

Sabeen: initiate the disciplinary

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

**Sent:** Saturday, 31 December 2022 4:00 pm

**To:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)

**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>

**Subject:** Fwd: [EXT] FW: FW: Explanation Letter on account of unprofessional attitude

Dear Colleagues,

Kindly proceed

Waseem Abbas

**From:** "AFRIDI, Sarfaraz Khan" <[afridis@who.int](mailto:afridis@who.int)>

**Date:** December 31, 2022 at 3:40:26 PM GMT+5

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

**Cc:** "KAMRAN, Waheed" <[kamranw@who.int](mailto:kamranw@who.int)>, "AURANGZEB KHAN, Mazhar" <[zebma@who.int](mailto:zebma@who.int)>

**Subject:** RE: [EXT] FW: FW: Explanation Letter on account of unprofessional attitude

Dear Waseem

Apology for my interpretation. I agreed to proceed further with the request you made.

**Best Regards**

**Dr. Sarfaraz Khan Afridi**

MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)

D.T.M & H (Lond), D. Clin.Paeds (Lond)

**Team Leader – WHO - PEI**

**World Health Organization – Pakistan**

Khyber Pakhtunkhwa - Peshawar

Mb. Cont: +92 - 300-590-8373

E-Mail Office: [afridis@who.int](mailto:afridis@who.int)

E-Mail Personal: [drskafриди@gmail.com](mailto:drskafриди@gmail.com)

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

**Sent:** Saturday, 31 December 2022 12:27 PM

**To:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>

**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>

**Subject:** Re: [EXT] FW: FW: Explanation Letter on account of unprofessional attitude

Dear Sir,

In Peshawar we do not have any TPOs. Further, TPO has no supervision role and every UCPO and TPO is reporting to IOs/DSOs as their first level supervisor.

The matter was raised by Dr Saifullah, Area Coordinator which was investigated and hence recommended with the action below.

Regards

Waseem Abbas

On Dec 30, 2022, at 11:58 PM, AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)> wrote:

Dear All

May I request to know the role of TPO in this matter who is also looking for these HR. In case if it is there any such response is made from his side for this type of attitude. In case if such tier is not there then pls respond as per policy with the request made below.

**Best Regards**

**Dr. Sarfaraz Khan Afridi**

MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)

D.T.M & H (Lond), D. Clin.Paeds (Lond)

**Team Leader – WHO - PEI**

**World Health Organization – Pakistan**

Khyber Pakhtunkhwa - Peshawar

Mb. Cont: +92 - 300-590-8373

E-Mail Office: [afridis@who.int](mailto:afridis@who.int)

E-Mail Personal: [drskafриди@gmail.com](mailto:drskafриди@gmail.com)

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

**Sent:** Thursday, 29 December 2022 5:14 PM

**To:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>

**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>

**Subject:** Re: [EXT] FW: FW: Explanation Letter on account of unprofessional attitude

Dear Sir,

Your approval is awaited

Regards

Waseem Abbas

On Dec 19, 2022, at 2:10 PM, ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)> wrote:

Dear Sir,

Mr. Sohail, UCPO UC Palosai was found absent from his duty station. An explanation was called by CTC which was marked as unsatisfactory by his Area Coordinator. He was served a warning in past therefore he is recommended for “**Final Warning**”.

Your **approval** is requested to proceed with the action

Regards

Waseem Abbas

**From:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>  
**Sent:** Monday, 19 December 2022 1:55 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)  
**Subject:** FW: [EXT] FW: FW: Explanation Letter on account of unprofessional attitude

Dear Mr Waseem,

Greetings from CTC,

Your kind feedback is awaited 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:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) [<mailto:sundas.tariq@chipconsulting.org>]  
**Sent:** Monday, November 28, 2022 12:16 PM  
**To:** 'ABBAS, Waseem' <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** 'KHAN, Faizan' <[khanfai@who.int](mailto:khanfai@who.int)>; 'KAMRAN, Waheed' <[kamranw@who.int](mailto:kamranw@who.int)>; 'AURANGZEB KHAN, Mazhar' <[zebma@who.int](mailto:zebma@who.int)>; 'naila.nizam@chipconsulting.org' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; [hamza.zaheer@chipconsulting.org](mailto:hamza.zaheer@chipconsulting.org); 'Sabeen.khan@chipconsulting.org' <[Sabeen.khan@chipconsulting.org](mailto:Sabeen.khan@chipconsulting.org)>; [ptppleaves@chipconsulting.org](mailto:ptppleaves@chipconsulting.org)  
**Subject:** RE: [EXT] FW: FW: Explanation Letter on account of unprofessional attitude

Dear Mr Waseem,

Greetings from CTC,

Please note that the Program Team shared a complaint regarding the unprofessional attitude by UCPO Mr.Sohail - Peshawar city UC Palosi. As per the complaint., the UCPO wan't present at the time of team deployment at BHU on 11<sup>th</sup> Novemeber,2022. The supervisor visited the UC and called the UCPO to ascertain his whereabouts because due to his non-serious and casual attitude not only he but also most of the staff were also not present.

To acquire UCPO statement, an explanation letter was issued and further his response was 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 because team deployment is one of his prime responsibility. In addition to that, he failed to report timely to his duty station and didn't inform his supervisor. Please note that he was already served with a warning letter on account of unapproved absenteeism in June 2021. Therefore, he is recommended for a final warning letter on account of his unprofessional attitude. This final 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 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:** Friday, November 25, 2022 9:13 PM

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

**Cc:** KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; 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)

**Subject:** Re: [EXT] FW: FW: Explanation Letter on account of unprofessional attitude

Dear Sundas,

Please share a brief report, covering all the details and clause violated.

