

Nadeem Jan

From: ABBAS, Waseem <wabbas@who.int>
Sent: Thursday, 26 November, 2020 1:41 PM
To: Nadeem Jan
Cc: MAZVIDZA, Simbarashe; KHAN, Faizan
Subject: FW: [EXT] FW: A message to take notice about Zoma Meer

Categories: Yellow Category

Dear Nadeem,

Kindly proceed as per SOP.

Thank you

Waseem Abbas

From: SALVATORI, Edda <salvatorie@who.int>
Sent: Thursday, 26 November 2020 1:31 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: MAZVIDZA, Simbarashe <mazvidzas@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KHAN, Faizan <khanfai@who.int>; KAMRAN, Waheed <kamranw@who.int>
Subject: RE: [EXT] FW: A message to take notice about Zoma Meer

Dear Mr. Waseem,

Approved as SOPs
Kindly can you pls check if it is UCDO or UCPO working in Peshawar.
Many thanks
Best regards
Edda

From: ABBAS, Waseem <wabbas@who.int>
Sent: Thursday, 26 November 2020 10:41 AM
To: SALVATORI, Edda <salvatorie@who.int>
Cc: MAZVIDZA, Simbarashe <mazvidzas@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KHAN, Faizan <khanfai@who.int>; KAMRAN, Waheed <kamranw@who.int>
Subject: RE: [EXT] FW: A message to take notice about Zoma Meer

Dear Ms. Edda,

Mr. Nadeem Khan, UCPO working in Peshawar is recommended for warning on account of weak supervision and monitoring, as per new Transformation SOP.

Your approval is required, Please

Thank you

Waseem Abbas

From: Nadeem Jan <nadeemjan@ctc.org.pk>
Sent: Tuesday, 24 November 2020 10:41 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: MAZVIDZA, Simbarashe <mazvidzas@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; KHAN, Faizan <khanfai@who.int>; 'Shahid Ali' <shahidali@ctc.org.pk>
Subject: FW: [EXT] FW: A message to take notice about Zoma Meer

Dear Mr. Waseem,

Greetings!

Please be informed that as per transformation implemented from July 2020, UC Polio Officer is Functional Supervisor of UC level Staff (UCDO, UCO & AS).

According to attached TORs "Point # 10" UC Polio Officer is responsible to "train and supervise UC level operations and communications officers and Area Supervisor".

According to attached transformation guidelines Page 3 & Page 4;

- UC Polio Officer is Functional Reporting Officer of UCDO and UCO (Transformation Reporting Line Page # 3)
- UC Polio Officer is responsible to ensure daily attendance and presence of subordinate staff at duty location and update admin supervisor /3rd party which ever applicable (Page # 4 Point 2)

We understand that these guidelines are under revision.. however, PTPP staff has already allocated in Trier-1 districts as per the attached letter issued by National EOC dated 13th March 2020, and attached TORs have been shared with all UC Polio Officers working in Teir-1 districts.

These guidelines have been implemented in field since July 2020 i.e. we are receiving PTPP staff attendance from Tehsil Delivery & Operation Officer (Previously DHCSOs), leaves are approving by TDOO, UC Polio Officers are approving UCDO and UCO and other subordinates leaves, UC Polio Officers are following attached TORs in day to day task. Additionally, as per contract issued by CTC to UCDO and UCO, UC Polio Officer is their first level supervisor.

The recommendation has been made on the basis of transformation guidelines and reporting line. Mr. Nadeem Khan has himself admitted in response that he was aware of this act and being a functional supervisor he has to stop this act and report it to the seniors which he don't. That's why he is recommended for warning.

Regards,

Nadeem Jan
Project Officer-PTPP CTC

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Monday, November 23, 2020 11:56 AM
To: Nadeem Jan <nadeemjan@ctc.org.pk>
Cc: 'Shahid Ali' <shahidali@ctc.org.pk>; 'Naila Nizam' <naila@ctc.org.pk>; KHAN, Faizan <khanfai@who.int>; MAZVIDZA, Simbarashe <mazvidzas@who.int>
Subject: RE: [EXT] FW: A message to take notice about Zoma Meer

Dear Nadeem,

Can you kindly check, as the "she" link in bellow's email is missing. Do UCPOs have supervisory role as per contract/TOR and can you kindly mention the clause of the policy, on basis of which recommendation is made.

Thank you

Waseem Abbas

From: Nadeem Jan <nadeemjan@ctc.org.pk>
Sent: Monday, 23 November 2020 11:41 AM
To: ABBAS, Waseem <wabbas@who.int>; KHAN, Faizan <khanfai@who.int>
Cc: 'Shahid Ali' <shahidali@ctc.org.pk>; 'Naila Nizam' <naila@ctc.org.pk>
Subject: FW: [EXT] FW: A message to take notice about Zoma Meer

Dear Mr. Waseem,

An explanation letter was issued to UCPO Mr. Muhammad Nadeem Khan dated 10th November 2020 on account of weak monitoring and supervision skills,

Mr. Nadeem Khan has himself admitted in his response that he was aware of her act that she is instructing staff to update attendance in back dates, however, being a supervisor, he did not stop this act from happening and neither he reported this activity to his supervisor/CTC.

Mr. Nadeem Khan has shown negligence and weak supervision and recommended for warning letter.

Regards,

Nadeem Jan
Project Officer-PTPP CTC

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Thursday, 29 October, 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

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.

From: Saira Khan <sairanisar@ctc.org.pk>
Sent: Monday, October 19, 2020 3:38 PM
To: Tufail Ahmed <tuahmed@unicef.org>
Cc: Raabya Abu Zafar <rabuzafar@unicef.org>; Andrew Etsano <aetsano@unicef.org>; 'Majid' <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 6th 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



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