

From: Nadeem khan [<mailto:nadeemwho666@gmail.com>]

Sent: Wednesday, October 30, 2024 10:07 AM

To: hrmatters.kpk@chipconsulting.org

Subject: Response to the meeting

Dear Sir/Madam,

I hope this finds you well. First of all, let me extend my gratitude to you for asking me to have a meeting on Thursday 24th October, 2024 in CTC office, although I must admit that I had a very tough and stressful time. As per my assessment being in that meeting with you, I would like to highlight a few important points and hope to get some sort of clarification as well.

1. I would really appreciate, if you could clarify the purpose of that meeting i.e. either that was some sort of explanation, counseling or did someone make any complaint against me
2. During the meeting, i was questioned for my WhatsApp status, which is entirely my personal matter and therefore I would really appreciate, if you could provide a reference from the HR policy that how did i violate any specific provision in it.
3. Thirdly, i was asked that why did I pick and drop some children when I was in UC Hasan Ghari-I, also seems an irrelevant & totally personal life question. Further, I have my nephews, nieces and other relatives to whom I extend my help. So therefore, i would really appreciate if could get clarity of how did i violate any provision of the HR policy in the said matter. 4. Fourthly, i was asked about an old matter of my explanation call/inquiry, which was clarified & closed long time ago also seems an irrelevant question.
5. lastly, as per the program need, during the shuffling exercise, i received a consent letter for joining Hasan Ghari-I, which I signed but later, I was asked to join Khalisa-II, which i followed in the best interest of the program.

So, keeping in view the above highlighted points, I would like to show my concerns that during the meeting and having discussion on these points, I literally felt harassed and still feeling pressure which is affecting me mentally, psychologically and emotionally. Having served for almost 1.5 decade in the Polio eradication program at different positions in a professional and responsible manner i feel that i should have the knowledge of the background & purpose of the meeting/inquiry/explanation for my satisfaction as per my "right to know" under the constitution of Islamic Republic of Pakistan.

I am always available to meet you & explain any matter that you need for clarification or any further information.

Best Regards,
Nadeem khan
UCPO



Asif ullah TCO



December 27, 2020

Respected Sir/M'm,

In wake of the recent issues/problems we faced in our UC due to the unofficial/uninformed leaves availed by the UC's COM-STAFF. Sir/M'm, i want to get myself well informed about the Leave approval SOP for the COMStaff (i.e. endorsee and approval authority of leave) because in the recent past i have witnessed several instances where i was not officially informed by the COMStaff about their leave and no official information provided by them. Moreover, the official timings of the COMStaff also needs clarity for proper flow of work. The above seeking information will help the UC Incharge to manage the day to day operations of the UC.

May I request to please share the Standard Operating Procedure defined for the management of Unic Council's COM-Staff leaves.

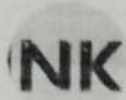


Message





Issue Regarding MR payment



Me

to zainab.ctc@gmail.com



Apr 5, 10:05 PM

Respected Ma'am

This for ur kind information that Yesterday i recived a call from faqirabad police station at 11:14 AM from Mr. Adil ASI, enquiring regarding Nosheen majeed's MR campaign payments. Earlier, Nosheen majeed met with Dr. wajeeha but she refused to give her the payment. During Mr. kaleem sb' visit, she also met him for the same issue.

The mentioned issue have already been discussed with the concerned, but i seek your precious guidance and support in such scenerio.

Regards

Nadeem khan

UCPO

UC Hassan ghari 1

Sent from Yahoo Mail on Android



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Reply



More



punctuality issues

Sir, i want to bring a matter into your kind notice detailed as under: -

i randomly visited the areas for activities, during which i noticed that the ALSM Mr shoaib came out of his home during working hours.

I asked him, what was he doing at Home in the official time, which he replied as "Asif sb is calling me to meet him at a specific place". After Saying this the ALSM Mr. Shoaib went away paying deaf ear to my words any further.

Moreover, i would also like to bring the challenge of punctuality issue of the UCO Mr. Waseem into your kind notice.

In context of the above explained scenerio, Your kind-self is requested to plz look into the matter.

Thanks alot

Regards.
Nadeem khan



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Unprofessional behavior of ALSM Shoaib



Nosheen Afzal

nosheenafzal700@gmail.com



Show less

To m.imtikhalil@gmail.com

CC maria9298567@gmail.com
nadeem_rock84@yahoo.com
waqas.ahmad@people.com.pk

Date Aug 26, 7:33 PM

Respected Sir,

On the 1st day of campaign At 4:30PM the ALSM Mr. Shoaib, talked to UCDO Ms. Maria asking her to send the AS for a refusal coverage where female's support was required. The AS, who just came to the CD for data compilation told the UCDO that she had already visited the house twice, but the residents misbehaved and refused for vaccination at both visits. The UCDO then told the AS to send her team for ALSM's support for refusal coverage, following which the AS made a call to her team advising them to



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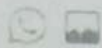
Move



Reply all



More



← **Unprofessional behavior of AL...**

vaccination at both visits. The UCDO then told the AS to send her team for ALSM's support for refusal coverage, following which the AS made a call to her team advising them to reach the house for support. Upon arrival of the CHW at the target house, the residents again showed resistance and were unwilling for vaccination, however, the ALSM started asking irrelevant questions to CHW about the AS work routine like of visits, her leaving time etc etc. Later, the ALSM came to the CD and started talking harshly while arguing that her CHW visited the house half an hour after his call due to which the house remained uncovered.

Chw Seema written statement is attached with this email.


Respected seniors needed your guidance regarding this issue.

