

Nadeem Jan

From: Shahid Ali <shahidali@ctc.org.pk>
Sent: Monday, February 10, 2020 5:34 AM
To: 'ABBAS, Waseem'; khanfai@who.int
Cc: 'MOHAMED, Gedi'; 'KAMRAN, Waheed'; 'MAZVIDZA, Simbarashe'; nadeemjan@ctc.org.pk
Subject: RE: self leave application request
Attachments: Response-_M_Fawad.pdf; Supervisors_Feedback.pdf

Dear Waseem/Faizan,

With reference to below email, a show cause notice has been issued to UCPO Muhammad Fawad on account of persistent absenteeism. In response he mentioned that he was absent due to his health condition. From last six months he was suffering from kidney disease due to stone in kidney but he was managing his duty. Then suddenly his condition became worst and doctor recommended him for surgery. Due to his health condition, he was unable to inform his supervisor.

Absenteeism without approval is gross misconduct. In case of unjustified reason this leads to termination of contract. However, his reason is justified, as per policy he is recommended for Final Warning with salary cut.

His supervisors feedback is also attached.

Kindly share your comment/feedback regarding the same, if any.

Thanks & Regards,
Shahid Ali
Regional Coordinator KP & KPTD-PTPP
Chip Training & Consulting (Pvt) Ltd.

From: Shahid Ali [mailto:shahidali@ctc.org.pk]
Sent: Sunday, January 26, 2020 7:42 PM
To: 'ABBAS, Waseem' <wabbas@who.int>; 'khanfai@who.int' <khanfai@who.int>
Cc: 'MOHAMED, Gedi' <mohamedge@who.int>; 'KAMRAN, Waheed' <kamranw@who.int>; 'MAZVIDZA, Simbarashe' <mazvidzas@who.int>; 'nadeemjan@ctc.org.pk' <nadeemjan@ctc.org.pk>
Subject: FW: self leave application request

Dear Waseem/Faizan,

Greetings!

With reference to below email. UCPO Mr. Muhammad Fawad district Khyber has been remained absent from 1st January 2020 till date without informing his supervisor. As per SOPs unapproved consecutive absenteeism more than 5 days is violation of leave policy marked for zero tolerance.

He is recommended for show cause notice followed by termination of contract if response is not satisfactory.

In case provincial office has any comment/feedback regarding the same please let us know.

Thanks & Regards,
Shahid Ali
Regional Coordinator KP & KPTD-PTPP
Chip Training & Consulting (Pvt) Ltd.

From: Shahid Ali [<mailto:shahidali@ctc.org.pk>]
Sent: Sunday, January 26, 2020 7:31 PM
To: 'UDDIN, Syed Ghayas' <uddins@who.int>; 'nadeemjan@ctc.org.pk' <nadeemjan@ctc.org.pk>;
'leaves.kptd@ctc.org.pk' <leaves.kptd@ctc.org.pk>
Cc: 'SIDDIQUI, Kashif Islam' <siddiquik@who.int>
Subject: RE: self leave application request

Dear Dr Ghayas,

Greetings!

Thank you for your email.

Please be informed that as per leave policy leave without prior intimation or without approval of supervisor in any case is violation of SOPs. Consecutive absenteeism more than three days fall under Red line area marked for zero tolerance.

Therefore, as per SOPs we will issue him show cause notice on account of unapproved absenteeism to record his stance. Further action will be taken as per SOPs.

Thanks & Regards,
Shahid Ali
Regional Coordinator KP & KPTD-PTPP
Chip Training & Consulting (Pvt) Ltd.

From: UDDIN, Syed Ghayas [<mailto:uddins@who.int>]
Sent: Sunday, January 26, 2020 9:02 AM
To: Shahid Ali <shahidali@ctc.org.pk>; nadeemjan@ctc.org.pk; leaves.kptd@ctc.org.pk
Cc: SIDDIQUI, Kashif Islam <siddiquik@who.int>
Subject: Re: self leave application request

Correction please

Dear Shahid shb Aoa

Kindly find attached leave application of UCPO fawad for mentioned dates.

Let me inform you that he is one of the most irresponsible and irregular uCPO in Khyber team.

His contract was shortened once ,a regular session for improvement was held with him but he still not improved .

Now he is home for last 10 to 15 days as per information with out informing Supervisor,although he has been operated for kidney stones i guess, but still he has take formal sick leave.

When I came to know that he is on bed ,then he sent an application for leave .

It is therefore requested that kindly call him to office and have a session with him for improvement before closing his contract permanently.

Thanks

Best Regards

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From: UDDIN, Syed Ghayas <uddins@who.int>

Sent: Sunday, January 26, 2020 8:56:47 AM

To: Shahid Ali <shahidali@ctc.org.pk>; nadeemjan@ctc.org.pk <nadeemjan@ctc.org.pk>; leaves.kptd@ctc.org.pk <leaves.kptd@ctc.org.pk>

Cc: SIDDIQUI, Kashif Islam <siddiquik@who.int>

Subject: Fwd: self leave application request

Dear Shahid shb Aoa

Kindly find attached leave application of UCPO fawad for mentioned dates.

Let me inform you that he is one of the most irresponsible and irregular uCPOs in Khyber team.

His contract was shortened,a regular session for improvement was held with him but he still not improved .

Now he is home for last 10 to 15 days as per information with informing Supervisor,although he has been operated for kidney stones i guess but still he has take formal sick leave.

When I came to know that he is on bed ,then he sent an application for leave .

It is therefore requested that kindly call him to office and have a session with him for improvement before closing his contract permanently.

Thanks

Best Regards

Dr Ghayasuddin

PEO

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From: Said Shah <shahafridi01@yahoo.com>

Sent: Friday, 24 January 2020, 08:30

To: UDDIN, Syed Ghayas

Cc: Noor Shah Khan

Subject: self leave application request

Respected sir

FYI

Regard

Syed Shah Afridi

Union Council Polio Officer

Chip Training & Consultant (Pvt.ltd)

PTP Project in Pakistan

Duty Station: District Khyber FATA, Pakistan

Contact : +92-333-9208970

Email: shahafриди01@yahoo.com