

Nadeem Jan

From: SIDDIQUI, Kashif Islam <siddiquik@who.int>
Sent: Friday, January 31, 2020 6:01 PM
To: UDDIN, Syed Ghayas; Nadeem Jan
Cc: 'Shahid Ali'; ABBAS, Waseem
Subject: RE: Show Cause letter on account of Unapproved absenteeism

Dear Shahid Sb

AOA

Warning is must for this case. The staff needs to be kept under observation for the remaining duration of the contract. In case of non-compliance to the supervisor's advice, non-extension of his contract can be considered.

Thanks and Best Regards.

Dr. Kashif Islam

Area Coordinator Khyber

Contact No: +92 317 8117702

From: UDDIN, Syed Ghayas
Sent: Friday, January 31, 2020 8:26 PM
To: SIDDIQUI, Kashif Islam <siddiquik@who.int>; Nadeem Jan <nadeemjan@ctc.org.pk>
Cc: 'Shahid Ali' <shahidali@ctc.org.pk>
Subject: Re: Show Cause letter on account of Unapproved absenteeism

Dear Nadeem jan shb

Aoa

Thanks for the email.

As for As Fawad is concern although he has been guilty of not taking his duty seriously of late but looking to his sacrifices for PEI program in Past during the time of militancy in ex- FATA and in Khyber specially In Bara where conducting anti polio campaigns was challeng, he has done very good job at that time.but this shouldn't mean that he will be benefited every time for this .

In conclusion,your good office can issue him final warning once for All.

In mean time he will attend every meeting at UC and tehsil level , including team training,area incharge trainings,and will take part in active search Of AFPs in his assigned areas beside routine duties.

Any kind of violation in SOPs in future will be reported to your good office.

Moreover , I would suggest that HR have to call him to office and hand over the waring letter even if it can be email to him if SOPs allows.

I hope thay that above response would help in making final decision about the future of UCPo Mr. Fawad .

Dr Kashif shb is copied for information and further advice/final remarks if any.

Let me know incase of any query.

Thanks

Dr Ghayasuddin

PEO Khyber

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From: Nadeem Jan <nadeemjan@ctc.org.pk>
Sent: Saturday, February 1, 2020 6:52:57 AM
To: UDDIN, Syed Ghayas <uddins@who.int>; SIDDIQUI, Kashif Islam <siddiquik@who.int>
Cc: 'Shahid Ali' <shahidali@ctc.org.pk>
Subject: FW: Show Cause letter on account of Unapproved absenteeism

Dear Dr. Ghayas Ud Din Sb,

Please find the response of Muhammad Fawad, and looking forward for your valuable comments/ feedback in this regard.

Regards,

Nadeem Jan
Project Officer-PTPP CTC

From: Muhammad Fawad [<mailto:fawaducpo@gmail.com>]
Sent: Wednesday, January 29, 2020 10:12 PM
To: Shahid Ali
Cc: siddiquik@who.int; uddins@who.int; ABBAS, Waseem; KHAN, Faizan; nadeemjan@ctc.org.pk
Subject: Re: Show Cause letter on account of Unapproved absenteeism

This is to reference to email
Subject : show cause Notice of Unapproved absenteeism.
Respected sir

it is for your kind information i was feeling unwell from last 6 months due to concretion in kidney, but some how I tried my best to manage all the activities at UC level and tehsil level.
On 17th jan 2020 i felt sudden onset of vomiting and high grade fever , my family took me to hospital in very serious condition, due to which i was not able to contact my supervisor on time, as soon as i recommended to operation , i requested to my colleague to send application for leave, at the time my condition of health did not allowed me convey any type kind message to my supervisor.

All medical documents attached

I m aware of SOP's of CTC and tried my best to follow it in pre-post and intera Campaign . knowing that i have to be extra careful in future and keeping my health condition in consideration.
kindly forgive that i will never repeat in future.

Sir,

My stretched of the operation area was removed yesterday, but knowing the sensitivity and importance fo the campaign . i am performing my duty at assigned area.

i hope my apology accepted . Medical condition your will be forgive me.

waiting for your kindness

Your Sincere

Muhammad Fawad

On Tue, Jan 28, 2020, 6:28 PM Shahid Ali <shahidali@ctc.org.pk> wrote:

Dear Muhammad Fawad,

Please fid attached show cause notice on account of unapproved absenteeism.

Thanks & Regards,
Shahid Ali

Regional Coordinator KP & KPTD-PTPP
Chip Training & Consulting (Pvt) Ltd.