Regards

UCDO Nosheen Afzal

UC Hassan Garhi 1

Date. 26/8/22

 New...8.pdf



Delete



Archive



Move



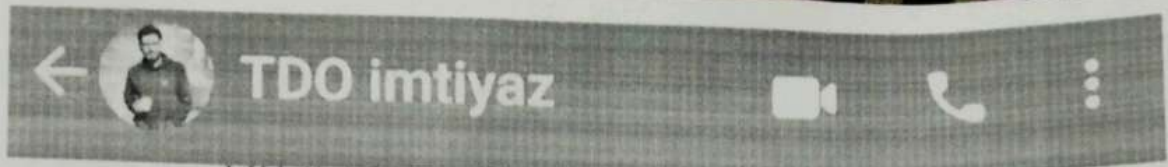
Reply all



More

پھلارا ایم کلچر سے جو چھا تھا۔ ڈسٹا مینا کے ہم دورانہ ہو گئے تھے۔
 مجھے ACS کی کھال آئی کہ میرٹم نے کہا ہے۔ ASIM شعیب
 باؤ سے نہیں 41 کے پاس کھڑا ہے۔ ایک بجائے اور آٹے Refusal
 کو رہے ہیں آن سے سہو رٹ کرنے۔ جس سے میں وہاں آئی تو ASIM
 شعیب نے Refusal cover کرنے کے بجائے مجھ سے سوال کرتے
 مشرورے کی کہ آپ کی AS کہا ہے دو شین دفعہ پوچھا کہ
 29 آئی تھی۔ آپ اٹھائے ہیں کہا ہے۔ 109 اس وقت کہا ہے۔
 اور Refusal اور بھی نہیں ہوا۔

(CHW Seema code 42)




Dear Sir,

I hope this finds well.

I would like to bring in your kind attention a matter which is going on in our union council.

On Saturday 25th June 2022, Mr. Waqas (HR) visited CD Rasheed Abad and met with Ms. Zainab Taj (CHW) and Ms. Salma (AS) and had individual meeting with them for more than 30 minutes. What has been discussed with them by him, I have no information. My point of concern that I don't have any information about these meetings, being a lead of the union council, I should have been involved.

Secondly, I feel a sense that these two staff members are plotting something which might compromise the quality of our work and at the same time making the environment not conducive. 



Message





TDO imtiyaz



Just to mention that I personally requested Ms. Zainab Taj to provide MCB book because the pre campaign activities were in progress but she refused to handover by saying that it was in home. Secondly I requested her to make the last three campaigns data (NA, covers NAs, still NAs) and recorded refusal, covered refusal and still refusal) but she mentioned that she didn't make it ever, didn't have any sort of documents of it. As a matter of fact she is responsible for it and she has to provide reasons that why these indicators don't get improved.

While doing desk review, the information of HRMP was not consistent in operational page and MCB book which was later on corrected.

My point of concern is that I am afraid that their attitude and non seriousness might compromise the quality of our interventions



Message





TDO imtiyaz

online



a matter of fact she is responsible for it and she has to provide reasons that why these indicators don't get improved.

While doing desk review, the information of HRMP was not consistent in operational page and MCB book which was later on corrected.

My point of concern is that I am afraid that their attitude and non seriousness might compromise the quality of our interventions.

All these finding were shared with Ms. Zainab TDO and the current situation has been shared with Mr. Imtiaz sb.

Please do let me know if you need any clarification.

Best regards
Nadeem khan

12:32 PM



Message





punctuality issues

NK

to m.imtikhalil@gmail.com



Sep 20, 10:41 PM

Respected sir,

Hope you are doing well!

This issue has been discussed with you over the phone

Sir, i want to bring a matter into your kind notice detailed as under: -

i randomly visited the areas for activities, during which i noticed that the ALSM Mr shoaib came out of his home during working hours.

I asked him, what was he doing at Home in the official time, which he replied as "Asif sb is calling me to meet him at a specific place". After Saying this the ALSM Mr. Shoaib went away paying deaf ear to my words any further.

Moreover, i would also like to bring the challenge of punctuality issue of the UCO Mr. Waseem into your kind notice.

na ow pakar di kai

8:40 PM ✓✓

Yesterday

Aoa sir
Dear sir its for ur kind of notice Today
is EOA campaign activities started
and still waiting for comm staff
Needed ur guidance ...

Regard 9:17 AM ✓✓

You
Aoa sir
Dear sir its for ur kind of notice Today is
EOA campaign activities started and stil...

Absent de.? 9:22 AM

TDO imtiyaz
Absent de.?

now UCO presnt and one ALSM
presnt
and one ALSM send the
application ...

9:37 AM ⇩



Monitors CD DATA

Nosheen UCO, UCO, Was...



11 sheets • 81 kB • XLSX

5:03 PM

Yesterday

Nosheen UCO

I m taking cluster in Chw Bushra area

11:43 AM

Respected Dear waseem

As we know our special campaign has started and the sick kids we had yesterday as well as the sick kids we had staying in August so please enlighten me on that.

Please let me know if anyone has gone to see these children and how many of them have been given drops.

ur updates will be really appreciated

Thanks alot.

Regards:

3:54 PM ✓✓



Message





Monitors CD DATA

Nosheen UCO, UCO, Was...



Waseem UCCO



HG-1 Still Refusal's S...



553 kB · XLSX

1.02 AM

Dear waseem ...
khawaj town Team also waiting for
mosaq announcement ...
and Refusals coverage.

Its a request to plz
u and ALSM combine visiting the
Spots ...
its effects the EOA activities and
time consuming ...

Divided the Spots .
ALSM -1 . spot 1
ALSM -2 spot 2
UCO - 3rd spot
zero dose children's coverage is
mandatory

Thanks alot
Regards:

11:15 AM ✓



Message





TDO imtiyaz



August 6, 2022

Respected sir i m communicate with Mr waseem to vaccinated the still Refusals But he not interested .

Thanks alot
Regard Nadeem khan

10:52 AM ✓✓

You

Respected sir i m communicate with Mr waseem to vaccinated the still Refusals But he not interested

Let me know if no refusal is visited today

10:55 AM

TDO imtiyaz

Let me know if no refusal is visited today

yes not today and not be yesterday

11:11 AM ✓✓

No vaccine with ALSM

11:12 AM ✓✓

Ok lets see 11:15 AM



Message





Monitors CD DATA

Nosheen UCO, UCO, Was...



September 19, 2022

Waseem UCCO



TCV Campaign Refus...

