

Nadeem Jan

From: ABBAS, Waseem <wabbas@who.int>
Sent: Wednesday, 27 January, 2021 3:07 PM
To: Nadeem Jan
Cc: KHAN, Faizan; Ayesha Naeem
Subject: Re: [EXT] FW: UC Pishtakhara - AS Nosheen absent from field but marked as present in morning report on catchup Day 2

Dear Nadeem,

Thank you for your email. Kindly share report with recommendations for management review

Thank you

Waseem Abbas

On Jan 27, 2021, at 2:49 PM, Nadeem Jan <nadeemjan@ctc.org.pk> wrote:

Dear Waseem,

It has been reported that AS-Ms. Nosheen- UC Pishtakhara was present in the morning assembly, but absent from the field during catch up day 2nd dated 17th January 2021. Later on it was confirmed that she had left for the test of junior clerk position during duty hours. At confirmation process the subject staff member explained that she had submitted a short leave request to UCDO and **UCPO-Kaleem Ullah**; furthermore the subject UCPO and UCDO has also shuffled Area Supervisor –Ms. Banafsha to the catchment area of Area Supervisor-Ms. Nosheen.

The subject **UCPO- Mr. Kaleem Ullah UC- Pishtakhara** kept all the information confidential and did not inform his line supervisor.

He is recommended for an explanation letter on account of Willful concealment of information, if the 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: Staff Management [mailto:da.pesh@ctc.org.pk]
Sent: Friday, 22 January, 2021 04:57 PM
To: nadeemjan@ctc.org.pk
Cc: 'Asif Ali'; hr.kp@ctc.org.pk
Subject: FW: UC Pishtakhara - AS Nosheen absent from field but marked as present in morning report on catchup Day 2

Dear Nadeem,

Below compliant email is for your further necessary action and information.

Regards
Majid Amin

From: Dr Asad ullah ghalib [<mailto:ddpowho@gmail.com>]
Sent: Wednesday, January 20, 2021 3:44 PM
To: Staff Management <da.pesh@ctc.org.pk>
Cc: Asif Ali <asif.ali@ctc.org.pk>; Sardar Safi <comnetkp@ctc.org.pk>; IQBAL, Ahsan <iqbalah@who.int>; Tufail Ahmed <tuahmed@unicef.org>
Subject: Fwd: UC Pishtakhara - AS Nosheen absent from field but marked as present in morning report on catchup Day 2

Dear CTC colleagues

please issue explanation followed by final warning to all concern including UCPO,UCDO and AS

Also deduct 5 days pay from AS for false reporting and uninformed absenteeism

regards

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

From: **Mohammad Tahir** <tahirsafi.poda@gmail.com>
Date: Tue, 19 Jan 2021 at 15:51
Subject: Re: UC Pishtakhara - AS Nosheen absent from field but marked as present in morning report on catchup Day 2
To: IQBAL, Ahsan <iqbalah@who.int>
Cc: ULLAH, Asad <ullaha@who.int>, KHURSHID, Muhammad Naveed <khurshidm@who.int>, ddpowho@gmail.com <ddpowho@gmail.com>, AHMAD, Laeeq <ahmadl@who.int>

Respected Sir,

Upon your directions, I reached AS Nosheen concerning Area 1 within 20 minutes, where her three subordinate CHWs were busy in vaccination of NA and Refusals, but she was absent and I could not find her in the field.

In this regard, first I called UCDO Miss.Shakeela through one of the team members that accompanied me during the investigation process. She admitted, that AS Nosheen is with me, and busy in NA & Refusal coverage but later on, when I called to meet other CHWs in the catchment areas, then around 10 minutes later, Shakeela called me that AS Nosheen is not in field, and went to attend the Test of Junior Clerk position and now AS Banafsha which is very close friend of AS Nosheen is with me in the area of AS Nosheen instead of her own assigned area.

During follow up of the matter, I also called AS Nosheen at 12 pm, and asked about the current day schedule, first she tried to hide all the facts but when she came to know, then replied that I was in short leave and submitted application to UCDO Shakeela and UCPO Kaleem Ullah. Actually, AS Nosheen marked her attendance in the morning and was shared with the district in HR report by UCDO as well, After marking attendance, she left the BHU and went to the

examination hall, instead of field. All the facts were kept secret by the UCPO, UCDO and AS and did not inform me in this regard.

Dear Sir, UCPO, UCDO and AS, all were on the same page on that day ,and with mutual understanding, they developed such plan, and for this drama, AS Banafsha was shuffled to AS Nosheen Area without any information or prior permission, which is also a stern and serious violation of policies and Campaign SOPs as well as crossing the limitation of assigned authorities.

Secondly, she applied for a job, not educational examination like a few workers that were allowed for papers. So during campaign days, absence from the field and appearing before test for another Job opportunity is also strictly prohibited in the manual of HR Policies.

Based on the findings, and prevention of such setback/incident in future, I am suggesting strong disciplinary action against them.

Thank you once more for kind support and guidance.

Thanks & Regards

Mohammad Tahir

Town Delivery, Operation and Supervision Officer (TDOS)

**Community Based Vaccination Program as part of
Polio Eradication Initiative Program (PEI) in Pakistan**

www.ctc.org.pk

CHIP House. Plot # 1.(Fayyaz Market)

St # 9. G-8/2, Islamabad-Pakistan.

Contact Info:

Cell Nos: **3455009718, 3035446687**

Skype Id: Mohammad Tahir

On Tue, Jan 19, 2021 at 3:00 PM IQBAL, Ahsan <iqbalah@who.int> wrote:

Dear Tahir,

On catchup Day 2 (Sunday 17/1/21) of NIDs January 2021, I received a report that AS Nosheen of UC Pishtakhara is not present in field because of she has some test. When I checked the morning report of UC Pishtakhara, all AS were shown as present.

I then talked to you via phone call and asked you to inquire the matter.

Please document your feedback in reply to this email for further action.

Regards,
Dr. Ahsan Iqbal
District Delivery, Operations and Supervision Officer,
HRMP Focal Person,
Immunization Officer - WHO,
Peshawar

--

Dr. Asad Ullah Ghalib
DDPO Area coordinator
PEI WHO Peshawar
03339155895
03005867829
ddpowho@gmail.com
ullaha@who.int



Virus-free. www.avg.com