

**From:** ALTAHER, Amel [mailto:[aaltaher@who.int](mailto:aaltaher@who.int)]  
**Sent:** Tuesday, December 24, 2019 1:12 PM  
**To:** BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>; DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>; [amel2.epi@hotmail.com](mailto:amel2.epi@hotmail.com)  
**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; KHAN, Farmanullah <[khanfarmanullah@who.int](mailto:khanfarmanullah@who.int)>; AHAD, Abdul <[ahada@who.int](mailto:ahada@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; [khalid@ctc.org.pk](mailto:khalid@ctc.org.pk); KAKAR, Ibrahim <[kakari@who.int](mailto:kakari@who.int)>  
**Subject:** RE: FW: FW: [SPAM] Explanation

I agree with you Dr. Anwar  
Thank you Sabeela for the email .  
Amel

**From:** BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>  
**Sent:** Tuesday, December 24, 2019 11:57 AM  
**To:** Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>; DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>; ALTAHER, Amel <[aaltaher@who.int](mailto:aaltaher@who.int)>; [amel2.epi@hotmail.com](mailto:amel2.epi@hotmail.com)  
**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; KHAN, Farmanullah <[khanfarmanullah@who.int](mailto:khanfarmanullah@who.int)>; AHAD, Abdul <[ahada@who.int](mailto:ahada@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; [khalid@ctc.org.pk](mailto:khalid@ctc.org.pk); KAKAR, Ibrahim <[kakari@who.int](mailto:kakari@who.int)>  
**Subject:** RE: FW: FW: [SPAM] Explanation

Dear Amal

Every field staff receiving series of email for explaining reason of any absent and weak performing staff. If Area coordinator and PEO deciding some thing about any staff the action need to be taken immediately. We need to discuss all these issues with federal WHO office for running filed activity smoothly.

With best regards.

**From:** Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Sent:** Tuesday, 24 December 2019 11:09 AM  
**To:** DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>; ALTAHER, Amel <[aaltaher@who.int](mailto:aaltaher@who.int)>; [amel2.epi@hotmail.com](mailto:amel2.epi@hotmail.com)  
**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; KHAN, Farmanullah <[khanfarmanullah@who.int](mailto:khanfarmanullah@who.int)>; AHAD, Abdul <[ahada@who.int](mailto:ahada@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; [khalid@ctc.org.pk](mailto:khalid@ctc.org.pk); KAKAR, Ibrahim <[kakari@who.int](mailto:kakari@who.int)>  
**Subject:** RE: FW: FW: [SPAM] Explanation

Dear Sir,

With reference to below placed email regarding explanation reply of UCPO Mr. Abdul Malik. the said staff issued explanation on account of absenteeism.

the UCPO stated that he only came late for the meeting on 13th Dec 2019. he did not absent from any day. but he did not submit any evidence or explanation of his presences.

The PEO Comments are also mentioned below he stated that said staff was absent for 2 days and AC also agree with the PEO remarks.

said staff also served explanation and warning on the same issue in the month of Sep 2019.

As said staff did not provide any evidence of his presences. it is recommended to issue him final warning with 2 days salary cut(12<sup>th</sup> -13<sup>th</sup> Dec 2019) to give him final chance and instruct him to not to repeat the same non serious behavior again otherwise strict disciplinary action will be taken against him.

This email is being sent to you for your kind information and kind remarks (If any)

If you need any further information regarding the same, please let us know.

Regards,  
Sabeela Pasha  
Regional Coordinator - PTPP  
CHIP Training & Consulting (Pvt) Ltd.  
0340-8442588

**From:** KAKAR, Ibrahim [<mailto:kakari@who.int>]

**Sent:** Monday, December 23, 2019 6:09 PM

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

**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; KHAN, Farmanullah <[khanfarmanullah@who.int](mailto:khanfarmanullah@who.int)>; AHAD, Abdul <[ahada@who.int](mailto:ahada@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; [khalid@ctc.org.pk](mailto:khalid@ctc.org.pk)

**Subject:** Re: FW: FW: [SPAM] Explanation

Dear sabeela,

Agree with comments of 1st line supervisors and strong recommendation for accountability  
Dr ibrahim

On 23 Dec 2019 5:19 pm, Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)> wrote:

Dear Sir,

Thanks for the email.

