

Nadeem Jan

From: Nadeem Jan <nadeemjan@ctc.org.pk>
Sent: Friday, 4 December, 2020 5:16 PM
To: 'ABBAS, Waseem'; 'KHAN, Faizan'
Cc: 'Naila Nizam'; 'Sarah Farooqui'
Subject: RE: [EXT] Re: Explanation!
Attachments: PEO-final-Feedback.pdf

Dear Mr. Waseem,

We did not find any previous disciplinary record against Mr. Usman Khan-TCSP, and the same attached feedback has received from his supervisor,
Therefore, he is recommended for **verbal warning** to improve his performance.

In case of any feedback regarding the same please let us know.

Regards,

Nadeem Jan
Project Officer-PTPP CTC

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Thursday, 3 December, 2020 09:18 AM
To: Nadeem Jan; KHAN, Faizan
Cc: 'Naila Nizam'; 'Sarah Farooqui'
Subject: RE: [EXT] Re: Explanation!

Dear Nadeem,

Do we have any other example of his performance issues? Was he given a feedback to improve his performance?
According to agreed SOP, Warning is given in case of persistent under performance

7. SECTION - VII: DISCIPLINARY ACTIONS

7.1. Monitoring & Performance Evaluation

In order to ensure contracts for the following quarter are issued only to personnel that maintain a satisfactory performance. Key areas for personnel to focus on are as follows;

- Follow up through supportive supervision by the supervisor on the personnel's performance gaps identified in the third party reports.
- Supervisors to flag disciplinary and capacity issues of personnel to CTC provincial focal points in case these are beyond their capacity to manage.
- Persistent under-performance may result in warning or termination.

Regards

Waseem Abbas

From: Nadeem Jan <nadeemjan@ctc.org.pk>
Sent: Tuesday, 1 December 2020 3:45 PM
To: ABBAS, Waseem <wabbas@who.int>; KHAN, Faizan <khanfai@who.int>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; 'Sarah Farooqui' <sarah@ctc.org.pk>
Subject: FW: [EXT] Re: Explanation!

Dear Mr. Waseem,

An Explanation letter was issued to TCSP Usman Khan on account of poor performance dated 19th November 2020, that he has submitted incorrect zero reports of COVID 19 cases and have failed to submit zero reports for week 45,

In response he explained that it is difficult and impossible for him to visit 4 Tehsils for COVID 19 case reports,

His response considered unsatisfactory as there is no need to visit all Tehsils, he has failed to cross check his reports with line list shared by DHO Office on regular bases and need to channelize proper reporting, furthermore he displayed misbehave with his line supervisor during written communication.

He is recommended for Warning on account of poor performance.

Regards,

Nadeem Jan
Project Officer-PTPP CTC

From: Nadeem Jan [<mailto:nadeemjan@ctc.org.pk>]
Sent: Thursday, 19 November, 2020 03:29 PM
To: 'ABBAS, Waseem'; 'KHAN, Faizan'
Cc: 'Shahid Ali'; 'Naila Nizam'
Subject: FW: [EXT] Re: Explanation!

Dear Mr. Waseem,

It has been reported by the concerned PEO that Zero reports of COVID 19 submitted by Usman Khan are verified by other sources and found not accurate and secondly zero report for week 46 was again missing COVID 19 cases reported from various health facilities. He is recommended for Explanation letter on account of Neglect of duty followed by warning letter if response received not satisfactory.

Regards,

Nadeem Jan
Project Officer-PTPP CTC

From: AFGAN, Sher [<mailto:afgans@who.int>]
Sent: Wednesday, 18 November, 2020 06:23 PM
To: ALAM, Sardar

Cc: SHAKEEL, Samiullah; UR RASHEED, Haroon; nadeemjan@ctc.org.pk

Subject: [EXT] Re: Explanation!

Dear Sir

Mr usman has failed to explain his position for submitting zero report without making necessary corrections. He has also claimed that he reported various staff for negligence but failed to provide substantial evidence about his claim. Therefore your final recommendation for disciplinary action is needed.

Thanks
Sher Afgan

On 18 Nov 2020 12:25, Khan Usman <tcspwana@gmail.com> wrote:

AOA Sir,
Please look at yellow colour Formal and Informal Zero Reports,there are 46 Zero Reports have been shared with you,please look at week no 4 and 8 zero reports

On Tue, Nov 17, 2020 at 2:33 PM AFGAN, Sher <afgans@who.int> wrote:

Dear Usman

Thanks for your detailed response.

You have mentioned that you have reported various staff members for negligence. I will take this opportunity if you could share "Previously sent emails/complaints" as attachment in response to this email for further necessary actions.

Regards

Sher Afgan

Polio Eradication Officer (WHO)

|District Emergency Operation Centre

|Wana Military Base, South Waziristan
|T: (+92-965) 212457|M: (+92-302) 9191797

|Email: afgans@who.int, sher.afgan@outlook.com

From: Khan Usman <tspwana@gmail.com>

Sent: Friday, November 13, 2020 12:06 PM

To: AFGAN, Sher <afgans@who.int>

Cc: UR RASHEED, Haroon <urh@who.int>; SHAKEEL, Samiullah <shakeels@who.int>; ALAM, Sardar <salam@who.int>

Subject: [EXT] Re: Explanation!

AOA Sir,

You have thrown stone at my head, but I have reported other UCPOs to you but no actions have been taken against them yet, As per DSO direction I was assigned the duty to collect the hard copy of Zero Reports from all Tehsils then share forward, without submission of hard copy of zero reports, should not be sent and shared forward, I have highlighted in every Zero report in yellow colour untimely Zero Report submission from all UCs, Please look at today Zero Reports Week No 46, only Saifuddin UCPO of UC Gul kach has submitted hard copy of Zero Report today, but other UCPOs and TCSPs like Mr Saif Ur Rehman UCPO of Wana City, Mr Hafeezullah UCPO of Kari Kot, Mr Sajjad UCPO of Dab Kot, Mr Muhammad Uzair UCPO of Dana TCSP Jan Muhammad of Tehsil Birmal and TCSP Abdullah of Shakai have not submitted hard Copy of Zero Reports today. Please instruct them all to submit their Zero Reports hard copy in time.

R/Sir,

What would I do if they will not submit their Zero Reports hard copy to DPCR on every Friday, please look at today Zero Reports Week No 46, please find the attachment

On Thu, Nov 12, 2020 at 4:15 PM AFGAN, Sher <afgans@who.int> wrote:

Dear Usman

It has been observed from various data sources that your zero report is not accurate. Your zero report for last week was again missing COVID 19 cases reported from various health facilities. This is not the first time that errors have been found in your zero report.

Please explain your position why disciplinary action should not be taken against you.

Your written explanation should reach this office within 48 hours of this email. In case of failure to reply within the stipulated time, the case will be forwarded to HR section for disciplinary action.

Regards

Sher Afgan

Polio Eradication Officer (WHO)

|District Emergency Operation Centre

|Wana Military Base, South Waziristan

|T: (+92-965) 212457|M: (+92-302) 9191797

|Email: afgans@who.int, sheer.afgan@outlook.com

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Usman Khan TCSP Wana SWA

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