

“Breach of CTC Disciplinary Action Framework Policy by Mr. Babar Ali Shakir, UCPO –Kakshal”

Complaint:

- Mr. Babar Ali Shakir (UCPO-Kakshal) was reported for Tardiness (Late Attendance) on 18th May 2023 by the Programme Team which shows gross negligence and his non serious attitude.” (Attached as Annex-A)

Methodology:

- The CTC Management issued an Explanation Letter to Mr. Babar Ali Shakir (UCPO-Kakshal) for Tardiness (Late Attendance). (Attached as Annex-B)
- Mr. Babar Ali Shakir (UCPO-Kakshal) response is (Attached as Annex-C), which was shared with the concerned AC for feedback. (Attached as Annex-D)

Findings:

- Mr. Babar Ali Shakir (UCPO-Kakshal) admitted that he was late due to mechanical failure of his motorcycle. He apologized for the inconvenience caused and assured the Management that he will be careful in future.
- The response was termed as satisfactory by Dr. Saifullah Khan (AC-Peshawar) and reiterated that Mr. Babar Ali Shakir (UCPO-Kakshal) should be careful in future.

Conclusion:

- Mr. Babar Ali Shakir (UCPO-Kakshal) encountered a genuine problem which was also agreed by Dr. Saifullah Khan (AC-Peshawar).

Recommendation:

- No action has been recommended against Mr. Babar Ali Shakir (UCPO-Kakshal) and his response shall be termed as satisfactory.