11 kB • XLSX

10:11 AM

Yesterday

Waseem UCCO



HG-1 House hold com...

79 kB • XLSX

2:13 PM

Today

Dear waseem where r u

you and ALSM not the part of evening meeting today

Thanks alot

Regard:

4:24 PM ✓✓



Message





TDO imtiyaz



These teams have low risk score and will only cover still missed children of last campaign

Microplans are shared above.

Further communication will be done in the Positive ES group (made for this activity).

9:02 PM

TDO imtiyaz

Response to WPV-1 Isolation in Environmental Sample of Naray Khwarh Palosi...

ok sir Done

9:03 PM ✓✓

Today

Punctuality issue

Date: 22/9/22

Aoa

Respected sir

as u know mopUp campaign activities started and UCO Mr waseem still not present

Needed ur guidance ..

Regard ..

8:37 AM ✓✓



Message





Asif ullah TCO



Kalsoom / 477 father death

No of CHWs deployed With Security:
25

No of CHWs Deployed Without
Security:12

No of CHWs Waiting for Security:0

Securtiy Status

of Security Personels Planned:37

of Security Personels Present: 25

Shortage:12

9:42 AM ✓✓

July 2, 2022

Respected sir it's for ur kind That we
have 41 Refusals in Area 6 amir ayub
colony ALSM not visit a singl visit to
Red Area

Needed ur guidance

Regard...

Thanks alot

9:17 AM ✓✓

You

Respected sir it's for ur kind That we have
41 Refusals in Area 6 amir ayub colony
ALSM not visit a singl visit to Red Area ...



Message





July 26, 2021

You

sir che dr sab ta pake yow reminder owkai nu

Ao saba wrta phon m kom

12:28 AM

sir UCO hum unprofessional behvoir
kai aga oraz may warta wai sm plan
kai d add ka wai na kom bas satso
name ye wagastow che agai rata wai
dase kawa

12:30 AM ✓✓



Asif ullah TCO



February 25, 2021 9: 12 PM ✓✓

Aoa

1:Communication fil

2:Updated & old CE plan

Updated & old challenging Mapping

3: final still Refusals list

4: PMC refusals lists

5: NR houses lists

6: sick children's list

7: Monthly activities plan in hard

8: social Map

9: list of mosque

10: Key influencer list

11: EI Refusals list in hard

12: weekly progress chart area level

13: progress report.

Needed all documents in hard fom

11:33 PM ✓✓

February 26, 2021

Aoa sir still waiting for UCO
activities

Thanks alot

Regards


9:19 AM ✓✓



Message



July 13, 2022

 You deleted this message

9:20 AM

Respected sir it's for ur kind of notice that

Today is working day the UCO and ALSMs not presnt as u know official time is 8.30am

Needed ur guidance

Thanks alot

Regards.

Nadeem khan

9:22 AM ✓✓

Did you call them 10:15 AM

Yes Only UCO presnt 10:21 AM ✓✓

Ok I m coming 10:26 AM



Message





Monitors CD DATA

Nosheen UCO, UCO, Was...




April 23, 2022

Dear waseem where r u ??????


10:12 AM ✓✓

UCO Maria

Waseem plz pick up Ur phone  I needed Ur status of attendance

10:18 AM

April 25, 2022

 You deleted this message

10:27 AM

Dear waseem plz focused on ur SM
Mr shoab attitude. i m observed
so many time its un professional
behaviour issue the way of
communication wil be official ...
Thanks alot
Regard....

10:28 AM ✓✓

April 29, 2022



Message





Monitors CD DATA

Nosheen UCO, UCO, Was...



July 26, 2021

Dear Waseem,

Further to my various correspondence and reminders this is to remind your good-self once again that please submit your communication file for our CD's record and ready reference.

Expecting a positive response from your end.

- 1:Communication fil
- 2:Updated & old CE plan
Updated & old challenging Mapping
- 3: final still Refusals list
- 4: PMC refusals lists
- 5:social Map

Regards,

8:43 PM ✓✓



Monitors CD DATA

Nosheen UCO, UCO, Was...



case this year in Pakistan. The new case has been reported from Mir Ali (UC 4), and it is the 1st case from this particular union council and the 6th from Mir Ali Tahsil at large. All 7 cases in 2022 have been confirmed from North Waziristan district.

Preliminary reports suggest that the child had not received any essential immunization vaccination with 4 claimed OPV doses during SIAs.

The genetic sequencing for the virus is awaited.

This p... Read more

8:18 PM

June 2, 2022

Dear waseem plz submit the VBNFM list for office Record and also pre campaign activities vaccination Refusals coverages
Thanks alot
Regard.....

8:35 AM



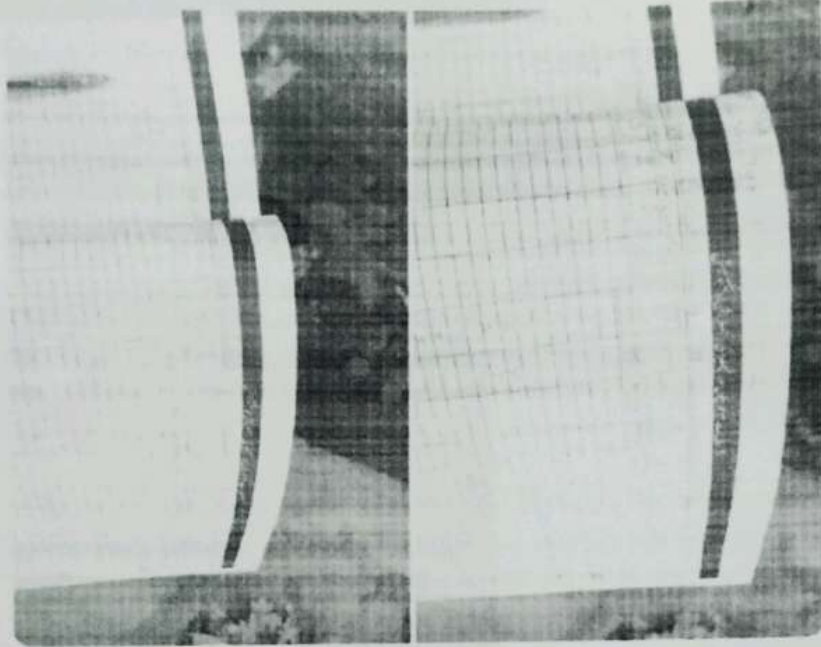
Message






UCDOs HG1 offic...

