

## Shahid Ali/PTPP/RC

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**From:** ABBAS, Waseem <wabbas@who.int>  
**Sent:** Wednesday, April 27, 2022 11:23 AM  
**To:** Shahid Ali/PTPP/RC  
**Cc:** AURANGZEB KHAN, Mazhar; KHAN, Faizan; 'Naila Nizam'  
**Subject:** FW: [EXT] Disciplinary action on account of Absenteeism  
**Attachments:** image001.png

FYI Please

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**From:** MOHAMED, Gedi <mohamedge@who.int>  
**Sent:** Wednesday, 27 April 2022 11:19 AM  
**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] Disciplinary action on account of Absenteeism

Approved.

Regards,

Gedi

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**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Sent:** Wednesday, April 27, 2022 11:08:33 AM  
**To:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>  
**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** FW: [EXT] Disciplinary action on account of Absenteeism

Dear Sir,

This is with reference to the attendance for the month of March, 2022, Immunization Officer Orakzai has reported absenteeism of UCPOs and TPOs (mentioned in Table below) working in District Orakzai. CTC after seeking explanation and feedback from their first level supervisor recommended the actions (details mentioned in attached sheet) mentioned in the table below; for which your **approval** is requested;

S.No	District	Tehsil	UC	Title	Staff Name	Previous Di
1	Orakzai	Ismail Zai		TPO	Shahzada	Warning on account of Final Warning was issued on account of NONSERIOUS
2	Orakzai	Ismail Zai	Beland Khel	UCPO	Dilnawaz	Warning on account of absenteeism. Warning issued dated 11 Oct 2021. NONSERIOUS OR CASUAL

3	Orakzai	Central Orakzai	Sre gare	UCPO	Shehzad Ahmad	Warning Letter was issued d NONSERIOUS OR CASUA
4	Orakzai	Central Orakzai	Dran	UCPO	Nasir Hayat Orakzai	Warning letter issued on acc 2020
5	Orakzai	Ismail Zai	Daradar Mamozi	UCPO	Tehsin Ullah	Warning Letter was issued d NONSERIOUS OR CASUA
6	Orakzai	Upper Orakzai	Badan	UCPO	Shafqat Ullah Khan	Warning letter issued on acc 2020
7	Orakzai	Lower Orakzai	Utman Khel -1	UCPO	Shahzeb Khan	Nil
8	Orakzai	Lower Orakzai	Chapri Feroze Khel	UCPO	Syed Alam	Nil
9	Orakzai	Central Orakzai	Mishti	UCPO	Muhammad Shabeer	Nil
10	Orakzai	Lower Orakzai		TPO	Syed Muhammad Tahir	Nil

Thank you

Waseem Abbas

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**From:** Shahid Ali/PTPP/RC <[shahid.ali@chipconsulting.org](mailto:shahid.ali@chipconsulting.org)>  
**Sent:** Wednesday, 27 April 2022 10:46 AM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; [laiba@ctc.org.pk](mailto:laiba@ctc.org.pk); AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** RE: [EXT] Disciplinary action on account of Absenteeism

Dear Waseem,

Thank you for bringing this to our attention, both of them are recommended for Final Warning letter. Revised DA sheet is attached.

Regards,



**Shahid Ali**  
**Regional Coordinator - KP**  
 CHIP Training & Consulting Pvt. Ltd  
 Peshawar | [www.ctc.org.pk](http://www.ctc.org.pk)  
 Contact:0349-7760730

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**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Wednesday, April 27, 2022 9:17 AM  
**To:** Shahid Ali/PTPP/RC <[shahid.ali@chipconsulting.org](mailto:shahid.ali@chipconsulting.org)>  
**Cc:** KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; [laiba@ctc.org.pk](mailto:laiba@ctc.org.pk); AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** RE: [EXT] Disciplinary action on account of Absenteeism

Dear Shahid,

As discussed, both the UCPOs were having previous warning on same issue and the behavior seems persistent.

4	KPK	Orakzai	Central Orakzai	Dran	UCPO	Nasir Hayat Orakzai	Warning letter issued Dec-2020
6	KPK	Orakzai	Upper Orakzai	Badan	UCPO	Shafqat Ullah Khan	Warning letter issued Dec-2020

Thank you

Waseem Abbas

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**From:** Shahid Ali/PTPP/RC <[shahid.ali@chipconsulting.org](mailto:shahid.ali@chipconsulting.org)>  
**Sent:** Tuesday, 26 April 2022 5:15 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; [laiba@ctc.org.pk](mailto:laiba@ctc.org.pk); AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** RE: [EXT] Disciplinary action on account of Absenteeism

Dear Waseem/Faizan,

With reference to below email, explanation letters were issued to district Orakzai staff on account of Absenteeism and Neglect of duty. All of their responses were reviewed and action is recommended as per SOPs, each staff written response and supervisor feedback is attached for your reference, please.

Kindly WHO PO approval is requested on recommended actions.

Regards,



**Shahid Ali**  
**Regional Coordinator - KP**  
CHIP Training & Consulting Pvt. Ltd  
Peshawar | [www.ctc.org.pk](http://www.ctc.org.pk)  
Contact:0349-7760730

**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]

**Sent:** Thursday, April 7, 2022 8:36 AM

**To:** Shahid Ali/PTPP/RC <[shahid.ali@chipconsulting.org](mailto:shahid.ali@chipconsulting.org)>

**Cc:** KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; [laiba@ctc.org.pk](mailto:laiba@ctc.org.pk); 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>

**Subject:** RE: [EXT] Disciplinary action on account of Absenteeism

Thank you Shahid, Kindly share report once the process is completed.

Regards

Waseem Abbas

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**From:** Shahid Ali/PTPP/RC <[shahid.ali@chipconsulting.org](mailto:shahid.ali@chipconsulting.org)>

**Sent:** Tuesday, 5 April 2022 3:48 PM

**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Cc:** KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; [laiba@ctc.org.pk](mailto:laiba@ctc.org.pk); 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

**Subject:** [EXT] Disciplinary action on account of Absenteeism

Dear Waseem,

It is hereby to inform you that we are issuing an explanation letters to below UCPOs and TPOs on account of absenteeism from field activities.

S.No	Province	District	Tehsil	UC	Title	Staff Name	CNIC
1	KP-TD	Orakzai	Lower Orakzai		TPO	Syed Muhammad Tahir	2160343031149
2	KP-TD	Orakzai	Ismail Zai	Daradar Mamozi	UCPO	Tehsin Ullah	2160282608479
3	KP-TD	Orakzai	Ismail Zai		TPO	Shahzada	1410103908329
4	KP-TD	Orakzai	Upper Orakzai	Badan	UCPO	Shafqat Ullah Khan	1410175898037
5	KP-TD	Orakzai	Lower Orakzai	Utman Khel -1	UCPO	Shahzeb Khan	2160387576663
6	KP-TD	Orakzai	Lower Orakzai	Chapri Feroze Khel	UCPO	Syed Alam	2160380319913
7	KP-TD	Orakzai	Ismail Zai	Beland Khel	UCPO	Dilnawaz	1410156635497
8	KP-TD	Orakzai	Central Orakzai	Dran	UCPO	Nasir Hayat Orakzai	1410160901187
9	KP-TD	Orakzai	Central Orakzai	Mishti	UCPO	Muhammad Shabeer	2160171159349
10	KPK	Orakzai	Central Orakzai	Sre gare	UCPO	Shehzad Ahmad	2160173423043

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

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Contact:0349-7760730