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please note if it is found that your act of insubordination was intentional without any valid reasons then it may result in disciplinary action against you viz penalty in terms of deduction from salary reduction suspension from work or termination from your employment or any other appropriate action as decided by the management as per the

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gather details regarding the incidents of insubordination so it can describe them accurately in the letter focused on the facts inclusion what has been spoken real that actions occurred be careful to concentrate with on the behaviors and not identity issues as to

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some of the reasons for giving an employee a disciplinary letter include 1 gross misconduct 2 poor performance 3 unprofessional behavior 4 insubordination