Nosheen UCO, UCO, You



Aoa Dear maria ,
I want to inform you that today I
visited the area of CHW Zainab
and during the visit I found
out that CHW Zainab After
completion of vaccine vail not
mark Tick  in MCB as per
SOP .

Thanks alot.

5:26 PM ✓✓

1 Unread Message

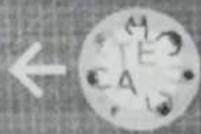
UCO Maria

Ok sir



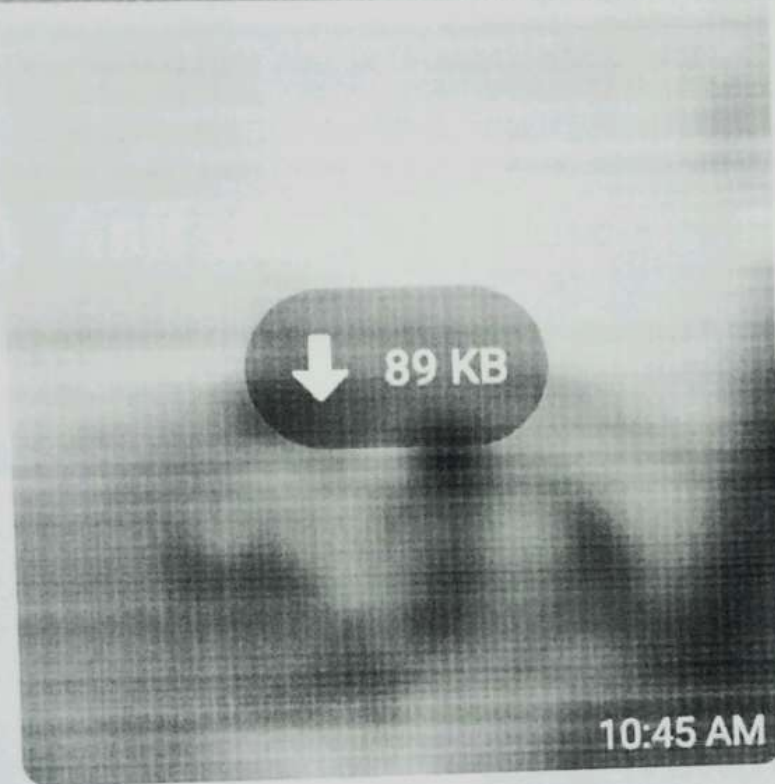
Message





SM Daily Official

Nosheen UCO, SM, SM K...



Today

Dear team

Outreach Team waiting for Mosaq announcement .

Its request to plz Make sure ur presence and effective Refusals coverage activities ...

For best campaign of EOA ...

Thanks alot

Regards

@Waseem UCCO

9:36 AM ✓✓



Message





4G



27%



3:52 PM



Asif ullah TCO



Os sa shwal

10:02 AM

nast di

10:04 AM ✓✓

sir g waiting

11:11 AM ✓✓

February 27, 2021

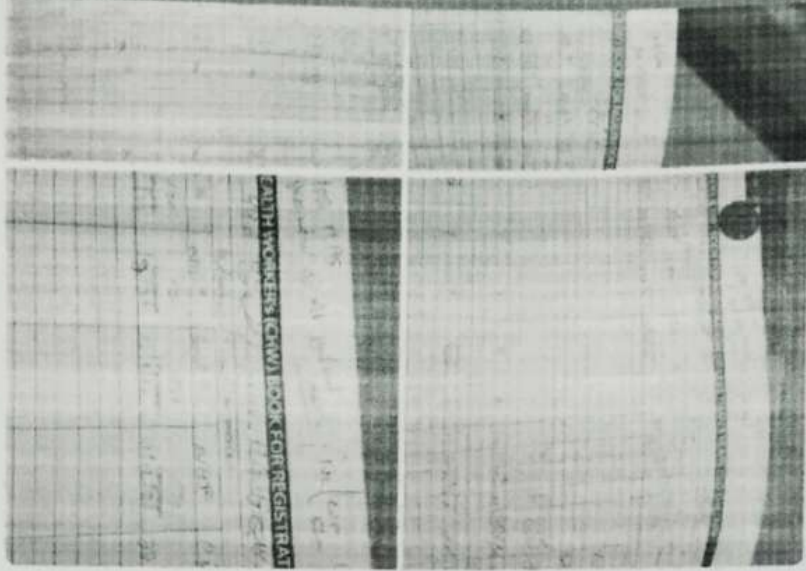


You deleted this message

9:04 AM

Aoa sir from today onwards pre campaign activities started so requested for Needed UCO Presence and effective activities for best interest of Campaign

9:05 AM ✓✓



Today feedback ... Respected UCDOs today i m visit area 5 CHW nazish check all documents and logistics also AS salma be presnt with CHW salma . its for ur notice she didn't Respose me again and without information she went Then i . visit CHW zainab taj she mark on House as a guest but actually no guest in sam house . Vaccine counting issue no Tick for ending of vaccine vail . one house in morning lock but she didn't Recorded as Lock after 2nd visit house mark 2/2 and yes in MCB

6:57 PM ✓✓



TDO zainab 2

10:17 AM



I found that NA was covered in the NA's sheet, however it wasn't encircled in the book. I did discuss it with Ms. salma but she didn't explain it. I repeatedly requested her but she didn't bother. At the same time, I requested her to handover the checklist which she didn't and left the area. After this episode, I visited her third area where she didn't make any mark on vaccines and there was issues ... Read more

10:10 PM ✓✓

Noted

10:12 PM

June 16, 2022

Respected Ma'am its for ur kind of notice that Today is field validation and
Ms salma Area 5
left the field without any information

Needed ur guidance

Thanks alot

11:28 AM ✓✓



Asif ullah TCO



It's important not only for me but for all the staff involved to understand and make sure it's practice. Certainly this understanding will make improvements in our planning and deliverables.

