

**From:** DEMEKE, Temesgen Atsedu [mailto:[demeket@who.int](mailto:demeket@who.int)]  
**Sent:** Wednesday, December 9, 2020 1:37 PM  
**To:** ABRO, Zafarullah <[abroz@who.int](mailto:abroz@who.int)>; Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Cc:** HASSANI, Shahzaman Hassani <[hassanis@who.int](mailto:hassanis@who.int)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; drzafarabro <[drzafarabro@gmail.com](mailto:drzafarabro@gmail.com)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; 'Shah Zaman' <[zamanhassnidr@gmail.com](mailto:zamanhassnidr@gmail.com)>  
**Subject:** RE: [SPAM] Re: [EXT] RE: weekly Plan AFP Surveillance UC Janat Ali

Thanks

**With Kind Regards**

Temesgen A Demeke  
Team Leader Balochistan  
Polio Eradication initiative - WHO Pakistan  
Serena Bazaar, Quetta  
Email: [demeke@who.int](mailto:demeke@who.int)  
Phone: +923003400530



**From:** ABRO, Zafarullah <[abroz@who.int](mailto:abroz@who.int)>  
**Sent:** Wednesday, December 9, 2020 12:58 PM  
**To:** DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>; Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Cc:** HASSANI, Shahzaman Hassani <[hassanis@who.int](mailto:hassanis@who.int)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; drzafarabro <[drzafarabro@gmail.com](mailto:drzafarabro@gmail.com)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; 'Shah Zaman' <[zamanhassnidr@gmail.com](mailto:zamanhassnidr@gmail.com)>  
**Subject:** Re: [SPAM] Re: [EXT] RE: weekly Plan AFP Surveillance UC Janat Ali

Dear Respected Sir

I agree with the decision as per SOPs and suggest final warning with 10 days salary deduction as he remained absent from field.

Kind Regards  
Dr Zafarullah Abro  
AC-Sibi

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**From:** DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>  
**Sent:** Wednesday, December 9, 2020 9:46 AM  
**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Cc:** HASSANI, Shahzaman Hassani <[hassanis@who.int](mailto:hassanis@who.int)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; drzafarabro <[drzafarabro@gmail.com](mailto:drzafarabro@gmail.com)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; 'Naila Nizam'

<[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; 'Shah Zaman' <[zamanhassnidr@gmail.com](mailto:zamanhassnidr@gmail.com)>; ABRO, Zafarullah <[abroz@who.int](mailto:abroz@who.int)>  
**Subject:** RE: [SPAM] Re: [EXT] RE: weekly Plan AFP Surveillance UC Janat Ali

I agree with your decision based on SOPs. Hope, Dr Zafar Ullah would also agree on the same.  
Thanks

**With Kind Regards**

Temesgen A Demeke  
Team Leader Balochistan  
Polio Eradication initiative - WHO Pakistan  
Serena Bazaar, Quetta  
Email: [demeke@who.int](mailto:demeke@who.int)  
Phone: +923003400530



**From:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Sent:** Tuesday, December 8, 2020 1:49 PM  
**To:** DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>  
**Cc:** HASSANI, Shahzaman Hassani <[hassanis@who.int](mailto:hassanis@who.int)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; drzafarabro <[drzafarabro@gmail.com](mailto:drzafarabro@gmail.com)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; 'Shah Zaman' <[zamanhassnidr@gmail.com](mailto:zamanhassnidr@gmail.com)>; ABRO, Zafarullah <[abroz@who.int](mailto:abroz@who.int)>  
**Subject:** RE: [SPAM] Re: [EXT] RE: weekly Plan AFP Surveillance UC Janat Ali

Dear Sir,

With reference to below placed email regarding complaint against UCPO Mr. Muhammad Jan of district Kohlu.

The PEO has launched complaint against said staff regarding his poor performance and absenteeism. PEO stated that he gave 10 days activity plan to UCPO in which surveillance activities, community engagement sessions and Micro census book updation mentioned.

The said staff did not complete any activity nor submit any report even his micro census book was just completed 10 to 20 percent.

When PEO asked him to explain the reason of this negligence and his absences from the field the staff has submitted his stance with one report.

However as per PEO remarks he did not conduct any activity for surveillance and for SIA he still not updated Micro census book before campaign and he submitted partial MC book 10 to 20 %, and now in response he shared old picture of Summer Season which shown his non

serious attitude toward the Program, So lot of Verbally Warning they gave them but no any satisfactory response received from the staff .

AC also shared his remarks and he also endorsed the comments of PEO he stated that the said staff is dogging all of us by sharing old pictures and fake report. he suggested strict action final warning with 10 days salary cut on absenteeism.

As we did not receive any complaint of his performance before this so it is recommended to give him one chance and issue him final warning on account of poor performance and non-professional attitude. Further regarding absenteeism issue your kind guidance is requested should we deduct his 10 days salary or not ?as staff is saying that he did not absent from the field .

The email is being send to you for your kind information and kind remarks.

