

## Shahid Ali/Regional Coordinator-KP

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**From:** KAMAL, Muhammad <kamalmu@who.int>  
**Sent:** Wednesday, January 5, 2022 12:47 PM  
**To:** Shahid Ali/Regional Coordinator-KP  
**Subject:** RE: [EXT] Feedback on UC Yakatoot-1 complaint

Dear Shahid,  
I recommend warning and counselling session for Muhammad Javed  
Regards  
Dr. Muhammad Kamal Khan  
Immunization Officer, WHO

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**From:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>  
**Sent:** Wednesday, January 5, 2022 10:37 AM  
**To:** KAMAL, Muhammad <kamalmu@who.int>  
**Cc:** 'Naila Nizam' <naila@ctc.org.pk>; faysal@ctc.org.pk; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>  
**Subject:** [EXT] Feedback on UC Yakatoot-1 complaint

Dear Dr. Kamal Sb,

A complaint was received from the staff of UC Yakatoot-1, in which they leveled the allegation against UCPO Mr. Muhammad Javed that he does not allow the staff members to leave the premises until late hours even when they have finished all their assigned work. During the investigation, carried out by the CTC and PE team, most of the staff again highlight this issue and after careful examination of the attendance register by the inquiry team, it was found that the leave time is not specified, the staff departure time was from 2 PM to 6 PM on different days.

During a discussion with UCPO Muhammad Javed, he claimed that the leave time communicated by ERU is 4 PM and during campaign days it depends on collection and compilation of data, the staff might be leaving the premises till 6 PM in those days.

In addition, most of the staff complained about the behavior of UCPO Muhammad Javed that he often insult and scold them if he found any discrepancy in data or work.

Kindly your comments on the staff departure timing (as per ERU) and professional attitude are requested.

Your prompt response will be highly appreciated.

Regards,



Shahid Ali  
Regional Coordinator - KP  
CHIP Training & Consulting Pvt. Ltd

