

Dear Mr Faizan,

Greetings from CTC,

Please note that Program Team reported that UCPO Mr. Nasim Mir Ali-3, Wazir-N - KPK wasn't present at the time of orientation on 10th November 2022 and also he wasn't present on 19th November 2022 for the weekly meeting conducted at THQ hospital. Furthermore, he didn't respond to the calls and messages from your supervisors.

To acquire UCPO statement, an explanation letter was issued and further his response was received and shared with the AC for feedback.

As per the feedback of the AC, the UCPO response was found unsatisfactory.

As per policy, he showed negligence towards his TORs. Therefore, he is recommended for warning on account of his absenteeism and professional misconduct. This warning letter will be active in his file for 3 months and the supervisor will monitor his punctuality and performance during the stipulated time.

Regards,

Sundas Tariq

HR Officerwarning

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Cell:[0349-7760580](tel:0349-7760580)

**From:** WAZIR, Naeem Khan [<mailto:wazirn@who.int>]

**Sent:** Tuesday, December 6, 2022 11:01 AM

**To:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)

**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); [javeria.khattak@chipconsulting.org](mailto:javeria.khattak@chipconsulting.org); [sabeen.khan@chipconsulting.org](mailto:sabeen.khan@chipconsulting.org)

**Subject:** Re: [EXT] Request for disciplinary actions .

Dear Sundas,

Thanks for the email.

I have personally observed negligence on the part of UCPO Nasim Ur Rahman. He was directed to monitor PTP teams and share pictures on daily basis, but he did not. He should be given clear instructions to communicate and coordinate in a timely manner. He must lead his assigned UC and coordinate with UC level staff, TPO and DEOC.

If he has any emergency, he will be fully supported.

**Regards,**

**DR. NAEEM KHAN**

**(AC Bannu Div)**

**MBBS (Pak), PLAB (UK)**

**MPH (Pak)**

**Divisional Office Bannu,**

**World Health Organization - WHO | PAK**

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**WhatsApp: [+92-3339412037](tel:+92-3339412037)**

**Email: [wazirn@who.int](mailto:wazirn@who.int), [dsufrbannu@gmail.com](mailto:dsufrbannu@gmail.com)**



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**From:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>

**Sent:** Thursday, December 1, 2022 2:57 PM

**To:** WAZIR, Naeem Khan <[wazirn@who.int](mailto:wazirn@who.int)>

**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org) <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>;

[javeria.khattak@chipconsulting.org](mailto:javeria.khattak@chipconsulting.org) <[javeria.khattak@chipconsulting.org](mailto:javeria.khattak@chipconsulting.org)>;

[sabeen.khan@chipconsulting.org](mailto:sabeen.khan@chipconsulting.org) <[sabeen.khan@chipconsulting.org](mailto:sabeen.khan@chipconsulting.org)>

**Subject:** FW: [EXT] Request for disciplinary actions .

Dear Dr Naeem Khan,

Greetings from CTC.

Have a good day!

With reference to below email, an explanation letter was issued to UCPO Mr. Nasim Ur Rahman on account of Absenteeism and Professional Misconduct.

As per his response:

- He suddenly got engaged in domestic emergency due to which he couldn't reached on time for the participation in Orientation on 10th November 2022
- He reported that he was present at the weekly meeting held at THQ Hospital on 19 November 2022 and he has evidence of the same.
- He apologize for all misconducts

Nasim explanation response is attached here.

Your feedback is needed in this regard.

Regards,

Sundas Tariq

HR Officer  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Cell:[0349-7760580](tel:0349-7760580)

**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Wednesday, November 23, 2022 2:07 PM  
**To:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>;  
[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); [hamza.zaheer@chipconsulting.org](mailto:hamza.zaheer@chipconsulting.org)  
**Subject:** RE: [EXT] Request for disciplinary actions .

Dear Sundar,

Kindly proceed with the investigation and share report for management review.

Regards

Waseem Abbas

**From:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>  
**Sent:** Wednesday, 23 November 2022 2:03 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>;  
[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); [hamza.zaheer@chipconsulting.org](mailto:hamza.zaheer@chipconsulting.org)  
**Subject:** FW: [EXT] Request for disciplinary actions .

Dear Mr Waseem and Mr Faizan,

Greetings from CTC.

Have a good day!

The program team has reported the poor performance of UCPO Mr. Nasim (Mirali-3). It is suggested that CTC management will issue him an explanation letter to acquire his stance and in case of an unsatisfactory response received, disciplinary action will be taken against him.

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

Regards,  
Sundas Tariq  
HR Officer  
03497760580  
CHIP Training & Consulting (Pvt) Ltd.

**From:** WAZIR, Naeem Khan [<mailto:wazirn@who.int>]  
**Sent:** Tuesday, 22 November 2022 10:59 am  
**To:** [ishtiaq.hussain@chipconsulting.org](mailto:ishtiaq.hussain@chipconsulting.org)  
**Cc:** Javid Dawar <[javiddawar@gmail.com](mailto:javiddawar@gmail.com)>; KHAN, Farman Ullah <[fkhan@who.int](mailto:fkhan@who.int)>  
**Subject:** Fw: [EXT] Request for disciplinary actions .

Dear Ishtiaq sab,  
Hope you will be doing well.  
Reference to above formal complaint and attached documents shared by TPO Javed, it is requested to please initiate disciplinary action against the concerned UCPO Nasim (Mirali-3) for his poor performance and repeated negligence. A showcase notice and warning may be issued in this regard.

**Regards,**


**DR. NAEEM KHAN**  
**(AC Bannu Div)**  
**MBBS (Pak), PLAB (UK)**  
**MPH (Pak)**  
Divisional Office Bannu,  
World Health Organization - WHO | PAK  
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**From:** Javid Dawar <[javiddawar@gmail.com](mailto:javiddawar@gmail.com)>  
**Sent:** Sunday, November 20, 2022 9:06 AM  
**To:** WAZIR, Naeem Khan <[wazirn@who.int](mailto:wazirn@who.int)>  
**Subject:** [EXT] Request for disciplinary actions .

Sir,

- 1- For your kind information that on dated 10/11/022 planned orientation at THQ hospital Mir Ali in which all members participated while Nasim u Rehman absent from the orientation without any prior information, attendance and report already shared with you sir and also attached with this mail
- 2- In yesterday weekly meeting conducted at THQ hospital  Mir Ali again he was absent with out any reason and his Mobil was going off when I try to contact him.
- 3- yesterday on same day Azad along with Arif Kamal Nstop went their team support center for conducting Mir Ali 3 MPQA but he did not found him .

4-Today I again sent sms to his WhatsApp number being he was online requesting to provide MP for MPQA to Mr Azad but he did not responding still and screen shot attached for the proof. So, it is requested to take necessary action for the program betterment. Note -I discussed several times him personally that the rude attitude adopted by you is not acceptable and trying many for his betterment but he Still ignoring.

Thanks & Best Regards.....

Javid Noor TPO

Mir Ali

Email..... [javiddawar@gmail.com](mailto:javiddawar@gmail.com)

Contact No....03201965951