

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Monday, March 18, 2024 9:25 PM
To: ayesha.faridoon@chipconsulting.org
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>
Subject: Fwd: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Ayesha,

Please proceed as advised.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Monday, March 18, 2024 8:54:25 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Waseem

Go as per the procedure set for such individuals. Approved any action desire for her in view of the facts provided.

Best Regards

Dr. Sarfaraz Khan Afridi
MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)
D.T.M & H (Lond), D. Clin.Paeds (Lond)
Team Leader – WHO - PEI
World Health Organization – Pakistan
Khyber Pakhtunkhwa - Peshawar
Mb. Cont: +92 - 300-590-8373
E-Mail Office: afridis@who.int
E-Mail Personal: drskafриди@gmail.com

From: ABBAS, Waseem <wabbas@who.int>
Sent: Tuesday, 5 March 2024 11:57 PM
To: AFRIDI, Sarfaraz Khan <afridis@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: Re: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Sir,

Kindly find below the explanation to the queries asked.

Regards

Waseem Abbas

From: FAHEEM, Arshad <faheema@who.int>
Sent: Tuesday, March 5, 2024 3:54:12 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>
Subject: Re: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Waseem Abbas,

The CHW was previously reported 5 times on poor performance, uninformed absenteeism and immoral activities.(Explanations attached)

She has been reported by multiple officers i.e. Tayyb EX UCOO, Current UCPO Imran ,Current UCOO Kamran and Miss Sumaira AS.

The Investigation is the mandate of the Vendor so I would like to request vendor to have an inquiry.

Dr. Arshad Faheem

Immunization Officer,

Peshawar

World Health Organization

+92-334-0010071

Faheema@who.int

From: ABBAS, Waseem <wabbas@who.int>
Sent: Friday, March 1, 2024 6:43 PM
To: FAHEEM, Arshad <faheema@who.int>
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>
Subject: Re: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Dr Arshad,

Kindly share a detailed response about your observation about the specific case in the light of queries asked by PTL.

For any termination recommendations, kindly share your in-depth feedback too being the overall supervisor.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Friday, March 1, 2024 3:49:08 pm
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Waseem

Such complaint communicated after 5 Years raises many doubts but Yes agreed need extensive investigation but at the same time we must see if she is reported for the same attitude then

1. In the past what action has been initiated against her .
2. Why the case is reported now why not earlier.
3. Find out from other sources the role of the complainer.
4. Ask direct and indirect question from AS, UCDO regarding all what is mentioned.
5. Get more clarification of the complaint levelled against her.

Best Regards

Dr. Sarfaraz Khan Afridi
MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)
D.T.M & H (Lond), D. Clin.Paeds (Lond)
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From: ABBAS, Waseem <wabbas@who.int>
Sent: Friday, 1 March 2024 12:07 PM
To: AFRIDI, Sarfaraz Khan <afridis@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: FW: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Sir,

A compliant is received regarding Immoral activities and poor performance. Please advise CTC may investigate the matter.

Regards

Waseem Abbas

From: Ayesha Faridoon <disciplinarymatters.kp@chipconsulting.org>
Sent: Thursday, February 29, 2024 5:31 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'Muhammad Arif' <muhammad.arif@chipconsulting.org>
Subject: FW: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Sir,

A complaint has been received against CHW Rani from UC-Kankola on account of immoral activities as well as poor performance dated 29th Feb, 2024. It has been mentioned in the complaint that CHW Rani has been involved in relationships with community male members which has led to unpleasant encounters. Therefore, it is suggested to conduct field investigation and acquire stance of the staff.

The initial assessment report has been attached for your reference.

Regards,
Ayesha Faridoon

From: FAHEEM, Arshad [<mailto:faheema@who.int>]
Sent: Thursday, February 29, 2024 2:34 PM
To: ayesha.faridoon@chipconsulting.org
Cc: samrina baloch CTC <samrina.baloch@chipconsulting.org>; Robina Bangash <robina.bangash84@gmail.com>; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>
Subject: Re: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Vendor,
please find attached self explanatory email of TDO Shah alam for necessary action.

Dr. Arshad Faheem

Immunization Officer,
Peshawar
World Health Organization
+92-334-0010071
Faheema@who.int

From: Robina Bangash <robina.bangash84@gmail.com>
Sent: Wednesday, February 28, 2024 2:35 PM
To: FAHEEM, Arshad <faheema@who.int>
Cc: samrina baloch CTC <samrina.baloch@chipconsulting.org>
Subject: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Dr Arshad sb

Refrence to below email,I would like to update you that I have recovered all the attached evidences of poor performance,negligence of duty and involvement in immoral activities(she also attempted suicide as per LRH prescription) of CHW Rani while she has been served with explanations and warning letters.

I would suggest contract conclusion as she has multiple issue in every single house including mismatched data,age,household name,Missed families and all of these issues identified by AS and they also saw unknown male members following her in field.So keeping all these in view,I am.not in favor to retain such team members in programm who themselves are risk for programme.

Regards
Robina Gul

----- Forwarded message -----

From: **Kamran Ullah Paracha** <kam_ran2004@yahoo.com>

Date: Mon, 12 Feb 2024, 17:22

Subject: Report on CHW Rani's Poor Performance and Recommendations for Action

To: Robina Bangash <robina.bangash84@gmail.com>, Arbab Imran <arbabimran@live.com>, ff.shahalam@chipconsulting.org <ff.shahalam@chipconsulting.org>, Saman Mughal <hrmatters.kpk@chipconsulting.org>, kam ran <kamran.tarnabi@gmail.com>, kam ran <kam_ran2004@yahoo.com>

Dear Sir/ Madam ,

I am writing to bring to your attention the ongoing performance issues with CHW Rani, who has been working in the Chargu Kalay area for the past five years. Despite previous warnings and counseling sessions, her performance has not shown improvement and continues to be a cause for concern.

During the recent campaign, several discrepancies and errors were noted in Rani's fieldwork, indicating a lack of attention to detail and commitment to her duties. These errors include inaccurate recording of children's vaccination statuses, mismatches in household data, and failure to update records in a timely manner. Additionally, there were instances where Rani failed to accurately record crucial information, such as the presence of newborns and changes in household composition.

Furthermore, Rani's lack of local residency has led to consistent tardiness and haste during fieldwork activities. Her inability to properly document household information, including names and statuses, has necessitated the involvement of additional personnel during registration activities. This not only hampers efficiency but also raises concerns about the accuracy and reliability of the data collected.

Attached are images illustrating the discrepancies found before and after special activities conducted to verify household data in Rani's assigned area. These discrepancies highlight the extent of the issues that need to be addressed urgently.

Given the severity and persistence of these performance issues, I strongly recommend considering disciplinary action against Rani or reassigning her to a different area. Additionally, it may be necessary to provide further training and supervision to ensure that she understands the importance of accurate and timely data collection.

Thank you for your attention to this matter. I trust that prompt action will be taken to address these concerns and maintain the quality of our services.

Yours sincerely,

Kamran Ullah Paracha

Operation Officer

Uc kankola

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Union Council