

## Nadeem Jan

---

**From:** Shahid Ali <shahidali@ctc.org.pk>  
**Sent:** Monday, September 23, 2019 3:39 AM  
**To:** 'ABBAS, Waseem'  
**Cc:** 'MOHAMED, Gedi'; 'KAMRAN, Waheed'; 'MAZVIDZA, Simbarashe'; 'KHAN, Faizan'; 'Nadeem Jan'  
**Subject:** RE: Final Warning for TCSP Jan Muhammad on account of Poor Performance  
**Attachments:** Response of Jan Muhammad.jpg

Dear Waseem,

Greetings!

An explanation letter has been issued to Mr. Jan Muhammad on account of neglect of duty. The summary of his response is as below (detail response is attached).

- During campaign, he visits 6 team support centers for monitoring of cold chain and taking at least two clusters in a day.
- On 3<sup>rd</sup> day of campaign he visited Unit supervisor Aziz Ur Rehman area with PEO and took two clusters in his UC.
- On 4<sup>th</sup> day of campaign, he visited Gulshahjan CHC UC Azamwarsak and held morning meeting with team members, after taking clusters in Shinwarsak area he visited Sharif Khan CHC to monitor cold chain.
- At Sharif Khan CHC district team members told him that US Aziz Ur Rehman has taken only one cluster.
- He always shared the issues identified by UC level staff with Area Coordinator and PEO during evening meeting, however, the district staff identified Aziz Ur Rehman cluster before evening meeting.

**Conclusion:**

His response is unsatisfactory, It is evident from the response that UC Aziz Ur Rehman had taken one cluster which is identified by district team members to TCSP Jan Muhammad. He was unaware of the negligence of unit supervisor which shows his lack of supervision and monitoring skills.

**Recommendation:**

In light of response received against the explanation, a warning letter on account of weak supervision and monitoring skills is suggested.

In case if you need any further assistance regarding the same, Please let us know.

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

---

**From:** ABBAS, Waseem [mailto:wabbas@who.int]  
**Sent:** Monday, September 16, 2019 9:00 AM  
**To:** Shahid Ali <shahidali@ctc.org.pk>  
**Cc:** MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; MAZVIDZA, Simbarashe <mazvidzas@who.int>; KHAN, Faizan <khanfai@who.int>; 'Nadeem Jan' <nadeemjan@ctc.org.pk>  
**Subject:** RE: Final Warning for TCSP Jan Muhammad on account of Poor Performance

Dear Shahid,

Thank you for the information. Kindly share the report once you receive explanation for management review.

Regards

Waseem Abbas

---

**From:** Shahid Ali [mailto:shahidali@ctc.org.pk]  
**Sent:** Friday, September 13, 2019 3:59 PM  
**To:** ABBAS, Waseem <wabbas@who.int>  
**Cc:** MAZVIDZA, Simbarashe <mazvidzas@who.int>; KHAN, Faizan <khanfai@who.int>; 'Nadeem Jan' <nadeemjan@ctc.org.pk>  
**Subject:** FW: Final Warning for TCSP Jan Muhammad on account of Poor Performance

Dear Waseem,

Greetings!

With reference to below email Mr. Jan Muhammad TCSP Birmal has been report on account of neglect of duty. He is recommended for explanation followed by warning if response is not satisfactory.

In case if you need any further assistance regarding the same, Please let us know.

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

---

**From:** Shahid Ali [mailto:shahidali@ctc.org.pk]  
**Sent:** Wednesday, September 11, 2019 1:27 PM  
**To:** 'AFGAN, Sher' <afgans@who.int>  
**Cc:** 'SHAKEEL, Samiullah' <shakeels@who.int>; 'BAIG, Asad' <baiga@who.int>; 'AHMED, Qaisar' <ahmedq@who.int>; 'KAZI, Anis' <akazi@who.int>; 'MAZVIDZA, Simbarashe' <mazvidzas@who.int>; 'ADEM, Abdinasir' <adema@who.int>; 'KHAN, Faizan' <khanfai@who.int>; 'ABBAS, Waseem' <wabbas@who.int>  
**Subject:** RE: Final Warning for TCSP Jan Muhammad on account of Poor Performance

Dear Dr. Sher Afghan,

Greetings!

According to attached minutes of meeting, Mr. Jan Muhammad TCSP Birmal has not performed his duty as per TORs. He did not monitor US Aziz Ur Rehman area during SNID August 2019.

This is what i understand from the minutes of meeting. If there is any other detail please let us know.

In case if you need any further assistance regarding the same, Please let us know.

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

---

**From:** AFGAN, Sher [<mailto:afgans@who.int>]  
**Sent:** Tuesday, September 10, 2019 8:03 PM  
**To:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>; ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** SHAKEEL, Samiullah <[shakeels@who.int](mailto:shakeels@who.int)>; BAIG, Asad <[baiga@who.int](mailto:baiga@who.int)>; AHMED, Qaisar <[ahmedq@who.int](mailto:ahmedq@who.int)>; KAZI, Anis <[akazi@who.int](mailto:akazi@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; ADEM, Abdinasir <[adema@who.int](mailto:adema@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** Final Warning for TCSP Jan Muhammad on account of Poor Performance

Dear Shahid Ali

Attached please find Signed Meeting Minutes for Day-4 August SNID 2019 for further action on subject matter.  
Thanks

**Sher Afgan**  
**Polio Eradication Officer**  
**World Health Organization**  
**Sub Division Wana- South Waziristan Agency**  
| APCR, APA Compound, Wana, South Waziristan Agency.  
| T: (+92-965) 212457 | M: (+92-302) 9191797  
| Email: [afgans@who.int](mailto:afgans@who.int)