Thank you for your support and understanding.
Needed ur guidance

Regards
Nadeem khan
UCPO

8:48 PM ✓✓



SM Daily Official

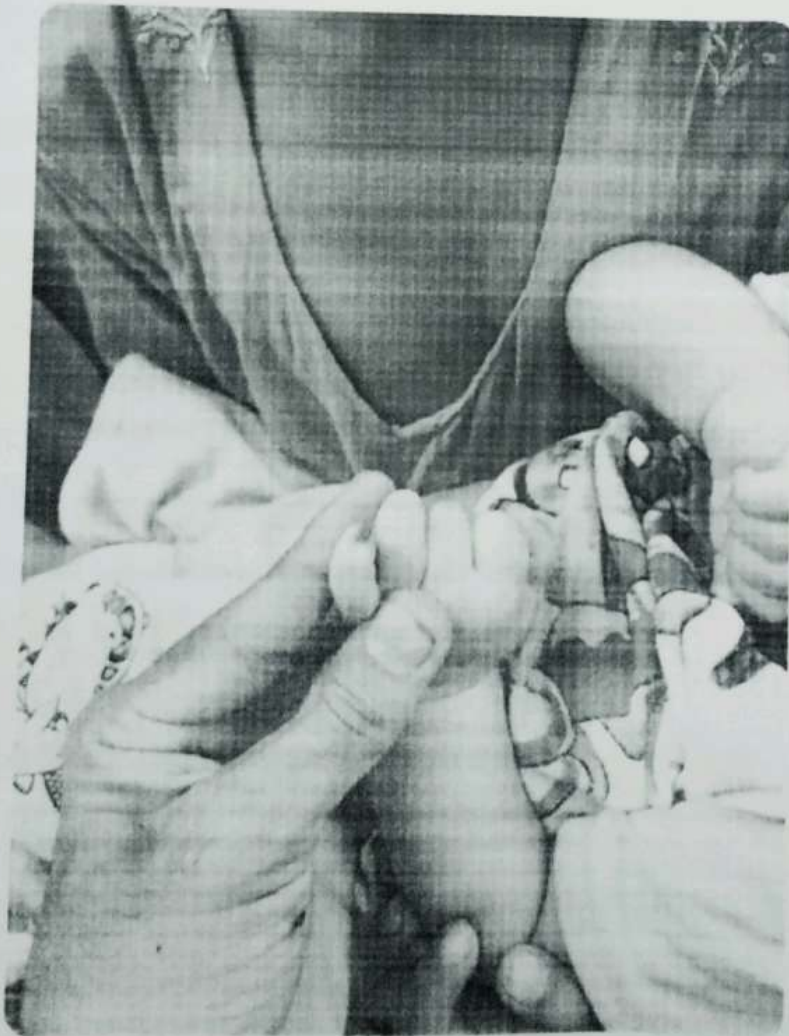
Nosheen UCO, SM, SM K...



1 menhas Area very Cronic
Refusal

2:55 PM

SM Shoaib



One covered same day refusal
khwaja town...!

3:32 PM



Message





← **punctuality issue .**

(NK)

Me

nadeem_rock84@yahoo.com



Show less

To m.imtikhalil@gmail.com

Date Sep 27, 9:53 AM

Respected Sir,

As you are aware of the fact that Mopup Campaign activities are in full swing now a days but we are facing the constant punctuality issue of the UCO mr waseem. It's important to mention here that today is the 6th day of Mopup Campaign and the UCO has been constantly coming late.

Your kind attention is required in the matter.

Regards,

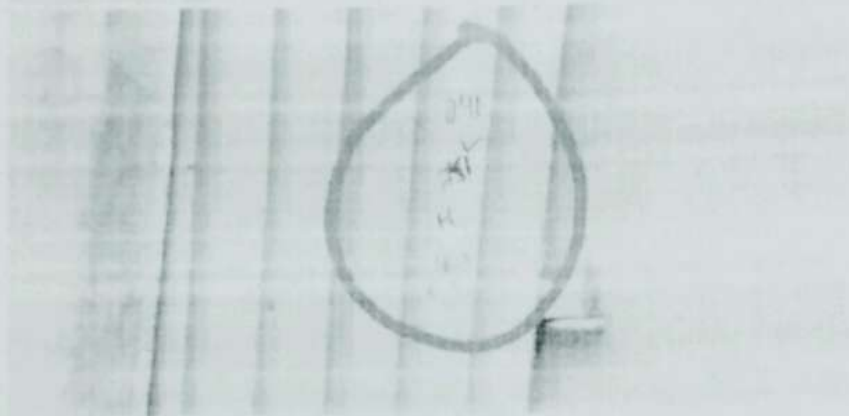
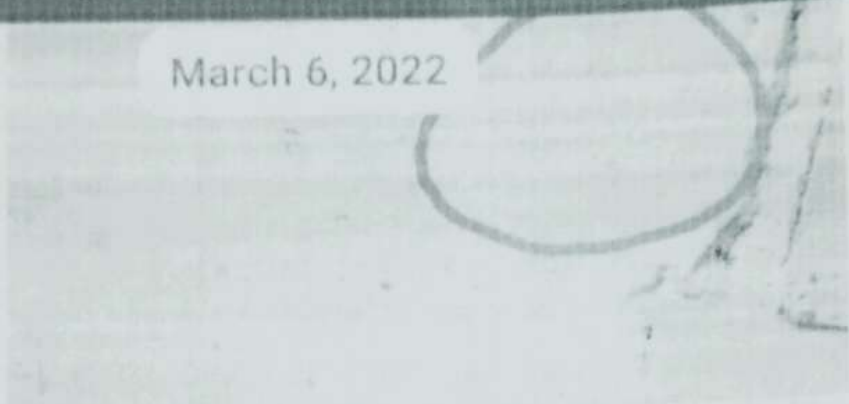
Nadeem khan

AS official GROUP

AIC, AS, AS, AS, AS, AS,...



