

## Shahid Ali

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**From:** ABBAS, Waseem <wabbas@who.int>  
**Sent:** Thursday, October 29, 2020 10:27 AM  
**To:** Shahid Ali  
**Cc:** MAZVIDZA, Simbarashe; KHURSHID, Muhammad Naveed; IQBAL, Ahsan; naila@ctc.org.pk; 'Nadeem Jan'  
**Subject:** RE: [EXT] FW: A message to take notice about Zoma Meer

Dear Shahid,

Thank you for your email. Kindly proceed with independent inquiry and share report.

Regards

Waseem Abbas

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**From:** Shahid Ali <shahidali@ctc.org.pk>  
**Sent:** Thursday, 29 October 2020 10:20 AM  
**To:** ABBAS, Waseem <wabbas@who.int>  
**Cc:** MAZVIDZA, Simbarashe <mazvidzas@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; IQBAL, Ahsan <iqbalah@who.int>; naila@ctc.org.pk; 'Nadeem Jan' <nadeemjan@ctc.org.pk>  
**Subject:** [EXT] FW: A message to take notice about Zoma Meer

Dear Mr. Waseem,

Greetings!

With reference to below email, a complaint was lodged against UCDO Zoma Mir of UC Khalisa-1 Peshawar that she had instructed staff to update attendance registered in back date. After the inquiry conducted by CBV team she has found guilty and she has recommended for strict disciplinary action as per SOPs.

UCPO Mr. Nadeem Khan being a UC Manager after transformation, neither reported this activity nor have played supervisory role to stop this act from happening. Therefore, he is also recommended for explanation followed by warning.

Kindly WHO provincial office endorsement is requested for further action.

Once he submit his response, the recommendations will be shared with field supervisors for endorsement.

Thanks & Regards,  
Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

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**From:** Saira Khan <[sairanisar@ctc.org.pk](mailto:sairanisar@ctc.org.pk)>  
**Sent:** Monday, October 19, 2020 3:38 PM  
**To:** Tufail Ahmed <[tuahmed@unicef.org](mailto:tuahmed@unicef.org)>

**Cc:** Raabya Abu Zafar <[rabuzafar@unicef.org](mailto:rabuzafar@unicef.org)>; Andrew Etsano <[aetsano@unicef.org](mailto:aetsano@unicef.org)>; 'Majid' <[majid@ctc.org.pk](mailto:majid@ctc.org.pk)>

**Subject:** RE: A message to take notice about Zoma Meer

Dear Sir,

In continuation to below email following updates are to be shared as per the inquiry conducted:

- A compliant was lodged against UCDO Zooma Meer of UC Khalisa- 1 on account of instructing Staff to update the register in back date. In order to probe the matter further we have conducted a detail inquiry below are the key findings :

**Key Findings :**

- As reported earlier the attendance register of Staff at UC Khalisa -1 was updated till March only and not after that. ( Pictorial evidence attached as Annex -1) .
- As per CTC visit to BHU and register re-checking , it was found out that the attendance register was updated for the month of August and September 2020 in back date by all UC staff except for AS Ms. Rida and her team.
- The pictorial evidence of all the staff attendance updated in register is attached.
- Upon investigation that why the employee ( Ms. Rida ) and her team has not marked the attendance in the BHU register, she has mentioned that UCDO has instructed them to update the register on 6<sup>th</sup> October, 2020 after the initial visit of CTC representative at the BHU. ( Her written statement is attached )
- In light of the evidences it is found out that indeed employees have updated the register in back date.

**Recommendations :**

As suggested earlier following actions are recommended :

- Show cause followed by contract closure for UCDO Ms. Zooma Meer as she has already received final warning on weak monitoring and supervision skills, previously, marking of attendance in back date is an act of “ Data fudging “ and she has misused her authority by compelling her subordinates to mark the attendance in back date as well as it is setting wrong example of UC supervisor who is instructing staff to perform such an act.
- Show cause followed by warning is suggested against UCPO who is a UC Manager after transformation, he has neither reported this activity nor have play his supervisory role \_to stop this act from happening.
- The findings will be shared with WHO concerned team for endorsement from respective supervisors.

Thanks & Regards,



Saira Nisar

Regional Manager-KP

Email : [sairanisar@ctc.org.pk](mailto:sairanisar@ctc.org.pk)