

Shahid Ali/PTPP/RC

From: Raazia Rehman <raazia.rehman@chipconsulting.org>
Sent: Wednesday, April 6, 2022 8:31 AM
To: shahid.ali@chipconsulting.org; laiba@ctc.org.pk
Subject: FW: [EXT] Termination case of Mr. M Ilyas

Importance: High

Please proceed with the termination of Mr. Ilyas.

From: PARVEEN, Khalida [mailto:parveenk@who.int]
Sent: Friday, April 1, 2022 11:03 AM
To: Naila Nizam; raazia.rehman@ctc.org.pk
Cc: ZAHEER, Bilal; AHMAD, Shakeel Muhammad Saleem
Subject: FW: [EXT] Termination case of Mr. M Ilyas
Importance: High

Dear Naila,

Please proceed with the termination of Mr M Ilyas on account of dual job and persistent absenteeism.

Best Regards,

khalida

From: ZAHEER, Bilal <zaheerbi@who.int>
Sent: Friday, April 1, 2022 9:53 AM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: RE: [EXT] Termination case of Mr. M Ilyas
Importance: High

Dear Khalida,

Please proceed while due formalities are completed and the individual was found to be holding dual job and no serving full notice period before joining elsewhere.

Regards,

Bilal

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Friday, 1 April 2022 9:23 AM
To: ZAHEER, Bilal <zaheerbi@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: FW: [EXT] Termination case of Mr. M Ilyas

Dear Bilal sb,

There is an approved termination from PTL-KPK in case of Mr M Ilyas, UCPO, Orakzai on account of persistent absenteeism and concealment of dual job. Kindly review and share your consent;

- Mr Ilyas has been absent from the duty since 7th March 2022 without any prior approval
- Mr Ilyas shared his resignation with CTC on 8th March 2022 to be effective from 9th Apr 2022. His supervisor (Dr Naeem , IO) came to know through some source that Mr Ilyas has joined Government Education Department since 1st March 2022 and upon inquiring from supervisor he submitted his resignation on 8th March 2022.
- The show cause was issued to Mr Ilyas by CTC on account of uninformed absenteeism but his response to show cause wasn't satisfactory.
- Later a letter has been shared by him stating that he has joined the Government job from 7th March 2022. The charge report is also attached confirming his joining.

Best Regards,

khalida

From: Naila Nizam <naila.nizam@chipconsulting.org>

Sent: Monday, March 28, 2022 12:46 PM

To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>

Cc: ZAHEER, Bilal <zaheerbi@who.int>; PARVEEN, Khalida <parveenk@who.int>; irfan@ctc.org.pk; majid@ctc.org.pk; 'Raazia' <raazia.rehman@ctc.org.pk>; 'Shahid Ali/PTPP/RC' <shahid.ali@chipconsulting.org>

Subject: [EXT] Termination case of Mr. M Ilyas

Dear Mr. Shakeel,

This is to bring in your kind knowledge that UCPO Mr. Muhammad Ilyas (UC Spidar Ali Khel – Orakzai) submitted his resignation on 8th March 2022 with one month prior notice period. However, later, we received an email from his first-level supervisor stating that Muhammad Ilyas has been absent from field duties since 7th March and has joined his new job position.

He was issued a show-cause notice to acquire his written statement. In his response, he stated that (herewith attached as Annex-B), he was present in another UC where a mobile network was not available, due to which he did not notify his supervisor.

His response to the show cause notice is unsatisfactory since he is absent from field activities from 7th March 2022 (Attendance sheet is attached) without prior intimation to the concerned authorities. Moreover, as per the attached charge report (Annex-C), he has joined his new job position on 7th March 2022.

As per policy, persistent absenteeism and concealment of the dual job fall under the Redline area. Therefore UCPO Muhammad Ilyas is recommended for termination of the employment contract. WHO PO approval is mentioned in the email trail below.

WHO FO kind approval is requested to proceed with the termination case.

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

Regards,
Naila Nizam
Project Manager
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Tel: [+92-51-111-111-920](tel:+92-51-111-111-920), Cell:[0345-8566181](tel:0345-8566181)

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Friday, March 25, 2022 3:02 PM
To: Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>; Naila Nizam <naila@ctc.org.pk>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: Fwd: [EXT] One month prior notice

FYI please

From: "MOHAMED, Gedi" <mohamedge@who.int>
Date: March 25, 2022 at 12:51:14 PM GMT+5
To: "ABBAS, Waseem" <wabbas@who.int>
Cc: "KAMRAN, Waheed" <kamranw@who.int>, "AURANGZEB KHAN, Mazhar" <zebma@who.int>, "KHAN, Faizan" <khanfai@who.int>
Subject: Re: [EXT] One month prior notice

Approved.

Regards,

Gedi

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From: ABBAS, Waseem <wabbas@who.int>
Sent: Friday, March 25, 2022 12:06:39 PM
To: MOHAMED, Gedi <mohamedge@who.int>
Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: FW: [EXT] One month prior notice

Dear Sir,

Muhammad Ilyas working as UCPO SPidar Ali Khel has joined government Job and is absent since continuous 5 days. His termination of contract is recommended by CTC on account of dual job and persistent absenteeism.