Regards

Waseem Abbas

On Nov 25, 2022, at 2:14 PM, [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) wrote:

Dear Mr Waseem and Mr Faizan,

Greetings from CTC.

Have a good day!

With reference to the below email, an explanation letter was issued to UCPO Mr. Sohail Ahmed on account of his Unprofessional attitude. DDPO Dr Saifullah found his response unsatisfactory. It is suggested that CTC Management will issue him a warning letter on account of his Unprofessional attitude.

Your kind approval is needed in this regard.

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

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:** KHAN, Saifullah [<mailto:skhan@who.int>]

**Sent:** Friday, November 25, 2022 11:32 AM

**To:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); IQBAL, Ahsan <[iqbalah@who.int](mailto:iqbalah@who.int)>

**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); [hamza.zaheer@chipconsulting.org](mailto:hamza.zaheer@chipconsulting.org); [ptppleaves@chipconsulting.org](mailto:ptppleaves@chipconsulting.org)

**Subject:** Re: [EXT] FW: FW: Explanation Letter on account of unprofessional attitude

If he was late he should have informed his immediate supervisor which he never did and my email was about the same point that he was late without any intimation to his supervisor.

Response is unsatisfactory

**Regards**

**Dr Saifullah Khan**

**DDPO**

**PEI WHO, Peshawar**

**Cell#: 03339235645**

**Email: [skhan@who.int](mailto:skhan@who.int)**

**[acpeshawar1@gmail.com](mailto:acpeshawar1@gmail.com)**

<Outlook-txp31ojr.png>

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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, November 24, 2022 6:23 PM  
**To:** KHAN, Saifullah <[skhan@who.int](mailto:skhan@who.int)>; IQBAL, Ahsan <[iqbalah@who.int](mailto:iqbalah@who.int)>  
**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org) <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>;  
[hamza.zaheer@chipconsulting.org](mailto:hamza.zaheer@chipconsulting.org) <[hamza.zaheer@chipconsulting.org](mailto:hamza.zaheer@chipconsulting.org)>;  
[ptppleaves@chipconsulting.org](mailto:ptppleaves@chipconsulting.org) <[ptppleaves@chipconsulting.org](mailto:ptppleaves@chipconsulting.org)>  
**Subject:** [EXT] FW: FW: Explanation Letter on account of unprofessional attitude

Dear Dr Saifullah,

Greetings from CTC.

Have a good day!

With reference to below email, an explanation letter was issued to UCPO Mr. Sohail Ahmed on account of Unprofessional attitude.

As per the response of Mr. Sohail Ahmed

- In the light of his reply brother was admitted RMI hospital
- Sudden medical emergency of his brother he wasn't able to come on time for work.

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:** [ptppleaves@chipconsulting.org](mailto:ptppleaves@chipconsulting.org) [<mailto:ptppleaves@chipconsulting.org>]  
**Sent:** Thursday, November 24, 2022 4:48 PM  
**To:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)  
**Subject:** FW: FW: Explanation Letter on account of unprofessional attitude

**From:** Sohail Ahmad <[sohail.pk121@gmail.com](mailto:sohail.pk121@gmail.com)>  
**Sent:** Wednesday, November 23, 2022 9:57 PM  
**To:** [ptppleaves@chipconsulting.org](mailto:ptppleaves@chipconsulting.org)  
**Cc:** IQBAL, Ahsan <[iqbalah@who.int](mailto:iqbalah@who.int)>  
**Subject:** Re: FW: Explanation Letter on account of unprofessional attitude

Respected Sir/Madam,

I'm writing this to inform you about my 1 hour late come to health facility on 11 November 2022 bacouse of my brother health problem he was admitted RMI hospital for Tonsils operation the operation was done on dated 08/11/2022,

But at this morning come bleeding in early morning Fajar Nimaz time at this situation I called to Hospital for what we do at this situation but thay told us come to hospital for checkup.

Because of that sudden medical emergency of my brother I wasn't able to come on time for work, I hope you understand my situation and excuse my absence from work.

I was join office at 9:21 also share the location screenshot of location is attached.

Your sincerely

Sohail Ahmad

UCPO Palosi

On Tue, 22 Nov 2022, 17:16 , <[ptppleaves@chipconsulting.org](mailto:ptppleaves@chipconsulting.org)> wrote:

**From:** [ptppleaves@chipconsulting.org](mailto:ptppleaves@chipconsulting.org) [mailto:[ptppleaves@chipconsulting.org](mailto:ptppleaves@chipconsulting.org)]

**Sent:** Tuesday, November 22, 2022 4:42 PM

**To:** '[sohail.pk121@gmail.com](mailto:sohail.pk121@gmail.com)'

**Cc:** 'Naila Nizam'; '[sundas.tarig@chipconsulting.org](mailto:sundas.tarig@chipconsulting.org)'

**Subject:** Explanation Letter on account of unprofessional attitude

Dear Mr. Sohail Ahmed,

This is with reference to the complaint we received regarding your unprofessional attitude. Please find attached the explanation letter and share your response within 48 hours.

Looking forward to your prompt response.

Regards,

Javeria Khattak

Project Associate(CTC)

Email ID # [ptppleaves@chipconsulting.org](mailto:ptppleaves@chipconsulting.org)