

Thank you Sabeela. Strong written warning letter should be served. I agree on your actions based on SOPs. Thanks

With Kind Regards

Temesgen A Demeke
Team Leader Balochistan
Polio Eradication initiative - WHO Pakistan
Serena Bazaar, Quetta
Email: demeke@who.int
Phone: +923003400530



From: Sabeela Pasha <sabeela@ctc.org.pk>
Sent: Tuesday, August 24, 2021 12:32 PM
To: DEMEKE, Temesgen Atsedu <demeket@who.int>
Cc: BUGTI, Muhammad Anwar <bugtim@who.int>; Dehani, Aasiya Bano <dehania@who.int>; AHMED, Mansoor <manahmed@who.int>; 'Mohammad Usman Khan' <m.usman@ctc.org.pk>; Lubna Adnan RAKHSHANI <rakhshanil@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; KASI, Arbab Niamat Ullah <kasia@who.int>; DANIEL, Ambrin <daniela@who.int>
Subject: RE: [EXT] RE: Show cause reply

Dear Sir,

Concerning the below-placed email regarding the show cause reply of UCPO Ms.Areeba

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

In her reply, She negated the allegation leveled against her and stated that she was present on both days(micro plan preparation activity) and did not impose her work on her Subordinates. However, she admitted that There were gaps in the Micro plan, social mobilization plan, and maps and she did not check them properly and she apologized for that furthermore the pictures that staff share cannot consider valid evidence as in that pictures there is no proof regarding her presence on MP preparation activity(evidence attached for reference).

The IO and AC shared their remarks and considered her reply not satisfactory. AC stated that she changed her statement completely and recommended a warning.

As staff did this type of mistake the first time and no previous disciplinary action was taken against her as per SOPs it is recommended to issue her a warning on account of

non-serious and casual attitude and strictly intimate her not to repeat this type of negligence otherwise strict disciplinary action will be taken against her.

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 10:41 AM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: BUGTI, Muhammad Anwar <bugtim@who.int>; DEMEKE, Temesgen Atsedu <demeket@who.int>; AHMED, Mansoor <manahmed@who.int>
Subject: RE: [EXT] RE: Show cause reply

Dear Sabeela,

The reply is not satisfactory as she is changing her statement completely ,kindly issue a warning letter there will be zero tolerance for such negligence next time.

Regards
Dr Aasiya Bano

From: Sabeela Pasha <sabeela@ctc.org.pk>
Sent: Thursday, August 12, 2021 4:13 PM
To: Dehani, Aasiya Bano <dehania@who.int>
Cc: AHMED, Mansoor <manahmed@who.int>; BUGTI, Muhammad Anwar <bugtim@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; DANIEL, Ambrin <daniela@who.int>; 'Mohammad Usman Khan' <m.usman@ctc.org.pk>; 'Naila Nizam' <naila@ctc.org.pk>; DEMEKE, Temesgen Atsedu <demeket@who.int>
Subject: RE: [EXT] RE: Show cause reply

Dear Dr. Asia,

Concerning below placed email regarding the show cause reply of UCPO Ms. Areeba,

The said staff has issued show cause on account of non-serious and casual attitude.

Your comments are still awaited.

As IO is not agreed with the UCPO's remarks and UCPO negated all the allegations leveled against her.

Your remarks and required on the below-mentioned case 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: Tuesday, August 10, 2021 4:35 PM

To: 'Dehani, Aasiya Bano' <dehania@who.int>

Cc: 'AHMED, Mansoor' <manahmed@who.int>; 'BUGTI, Muhammad Anwar' <bugtim@who.int>; 'KASI, Arbab Niamat Ullah' <kasia@who.int>; 'DANIEL, Ambrin' <daniela@who.int>; 'Mohammad Usman Khan' <m.usman@ctc.org.pk>; 'Naila Nizam' <naila@ctc.org.pk>

Subject: RE: [EXT] RE: Show cause reply

Dear Dr. Asia ,

Concerning below placed email regarding the show cause reply of UCPO Ms. Areeba,

The said staff has issued show cause on account of non-serious and casual attitude. The staff has submitted her reply which is mentioned below she negated all the allegations leveled against her and submitted some pictures during field visits however these cannot consider any evidence as no date or report is mentioned on them.

