

Dear HR

I am writing this statement with deep concern. I am working as a UCDO from last 18 months in the populated & scattered^{uc} with high number of HR, with low space of sitting, ^{no} essential facilities with 1 vacant position of UCDO from last 1 year. During this tenure I am considered as best UCDO for 2 times due to ^{my} exceptional performance from the side^{of} ERU & Rotary International. I always follow the rules, obey the SOPs as per organization policy & also implement the organization's SOP & program SOPs. Today unfortunately I was inquired for misbehaving with some of the staff member by calling them 'get out/get lost' which I am totally denying the allegations labeled against me. Keeping in view the sensitivity of the program strict decisions like shuffling of staff / oral warnings / capacity building of some staff has been done under the supervision of UCPO, UPSC & ERU. ~~During~~ ^{After} this activity / practices teams / staff who ^{have} been removed from their comfort zone. Also list of poor performing team are also shared with ERU timely.

All the decisions made/or instructions given to staff are for the betterment of program. I am totally dumping/rejecting the instruction/words not issued from ^{my} side. After removing staff members from their comfort zone sometimes they ^{are} taking the instructions negatively/personally.

* → The issues raised by courts are totally on the basis of fake ^{refusal} coverages/PMC refusal coverages at transit/ Roaming/ ~~later~~ ^{later} combusting of teams by taking NA as Refusal/ Mobilization of teams from current day to back days for refusal coverages by taking concern supervisor in loop which hit the same day coverage & ve performance. They pretend due to high number of vaccine carriers they pretend that we mobilize teams for coverages due unavailability of vaccine carriers even uppo also supports them instructing not a single word to them. For discussing these matters a coordination meeting were called by uppe chairman Dr. faisal date 24/11/23. During the brainstorming session the ALSM salwan start shouting and use abusive language that "we are bharwagan"

infront of female staff & uc officers. I report the issue to my vendor CTC keeping my ^{sup}ervisor in cc. But unfortunately no action even a single ^{not} inquiry has been conducted. Even ~~in~~ ⁱⁿ face they become

become personal and started to degrade my reputation. Ever in every stage the ucps support them due to their family relations as well. Till now no activity picture/location sharing has been asked from couns even in official group even area supervisors are asked by ucps to share & making decription among both cadres.

→ During campaign 1704 NA (Non-available above) children has been reported. But mostly children are hidden by families or converted to refusal. As Naila reported a NA coun to Ref child to Alsm Salwan after proper Fpc with refusal family by AS Naila. The said Alsm cover the child & misbehave with the AS as well by reporting NA converted to Refusal. He also call ucps instead of calling his own supervisor uco. ~~He also call ucps~~ The ucps directly handover the mobile phone to "IO SB" DR. Afrasiab sb without clearing real situation. The ucps support couns at that time too. Unfortunately I have been called and moved to Deb-babadar on urgent basis during the active campaign days. My dignity/patience with the program & moral was deeply effected & damaged ~~by following~~ I am wondered that which policies I have to follow either program's policies & sops or move the program by their own wishes & desires? I hope you have got & understand my points. Thank & Regards
(Malik Tward Jawsid UCO HK#2)