

Nadeem Jan

From: Dr. Mumtaz Khan <mumtaziobajour@gmail.com>
Sent: Wednesday, 20 January, 2021 5:43 PM
To: Nadeem Jan
Cc: ULLAH, Khawaja Irfan
Subject: Re: FW: [EXT] Investigation Report- UCPO-Sardar Dawood verbal Warning/ Counseling

Dear Nadeem Jan sb salam.

The said UCPO was called for counseling/verbal warning. All the SOPs, timelines and guidelines were explained in details. His TORs were explained. He promised to abide by the rules in Future. Hope for a changed behavior.

Warm Regards,
Dr. Mumtaz Khan.
Immunization Officer Bajour.
WHO PEI KPK.
cell # 03339322149.

On Fri, Jan 15, 2021, 3:20 PM Nadeem Jan <nadeemjan@ctc.org.pk> wrote:

Dear Dr. Mumtaz Khan Sb,

An explanation letter has been issued to **UCPO-Mr. Sardar Dawood**, he response received and considered satisfactory,

Furthermore he is recommended for **Verbal Warning/ Counselling session**,

Please it is requested to conduct the same with the subject staff member and inform us accordingly.

Regards,

Nadeem Jan

Project Officer-PTPP CTC

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Friday, 15 January, 2021 11:37 AM
To: Nadeem Jan

Cc: Ayesha Naeem; KHAN, Faizan
Subject: Fwd: [EXT] Investigation Report

Dear Nadeem,

Kindly proceed as per agreed SOP.

Thank you

Waseem Abbas

From: "MOHAMED, Gedi" <mohamedge@who.int>
Date: 15 January 2021 at 11:34:57 AM GMT+5
To: "ABBAS, Waseem" <wabbas@who.int>
Cc: "KAMRAN, Waheed" <kamranw@who.int>, "KHAN, Faizan" <khanfai@who.int>
Subject: RE: [EXT] Investigation Report

Approved

From: ABBAS, Waseem <wabbas@who.int>
Sent: Friday, 15 January 2021 11:33 AM
To: MOHAMED, Gedi <mohamedge@who.int>
Cc: KAMRAN, Waheed <kamranw@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: Re: [EXT] Investigation Report

Dear Sir,

An investigation was carried out against Sardar Dawood, UCPO on account of negligence in duty. He is recommended for **Verbal Warning**; Area Coordinator agrees with the recommendations.

Your Approval is requested for endorsement of action.

Thank you

Waseem Abbas

On 15-Jan-2021, at 11:22 AM, ULLAH, Khawaja Irfan <kullah@who.int> wrote:

Agreed.

<image003.jpg>

Best Regards,

Dr. Khawaja Irfan Ullah Area Coordinator Malakand Div

World Health Organization - WHO | PAK

m: +923339343244

e: kullah@who.int

From: ABBAS, Waseem <wabbas@who.int>

Sent: Friday, 15 January 2021 11:21 AM

To: ULLAH, Khawaja Irfan <kullah@who.int>

Cc: MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHAN, Faizan <khanfai@who.int>

Subject: Re: [EXT] Investigation Report

Dear Dr. Khawaja Irfan,

Thank you for your email. So in below matter related to Sardar Dawood you agree with verbal warning as his past record is cleared.

Regards

Waseem Abbas

On 15-Jan-2021, at 11:16 AM, ULLAH, Khawaja Irfan
<kullah@who.int> wrote:

Dear Waseem sb:

Two of the candidates who were reported for negligence in their duty were discussed with Dr Walid Hassan and as per his statement:

- Mr Sardar Dawood is a talented and hard working candidate as per his previous record and no verbal/written warning is issued to him previously.
- Muhammad Tariq who was reported in data fudging has some capacity issues for which multiple times verbal warnings were issued to him.

<image002.jpg>

Best Regards,

Dr. Khawaja Irfan Ullah Area Coordinator Malakand Div

World Health Organization - WHO | PAK

m: +923339343244

e: kullah@who.int

From: ABBAS, Waseem <wabbas@who.int>
Sent: Tuesday, 12 January 2021 1:13 PM
To: ULLAH, Khawaja Irfan <kullah@who.int>
Cc: MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: Re: [EXT] Investigation Report

Reminder please!

On Jan 6, 2021, at 12:12 PM, ABBAS, Waseem <wabbas@who.int> wrote:

Dear Dr. Khawaja Irfan,

Thank you for your feedback. As discussed, can you check with his previous supervisor regarding an verbal warning documented in past; so we can issue him Written Warning. CTC SOP clause mentioned as below for reference, please;

<image004.jpg>

Thank you

Waseem Abbas

From: ULLAH, Khawaja Irfan <kullah@who.int>
Sent: Wednesday, 6 January 2021 10:22 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: MOHAMED, Gedi <mohamedge@who.int>; KHAN, Faizan <khanfai@who.int>; KAMRAN, Waheed <kamranw@who.int>
Subject: RE: [EXT] Investigation Report

Dear Waseem sb:

I am agreed with recommendation of warning to the candidate.

<image006.jpg>

Best Regards,

Dr.Khawaja Irfan Ullah Area Coordinator Malakand Div

World Health Organization - WHO | PAK

m: +923339343244

e: kullah@who.int

From: ABBAS, Waseem <wabbas@who.int>
Sent: Wednesday, 6 January 2021 9:55 AM
To: ULLAH, Khawaja Irfan <kullah@who.int>
Cc: MOHAMED, Gedi <mohamedge@who.int>; KHAN, Faizan <khanfai@who.int>; KAMRAN, Waheed <kamranw@who.int>
Subject: RE: [EXT] Investigation Report

Reminder Please!

