

Go ahead please

From: Raazia Rehman <raazia.rehman@chipconsulting.org>
Sent: Thursday, July 28, 2022 1:02 PM
To: HASSAN MOMAND, Hamid <hassanmomandh@who.int>
Cc: GOHAR, Iman <gohari@who.int>; naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>; ALI, Musharaf <jhatialm@who.int>
Subject: RE: [EXT] RE: Response to Explanation letter

Dear Mr. Hamid,

In continuation of the below email, Mr. Inayat Ali UCPO Islamabad has been issued an Explanation Letter regarding his unapproved absenteeism and casual behavior at work. To cut the long story short, he stated in his reply that he took time off because he was not feeling well and regarding micro plans he affirmed that he only had his copies. Detailed response is attached for your reference.

However, his response has been considered unsatisfactory by the competent authority, and was recommended for strict action and relocation. Nevertheless, as per his IO Dr. Musharraf, he is still absent from his duty from 7th of July and is not even returning to the calls. Keeping in view the whole scenario, we would recommend a warning letter with salary deduction for the number of days he remained absent.

Your kind approval is requested to proceed with the case.

Regards,

Syeda Raazia Rehman
Project Associate
CHIP Training & Consulting

From: ALI, Musharaf [mailto:jhatialm@who.int]
Sent: Monday, July 25, 2022 4:16 PM
To: Raazia Rehman
Cc: GOHAR, Iman; naila.nizam@chipconsulting.org; HASSAN MOMAND, Hamid; RAFIQUE, Muhammad Nauman
Subject: RE: [EXT] RE: Response to Explanation letter

Dear Raazia Rehman,

Please note that Mr. Inayat is still absent from his duties since July 07, 2022 till to date. We have been trying to locate him to discuss the matter of NOC/Consent Form for the change of his duty station but as usual he is being non responsive to the SMSs, emails and phone calls.

In this scenario strict disciplinary action is advised from our side.

Regards,

Musharaf Ali
IO WHO Islamabad

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

From: Raazia Rehman <raazia.rehman@chipconsulting.org>
Date: 14/07/2022 16:54 (GMT+05:00)
To: "ALI, Musharaf" <jhatialm@who.int>
Cc: "GOHAR, Iman" <gohari@who.int>, naila.nizam@chipconsulting.org
Subject: RE: [EXT] RE: Response to Explanation letter

Dear Dr. Musharraf,

In reference to your below email, we will take the necessary action as for the relocation of Mr. Inayat is concerned. Above attached is the consent form for said purpose. You are requested to fill it with him and share with us, once the formality is fulfilled we will take up with the due diligence.

Let me know, in case any further assistance is required.

Regards,

Syeda Raazia Rehman
Project Associate
CHIP Training & Consulting

From: ALI, Musharaf [mailto:jhatialm@who.int]
Sent: Friday, July 8, 2022 5:44 PM
To: Raazia Rehman
Cc: GOHAR, Iman
Subject: Re: [EXT] RE: Response to Explanation letter

Reference to the subjectmatter,

1. A written complaint received at IPCR and at Area Coordinator WHO office forwarded by DG Office Islamabad regarding misconduct of UCPO inayat in UC Naseer Abad.
2. Pertaining to the issue of Tally sheets and other original documents of UC Naseer Abad at UCPO Inayat a detail investigation has been conducted after the directions of DC Islamabad given on 24th June 2022 during Readiness meeting SNID June 2022.
3. Detail meeting with UCPO Inayat regarding absent from his duty without information and approval for 12 days.

In response to above an inquiry committee comprising of Area Coordinator WHO, Immunization officer WHO, Nstop officer, DFP DHS, DHCSO has conduct a meeting on 6.7.2022 at IPCR. After detail investigation and interviewed all relevant team members inclusive of UCPO Inayat, UCMO, TPO, Area in charges, Zonal by Inquiry team it has been concluded that there is a mutual conflict between UCPO Inayat and Misbah Zonal UC Naseer bad as previously they were having good coordination but on some personal issues, they had a strong conflict which led them to complaint against each other. Based on all investigation and verbal statements it has been concluded that both are equally responsible, and

both needs to relocate from their parent UC with issuance of written warning from their concern department.

Referring to custody of tally sheets no final decision has made yet as per based on few areas in charges tally sheets were with UCPO inayat and some are saying with EX Zonal Mr. Ehtisham. As Ehtisham was out of town so he will be called after Eid and final response will be shared with DC Islamabad.

Yesterday During meeting issue of absentee from his duty without approval was discussed by Area Coordinator and Immunization officer in which response of UCPO was very unprofessional and unapologetic. In addition to that today when he was supposed to come for follow up meeting on his unprofessional attitude and unsatisfactory justification leaves with prior approval, he has left the duty station without prior approval and discussion with first line supervisor.

Based on the above ground realities, it is to recommend you issue show cause to Mr. Inayat UCPO UC Naseer bad on priority basis and deduct his salary of days without approved leaves (14th June 22 till 26th June 2022).

The reason he has provided for his absenteeism is not acceptable at all. Furthermore, during all these days of his absence he did not respond to any calls/messages from his supervisor Immunization officer, Area Coordinator, Acting Area Coordinator and PDA. Repeating the same practice, today dated July 7, 2022, he applied for a half day leave and left the duty station without prior approval or any response.

Decisions:

- 1. Change of UC Nasirabad of Mr. Inayat and UCMO Misbah.**
- 2. written warning should be issued to both from their respective department (from DHS to UCMO and CTC to Mr. Inayat).**

Inquiry Committee members:

- Dr Iman Area Coordinator.
- Dr Amjad Nstop Officer/PCR.
- Dr Sara DHS.
- Dr Musharaf Immunization Officer.
- Mr. Hasnat DHCSO.

Regards,

Musharaf Ali
Immunization Officer
WHO, Islamabad

From: Raazia Rehman <raazia.rehman@chipconsulting.org>

Sent: Tuesday, June 28, 2022 3:34 PM

To: ALI, Musharaf <jhatialm@who.int>

Cc: HASSAN MOMAND, Hamid <hassanmomandh@who.int>; GOHAR, Iman <gohari@who.int>;

naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>

Subject: [EXT] RE: Response to Explanation letter

Dear Dr. Musharaf,

Please find attached the reply of UCPO Mr. Inayat over the explanation issued to him. To cut the long story short, he stated in his reply that he took time off because he was not feeling well and regarding micro plans he affirmed that he only had his copies. Detailed response is attached for your reference

Kindly provide us with your valuable insight about what should be the next course of action in your opinion if any.

Waiting for your kind response.

Regards,

Syeda Raazia Rehman
Project Associate
CHIP Training & Consulting

From: Inayat Sameer [mailto:inayatsameer0@gmail.com]

Sent: Monday, June 27, 2022 1:27 PM

To: Raazia Rehman

Cc: hassanmomandh@who.int; gohari@who.int; jhatialm@who.int; naila.nizam@chipconsulting.org

Subject: Response to Explanation letter

Dear Ma'am!

Referring to subject cited above please find attached my point wise response for your further consideration.

Regards,

Inayat Ur Rehman UCPO Naseerabad

On Thu, Jun 23, 2022, 3:43 PM Raazia Rehman <raazia.rehman@chipconsulting.org> wrote:
Dear Inayat,

Please find attached your explanation letter on account of Unapproved Absenteeism and Casual Attitude. You are required to revert back within the given time span.

Regards,

Syeda Raazia Rehman
Project Associate
CHIP Training & Consulting

