

**From:** sundas.tariq@chipconsulting.org [mailto:sundas.tariq@chipconsulting.org]  
**Sent:** Friday, April 7, 2023 11:02 AM  
**To:** muhammadmuslehuddin@chipconsulting.org; sabeen.khan@chipconsulting.org  
**Cc:** naila.nizam@chipconsulting.org  
**Subject:** FW: FW: [EXT] Final Report for Mr. Tehsin Ullah (UCPO Daradar Mamozai)  
**Importance:** High

Please do the needful

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

**From:** AHMAD, Shakeel Muhammad Saleem [mailto:[ahmadsh@who.int](mailto:ahmadsh@who.int)]  
**Sent:** Friday, April 7, 2023 10:44 AM  
**To:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)  
**Cc:** Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Subject:** FW: FW: [EXT] Final Report for Mr. Tehsin Ullah (UCPO Daradar Mamozai)  
**Importance:** High

Dear Sundus,

Please proceed further with the action to terminate Mr Tehsin ullah UCPO contract as per the defined guidelines under SOPs.

Regards,  
Shakeel Ahmad

**From:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Sent:** Friday, 7 April 2023 10:22 AM  
**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Subject:** RE: FW: [EXT] Final Report for Mr. Tehsin Ullah (UCPO Daradar Mamozai)  
**Importance:** High

Dear Shakeel,

Thankyou for sharing details; please proceed in line with SOP's retaining all the background.

Regards,

Bilal

**From:** AHMAD, Shakeel Muhammad Saleem

**Sent:** Friday, April 7, 2023 10:10 AM

**To:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>

**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>

**Subject:** FW: FW: [EXT] Final Report for Mr. Tehsin Ullah (UCPO Daradar Mamozai)

Dear Bilal Sb,

With reference to below your email, Mr Tehsin Ullah UCPO complaint record according SOPs for your review and further advise.

1. Mr. Tehsin Ullah (UCPO-Daradar Mamozai) professional record indicates that a Warning Letter was issued to him on account of non-serious and casual attitude on 20-Oct-2021
2. Final Warning was issued to him on account of non-serious and casual attitude on 13-May-2022.
3. Mr. Tehsin Ullah (UCPO-Daradar Mamozai) was reported absent from the field for 03 days dated 23rd, 24th and 25th January 2023 without showing any sufficient cause or taking prior approval from the concerned authorities which shows a gross negligence and his non serious attitude."

As per Policy Clauses:

- As per **Section 10.1** of Leave Policy sub clause XVI. "Any unapproved leave {i.e absence from duty} will lead to [A] Disciplinary action, [B] Salary Deduction.
- As per **Section 10.5** of Leave Policy "In case staff is absent from work without any prior intimation up to 3 days then a warning is issued with salary deduction after factoring accrued leaves. May resume duty ASAP.
- As per **Section 7.4** of Disciplinary action Policy
- It also falls under the ambit of **Table - 1:** Disciplinary/Accountability Framework (Gross Misconduct - Red Line Area), clause 13 "Absenteeism in ordinary days (3 days and above), then a show cause followed by written final warning and 1-day salary deduction in lieu of 1 day absent, if habitual then followed by termination letter without experience certificate".

Regards,

Shakeel Ahmad

**From:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>

**Sent:** Wednesday, 5 April 2023 12:16 PM

**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>

**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>

**Subject:** RE: FW: [EXT] Final Report for Mr. Tehsin Ullah (UCPO Daradar Mamozai)

Dear Shakeel,

Please share relevant extract of the policy related to absenteeism and threshold for termination while below case apparently is related to an absence of 3 days only.

Regards,

Bilal

**From:** AHMAD, Shakeel Muhammad Saleem  
**Sent:** Wednesday, April 5, 2023 11:39 AM  
**To:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Subject:** FW: FW: [EXT] Final Report for Mr. Tehsin Ullah (UCPO Daradar Mamozai)

Dear Bilal Sb,

Kindly approve the termination of Mr. Tehsin Ullah –UCPO-Daradar Mamozai –KPK on account of non-serious attitude and persistent absenteeism, He has been found absent without information from 23 to 25 January,. CTC requested to Federal office approval for further action.

- 01) PTL KPK has been approved his termination.
- 02) Final report and final warning and Show Cause Letter, his response on show cause and supervisor's feedback on his response are all attached.