Your approval is requested

Thank you

Waseem Abbas

From: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Sent: Friday, 25 March 2022 12:00 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; KHAN, Faizan <khanfai@who.int>; ANWAR, Rizwan <anwarr@who.int>; KAMAL, Naeem <nkamal@who.int>; laiba@ctc.org.pk; 'Raazia' <raazia.rehman@ctc.org.pk>; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] One month prior notice

Dear Waseem,

With reference to below email, a show cause notice was issued to UCPO Mr. Muhammad Ilyas (UC Spidar Ali Khel – Orakzai) on account of persistent absenteeism.

As per his written response, he was in another UC, and due to non-availability of mobile network he did not inform his supervisor.

He failed to provide a plausible explanation for being absent from 7th March 2022. Therefore, his response is considered unsatisfactory. Moreover, as per the attached Charge Report, he has joined his new job position w.e.f 7th March 2022.

As per policy absenteeism for more than 5 days and concealment of dual job is gross misconduct. Therefore, it is recommended to terminate his employment contract with immediate effect as per policy.

Kindly WHO PO endorsement is requested.

Regards,



Shahid Ali
Regional Coordinator - KP
CHIP Training & Consulting Pvt. Ltd
Peshawar | www.ctc.org.pk
Contact:0349-7760730

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Thursday, March 17, 2022 11:34 AM
To: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; KHAN, Faizan <khanfai@who.int>; ANWAR, Rizwan <anwarr@who.int>; KAMAL, Naeem <nkamal@who.int>; laiba@ctc.org.pk; 'Raazia'

<raazia.rehman@ctc.org.pk>; AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: RE: [EXT] One month prior notice

Dear Shahid,

Thank you. Kindly share report for management review.

Regards

Waseem Abbas

From: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>

Sent: Thursday, 17 March 2022 10:37 AM

To: ABBAS, Waseem <wabbas@who.int>

Cc: 'Naila Nizam' <naila@ctc.org.pk>; KHAN, Faizan <khanfai@who.int>; ANWAR, Rizwan <anwarr@who.int>; KAMAL, Naeem <nkamal@who.int>; laiba@ctc.org.pk; 'Raazia' <raazia.rehman@ctc.org.pk>

Subject: FW: [EXT] One month prior notice

Dear Waseem,

It is hereby to inform you that UCPO Muhammad Ilayas UC Spaider Ali Khel has resigned with one month prior notice period. However, as per his supervisors he has joined his new position with Education department.

We have not received any evidence of his new job or joining of new position but as per March 2022 attendance he is absent from 7th March 2022 to till date (*Attendance is attached for your reference*).

It is recommended to issue him a show cause notice on account of persistent absenteeism and to record his written stance regarding joining of his new job position.

In case of any feedback regarding the same please let us know.

Regards,



Shahid Ali

Regional Coordinator - KP

CHIP Training & Consulting Pvt. Ltd

Peshawar | www.ctc.org.pk

Contact:0349-7760730

From: ANWAR, Rizwan [<mailto:anwarr@who.int>]

Sent: Wednesday, March 9, 2022 1:50 PM

To: KAMAL, Naeem <nkamal@who.int>; Shahid Ali <shahidali@ctc.org.pk>; laiba@ctc.org.pk

Cc: Shahzad HASSAN <shhassan@who.int>; ABBAS, Waseem <wabbas@who.int>; KHAN, Zeeshan

<khanze@who.int>; ALI, Fawad <fali@who.int>; KHAN, Faizan <khanfai@who.int>

Subject: RE: [EXT] One month prior notice

Dear CTC colleagues

Mr Muhammad Ilyas didn't inform his first level supervisor regarding his Government Job and he joined that job without resignation .You are requested to kindly proceed disciplinary action against him

Regards

Rizwan

From: KAMAL, Naeem <nkamal@who.int>

Sent: Tuesday, 8 March 2022 7:34 PM

To: Shahid Ali <shahidali@ctc.org.pk>; laiba@ctc.org.pk

Cc: ANWAR, Rizwan <anwarr@who.int>; Shahzad HASSAN <shhassan@who.int>; ABBAS, Waseem <wabbas@who.int>; KHAN, Zeeshan <khanze@who.int>; ALI, Fawad <fali@who.int>

Subject: Re: [EXT] One month prior notice

Dear Miss Laiba!

Greeting! It is to bring into your kind information that one of our UCPO of UC Spidar Alikhel namely Muhammad Ilyas has joined Government Education Department since 1st March 2022 and this came into my notice from another source Yesterday evening and upon enquiry, he told me that he is on board with the education department since the start of this month. He has submitted resignation today.

Kindly look into the matter of his resignation and do the needful as per your organizational SOPs

Kind regards

Dr Naeem Kamal
Immunization Officer
District Orakzai
Cell# 0333-9990948

From: Mohammadilyas ilyas <mohammadilyas0@gmail.com>

Sent: Tuesday, March 8, 2022 4:59 PM

To: Shahid Ali <shahidali@ctc.org.pk>

Cc: KAMAL, Naeem <nkamal@who.int>

Subject: [EXT] One month prior notice

Due to my personal activities, I have to resign my post as UCPO of Spider Ali khel upper Orakzai. I have performed my duty well. So I do not continue my job with WHO so it is requested to accept my resignation. I shall be very thankful.

Well wisher

Em Ilyas.