

From: ALI, Asif [mailto:asifa@who.int]
Sent: Tuesday, July 16, 2019 12:05 PM
To: Imran Ali
Cc: BELAYNEH, Asalif Demissie; DUBE, Tafadzwa; ASLAM, Shaista
Subject: RE: Re[2]: FW: Explanation letter.

Dear Imran, The below information and observation shared by Area Coordinator is validated.
Kindly go ahead with required actions

Regards
Asif Ali

From: Imran Ali <imran.ali@ctc.org.pk>
Sent: Tuesday, July 16, 2019 10:35 AM
To: ALI, Asif <asifa@who.int>
Cc: BELAYNEH, Asalif Demissie <belayneha@who.int>; DUBE, Tafadzwa <dubet@who.int>; ASLAM, Shaista <aslamsh@who.int>
Subject: FW: Re[2]: FW: Explanation letter.

Dear Dr.Asif,

UCPO Mr.Azam has served explanation letter and his response was marked as unsatisfactory in this regard as per SOP's we will issue him warning letter.

Your validation is requested for the recommended action.

Regards,
Imran

From: BASIT, Qazi Abdul [mailto:basitq@who.int]
Sent: Tuesday, July 16, 2019 9:53 AM
To: imran.ali@ctc.org.pk
Cc: ALI, Asif; SOHAIL, Kamran
Subject: Fw: Re[2]: FW: Explanation letter.

Dear Imran,

I would like to forward you the complaining of Mr. Azam from UC 7 North Karachi town. The seriousness of the candidate towards his duty and responsibility is not up to the mark. Despite multiple intimations, the performance is not up to the mark.

Your intervention is required in this matter.

Thanks

Regards

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Dr.Qazi Abdul Basit
MBBS, MSPH
Area Coordinator-World Health Organization
qazibasit@gmail.com
+92-3330532998

From: SOHAIL, Kamran
Sent: Monday, July 15, 2019 1:01 PM
To: BASIT, Qazi Abdul
Cc: ALI, Asif
Subject: Re: Re[2]: FW: Explanation letter.

Dear Dr Basit,

Reference to our discussion regarding habitual late coming of UCPO Mr Azam and issues of work compliance, this is a reminder that today Mr Azam again came late at 9 49 am (shared live location). Assigned tasks are not being bothered at the most since his joining. Couple of months have been passed but no improvement seen till yet so please need your urgent consideration in order to sustain the work quality / to avoid cascade of issues at the UC as well as town level.

Dr Kamran Sohail
PEO-WHO/ NKHI
Cell # +92 333 3584683
Cell # +92 0301 2341468



From: SOHAIL, Kamran
Sent: Sunday, July 7, 2019 11:12:28 PM
To: imran.ali@ctc.org.pk
Cc: BASIT, Qazi Abdul; ALI, Asif
Subject: Re: Re[2]: FW: Explanation letter.

Dear Mr Imran,

Please let me very clear again that attendance is being monitored by me on daily basis and only compilation is being done by one of the UCPO as focal person.

As per DPCR UCMO can monitor & report the UC level staff regarding any negligence at work. Further Dr Bsit can make it better clear , please.

Dr Kamran Sohail
PEO-WHO/ NKHI
Cell # +92 333 3584683
Cell # +92 0301 2341468



From: imran.ali@ctc.org.pk <imran.ali@ctc.org.pk>
Sent: Sunday, July 7, 2019 10:25 PM
To: SOHAIL, Kamran
Cc: BASIT, Qazi Abdul; ALI, Asif
Subject: Re[2]: FW: Explanation letter.

Dear Dr.Kamran,

Thank you for details we will evaluate the findings and will back to you on this.

Just to mention one thing that I was sent an email on attendance issue that UCPO attendance will be only monitored by PEO and AC on regular basis while CTC will be on random monitoring, am not agree on UCMO and if this is the case then document it with approval.

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Regards
Imran Ali
Regional Coordinator
CTC Sindh

Sunday, 07 July 2019, 10:02PM +05:00 from "SOHAIL, Kamran" sohailk@who.int:

Dear Mr Imran,

Please note that my feedback is the same as per the NFR, shared earlier. I would also appreciate some concrete solution ASAP in the greater interest of the program and being immediate supervisor I need to get the job done by objectives & timely.

I am really surprised to see the response by someone in probationary period. Any how some of the points mentioned by Mr Azam need to be well clarified here.

* Mr Azam was on leave for 2 days from 3 to 4 June and the campaign SNID June 19 started on 17th June -23rd June 19. MP validation was not done by him despite reminders (email of leave as record available). Even no input was received from him during campaign days

* Mr Azam has been sharing fake locations (verified by myself in person twice in UC7, by UCMO and UC partner staff many time on telecom). Further one of the UCCPO is assigned as focal person to mark attendance and forward me the locations to review and to take follow up of late comers/ absentees

*Most of the UC level, town level and DPCR meetings / trainings were not attended since he joined (attendance sheets can be retrieved).

*Mr Azam is ex UCCSO not new but anyway presence is necessary for training & capacity building

*UCMO is responsible government staff of the UC and can ask the UC partner staff about late coming / absenteeism or any issue of work compliance (directly or indirectly) as communicated by DHO / DC sb.

Further to manage all 13 UCs of North Karachi as single handed PEO I have made **focal persons** from all the UCPOs, just to collect & share information without delays. We have clear policy that EPI fix site will not be monitored by UC level staff but only the outreach.