IO also shared his remarks he considered her reply unsatisfactory and recommended a warning letter.

Please share your remarks on the below-mentioned case 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: AHMED, Mansoor [<mailto:manahmed@who.int>]
Sent: Tuesday, August 10, 2021 2:59 PM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: Dehani, Aasiya Bano <dehania@who.int>; BUGTI, Muhammad Anwar <bugtim@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; DANIEL, Ambrin <daniela@who.int>; Mohammad Usman Khan <m.usman@ctc.org.pk>; Naila Nizam <naila@ctc.org.pk>
Subject: Re: [EXT] RE: Show cause reply

Dear Sabeela

Show cause reply is not satisfactory , I recommend to issue warning letter to UCPO

Regards

Dr Mansoor

Sent from my iPhone

On 09-Aug-2021, at 9:10 AM, Sabeela Pasha <sabeela@ctc.org.pk> wrote:

Dear Dr. Mansoor,

Concerning the below-placed email regarding the show cause reply of UCPO Ms.Areeba.

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 10:32 PM
To: 'manahmed@who.int' <manahmed@who.int>
Cc: '"\''Dehani, Aasiya Bano'\'' <dehania@who.int>; 'Arbab Niamat Ullah' <kasia@who.int>; 'DANIEL, Ambrin' <daniela@who.int>; 'Mohammad Usman Khan' <m.usman@ctc.org.pk>; 'Naila Nizam' <naila@ctc.org.pk>
Subject: FW: Show cause reply

Dear Dr. Mansoor,

Concerning below placed email regarding the show cause reply of UCPO Ms. Areeba,

The said staff has issued show cause on account of non-serious and casual attitude. The staff has submitted her reply which is mentioned below with all the supporting evidence which is attached(for reference).

Please share your remarks on the below-mentioned reply 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: Areeba Nazeer [<mailto:areebanazeer63@gmail.com>]
Sent: Thursday, August 5, 2021 11:13 AM
To: manahmed@who.int
Cc: zabhiullah21@gmail.com; Sabeela; naila@ctc.org.pk; bugtim@who.int; Lubna Adnan RAKHSHANI; dehania@who.int; m.usman@ctc.org.pk; kasia@who.int
Subject: Show cause reply

Respected sir,

First of all i apologize for the inconveniences due to issues in Micro-plan. As I have received a show cause letter on 3rd of August 2021 with allegation that I was not present at the time of microplan preparation. Moreover, I am blamed for directing UCDO and Area Supervisors to prepare the micro plane themselves.

Respected sir, let me clear myself that microplan was prepared and gone through under my supervision on both days 12 and 13 July.i was personally present on both days. The evidence of Micro plane preparation pictures are also attached here. After the microplane preparation i Assigned three Supervisor to UCDO Asif and I myself validated three Area supervisors(Munawar,2240) (Shahnaz 2234.a) and Adnan 2236. The pictures of validation were also shared with TDO same day. There were gaps in Microplan, social mobilisation plan and maps. They were revised. Which however was my weakness not to check properly.

Sm plans mainly have to prepared by the UCCO which she overlooked by mentioning details of only 2.A.S and rest were missed.

The gaps found during the validation by TDO were rectified very next day and submitted again with approval of TDO.

Respected sir, I m very hard working and fulfill my duties with honesty, dedication, commitment and sincerity. Since joining as UC Lead I am not reported for any issue during the last one year. However, I once again apologize for the mistakes and for the inconveniences. I assure you that I will take care of my work with more responsibility in future.

Please find some pictures of microplan preparation, desk and field validation for your information and record.

Thank you.