March 6, 2022



Dear maria the chain for ur record . . Cod 44. zainab taj

11:45 AM ✓✓

Maria

thanks

11:50 AM

en UCO

recorded covered today.

pick up

new born

gift in

ests

message



Maria Sajjad <maria9298567@gmail.com>

To: Bibi Zenib

Cc: nadeem_rock84@yahoo.com, Nosheen Afzal

Wed, Jun 1 at 6:20 AM

Dear ma'am

With due respect I want to bring in ur kind notice that in campaign of may 2022 , when intra campaign activities was in process ,an incident take place in our UC,there is some miscommunication between CHW zainab taj and khala of CD,some misunderstanding take place between both of them ,however

we resolve the issue on same day ,but in next day of campaign she called her mother in CD ,CHW zainab and her mother shouting on government staff in front of all,

Dear madam need your guidance such kind of incidents disturbing our official environment.

Regards

Maria UCDO

Hassan Garhi 1

Date 1.june 2022

Maria Sajjad <maria9298567@gmail.com>

To: Bibi Zenib

Cc: nadeem_rock84@yahoo.com, Nosheen Afzal

Wed, Jun 1 at 2:27 PM

Respected madam

With due respect, i want to draw your kind attention to an important matter of habitual frequent misbehaviour and non-compliance of SOPs of campaign activities being committed by Ms. Salma during the recent past. I tried my level best to change her such an unprofessional attitude via verbal counseling but unfortunately i couldn't achieved satisfactory results, instead she responded using irresponsible and informal statements like "May ne jawab dana zaruri nahe samjha", "Yes mai ny reply be nahe kiya", besides misbehaving with me several times.

Ma'am, keeping in view the above mentioned facts, your kind intervention and necessary action as per SOP is requested in this regard, in order to fix this repeated and long pending problem of the said team member Ms. Salma.

Regards

Maria UCDO

Hassan Garhi 1

Maria Sajjad <maria9298567@gmail.com>

To: Waqas Ahmad

Cc: Bibi Zenib, Nosheen Afzal, nadeem_rock84@yahoo.com

Fri, Jun 10 at 3:03 PM

Dear sir

The response received from CHW Ms. Zainb Taj is unsatisfactory on the following grounds: -

1. She has a repeated history of creating issues with government Staff, for which we have done several counseling sessions with her.
2. She always involves her mother in the official matters or issues when created.
3. Earlier she also had an issue with the "khala", for which she was counselled for improvement in her attitude, even we resolve the issue and support chw zainab taj but on the very next day, she created an issue with the govt. Staff again.

Due to all above explained points, the Govt staff therefore shows reactions.

Regards,

Maria UCDO

Hassan Garhi 1

Date 10.6.2022

IQBAL, Ahsan <iqbalah@who.int>

To: Nadeem Khan, maria9298567@gmail.com, Muhammad Imtiaz khalil

Cc: Nosheen Afzal, KHAN, Saifullah, KHURSHID, Muhammad Naveed, AHMAD, Laeeq

Fri, Jul 22 at 2:29 PM

Dear Imtiaz,

Your feedback is required on this matter.

Regards,

Dr. Ahsan Iqbal

District Delivery, Operations and Supervision Officer,

HRMP Focal Person,

Immunization Officer - WHO,

Peshawar

Hide original message

From: Nadeem Khan <nadeem_rock84@yahoo.com>

Sent: Friday, July 15, 2022 12:49 PM

To: maria9298567@gmail.com; Maria Sajjad <maria9298567@gmail.com>; Muhammad Imtiaz khalil <m.imtikhalil@gmail.com>; IQBAL, Ahsan <iqbalah@who.int>

Cc: Nosheen Afzal <nosheenafzal700@gmail.com>

Subject: [EXT] Re: Fake child coverage date of CHW zainab

Ref to the trailing email, this is just a soft reminder for your kind of information

On Thu, Jul 7, 2022 at 10:32 PM, Maria Sajjad

<maria9298567@gmail.com> wrote:

Dear sir

i want to bring an important matter into your kind notice, detailed as under: -

Today, our team was updating the DSC file and found an issue in still figures reported by AS Salma & CHW Zainab. Upon cross verification, we found that CHW Zainab had reported a child named Munib-ur-Rehman of H#118 in fake coverage on the same day when the child was actually not there and had already gone to chitral with a scheduled return plan after 2-months. The supervisor informed me that the said child is uncovered, subsequently i took out the Missed Children sheet and showed to AS enquiring her that why she added the child in Covered list. Later on, the AS Salma called CHW Zainab to bring the sheet which revealed that the child name was tempered using whitener, however i argued her that i had

already taken a snapshot of the said sheet where the child's name was in covered children list, but she said that I wrote date by mistake.

Regards.

Maria UCDO

Hassan Garhi 1

Date 7.7.2022

Maria Sajjad <maria9298567@gmail.com>

To: Bibi Zenib, Hezbollah Jan, hr.city@people.com.pk

Cc: Nosheen Afzal, nadeem_rock84@yahoo.com

Fri, Apr 29 at 11:18 AM

Respected sir

This is for your kind information and notice that Area supervisor Miss Salma is continuously misbehaving with the UC staff. In this regard, we provided her with verbal counseling several times but she paid no heed and therefore there is no change seen in her behavior. It is our humble request to kindly look into the matter for some positive resolution.

Thanks and Regards,

Maria UCDO

Hassan Garhi 1

Date 29.4.2022

Maria Sajjad <maria9298567@gmail.com>

To: hr.city@people.com.pk, Waqas Ahmad, Muhammad Imtiaz khalil
Cc: Nosheen Afzal, nadeem_rock84@yahoo.com, leaves.city@people.com.pk

Sat, Jul 30 at 4:16 PM

Dear Sir/M'm,

Hope you are doing well!

