

**From:** BHAYO, Mukhtiar <bhayom@who.int>

**Sent:** Friday, April 21, 2023 9:07 AM

**To:** sundas.tariq@chipconsulting.org

**Cc:** DANIEL, Ambrin; KASI, Arbab Niamat Ullah; naila.nizam@chipconsulting.org; 'Sheron Arshad'

**Subject:** Re: [EXT] FW: Answer to Warning letter

Please go ahead as per policy.

Thanks

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**From:** sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>

**Sent:** Thursday, April 20, 2023 10:52:07 AM

**To:** BHAYO, Mukhtiar <bhayom@who.int>

**Cc:** DANIEL, Ambrin <daniela@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>; 'Sheron Arshad' <sheron.arshad@chipconsulting.org>

**Subject:** FW: [EXT] FW: Answer to Warning letter

Dear Dr. Mukhtiar,

Greetings from CTC!

Have a good day!

In continuation to the below email, it is bring to your kind notice that explanation letter were issued to the following UCPOs of Killa Abdullah on account of poor performance.

UC	Name	Designation	Recommendations
Habibzai 1- Killa Abdullah	Umar Khan	UCPO	Warning Letter
Gulistan " Killa Abdullah	Shahzaib	UCPO	Warning Letter
Deobandi- Killa Abdullah	Abdul Ghaffar	TPO	Warning Letter

PEOC Balochistan found their response unsatisfactory. It is suggested that CTC Management will issue a warning letter on account of their Poor Performance. Responses are attached for your review.

Your kind approval is needed in this regard.

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)

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**From:** Abdullah, Muhammad [<mailto:mabdullah@who.int>]  
**Sent:** Thursday, April 20, 2023 9:59 AM  
**To:** Sheron Arshad <[sheron.arshad@chipconsulting.org](mailto:sheron.arshad@chipconsulting.org)>; 'DEOC KILLA ABDULLAH' <[deockillaabdullah@gmail.com](mailto:deockillaabdullah@gmail.com)>  
**Subject:** Re: [EXT] FW: Answer to Warning letter

Dear Sheron,

As per our telephonic conversation for recommending action by your kind office, in this regard kindly issue written warning as per the PEOC recommendations and feedback.

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**From:** Abdullah, Muhammad <[mabdullah@who.int](mailto:mabdullah@who.int)>  
**Sent:** Tuesday, 18 April 2023, 10:55 am  
**To:** Sheron Arshad <[sheron.arshad@chipconsulting.org](mailto:sheron.arshad@chipconsulting.org)>; 'DEOC KILLA ABDULLAH' <[deockillaabdullah@gmail.com](mailto:deockillaabdullah@gmail.com)>  
**Subject:** Re: [EXT] FW: Answer to Warning letter

Dear Miss Sheron,

Please proceed as per CTC policy as already conveyed through DEOC email and PEOC feedbacks and to take disciplinary action against the concerned staff.

Sent from [Outlook for Android](#)

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**From:** Sheron Arshad <[sheron.arshad@chipconsulting.org](mailto:sheron.arshad@chipconsulting.org)>  
**Sent:** Tuesday, April 18, 2023 10:53:50 AM  
**To:** Abdullah, Muhammad <[mabdullah@who.int](mailto:mabdullah@who.int)>; 'DEOC KILLA ABDULLAH' <[deockillaabdullah@gmail.com](mailto:deockillaabdullah@gmail.com)>  
**Subject:** [EXT] FW: Answer to Warning letter

Regards,

Sheron

Project Officer  
CHIP Training & Consulting (Pvt) Ltd.  
Cell: 0346-1019489

**From:** nazo bismillah [<mailto:nazobismillah224@gmail.com>]  
**Sent:** Tuesday, April 18, 2023 10:44 AM  
**To:** Sheron Arshad <[sheron.arshad@chipconsulting.org](mailto:sheron.arshad@chipconsulting.org)>  
**Subject:** Re: Answer to Warning letter

Respected sir,

I received your warning letter through email. I would like to say that I have completed and submitted all microplans within due dates and all evaluated by different district staff at different times and I have submitted all weekly zeri reports within time and also reported one AFP case. You can also check my attendance through CTC app. Therefore I think that there should be no disciplinary action against me.

Thanking you  
Umer khan  
UCPO Habibzai

On Tue, Apr 4, 2023, 10:25 AM nazo bismillah <[nazobismillah224@gmail.com](mailto:nazobismillah224@gmail.com)> wrote:

Acknowledged.

On Tue, Apr 4, 2023, 10:10 AM Sheron Arshad <[sheron.arshad@chipconsulting.org](mailto:sheron.arshad@chipconsulting.org)> wrote:

Mr. Umer Khan

Please find the attachment and share the acknowledgment of receiving.

Regards,

Sheron  
Project Officer  
CHIP Training & Consulting (Pvt) Ltd.  
Cell: 0346-1019489