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

Thanks and Regards  
Sabeela Pasha  
Regional coordinator(Balochistan)

**From:** ABRO, Zafarullah [<mailto:abroz@who.int>]  
**Sent:** Thursday, December 3, 2020 11:44 PM  
**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Cc:** HASSANI, Shahzaman Hassani <[hassanis@who.int](mailto:hassanis@who.int)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; drzafarabro <[drzafarabro@gmail.com](mailto:drzafarabro@gmail.com)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; 'Shah Zaman' <[zamanhassnidr@gmail.com](mailto:zamanhassnidr@gmail.com)>  
**Subject:** RE: [SPAM] Re: [EXT] RE: weekly Plan AFP Survillience UC Janat Ali

Dear Sabeela  
I have discussed matter of UCPO with PEO and totally agree with his comments and UCPO is trying to dodge all of us by submitting old pictures so please take strict action against him and give final warning with deduction of salary of mentioned days

Kind Regards  
Dr Zafar Abro  
AC-SIBI

On Dec 3, 2020 11:28 PM, Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)> wrote:  
Dear Dr. Zafar ,

With Reference to below placed email PEO Dr. Shahzaman has shared his remarks on UCPO Mr. Jannat Ali response.

Your kind remarks and comments are required in this regard.

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

Thanks and Regards  
Sabeela Pasha  
Regional coordinator(Balochistan)

**From:** HASSANI, Shahzaman Hassani [<mailto:hassanis@who.int>]  
**Sent:** Thursday, December 3, 2020 10:24 PM  
**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Cc:** ABRO, Zafarullah <[abroz@who.int](mailto:abroz@who.int)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; drzafarabro <[drzafarabro@gmail.com](mailto:drzafarabro@gmail.com)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; Shah Zaman <[zamanhassnidr@gmail.com](mailto:zamanhassnidr@gmail.com)>  
**Subject:** [SPAM] Re: [EXT] RE: weekly Plan AFP Surveillance UC Janat Ali

Dear Sabeela,

We were not Having Access in this Uc for SIA and AFP Surveillance ,So for Better improvement for AFP Surveillance I gave him Plan , But he not Conduct any Activity for Surveillance and For SIA he not udated Micro census book before campaign but he submitted partial MC book 10 to 20 %,And now he shared Old picture of Summer Season which shown his non serious attitude toward the Program, So lot of Verbally Warning we Not Achieve Desirable Results So You should think about his conclusion of contract

Sent from my iPhone

On 03-Dec-2020, at 8:25 PM, Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)> wrote:

Dear Dr. Shahzaman and Dr. Zafar,

Your remarks and comments are still awaited.

Please share your remarks so that further process will be taken accordingly.

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

Thanks and Regards  
Sabeela Pasha  
Regional coordinator(Balochistan)

**From:** Sabeela Pasha [<mailto:sabeela@ctc.org.pk>]

**Sent:** Thursday, November 19, 2020 9:54 AM

**To:** 'Shahzaman Hassani' <[hassanis@who.int](mailto:hassanis@who.int)>; 'Zafarullah' <[abroz@who.int](mailto:abroz@who.int)>

**Cc:** 'BUGTI, Muhammad Anwar' <[bugtim@who.int](mailto:bugtim@who.int)>; 'Dr Zafar Abro' <[drzafarabro@gmail.com](mailto:drzafarabro@gmail.com)>; 'KASI, Arbab Niamat Ullah' <[kasia@who.int](mailto:kasia@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; 'Shahzaman Hassani' <[hassanis@who.int](mailto:hassanis@who.int)>; 'Zafarullah' <[abroz@who.int](mailto:abroz@who.int)>; 'Shah Zaman' <[zamanhassnidr@gmail.com](mailto:zamanhassnidr@gmail.com)>

**Subject:** RE: weekly Plan AFP Surveillance UC Janat Ali

Dear Dr. Shahzaman,

With reference to below placed email regarding reply of Mr. Muhammad Jan against the allegation levelled against him by your good self.

Please share your comments /remarks .

Dear Dr.Zafar,

Your comments and remarks are also requested on below mentioned email.

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

Thanks and Regards  
Sabeela Pasha  
Regional coordinator

**From:** muhammadjanmarri [<mailto:muhammadjanmarri@yahoo.com>]

**Sent:** Wednesday, November 18, 2020 10:02 PM

**To:** Shah Zaman <[zamanhassnidr@gmail.com](mailto:zamanhassnidr@gmail.com)>; Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>

**Cc:** BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; Dr Zafar Abro <[drzafarabro@gmail.com](mailto:drzafarabro@gmail.com)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; Shahzaman Hassani <[hassanis@who.int](mailto:hassanis@who.int)>; Zafarullah <[abroz@who.int](mailto:abroz@who.int)>