Dr Kamran Sohail
PEO-WHO/ NKHI
Cell # +92 333 3584683
Cell # +92 0301 2341468



From: Imran Ali <imran.ali@ctc.org.pk>
Sent: Saturday, July 6, 2019 4:04 PM
To: SOHAIL, Kamran
Cc: BASIT, Qazi Abdul
Subject: FW: FW: Explanation letter.

Dear Dr.Basit and Dr.Kamran,

Please review and share your feedback.

Regards,
Imran

From: Azam Razzaq [<mailto:rjazamrazzaq@gmail.com>]
Sent: Saturday, July 6, 2019 4:23 AM
To: Imran Ali
Subject: Re: FW: Explanation letter.

Dear Sir,
Thank you for giving your valuable time and attention to the matter i am already facing as a UCPO,

very first point in explanation letter i received that i failed in MP validation
Sir i was on Official leaves during the days of MP validation and i got favor from my both partner UCCSOs that they did do MP field and desk validation at my place of my assigned Area Supervisors because i was not in Pakistan.

Second point is that i am habitual late comer which is not valid as you can check my daily live locations which we share in official whats app group.

And Third point is that i don't attend town and district level meetings which is also not valid point because when our Respected PEO Dr Kamran call meeting or endorse any of meeting called by any town or district level staff i do attend those meetings as we had last and only district level meeting with Respected AC Dr Qazi Basit and NSTOP Dr Mohammad Ali moreover i didn't acknowledge any meeting.

Dear Sir i also have some reservations from my Respected PEO Dr Kamran

1- As i am new in the Capacity of UCPO and very new in the town as a UCPO My PEO not given any training not even discuss town situation just says do this and do this, but how we don't know so definitely there will be gap in operational activities.

2- He ask me to do Monitor and log EPI field Monitoring online sheet for whole town all UCCSOs DHCSOs and UCPOs and i think i don't have right to log or Monitor DHCSOs, UCCSOs and other UCPOs activities.

3- Dear Sir, Our Live location which we share in official whats app group is being Monitored, Logged and Verified by our Partner UCPO which is not valid because i am not accountable to her for my attendance and location, as per my hierarchy i am only accountable to town and District level staff, and sometimes as per instructions of PEO she call my partner UCCSOs for verifying my location and arrival time which is very embarrassing for me and also effecting my position i think it is not professional way of verification.

4- Dear Sir as a UCPO we used to Monitor EPI Fix and outreach sites but THMT staff and Town focal personals ask all UC level staff to stop Fix site EPI Monitoring as per their statement as a UCPO or UCCSO we can only visit outreach EPI Activities for smooth operation in supportive way and we can not Monitor EPI fix sites because only town or district level staff has right to Monitor fix sites but our PEO said you have to monitor fix sites too now we are facing misunderstanding with THMT staff and partner EPI Vaccinator also we had some clashes with them they do not give us access to monitor because they are not acknowledge about it In this matter we ask our Respected PEO that please arrange a meeting with UCPOs, Vaccinators and THMT's Concern staff for sorting out this issue but we are still waiting for this.

5- Dear sir it is to ask you that is UCMO my Monitor? Because UCMO send my attendance in the the group that UCPO came at this time and i am not in the UC without asking or calling me that where am i as i have 2 Team support Centers and i work for whole uc sometimes i sudden visit another team support center but my UCMO send my attendance in group and My PEO Consider me as a absent or late comer even after receiving my live location he consider me late or absent without asking me that i am available in or not even also he meet me in the evening meeting within same day.

6- Dear sir, our PEO is very respectful for us but sorry to say he has very dominant behavior also he don't listen, understand us and don't appreciate for single time to any of us also don't own his team don't sit with us for planning or discussing our issues of field and Partner staff, he do conduct meeting every Friday with all UCPOs where he just ask what you did in last week and use a line (Jo mein keh raha hoon karo baki sabko chordo)

Dear Sir, This email is taking so long so that was my explanation and Reservations I think i explained very comprehensively please let me know if i you not not find any unsatisfactory answer that i will explain it again.

Sir it is my request to you please consider this email in very positive way as you can also ask from my partner UCPOs about i wrote,

I am also requesting to you please transfer me in any other town if possible because of all above mentioned issues i am not comfortable to work in this environment, also please guide me in this matter,

I shall be very thankful to you.

Thanking you!

Best Regards,
Azam Razzaq
UCPO UC-07 Madina Colony
North Karachi Town (Central)
Cell: 0333-3476092

On Tue, Jul 2, 2019, 1:33 PM Imran Ali <imran.ali@ctc.org.pk> wrote:
FYI

From: Imran Ali [mailto:imran.ali@ctc.org.pk]
Sent: Tuesday, June 25, 2019 11:48 AM
To: 'riazrazzaq@gmail.com'

Cc: BASIT, Qazi Abdul (basitq@who.int); sohailk@who.int
Subject: Explanation letter.

Dear Azam Razzaq,

Greetings!

Find attached your explanation letter on account of causal attitude towards your job. You are directed to submit your response within given timeline.

Regards,

Imran Ali
Regional Coordinator-Sindh
CHIP Training & Consulting (Pvt) Ltd.
Email: Imran.ali@ctc.org.pk
Cell# 0346-8503322