Dear Saqib

Final warning should be served to UCPO Azam as per protocols.

Regards

Dr Nida Ali

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**From:** Saqib Atta <saqib@ctc.org.pk>  
**Sent:** Thursday, September 19, 2019 12:45:11 PM  
**To:** Ali, Nida <alini@who.int>  
**Cc:** AKBAR, Shumila <akbars@who.int>; 'Naila' <naila@ctc.org.pk>; HASSAN MOMAND, Hamid <hassanmomandh@who.int>; 'Waheed Miraj' <areacoordinatorislamabad@gmail.com>  
**Subject:** RE: UCPO Azam Explanation Letter

Dear Dr Nida,

CTC already served him 2 warnings and after another complaint and no improvement, as per SOP we used to serve “Final warning”. In our disciplinary action SOPs warning and Final warning has different impact.

Your endorsement/comments require in this regard.

Regards,

Saqib Atta

Regional Co-ordinator

CHIP Training & Consulting (Pvt) Ltd.

Cell: 0345-5009369

[www.ctc.org.pk](http://www.ctc.org.pk/)

**From:** Ali, Nida [mailto:alini@who.int]   
**Sent:** Tuesday, September 17, 2019 2:12 PM  
**To:** Saqib Atta  
**Cc:** AKBAR, Shumila; Naila; HASSAN MOMAND, Hamid; Waheed Miraj  
**Subject:** Re: UCPO Azam Explanation Letter

Dear Saqib

For the issue of UCPO Azam's presence in the field where he mentions issue of cellphone, his supervisor is okay with it, so accept his stance for it.

However, for the second issue, as I was practically present there and his attitude was not appropriate. He also denies of having behaviour issues in his explanation.

It is therefore recommended to give him a warning for the attitude/behaviour with the officers.

Regards

Dr Nida Ali

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**From:** Waheed Miraj <areacoordinatorislamabad@gmail.com>  
**Sent:** Tuesday, September 17, 2019 1:49:56 PM  
**To:** Saqib Atta <saqib@ctc.org.pk>  
**Cc:** AKBAR, Shumila <akbars@who.int>; Naila <naila@ctc.org.pk>; Ali, Nida <alini@who.int>; HASSAN MOMAND, Hamid <hassanmomandh@who.int>  
**Subject:** Re: UCPO Azam Explanation Letter

Dear Saqib,

Thank you for your email.

I want to mention two things here:

1. As I have joined Federal Office, kindly refer all such correspondence to Dr. Nida Ali, who is OIC at the moment.
2. Secondly, as the email was initiated for his behaviour as well as that duty issue. His behaviour was reported by Dr. Nida as well who was present in that meeting, she will respond to the email in her official capacity.

Thanks

On Tue, 17 Sep 2019 at 12:58, Saqib Atta <[saqib@ctc.org.pk](mailto:saqib@ctc.org.pk)> wrote:

Dear Dr Waheed,  
  
Please comments on below UCPO's Azam Khan response, Dr Shumaila already comments on it.  
  
Regards,  
  
  
Saqib Atta  
Regional Co-ordinator   
CHIP Training & Consulting (Pvt) Ltd.             
Cell: 0345-5009369  
 [www.ctc.org.pk](http://www.ctc.org.pk)    
  
-----Original Message-----  
From: AKBAR, Shumila [mailto:[akbars@who.int](mailto:akbars@who.int" \t "_blank)]   
Sent: Tuesday, September 17, 2019 7:39 AM  
To: [saqib@ctc.org.pk](mailto:saqib@ctc.org.pk)  
Cc: Naila; Dr shumaila Akbar  
Subject: Re: UCPO Azam Explanation Letter  
  
Thanks Saqib for the email.  
  
Regarding Mr Azam”s reply I am Quite convinced now.  
In addition I called him to office yesterday did some counselling for future correspondence and communications with colleagues and seniors.  
I will keep a check on him and will update accordingly.  
  
Regards  
Dr Shumaila   
  
> On 16 Sep 2019, at 3:00 pm, "[saqib@ctc.org.pk](mailto:saqib@ctc.org.pk)" <[saqib@ctc.org.pk](mailto:saqib@ctc.org.pk)> wrote:  
>   
> Dear Dr Shumaila,  
>   
> please comments on below explanation of UCPO Azam for further action.  
>   
> Regards,  
>   
> Saqib Atta  
> Regional Coordinator  
>   
>   
>> On 2019-09-16 04:37, Muhammad Azam Khan Wazir wrote:  
>> Dear sir,  
>> This is in Reference to your letter (EL-Islamabad-019/September/R)   
>> and the subject cited above it is stated to your good self that I am   
>> working as UCPO in this high-risk Union Council since last three   
>> years.  
>> I hereby want to explain my position regarding the given subject:  
>> It is humbly stated that I have no behavioral issues and always   
>> behaved properly with all the stake holders, especially my supervisor   
>> (Respected Dr Shumaila). I enjoy a very good working relation with   
>> her, it was a matter of misunderstanding where I wanted to clarify my   
>> position regarding the live location issue and it was cleared then   
>> and there, however apologies to be accepted on my part if still some   
>> misunderstanding exists and won’t be repeated in future.  
>> It is kindly stated that I didn’t left my UC by 11 A.M as mentioned   
>> in the letter, however an unseen incident happened that day which   
>> lead to this issue. As it was a rainy day and I was going to collect   
>> zero reports from my own UC & G8, while riding the bike (due to the   
>> heavy  
>> rain) my mobile got severely wet & stopped working. That’s why I   
>> wasn’t able to send my location on time. However as soon as got the   
>> phone repaired, I immediately responded to the email and called Dr   
>> Shumaila regarding the incident and verbally excused and said sorry   
>> to her.  
>> Respected sir, I assure you that such things won’t be repeated in   
>> future and I will abide by the rules of organization with mutual   
>> respect for all.  
>> Lastly, I apologize to all the concerned people to whom I may have   
>> caused any inconvenience and ensure to work harder to achieve GPEI   
>> goals.  
>> My Achievements so far in the UC’s:  
>> last 3 LQAS are passed of UC.  
>> MPQA 85% passed  
>> Included 4 zero sites in surveillance network.  
>> Hired SMT’s in my zone.  
>> Sincerely  
>> Muhammad Azam Khan  
>> UCPO  
>>> On Sep 14, 2019 10:06 PM, <[saqib@ctc.org.pk](mailto:saqib@ctc.org.pk)> wrote:  
>>> Dear Azam khan,  
>>> please find attached Explanation letter and respond accordingly.  
>>> Regards,  
>>> Saqib Atta  
>>> Regional Coordinator  
>>> CTC

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**Dr. Waheed Miraj**

Area Coordinator

WHO Islamabad