**Subject:** Re: weekly Plan AFP Surveillance UC Janat Ali

صاحب. زمان ڈاکٹر شاہ محترم

کاپان۔ علی جنت کونسل یونین علاقاجات مختلف مہم آگاہی شعور و بابت میٹنگ کی آج بحوالہ میٹنگ سے لوگوں کیے وزٹ علاقے سارے نے میں مطابق کے منصوبے اور حکم کے آپ کہ ہے عرض عالی جناب دیا تھا۔ کوبھی انجناب آج نے میں جو ہے درج میں رپورٹ منسلکہ تفصیل نہیں ہی گئی ٹیمیں پولیو پر جگہوں اکثر کی مابائل میں علی جنت تھا ہوا خراب موبائل میرا وزٹ دوران کہ تھا دیا بتا بارے کے تصاویر کو آپ میں میٹنگ کے آج تصویریں کی علاقوں کچھ میں اس ہے دیا لیے کے بنانے میں بازار کوہلو آکر یہاں موبائل نہیں بندوبست کوئی کا ریپئر گا۔ دوں کو آپ بھی تصویریں وہ گا جائے بن کہ ہے امید تک کل ہیں بھی

اہمیت کی قطروں پولیو اور ہیں۔ پوچھتے بار بار ہیں پوچھتے صرف آکر ہم کہ غصہ اور شکوے گلے کے لوگوں باقی ہوں۔ کرچکا آگاہ بار کئی کو آپ سے جس ہے رہا ہو نہیں اقدام عملی کوئی ہیں جبکہ تے بنا والے آنے ہوں رہا کر کام سے حوالے کے اپڈیٹ مطابق کے حکم کے آپ ہوں چکا کر جمع پہلے بک سی ایم: نوٹ گا۔ کردوں جمع ہوا اپڈیٹ جتنا پہلے سے کیمپین گا۔ رہے انتظار کا احکامات کے آپ مزید کوبلو۔ ضلع کاہان تحصیل علی جنت آفیسر پولیو کونسل یونین جان محمد

----- Original message -----

From: Shah Zaman <[zamanhassnidr@gmail.com](mailto:zamanhassnidr@gmail.com)>

Date: 18/11/2020 4:16 PM (GMT+05:00)

To: Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>

Cc: "BUGTI, Muhammad Anwar" <[bugtim@who.int](mailto:bugtim@who.int)>, Dr Zafar Abro <[drzafarabro@gmail.com](mailto:drzafarabro@gmail.com)>, "KASI, Arbab Niamat Ullah" <[kasia@who.int](mailto:kasia@who.int)>, Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>, Shahzaman Hassani <[hassanis@who.int](mailto:hassanis@who.int)>, Zafarullah <[abroz@who.int](mailto:abroz@who.int)>, muhammadjanmarri <[muhammadjanmarri@yahoo.com](mailto:muhammadjanmarri@yahoo.com)>

Subject: Re: weekly Plan AFP Surveillance UC Janat Ali

Dear Sabeela,

With Reference of below mail I provide surveillance Pan to Mr Muhamnad Jan starting from 5/11/20 to 14 /11/20 but he not Submitted his Report. So Consider him Absent Either he was present in Uc or Not because he not Conduct any Activity

On Wed, 18 Nov 2020 at 3:42 PM, Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)> wrote:

Dear Dr. Shahzaman ,

With reference to below placed email regarding complaint against UCPO Mr. Muhammad Jan .

Please describe in detail the duties and activities he did not perform or the negligence he showed so that further action can be taken accordingly.

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

Thanks and Regards

Sabeela Pasha

Regional coordinator

From: Shah Zaman [mailto:[zamanhassnidr@gmail.com](mailto:zamanhassnidr@gmail.com)]

Sent: Thursday, November 19, 2020 12:06 AM

To: muhammadjanmarri <[muhammadjanmarri@yahoo.com](mailto:muhammadjanmarri@yahoo.com)>

**Cc:** Dr Zafar Abro <[drzafarabro@gmail.com](mailto:drzafarabro@gmail.com)>; sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Subject:** Fwd: weekly Plan AFP Surveillance UC Janat Ali

Dera Muhammad Jan,

I provide Surveillance plan of 10 Days and instructed to you come with pictorial or video Evidence But you showing Non Compliance and Not Conduct a single Activity and Submitted Your Report and not Update Your MC Book for Coming Campaign I warned You with Salary deduction.

----- Forwarded message -----

**From:** **Shah Zaman** <[zamanhassnidr@gmail.com](mailto:zamanhassnidr@gmail.com)>  
**Date:** Wed, Nov 4, 2020 at 12:37 AM  
**Subject:** weekly Plan AFP Surveillance UC Janat Ali  
**To:** muhammadjanmarri <[muhammadjanmarri@yahoo.com](mailto:muhammadjanmarri@yahoo.com)>  
**Cc:** Dr Zafar Abro <[drzafarabro@gmail.com](mailto:drzafarabro@gmail.com)>

Dear Muhammad Jan,

Kindly find Attached Plan Regarding AFP Surveillance and Update Your MC Book Before Campaign and I need Proof Of Every Activity Conducted

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**Dr. Shahzaman Hassni**  
**PEO, District Kohlu**  
**Email:** [zamanhassnidr@gmail.com](mailto:zamanhassnidr@gmail.com)  
**Contact# 03337943321**

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**Dr. Shahzaman Hassni**  
**PEO, District Kohlu**  
**Email:** [zamanhassnidr@gmail.com](mailto:zamanhassnidr@gmail.com)  
**Contact# 0333794332**