

**From:** DEMEKE, Temesgen Atsedu [mailto:[demeket@who.int](mailto:demeket@who.int)]  
**Sent:** Friday, April 3, 2020 9:50 PM  
**To:** Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; HASSANI, Shahzaman Hassani <[hassanis@who.int](mailto:hassanis@who.int)>; [khalid@ctc.org.pk](mailto:khalid@ctc.org.pk);  
ABRO, Zafarullah <[abroz@who.int](mailto:abroz@who.int)>  
**Subject:** RE: [SPAM] Re: [EXT] FW: show cause on account of poor performance

Dear Sabeela,

Hope, all written warnings and other previous communications are attached to his personal file. What is written in this email message is adequate enough to terminate his contract. I completely agree with the decision. We should not offer another contract

Thanks

Temesgen

Sent from my Samsung Galaxy smartphone.

----- Original message -----

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

Date: 4/3/20 6:27 PM (GMT+05:00)

To: "DEMEKE, Temesgen Atsedu" <[demeket@who.int](mailto:demeket@who.int)>

Cc: 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>, "BUGTI, Muhammad Anwar" <[bugtim@who.int](mailto:bugtim@who.int)>, "KASI, Arbab Niamat Ullah" <[kasia@who.int](mailto:kasia@who.int)>, "HASSANI, Shahzaman Hassani" <[hassanis@who.int](mailto:hassanis@who.int)>, [khalid@ctc.org.pk](mailto:khalid@ctc.org.pk), "ABRO, Zafarullah" <[abroz@who.int](mailto:abroz@who.int)>

Subject: RE: [SPAM] Re: [EXT] FW: show cause on account of poor performance

Dear Sir,

With reference to below placed email regarding show cause response of UCPO Mr. Nadir Bughti .

as his reply he stated that he submitted his micro plan to DPCR and due to harvesting season and population issue there was some gaps in it. he replace teams where areas were missed.

the AC remarks also mentioned below he stated that The excuses given by UCPO are not convincing as I have personally visited his assigned UC in last two campaigns and observed all the aspect of ground realities and found him guilty, and before that there were also complaints of his poor performance and lack of interest in his duties by TCSP, DHO and assistant commissioner, on that we had lot of discussion with him and provided possible support to him for improvement in his performance and quality of work. In this regard he has also received many verbal and written warnings but despite all these he didn't showed any positive response and due to his non serious attitude towards program the PEI program has suffered very badly in this area and affected the other areas also.

In the light of aforementioned statement as per SOP final warning will be issue however due to the severe performance issue of said staff whole UC got disturbed further Area coordinator AC(Assistant commissioner) and DHO also compliant against him in evening meeting minutes(Pic of meeting minutes also attached) the said staff also issued explanation and warning in March month and strictly intimate him to improve his performance but no improvement have seen so far.

in this scenario it is recommended to terminate his contract on account of Poor performance and professional negligence.

Your kind remarks and comments are requested 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:** ABRO, Zafarullah [<mailto:abroz@who.int>]

**Sent:** Friday, April 3, 2020 4:00 PM

**To:** Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>

**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; HASSANI, Shahzaman Hassani <[hassanis@who.int](mailto:hassanis@who.int)>; [khalid@ctc.org.pk](mailto:khalid@ctc.org.pk)

**Subject:** [SPAM] Re: [EXT] FW: show cause on account of poor performance

Dear Sabeela

The excuses given by UCPO are not convincing as I have personally visited his assigned UC in last two campaigns and observed all the aspect of ground realities and found him guilty, and before that there were also complaints of his poor performance and lack of interest in his duties by TCSP, DHO and assistant commissioner, on that we had lot of discussion with him and provided possible support to him for improvement in his performance and quality of work. In this regard he has also received many verbal and written warnings but despite all these he didn't showed any positive response and due to his non serious attitude towards program the PEI program has suffered very badly in this area and affected the other areas also.

My opinion is that Mr Nadir has failed to prove him self so his contract may be concluded and process for hiring of new UCPO my be initiated on immediate basis.

Kind Regards

Dr Zafar Abro

AC-Sibi

---

**From:** Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Sent:** Thursday, April 2, 2020 5:04 PM  
**To:** ABRO, Zafarullah <[abroz@who.int](mailto:abroz@who.int)>  
**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; HASSANI, Shahzaman Hassani <[hassanis@who.int](mailto:hassanis@who.int)>; [khalid@ctc.org.pk](mailto:khalid@ctc.org.pk) <[khalid@ctc.org.pk](mailto:khalid@ctc.org.pk)>  
**Subject:** [EXT] FW: show cause on account of poor performance

Dear Sir,

With reference to below placed email regarding show cause response of UCPO Mr. Nadir Bughti .

as his reply he stated that he submitted his micro plan to DPCR and due to harvesting season and population issue there was some gaps in it.he replace teams where areas were missed.

your kind remarks are required so that further action eill be taken accordingy.

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:** Thursday, April 2, 2020 3:09 PM  
**To:** Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Subject:** Re: show cause on account of poor performance

Subject: Response regarding Show Cause Letter on account of poor performance

I have received show cause letter on account of poor performance, I would like to submit my response.

It is stated that Micro Plan for March 2020 has been submitted to DPCR. My UC area specially Kachi Canal is an agricultural area and in this harvesting season of wheat its population is increasing day by day and also population is mobile, therefore team's work load is also increasing. Due to which there are little bit gaps in it. The missed area team has been changed as team performance was not satisfactory. In future there will be no such complaint InshaAllah.

Regards

Nadir Ali Bugti  
UCPO Gulzar

On Thu, Apr 2, 2020 at 1:32 PM Nadir Bugti <[nadirbugti1@gmail.com](mailto:nadirbugti1@gmail.com)> wrote:

Subject: Response regarding Show Cause Letter

Thanks Madam for highlighting my flaws, I have changed the team whose performance was not satisfactory. In future there will be no such complaint InshaAllah.

Regards

Nadir Ali Bugti  
UCPO Gulzar

On Wed, Apr 1, 2020 at 6:10 PM Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)> wrote:

Dear Mr. Nadir,

Please find in the attached file your show cause letter on account of poor performance.

Please share your reply within 48 hours and acknowledge when you received the email.

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

---



Virus-free. [www.avast.com](http://www.avast.com)