With reference to your email, please be informed that it's an standard procedure which needs to be followed so we can share final comments with PTL for approval.

So please share your comments , so we can further proceed with the action.

If you need any further information regarding the same, please let us know.

Regards,  
Sabeela Pasha  
Regional Coordinator - PTPP  
CHIP Training & Consulting (Pvt) Ltd.  
0340-8442588

**From:** KAKAR, Ibrahim [<mailto:kakari@who.int>]

**Sent:** Monday, December 23, 2019 1:22 PM

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

**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; KHAN, Farmanullah <[khanfarmanullah@who.int](mailto:khanfarmanullah@who.int)>; AHAD, Abdul <[ahada@who.int](mailto:ahada@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>

**Subject:** Re: FW: [SPAM] Explanation

Dear Sabeela,

If UCPO is deneying from his absence than it looks like that we have personel grudge with him and being a area coordinator it is very unfortunate that for accountability we are forwarding a series of email for acciuntability.

Regards Dr ibrahim AC Pishin

On 23 Dec 2019 1:14 pm, Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)> wrote:

Dear Dr. Ibrahim,

With reference to below placed email regarding explanation reply of Abdul Malik on account of unapproved absenteeism.

the UCPO stated that he only came late for the meeting on 13th Dec 2019. he did not absent from any day. but he did not submit any evidence of his presences.

The PEO Comments are also mentioned below he stated that said staff was absent for 2 days .

Your comments/remarks are required so that further process will be doe accordingly.

If you need any further information regarding the same, please let us know.

Regards,  
Sabeela Pasha  
Regional Coordinator - PTPP  
CHIP Training & Consulting (Pvt) Ltd.  
0340-8442588

**From:** AHAD, Abdul [<mailto:ahada@who.int>]  
**Sent:** Friday, December 20, 2019 7:48 PM  
**To:** Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Cc:** KAKAR, Ibrahim <[kakari@who.int](mailto:kakari@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; KHAN, Farmanullah <[khanfarmanullah@who.int](mailto:khanfarmanullah@who.int)>  
**Subject:** RE: [SPAM] Explanation

Dear Sabeela,

With reference to below placed email regarding explanation , If the planned activities are not conducted on time so he will be considered absent. My comments and remarks are same which I have written in my first email.

Regards  
Dr. Abdul Ahad  
PEO Pishin

**From:** Sabeela [<mailto:sabeela@ctc.org.pk>]  
**Sent:** 20 December 2019 15:58  
**To:** AHAD, Abdul <[ahada@who.int](mailto:ahada@who.int)>  
**Cc:** KAKAR, Ibrahim <[kakari@who.int](mailto:kakari@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; KHAN, Farmanullah <[khanfarmanullah@who.int](mailto:khanfarmanullah@who.int)>  
**Subject:** RE: [SPAM] Explanation

Dear Dr. Ahad,

With reference to below placed email regarding explanation reply of Abdul Malik on account of unapproved absenteeism.

the UCPO stated that he only came late for the meeting on 13th Dec 2019. he did not absent from any day.

your kind comments and remarks are required so that further process will be taken accordingly.

If you need any further information regarding the same, please let us know.

Regards,  
Sabeela Pasha  
Regional Coordinator - PTPP  
CHIP Training & Consulting (Pvt) Ltd.  
0340-8442588

**From:** abdulmalik0300123 [<mailto:abdulmalik0300123@gmail.com>]  
**Sent:** Friday, December 20, 2019 3:06 PM  
**To:** [sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)  
**Subject:** [SPAM] Explanation

Sir most respectfully I beg to say that  
I didn't come to meeting on  
Time 13th December only  
Late 1hour because some sadon  
Serious case has taken and I received my  
And TTSP checklists from faly khan in who  
Office.  
In next I will come on time for every activity .  
B your obediently  
Syed Abdul Malik ucpo  
Uc shadizai

I shall be very thankful to you