I take this opportunity to draw your kind attention towards an important issue i witnessed in our UC. Yesterday, CHW-Nazish informed me that residents of a house in our UC claimed that one of the lady of our polio team came to our home and taken away 1 out of the 4 gifted bags which they received upon completion of zero dose vaccination.

Nazish discussed the matter with her AS-Salma but she gave a deaf ear and ignored the matter and replied that I don't know who's taken beg. Nazish then called me to know about the person who is involved in the matter & telling that due to this issue there was a tussle among the family members and therefore they showed aggression over this act of our UC team member.

For further investigation i visited that house where i came to know that AS-Salma was guilty in the case. Subsequently, i came back to CD where the AS-Salma admitted her unethical act but refused to hand-over the bag to the family and started shouting

Thanks alot

Regard :

Maria UCDO

Hassan Garhi 1

Date 30.7.2022

Non-compliance found during Campaign

N

Nadeem khan <nadeemwho666@gmail.com>

May 30, 2022,
11:22 PM

to Bibi, iqbalah

Dear Madam/sir

I hope you're doing well.

I would like to bring into kind attention some of the findings of my monitoring visit which I am afraid may compromise the quality of our campaign.

I visited area 5 of Ms. Salma and monitored her activities. I came to know that she didn't visit the area and the team completed its work. Then I visited another area where I found that NA was covered in the NA's sheet, however it wasn't encircled in the book. I did discuss it with Ms. salma but she didn't explain it. I repeatedly requested her but she didn't bother. At the same time, I requested her to handover the checklist which she didn't and left the area. After this episode, I visited her third area where she didn't make any mark on vaccines and there was issues in the doors' marking. Upon my questions again she didn't bother to reply and explain.

As mentioned, her negligence may lead to poor and low quality campaign. I therefore request you to please take these points into consideration and advise me accordingly.

Thank you very much and best wishes

Regards.

Nadeem khan

As salma threaten and misbehave with CHW nazishz

Yahoo/Inbox

•
Maria Sajjad <maria9298567@gmail.com>

To:hr.city@people.com.pk,Waqas Ahmad,Muhammad Imtiaz khalil

Cc:Nosheen Afzal,nadeem_rock84@yahoo.com,leaves.city@people.com.pk

Sat, Jul 30 at 5:56 PM

Dear sir

With due respect it's to inform you that below attachment is the written statement of chw nazish ,after issue discussed above ,then As salma and her husband went to CHW nazish house and threatened her ,due to this reason now CHW nazish want to resigned because as salma and her husband visit the said chw house.please see the below statement self explanatory.

Regards

Maria UCDO

Hassan Garhi 1

Date 30.7.2022

Date = 24-9-22

Respected ucdos

معدبانہ گزارش ہے کہ میں آج اپنی Chw Zainab کے حوالے سے بات کرونگی جو مجھے دو مہینوں سے

صلیری ٹیم میں آئی ہوئی ہے۔ یہ میرے ساتھ

Chw Rabia ملتی ہیں۔ لیکن جو Rationality ہوئی ہے اس وجہ

سے مجھے Chw Zainab ملی ہے۔ بات کچھ اس طرح ہے کہ

Chw Zaina کے ساتھ میں دو مہینوں سے اور Supervisor کی

ہو۔ اب ہمارا ایجنڈا شروع ہے۔ جو 25/9/22

کی تاریخ ہے۔ جو جمعہ ماحول آ رہا ہے۔ میں

Supervisor میں ہیں جو Chw Zainab کے ساتھ field

میں کام کر رہی ہیں۔ کہ ہمارے ucdos

صاحب ہمیں visit کرتے ہیں آئے یعنی

monitoring میں آئے۔ جو میرے ساتھ کی

Book میں ہیں جس میں Chw Zainab

VA کے آخر میں تک نشان لگائے گئے ہیں اور

سرے NA بھی ہیں NA Sheet کے سرے

(2)

improvement کے بارے میں اس کاٹونہ میں ملین تھیں۔
کتاب کے معارف پسند نہیں آتی۔ جب سے پہلے
آئیجے۔ تو میری کتاب میں لکھا گیا ہے
آپ کی کتاب کی Book میں لکھتا ہوں۔
لے لیا کہ آپ Sumbor ہے۔ آپ جید لکھتے ہیں۔
لو سر نے Book میں لکھی۔ جب سے دیاں ت
چلے گئے۔ تو میری کتاب میں لکھی ہے
کئی کہ سر نے A Shakti پہ لکھا کہ اس نے
ختم ہونے پر نشان نہیں لگایا۔ ملین نشان لکھیں۔
Book میں۔ تو اس بات Book میں لکھی
جس کی کتاب اس وقت میں Book میں لکھی
نشان نہیں لکھا۔ اب مجھے پتہ نہیں ہے۔ کہ بعد
میں نشان Book میں لکھا تھا۔ تو اس بات
پر میری کتاب میں لکھی کہ سر کو نشان نظر
نہیں آتا۔ نشان تو Book میں ہے۔ اور اب مجھے پتہ
نہیں ہے۔ کہ نشان اس نے لکھی لکھا یا نہیں اس وقت میں لکھا

میں نے کہا کہ سر میرے ساتھ ہی (پیدا کرتے ہیں)۔
 اور ڈسک کی Book چیک کرو اس میں اپنی غلطیاں
 ہیں۔ لیکن سر نے میرے ہی Book میں غلطیوں کو نکالی۔

اور سر میرے ہی Book میں غلطیاں نکالی ہیں اور
 یہ ایک بار نہیں ہے۔ وہ بار بار میرے ساتھ ایسا کرتے
 ہیں۔ سر نے میرے لئے ایسا کیا ہے (پس)۔ اس وقت

