <kasia@who.int>; 'DANIEL, Ambrin' <daniela@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; 'aiqbal@who.int' <aiqbal@who.int>; 'Mohammad Usman Khan' <m.usman@ctc.org.pk>; 'Lubna Adnan RAKHSHANI' <rakhshanil@who.int>; 'Dehani, Aasiya Bano' <dehania@who.int>
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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: Dehani, Aasiya Bano [<mailto:dehania@who.int>]
Sent: Monday, August 23, 2021 8:57 PM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: draasiyabano@gmail.com; DEMEKE, Temesgen Atsedu <demeket@who.int>; BUGTI, Muhammad Anwar <bugtim@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; DANIEL, Ambrin <daniela@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; 'Mohammad Usman Khan' <m.usman@ctc.org.pk>; Lubna Adnan RAKHSHANI <rakhshanil@who.int>
Subject: RE: [EXT] RE: Show cause on account of Non serious and casual attitude

Dear Sabeela,

Mr Razzaq's reply is not satisfactory proceed with final warning with three months probation period.

We will conclude his contract if any further negligence reports

Regards
Dr Aasiya Bano

On Aug 20, 2021 10:45 AM, Sabeela Pasha <sabeela@ctc.org.pk> wrote:
Dear Dr. Asiya ,

3rd Reminder

Concerning the below-placed email regarding the show cause reply of UCPO Mr. Abdul Razzaq.

Your comments are still awaited .

Your comments are mandatory as IO recommended final warning and UCPO negated all the allegation levelled against him.

Please share your remarks so that appropriate action will be taken timely .

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, August 16, 2021 11:18 AM
To: 'draasiyabano@gmail.com' <draasiyabano@gmail.com>
Subject: FW: [EXT] RE: Show cause on account of Non serious and casual attitude

From: Sabeela Pasha [<mailto:sabeela@ctc.org.pk>]
Sent: Tuesday, August 10, 2021 4:14 PM
To: 'Dehani, Aasiya Bano' <dehanian@who.int>
Cc: 'BUGTI, Muhammad Anwar' <bugtim@who.int>; 'Lubna Adnan RAKHSHANI' <rakhshanil@who.int>; 'm.usman@ctc.org.pk' <m.usman@ctc.org.pk>; 'Naila Nizam' <naila@ctc.org.pk>; 'KASI, Arbab Niamat Ullah' <kasia@who.int>; 'IQBAL, Arsalan' <aiqbal@who.int>; 'DANIEL, Ambrin' <daniela@who.int>
Subject: RE: [EXT] RE: Show cause on account of Non serious and casual attitude

Dear Dr.Asiya ,
Concerning the below-placed email regarding the show cause reply of UCPO
Mr.Abdul Razzaq.

The staff was issued show cause on account of nonserious and casual attitude. Said staff has shared his reply which is mentioned below.

In his reply, he negated the allegations levelled against him and stated that he was present in the micro plan preparation activity he did not impose his work on his Subordinator. He further stated that MP and Micro plan preparation was completed under his supervision. The only thing he admitted is that he used the old format of the micro plan and he stated that UCDO did not tell him about the new format that's why he did the MP preparation on the old formats.

The IO shared his remarks and he recommended a final warning against him however staff did not admit anything.

Please share your remarks and detailed comments so that appropriate 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: IQBAL, Arsalan [<mailto:aiqbal@who.int>]
Sent: Tuesday, August 10, 2021 2:39 PM

To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: Dehani, Aasiya Bano <dehania@who.int>; BUGTI, Muhammad Anwar <bugtim@who.int>; Lubna Adnan RAKHSHANI <rakhshanil@who.int>; 'Ghulam Sarwar' <sarwar.nasar@gmail.com>; m.usman@ctc.org.pk; 'Naila Nizam' <naila@ctc.org.pk>; KASI, Arbab Niamat Ullah <kasia@who.int>; DANIEL, Ambrin <daniela@who.int>
Subject: Re: [EXT] RE: Show cause on account of Non serious and casual attitude

Dear Sabeela!
Final warning is recommended. This negligence should not be repeat in future.

Regards!
Dr Arsalan

On Aug 9, 2021 9:08 AM, Sabeela Pasha <sabeela@ctc.org.pk> wrote:
Dear Dr. Arsalan,

Concerning the below-placed email regarding the show cause reply of UCPO Mr.Abdul Razzaq.

Your comments are still awaiting 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)

From: Sabeela Pasha [<mailto:sabeela@ctc.org.pk>]
Sent: Thursday, August 5, 2021 1:27 AM
To: 'aiqbal@who.int' <aiqbal@who.int>
Cc: ""Dehani, Aasiya Bano"" <dehania@who.int>; 'Lubna Adnan RAKHSHANI' <rakhshanil@who.int>; 'Ghulam Sarwar' <sarwar.nasar@gmail.com>; 'm.usman@ctc.org.pk' <m.usman@ctc.org.pk>; 'Naila Nizam' <naila@ctc.org.pk>; 'Arbab Niamat Ullah' <kasia@who.int>; 'DANIEL, Ambrin' <daniela@who.int>
Subject: RE: Show cause on account of Non serious and casual attitude

Dear Dr. Arsalan,

Concerning the below-placed email regarding the show cause reply of UCPO Mr.Abdul Razzaq.

The staff was issued show cause on account of nonserious and casual attitude. Said staff has shared his reply which I mentioned below.

Please share your remarks so that further processes 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: Razzaq mullakhail [<mailto:pkhan5724@gmail.com>]
Sent: Wednesday, August 4, 2021 1:58 PM
To: Mohammad Usman Khan <m.usman@ctc.org.pk>
Cc: Sabeela <sabeela@ctc.org.pk>; ""Dehani, Aasiya Bano"" <dehaniam@who.int>; ""IQBAL, Arsalan"" <aigbal@who.int>; Lubna Adnan RAKHSHANI <rakhshanil@who.int>; Ghulam Sarwar <sarwar.nasar@gmail.com>
Subject: Re: Show cause on account of Non serious and casual attitude

To,
The Manager CTC,

Subject : Reply to called show cause letter,

R/Sir,

Reference to the called show cause, in reply I would like to mention that the UC microplan was made on the old format and completed before the deadline. However, the instructions passed were about utilizing the New Microplan format, where the old format was used for the preparation of microplan. I also participated in microplan preparation and MP preparation was completed under my supervision but the issue was of utilizing old formats. Such issue was reported to me on 11th hour and UCDO also didn't inform about the said before. Furthermore, I was made accountable for the whole matter but due to the shortage and running out of time, new format microplan was submitted little bit late but old format microplan was already submitted for desk and field validation. Moreover, new format was then used and now UC microplan is being completed on the new format.

Bringing into your notice that just because of the miscommunication, instead of New format to be used for microplan, old format was used. Which was not applicable and considered. I know that this mistake happened but I was apart of microplan preparation and even Microplan was made on the new formats again.

Finally, it is requested that my reply may be considered positive and from now onwards, such mistakes at UC level, UCDO level and AS level will not be repeated.

Thanking you

Abdul Razzaq
UC Lead (UCPO) 13E.
#03337907522

On Tue, Aug 3, 2021, 5:49 PM Mohammad Usman Khan <m.usman@ctc.org.pk> wrote:
Dear Mr. Razzak ,

Please find in the attached file your show cause letter on account of Non serious and casual attitude. Please share your remarks within 48 hours and acknowledge, as you receive the email.

Thanks and Regards
Muhammad Usman khan
Project officer PTPP CTC
Cell # 0346-1019489