

From: DEMEKE, Temesgen Atsedu [mailto:demeket@who.int]
Sent: Wednesday, March 25, 2020 4:43 PM
To: Sabeela <sabeela@ctc.org.pk>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; KASI, Arbab Niamat Ullah <kasia@who.int>; khalid@ctc.org.pk
Subject: RE: [EXT] RE: FW: explanation letter on account of Poor performance

Please go ahead based on SOPs. Kindly note that those who have repeated explanations should not have renewed contracts (hope SOPs clarify the same). Thanks

With Kind Regards

Temesgen A Demeke
Team Leader Balochistan
Polio Eradication initiative - WHO Pakistan
Serena Bazaar, Quetta
Email: demeke@who.int
Phone: +923003400530



From: Sabeela <sabeela@ctc.org.pk>
Sent: Tuesday, 24 March 2020 11:13 AM
To: DEMEKE, Temesgen Atsedu <demeket@who.int>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; KASI, Arbab Niamat Ullah <kasia@who.int>; khalid@ctc.org.pk
Subject: [EXT] RE: FW: explanation letter on account of Poor performance

Dear Sir,

With reference to below placed email regarding explanation response of UCPO Mr. Nadir against the explanation letter issued to him on account of poor performance.

Your kind remarks are still awaited please share your remarks so that appropriate action will be taken accordingly.

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

Regards,

Sabeela Pasha
Regional Coordinator - PTPP
CHIP Training & Consulting (Pvt) Ltd.
0340-8442588

From: Sabeela [<mailto:sabeela@ctc.org.pk>]

Sent: Friday, March 13, 2020 2:44 PM

To: 'DEMEKE, Temesgen Atsedu' <demeket@who.int>; 'SEIDA, Yahia' <yseida@who.int>

Cc: 'Naila Nizam' <naila@ctc.org.pk>; 'bugtim@who.int' <bugtim@who.int>; 'abroz@who.int' <abroz@who.int>; '<hassanis@who.int>; 'KASI, Arbab Niamat Ullah' <kasia@who.int>; 'khalid@ctc.org.pk' <khalid@ctc.org.pk>

Subject: FW: FW: explanation letter on account of Poor performance

Dear Sir,

The mentioned below email is response of UCPO Mr. Nadir against the explanation letter issued to him on account of poor performance.

The staff denied all the allegations levelled against him and as per AC remarks, he has personally visited the said UC Gulzar East and West, and observed all the gaps. and further AC also gave him individually verbal warnings through emails, last verbal warning given to him by AC was on 28-12-2019.

As the staff negate all the allegation levelled against him and did not give any evidence regarding his performance.

It is recommended to issue him warning letter on account of poor performance. this letter will remain active in his personal file for next three months and his performance will be closely monitored by his supervisor during the said period. If the same issue reported by his supervisor again strict disciplinary action will be Taken against him.

The email is being sent to you for your kind information and kind remarks (If any)

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

Regards,

Sabeela Pasha
Regional Coordinator - PTPP
CHIP Training & Consulting (Pvt) Ltd.
0340-8442588

From: ABRO, Zafarullah [<mailto:abroz@who.int>]
Sent: Wednesday, March 11, 2020 10:45 PM
To: Sabeela <sabeela@ctc.org.pk>
Cc: naila@ctc.org.pk; BUGTI, Muhammad Anwar <bugtim@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; khalid@ctc.org.pk; HASSANI, Shahzaman Hassani <hassanis@who.int>
Subject: Re: FW: explanation letter on account of Poor performance

Dear Sabeela

All the allegation are true as I have personally visited UC Gulzar East and West, and observed all the gaps which I have written to your goodself. I have also forwarded the warning emails which I have written to UCPO, still if he is denying it shows that he don't want to change his attitude and behaviour towards the program.

Looking at his response email It is strongly recommended that his contract may be terminated with out further warnings.

Kind Regards
Dr Zafar Abro
AC-Sibi

From: Sabeela <sabeela@ctc.org.pk>
Sent: Tuesday, March 10, 2020 4:37 PM
To: ABRO, Zafarullah <abroz@who.int>
Cc: naila@ctc.org.pk <naila@ctc.org.pk>; BUGTI, Muhammad Anwar <bugtim@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; khalid@ctc.org.pk <khalid@ctc.org.pk>; ABRO, Zafarullah <abroz@who.int>; HASSANI, Shahzaman Hassani <hassanis@who.int>
Subject: FW: FW: explanation letter on account of Poor performance

Dear Sir,

With reference to below placed email regarding explanation reply of UCPO Mr. Nadir . the staff has issued explanation on account of poor performance.

as per his statement he negate / denied on all the allegation levelled against him. he stated that this is the first time he has issued such

type of explanation, his all staff are local and trained, he regularly supervising his UC.

your kind comments and remarks are required on below mentioned explanation reply so that further process will be taken accordingly.

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

Regards,
Sabeela Pasha
Regional Coordinator - PTPP
CHIP Training & Consulting (Pvt) Ltd.
0340-8442588

From: Nadir Bugti [<mailto:nadirbugti1@gmail.com>]
Sent: Tuesday, March 10, 2020 4:01 PM
To: Sabeela <sabeela@ctc.org.pk>
Subject: Re: FW: explanation letter on account of Poor performance

Subject: Response regarding Explanation Letter on account of poor performance

I have received your letter of explanation on account of poor performance, and hence here i would like to submit my Explanation.
it is stated that Its my first time that i have been issued with such Explanation. I have tried to comply with Micro plan and also with micro census. Because of remote area and mobile population there had been some problems in following the plan.
As I am here on permanent basis, so I have been supervising my UC on regular basis on occasion of every campaign.
All my team members are local of the area & selected by UCMO.
All teams were trained before every campaign by TCSO Sui & N-Stop Dera Bugti.
I ensure on my behalf that there would be no complain again. Thanks for highlighting my flaws.

Regards

Nadir Ali Bugti
UCPO Gulzar

On Tue, Mar 10, 2020 at 10:08 AM Sabeela <sabeela@ctc.org.pk> wrote:
Dear Mr. Nadir,

Please find in the attached file your explanation letter on account of poor performance .
please share your reply within 48 hours .

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

Regards,
Sabeela Pasha
Regional Coordinator - PTPP
CHIP Training & Consulting (Pvt) Ltd.
0340-8442588

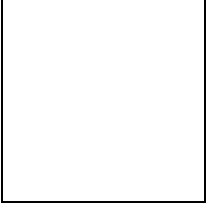
From: Sabeela [mailto:sabeela@ctc.org.pk]
Sent: Monday, March 9, 2020 5:29 PM
To: 'nadirbughti18@gmail.com' <nadirbughti18@gmail.com>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; 'bugtim@who.int' <bugtim@who.int>; 'Arbab Niamat Ullah' <kasia@who.int>; 'khalid@ctc.org.pk' <khalid@ctc.org.pk>; 'abroz@who.int' <abroz@who.int>; 'hassanis@who.int' <hassanis@who.int>
Subject: RE: explanation letter on account of Poor performance

Dear Mr. Nadir,

Please find in the attached file your explanation letter on account of poor performance .
please share your reply within 48 hours .

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

Regards,
Sabeela Pasha
Regional Coordinator - PTPP
CHIP Training & Consulting (Pvt) Ltd.
0340-8442588



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