Dear Saqib,

Please issue the letter as per the SOP.

Regards,

Wende

On Mar 24, 2020 10:21 AM, Saqib Atta <saqib@ctc.org.pk> wrote:

Respected Sir,

In below mentioned comments of Dr Shahazad (PEO) against response of UCPO Abdul Qudoos is marked “unsatisfactory”. As per SOP, UCPO Abdul Qudoos will be issued 2nd & Final Warning. Your Comments/approval is required for further action.

Regards,

Saqib Atta

Regional Co-ordinator

CHIP Training & Consulting (Pvt) Ltd.

Cell: 0345-5009369

 [www.ctc.org.pk](http://www.ctc.org.pk/)

**From:** HUSSAIN, Syed Shahzad [mailto:syehussain@who.int]
**Sent:** Monday, March 23, 2020 2:02 PM
**To:** Saqib Atta
**Cc:** sohrab ali; naila@ctc.org.pk; BHURT, Abdul Wahid; DUBALE, Wendemagegn Kegne
**Subject:** RE: [EXT] RE: Explanation letter Abdul Qudoos

Dear Mr. Saqib,

Thanks for your email. Although I could not understand the response from Mr. Qudoos fully, I will comment on some points which I understand.

         Mr. Qudoos said he was in CD Pari Bangla in the morning and came back for ATM, but he was not. He went there after I called him, which is after 12pm. He did not inform me about being late, which he has done in past as well. I have given him many verbal warnings, a warning letter was sent to him from your side but still he is no complying with SOPs. When ask him for explanation, his tone gets very offensive.

         Secondly he said that I have been following him from day 1, which I think is my responsibility to monitor my staff and their activities. I monitor every UCPO in the region, nothing personal with him.

         I have been working in this field for more than 7 years and I know how to deal with people professionally. I have never come across with any conflict with my senior and junior colleagues except this one.

         Rather than accepting his mistake, Mr. Qudoos is blaming everything on his supervisor which shows his professionalism.

         To me his response is unsatisfactory.

Thanks

Shahzad

**From:** Saqib Atta [mailto:saqib@ctc.org.pk]
**Sent:** Saturday, March 21, 2020 11:20 AM
**To:** HUSSAIN, Syed Shahzad <syehussain@who.int>
**Cc:** sohrab ali <dr\_sohrab\_ali@live.com>; naila@ctc.org.pk; BHURT, Abdul Wahid <bhurta@who.int>; DUBALE, Wendemagegn Kegne <dubalew@who.int>
**Subject:** [EXT] RE: Explanation letter Abdul Qudoos

Dear Dr Shahzad,

UCPO Abdul Qudoos responded below against the explanation. Kindly Comments on it for further action, If his response is unsatisfactory it will lead to 2nd warning.

Regards,

Saqib Atta

Regional Co-ordinator

CHIP Training & Consulting (Pvt) Ltd.

Cell: 0345-5009369

 [www.ctc.org.pk](http://www.ctc.org.pk/)

**From:** Ab Quddos [mailto:abquddos97@gmail.com]
**Sent:** Friday, March 20, 2020 11:47 PM
**To:** Saqib Atta
**Subject:** Re: Explanation letter Abdul Qudoos

                                      ﷽

Dear sir,

   AOA!after salam i hope you will be well.As you know that you received a letter from the Email request  on 20,2020March.

Which i would like to explain which is in campliance with your order.Sir i want to put some facts in your knowledge that any employee of an organization has a legal right to.On March 18,2020,i placed to the visit on CD Parri bangala UC sai bala District Gilgit.Share your plan activity with the supervisor at 7:00 Am daily.Arrived home after 8:00 in EPI Senter CD Pari bngala .When i got there,the Motorcycle oil was end.I didn't have money in my pocket to pour oil.

      Gilgit city is located 40 minutes away.He left gilgit city and went there to fulfill his need which is humanty necessary .At about 10:37 the supervisor call came in and i inquired where .I was ,and i answered in a polite manner,saying ;'sir ,i have come to use the ATM card .My pocket was empty .so, in the future he threatened me enough to ask you to terminate your contract.then replied,"why do you get angry with us?.i did not have any money.I continued the share activity of the day by eliminating the images i have in UCPOs groups.

 Dear sir, the world is fighting the very dangers coronavirs.the supervisor has been following me since the beginning of the day because he wants to get out of work anyway.From the start day i have been treated badly but i have never spoken any hateful language to him.because i understand that deadly disease like polio and coronavirus donot end with world without closed quarantining each others.the tradition ofthe supervisor should always be loving and compassionate with his employees ,not misconduct and hate behavior,the supervisor wants to get permission to use the washroom.If you want to get permission to call the washroom and ATM and even fo small needs,we are ready.But it will be normal with an employee.This time is not about misinterpretation and hate hate.Love is a time of love and good behavior .I am hurt and stolen in my duty and cursed by Allah .If anyone is offended by the small things.

May Allah help you to succeed .May Almighty God protect me and any human being from misapprehension and outrage.I want to end my words with hope with these sentences you will gain confidence .And by the grace  of Almighty Allah you will always seek good wishes and i look forward to responding to human kindness to you.(Amen)

Regard :-Abdul Quddos

UCPO Sai bala Distrct Gilgit.

On Fri, 20 Mar 2020, 11:09 am Saqib Atta, <saqib@ctc.org.pk> wrote:

Dear Abdul Qudoos,

Please find attached explanation letter, read it carefully and respond accordingly. Hard copy will be dispatched on your given postal address.

Regards,

Saqib Atta

Regional Co-ordinator

CHIP Training & Consulting (Pvt) Ltd.

Cell: 0345-5009369

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