Regards,

Shakeel Ahmad

**From:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>  
**Sent:** Tuesday, 4 April 2023 2:49 PM  
**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>; PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; [irfan@chipconsulting.org](mailto:irfan@chipconsulting.org); Sarah Farooqui <[sarah@chipconsulting.org](mailto:sarah@chipconsulting.org)>; [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)  
**Subject:** FW: FW: [EXT] Final Report for Mr. Tehsin Ullah (UCPO Daradar Mamozai)

Dear Mr Shakeel and Ms Khalida,

Greeting from CTC,

It is to inform you that a Show Cause Letter was issued to Mr. Tehsin Ullah –UCPO-Daradar Mamozai –KPK on account of absenteeism without prior approval. His reply was termed as not satisfactory by Dr. Fawad Ali (DSO Orakzai). Mr. Tehsin Ullah was already on a Final Warning so his Termination is recommended.

Attached please find the Final Report against Mr. Tehsin Ullah -UCPO -Daradar Mamozai-KPK for further necessary action.

WHO-PO has already approved the Termination with an immediate replacement process to be conducted.

WHO-FO approval is required in this matter.

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

Regards,  
Sundas Tariq  
Project Coordinator  
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:** Saturday, March 25, 2023 8:37 PM  
**To:** [muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org); Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** Re: [EXT] Final Report for Mr. Tehsin Ullah (UCPO Daradar Mamozai)

Dear Colleagues,

Please proceed.

Regards

Waseem Abbas

On Mar 25, 2023, at 7:41 AM, AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)> wrote:

Approved and immediate replacement

**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:** Friday, 24 March 2023 12:25 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] Final Report for Mr. Tehsin Ullah (UCPO Daradar Mamozai)

Dear Sir,

Your approval is awaited.

Regards

Waseem Abbas

**From:** ABBAS, Waseem  
**Sent:** Wednesday, March 8, 2023 11:06 AM  
**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] Final Report for Mr. Tehsin Ullah (UCPO Daradar Mamozai)

Dear Sir,

An unapproved absence of Mr. Tehsil Ullah, UCPO Daradar Mamozai was reported by DSO. CTC carried out an investigation and issued a show cause; the response to the show cause was marked as unsatisfactory by his first level supervisor. It is pertinent to mention that, he is repeatedly involved in breaching the SOPs and received two previous warnings.

CTC after investigation recommends a “**Termination of a contract**” due to persistent unprofessional attitude, despite being on the final warning.

Your approval is requested to proceed with the action.

Regards

Waseem Abbas

**From:** [muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org)  
[muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org)  
**Sent:** Wednesday, 8 March 2023 10:56 AM  
**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);  
'Naila Nizam' [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org);  
'javeria.khattak' <[javeria.khattak@chipconsulting.org](mailto:javeria.khattak@chipconsulting.org)>; [sabeen.khan@chipconsulting.org](mailto:sabeen.khan@chipconsulting.org)  
**Subject:** RE: [EXT] Final Report for Mr. Tehsin Ullah (UCPO Daradar Mamozai)

Dear Waseem Abbas,

Attached please find the Warning Letter and Final Warning Letter issued to Mr. Tehsin Ullah (UCPO Daradar Mamozai) as requested.

Best Regards,

Muslehuddin

**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Wednesday, March 8, 2023 9:45 AM  
**To:** [muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org)  
**Cc:** 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org);  
'javeria.khattak' <[javeria.khattak@chipconsulting.org](mailto:javeria.khattak@chipconsulting.org)>; [sabeen.khan@chipconsulting.org](mailto:sabeen.khan@chipconsulting.org);  
KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** RE: [EXT] Final Report for Mr. Tehsin Ullah (UCPO Daradar Mamozai)

Dear Muslehuddin,

Kindly share the list of Past warnings issued to concerned UCPO.

Regards

Waseem Abbas

**From:** [muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org)  
<[muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org)>  
**Sent:** Tuesday, 7 March 2023 6:17 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org);  
'javeria.khattak' <[javeria.khattak@chipconsulting.org](mailto:javeria.khattak@chipconsulting.org)>; [sabeen.khan@chipconsulting.org](mailto:sabeen.khan@chipconsulting.org)  
**Subject:** [EXT] Final Report for Mr. Tehsin Ullah (UCPO Daradar Mamozai)

Dear Mr. Waseem Abbas,

I hope you will be doing well. A Show Cause Letter was issued to Mr. Tehsin Ullah (UCPO Daradar Mamozai) on account of absenteeism without prior approval. His reply was termed as not satisfactory by Dr. Fawad Ali (DSO Orakzai). Attached please find the Final Report against Mr. Tehsin Ullah (UCPO Daradar Mamozai) for further necessary action. If you have any further query kindly let me know.

**Best Regards,**

**MUHAMMAD MUSLEHUDDIN**

**SENIOR HR OFFICER**

**CHIP Training & Consulting (Pvt) Ltd**

**PESHAWAR OFFICE**

**Contact: +92-333-9224883**

**Whatsapp: +971-55-3867238**