From: ABBAS, Waseem
Sent: Tuesday, 5 January 2021 9:20 AM
To: ULLAH, Khawaja Irfan <kullah@who.int>
Cc: MOHAMED, Gedi <mohamedge@who.int>; KHAN, Faizan <khanfai@who.int>; KAMRAN, Waheed <kamranw@who.int>
Subject: FW: [EXT] Investigation Report

Dear Dr. Khawaja Irfan,

Kindly review the recommendations and share your feedback if any.

Thank you

Waseem Abbas

From: Nadeem Jan <nadeemjan@ctc.org.pk>
Sent: Thursday, 31 December 2020 4:39 PM
To: ABBAS, Waseem <wabbas@who.int>; KHAN, Faizan <khanfai@who.int>
Cc: 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; 'Naila Nizam' <naila@ctc.org.pk>
Subject: FW: [EXT] Investigation Report

Dear Mr. Waseem,

With reference to the below email we have issued an Explanation letter to **UCPO- Mr. Sardar Dawood** on account of neglect of duty dated 17th December 2020,

We have received candidate response and Supervisor feedback (attached file),

Furthermore as per procedure his previous disciplinary record, overall performance and previous evaluation were also properly checked, however his track record is clear.

Therefore we will take a lenient view and he is recommended for **counseling / verbal warning**.

You are requested to share your kind feedback, if any.

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

Regards,

Nadeem Jan

Project Officer-PTPP CTC

From: Nadeem Jan
[<mailto:nadeemjan@ctc.org.pk>]
Sent: Monday, 14 December, 2020 04:55 PM
To: 'Waseem'; 'Faizan'
Cc: 'Ayesha Naeem'; 'Naila Nizam'; 'Sarah Farooqui'
Subject: FW: [EXT] Investigation Report

Dear Mr. Waseem,

Please find below email communication and attached investigation report forwarded by AC and PEO Bajour. Accordingly to the report

1- TCSP Mr. Muhammad Tariq has reported and involved in Data Fudging, variation has been found in his Field Report, Telly Sheets and cluster. And he is recommended for Termination of employment contract,

2- UCPO- Mr. Sardar Dawood have reported 4 NA cases, but the detail reasons of NA cases were not provided and the

Intra Campaign Monitoring Form was also not signed by him. He is recommended for Warning letter,

As per SOP TCSP- Muhammad Tariq is recommended for Show cause letter on account of data fudging if response received unsatisfactory followed by termination of employment contract,

And UCPO- Mr. Sardar Dawood is recommend for Explanation letter, if response received unsatisfactory followed by Warning letter,

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

Regards,

Nadeem Jan

Project Officer-PTPP CTC

From: ULLAH, Khawaja Irfan

[<mailto:kullah@who.int>]

Sent: Monday, 14 December, 2020 03:29 PM

To: Nadeem Jan

Cc: HASSAN, Walid; MUHAMMAD, Jawad; Burhanuddin SALARZAI; KAMRAN, Waheed; MOHAMED, Gedi; ABBAS, Waseem; KHAN, Faizan; visitqaisar@hotmail.com; AHMED, Qaisar

Subject: RE: [EXT] Investigation Report

Dear Nadeem Jan:

Please update us about the matter concern reported to your good office almost a week ago.

<image007.jpg>

Best Regards,

Dr. Khawaja Irfan Ullah Area Coordinator Malakand Div

World Health Organization - WHO | PAK

m: +923339343244

e: kullah@who.int

From: ULLAH, Khawaja Irfan
Sent: Monday, 7 December 2020 9:52 PM
To: Nadeem Jan <nadeemjan@ctc.org.pk>
Cc: Walid PEO Bajour <hassanw@who.int>;
Jawad DSO Bajour <muhammadja@who.int>;
Burhan PDA Bajour <salarzaib@who.int>;
KAMRAN, Waheed <kamranw@who.int>;
MOHAMED, Gedi <mohamedge@who.int>;
ABBAS, Waseem <wabbas@who.int>; KHAN,
Faizan <khanfai@who.int>;
visitqaisar@hotmail.com; AHMED, Qaisar
<ahmedq@who.int>
Subject: FW: [EXT] Investigation Report

Dear Nadeem Jan:

Greetings from the divisional office Swat.

In our last campaign two of the staff members were reported for conduction of gross mis conduct. This was investigated by my PEO, Mr. Walid Hassan, his detail report is attached herewith. **In the light of inquiry report termination of Mr. Muhammad Tariq TCSP Khar and warning to Mr. Sardar Dawood UCPO Loesum is recommended.** Your good office is requested to do the needful after fulfilling the pre-requisites.

<image009.jpg>

Best Regards,

Dr. Khawaja Irfan Ullah Area Coordinator Malakand Div

World Health Organization - WHO | PAK

m: +923339343244

e: kullah@who.int

From: Walid Hassan <peobajour2@gmail.com>
Sent: Friday, 4 December 2020 6:51 PM
To: AC Malakand-I <acmalakand1@gmail.com>;
ULLAH, Khawaja Irfan <kullah@who.int>
Cc: waheed kamran
<waheedkamran6@gmail.com>
Subject: [EXT] Investigation Report

AOA Respected Sir,

Please find the attachment containing the above-said subject (Investigation Report regarding issues identified in monitoring at UC Loesum) for your kind perusal.

--

With Much Gratitude

From the desk of

Dr. Walid Hassan

Polio Eradication Officer (Bajaur)

PEI-EPI World Health Organization

Peobajour2@gmail.com, Walidhassan121@gmail.com

0308-9137256, 0342-2503650

<image008.jpg>



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