میری سہ Chw Mehjo بھی تھی وہ بہتر اس بات

کی کو ہے۔ طمان ہے کیا کہ یا میں یہاں

رہونگی۔ یا سر یہاں ہونگے۔ اور دیکھو تاکہ میں

سر کو یہاں سے یعنی اس بجاب سے کیسے نکالی ہے۔

لوگوں میں نے کیا دیکھوں وہ ہمارے Senior ہے۔ وہ

تسی کی جی Book چیک کر سکتے ہیں۔ تو اس حوالے

پہلے میں نے کیا کہ اگر آج ~~میں نے~~ اس نے کیا کہ

آپ سر کو میری Book نہ دہی - تو میں نے کیا

کہ دیکھوں جو بہتر کرتا ہے۔ تو لوگوں اسی کے ساتھ

بہتر کرتا ہے۔ ہم ایشی آپ کو ٹھیک کرو سکی کہ

اپنی Book میں غلطی کرنے کی بجائے صحت دو۔ تو

(4)

تعمیر کوئی چھوٹیں لمبے سات۔ تو اسch نے کیا
کہ اس سے زیادہ بُرا کیا ہوگا۔ اللہ نے تو
اس سے یعنی سر سے والہ اور بھائی تو لے لیں۔
اور اس سے زیادہ بُرا ہو سکتا ہے۔ اگر یہ sch
اسی باتیں کریں تو باقی اسch کو بھی باتیں کریں گی۔

Area Supervisor.

Aiman -

بیماروں کے لیے اس سیرس کے استعمال سے زیادہ سے زیادہ فائدہ حاصل کرنے کے لیے
بائبل میں بتایا گیا ہے۔

آج صبح 7 بجے NA میں آنا ہوا تھا اور صبح 9 بجے
وٹکس ختم ہوئے تھے۔ تو میں نے سائمن کو کال کی کہ
میرے لئے وٹکس لے آؤ۔ صبح 10 بجے میں جا رہا تھا اور
مگر still میں رہ جا رہا تھا تو سائمن نے کہا کہ میں 10
15 منٹ میں آ رہی ہوں اور 10 منٹ میں صبح

NA میں چلا جاتا تو میں خود وٹکس لینے آئی اور
سائمن نے وٹکس لے لی۔ جب میں اپنی اسیرس میں آئی
تو سیرس تو آئے ہوئے تھے سیرس ہو گیا کہ کیا کھیا آئی
میں نے کہا میں وٹکس لینے آئی تھی مگر سیرس اجازت نہیں
کہ سیرس والے سیرس آئے تو کیا تھا کہ وٹکس لینے آئی اور
میں نے کیا نہیں میں خود چلی گئی۔ کیونکہ سیرس والے سیرس
آئے ہیں تاکہ آج اور صبح NA میں چلا جاتا

اسکے بعد جب میں آئی تو سائمن نے کھجور کال کی
اور کھجور چلا رہی تھی اور میرے اسکے ساتھ کھجور
میں نے چلا رہی تھی کہ آج میرے پاس ہے کہ سائمن
میں کال کر کے کہا کہ میں نہیں آسکتی آج فوری
آج وٹکس لینے جب میں نے کہا کہ میں سیرس آئی
میں نے کہا تو وہ کھجور نہیں بتا رہی تھی سائمن میری CA
میں سائمن کے سونے والے کال میں ہے کہ وہ کھجور چلا

Noorish 27/6/22

CHW Zamab Taj 44-A Date 29/6/22
 Recorded/Still Missed Children Recording Format

رو جانے والے بچوں کا اندراج

To be filled by CHW/ Area Incharge for each day of the campaign during field

اس میں اندراج سی ایچ ڈی اور ایس ایچ ایس کے لیے فیڈ میں کرے

District/Agency K.P.K Campaign Round SNIR Day: 3 Team No. 2
 UC/Area: H. G. (1) Area In-charge: Salma 63

House No. گھر نمبر	Child Name بچے کا نام	Child Age in Months بچے کی عمر	Father Name پاپا کا نام	Specific Address مکان	No. of Missings میسنگز	Reason for Missing میسنگ کی وجہ		Expected Date of Returning Child واپس آنے کی تاریخ	Date Covered تاریخ
						OPV	IPV		
115	زینب	36	محمد سعید	نورنگہ	1	NA	-	3/7/22	
116	صوفیہ	6	ہفتل رحمان	بھنگڑہ قارہ	1	NA	-	29/6/22	
118	منیر	53	احسان رحمان	چترال	1	NA	-	18/6/22	
121	ہدیہ	42	محمد علی	طیوٹ آباد	1	NA	-	29/6/22	29/6/22
(126)	زینب	52	آغا محمد	سویا پور	1	NA	-	29/6/22	29/6/22
(127)	روشنی	15	آغا محمد	سویا پور	1	NA	-	29/6/22	29/6/22
(128)	البتیسہ	34	محمد رحمان	سویا پور	1	NA	-	29/6/22	29/6/22
133	البتیسہ	3	لالہ ابراہیم	lock	1	NA	-	29/6/22	29/6/22
135	مناج	18	محمد سعید	lock	1	NA	-	29/6/22	
140	انجلیہ	43	محمد سعید	lock	1	NA	-	29/6/22	
142	ہادیہ	48	محمد سعید	محمد سعید	3	NA	-	3/6/22	
142	آمنہ	19	محمد سعید	محمد سعید	3	NA	-	3/6/22	
146	قصیہ	35	محمد سعید	محمد سعید	1	NA	-	1/7/22	
148	امینہ	5	محمد سعید	R		R	-		
149	سوز	16	محمد سعید	lock	1	NA	-	20/6/22	
157	محمد سعید	5	محمد سعید	R		R	-		
157	حزلیہ	31	محمد سعید	محمد سعید	1	NA	-	3/7/22	
157	ولیمہ	26	محمد سعید	محمد سعید	1	NA	-	3/7/22	
157	قصیہ	3	محمد سعید	محمد سعید	1	NA	-	3/7/22	
157	زینب	8	محمد سعید	lock	1	NA	-	29/6/22	29/6/22
129	زینب	8	محمد سعید	lock	1	NA	-	20/6/22	
154	محمد سعید	3	محمد سعید	محمد سعید	1	NA	-	20/6/22	

Children mention the address of the place where the child has gone to, in the address column