

“Breach of CTC Disciplinary Action Framework Policy by Mr. Zareen Khan TPO-Shabqadar”

Complaint

- A complaint was received from the Programme about Professional Negligence (Poor Performance) of Mr. Zareen Khan (TPO-Shabqadar). It has been reported that Mr. Zareen Khan (TPO-Shabqadar) failed to complete the tasks assigned by his Supervisor which shows gross negligence and his non serious attitude”.

Methodology:

- The CTC Management issued an Explanation Letter to Mr. Zareen Khan (TPO-Shabqadar) on account of Professional Negligence. (Attached as Annex-A)
- Mr. Zareen Khan (TPO-Shabqadar) response is, (Attached as Annex-B)
- The feedback of IO Charsadda on the response received is, (Attached as Annex-C)

Findings:

- Mr. Zareen Khan (TPO-Shabqadar) denied all the objections raised against him in the complaint and termed the matter as a result of miscommunication. The response was termed as unsatisfactory by Dr. Mashal Habib (IO Charsadda).

Conclusion:

- Mr. Zareen Khan (TPO-Shabqadar) committed breach of CTC Disciplinary Action Framework Policy. It falls under the ambit of **Table - 1: Disciplinary / Accountability Framework (Capacity Issues - Amber Line Areas), Clause 6** “Poor Performance compliance with position TOR.”

Recommendation:

- Mr. Zareen Khan (TPO-Shabqadar) shall be given a Warning Letter for breach of CTC Disciplinary Action Framework Policy.