

Yes Sabeela,  
Kindly serve a written warning for the misconduct.  
Thanks  
Temesgen

Sent from my Galaxy

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

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

Date: 8/24/21 5:13 PM (GMT+05:00)

To: "DEMEKE, Temesgen Atsedu" <[demeket@who.int](mailto:demeket@who.int)>

Cc: 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>, "KASI, Arbab Niamat Ullah" <[kasia@who.int](mailto:kasia@who.int)>, "DANIEL, Ambrin" <[daniela@who.int](mailto:daniela@who.int)>, 'Mohammad Usman Khan' <[m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk)>, "Abdullah, Muhammad" <[mabdullah@who.int](mailto:mabdullah@who.int)>, "KAKAR, Ibrahim" <[kakari@who.int](mailto:kakari@who.int)>, "BUGTI, Muhammad Anwar" <[bugtim@who.int](mailto:bugtim@who.int)>

Subject: RE: [EXT] FW: Show cause letter on account of professional misconduct

Dear Sir,

Concerning below placed email regarding the show cause reply of UCPO Mr. Shamsullah.

The said staff has issued show cause on account of professional misconduct. The staff has shared his reply which is mentioned below.

The said staff accepted all the allegations leveled against him however he shared the reasons as well and stated that this was the first time fake finger marking was done in his UC and sweep all the area with the help of UCCO and changed the team at once.

The IO has also shared his remarks and stated that he already shared his remarks when he complained.

AC also shared his remarks and endorsed the remarks of IO.

As staff did this type of mistake/negligence first time and no previous disciplinary action was taken against him however Fake finger marking was a severe offense so as per SOPs it is recommended to issue him a final warning on account of Professional misconduct and strictly intimate him that this is the last chance, 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:** KAKAR, Ibrahim [<mailto:kakari@who.int>]  
**Sent:** Tuesday, August 24, 2021 9:37 AM  
**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>; 'Mohammad Usman Khan' <[m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk)>; Abdullah, Muhammad <[mabdullah@who.int](mailto:mabdullah@who.int)>  
**Subject:** RE: [EXT] FW: Show cause letter on account of professional misconduct

Dear Sabeela,

Agreed with comments of 1<sup>st</sup> level supervisor

Regards  
Dr Ibrahim

**From:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Sent:** Tuesday, 24 August 2021 9:33 am  
**To:** KAKAR, Ibrahim <[kakari@who.int](mailto:kakari@who.int)>  
**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>; 'Mohammad Usman Khan' <[m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk)>; Abdullah, Muhammad <[mabdullah@who.int](mailto:mabdullah@who.int)>  
**Subject:** RE: [EXT] FW: Show cause letter on account of professional misconduct

Dear Dr. Ibrahim,

Concerning below placed email regarding the show cause reply of UCPO Mr. Shamsullah.

The said staff has issued show cause on account of professional misconduct. The staff has shared his reply which is mentioned below.

The said staff accepted all the allegations leveled against him however he shared the reasons as well.

The IO has also shared his remarks and stated that he already shared his remarks when he complained.

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:** Abdullah, Muhammad [<mailto:mabdullah@who.int>]  
**Sent:** Friday, August 20, 2021 10:59 AM  
**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; KAKAR, Ibrahim <[kakari@who.int](mailto:kakari@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>; 'Mohammad Usman Khan' <[m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk)>  
**Subject:** Re: [EXT] FW: Show cause letter on account of professional misconduct

Dear Miss Sabeela,  
My reply in context to the subject would be to proceed as per CTC Policy and already I have shared my remarks regarding the subject concern.  
Thanks

**Best Regards,**

**Dr. Muhammad Abdullah**  
**Immunization Officer / District Delivery Operation and Supervision Officer**  
**Killa Abdullah**

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**From:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Sent:** Friday, August 20, 2021 10:22 AM  
**To:** Abdullah, Muhammad <[mabdullah@who.int](mailto:mabdullah@who.int)>  
**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; KAKAR, Ibrahim <[kakari@who.int](mailto:kakari@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>; 'Mohammad Usman Khan' <[m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk)>  
**Subject:** [EXT] FW: Show cause letter on account of professional misconduct

Dear Dr. Abdullah ,

Concerning below placed email regarding show cause reply of UCPO Mr.Shamsullah .  
The said staff has issued show cause on account of professional misconduct. The staff has shared his reply which is mentioned below .

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 Pash  
Regional coordinator(Balochistan)

**From:** Shams Khan [<mailto:shams8825@gmail.com>]  
**Sent:** Tuesday, August 17, 2021 7:24 PM  
**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Subject:** Re: Show cause letter on account of professional misconduct

Dear Sabeela Pasha,

It is pleased to inform you that i have prepared the complete UC Microplan and completed it in stipulated time but unfortunately my home is situated in Spina Tezha where there is not even any signal to communicate and at the time when i communicated with MPQA monitor and at the glance i lost my Microplan also with important documents for which i was really upset and did not submitted to DEOC and as an evidence i prepared my MP in front of UC Massezai Staff. And as of Fake finger mark no such kind of case reported from my own house and that house is in my nieghbourhood and that house have clash with house members including me. Hence the team did fake finger mark in the same house.i have taken the action and swepted the area with the help of UCCO. Therefore there will be no any complain againt me i will do my best for the sake of noble cause polio eradication initiative and also will do timely reporting to my supervisors.

Regards,  
Shamsullah  
UCPO GIRDI PINKI 2  
Contact:03138604646