

## “Breach of CTC Disciplinary Action Framework Policy by Mr. Ahmed Khan (UCPO-Mastak)”

### Complaint

- A complaint was received from the Programme about Professional Negligence (Poor Performance) of Mr. Ahmed Khan (UCPO-Mastak). It has been reported by the Program Team that “Mr. Ahmed Khan (UCPO-Mastak) has failed to follow the PTPP monitoring plan that was shared by the DEOC for EID ul Fitar (From day 1<sup>st</sup> to day 4<sup>th</sup>). He also failed to monitor the team on 28<sup>th</sup> March 2023 as per the DEOC plan which was shared with him previously.” (Attached as Annex-A)

### Methodology:

- The CTC Management issued an Explanation Letter to Mr. Ahmed Khan (UCPO-Mastak) on account of Professional Negligence. (Attached as Annex-B)
- Mr. Ahmed Khan (UCPO-Mastak) response is, (Attached as Annex-C)
- The feedback of IO Khyber on the response received is, (Attached as Annex-D)

### Findings:

- Mr. Ahmed Khan (UCPO-Mastak) in his response has accepted that he did not visit the PTP site Sheen Kamar on the first day of Eid ul Fitar due to kidneys pain. He further stated that he rearranged his visit and properly supervised the team which was uploaded through NEOC App.
- The response was termed as unsatisfactory by Dr. Kamran Kamal (IO Khyber). He was wary of the persistent low performance display of Mr. Ahmed Khan (UCPO-Mastak) which need improvement despite various telephonic and face to face counselling sessions, meetings and discussions by IO and TDO both.

### Conclusion:

- Mr. Ahmed Khan (UCPO-Mastak) 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. Ahmed Khan (UCPO-Mastak) shall be given a Warning Letter for breach of CTC Disciplinary Action Framework Policy.