

Nadeem Jan

From: Shahid Ali <shahidali@ctc.org.pk>
Sent: Wednesday, October 9, 2019 9:16 PM
To: 'KHAN, Faizan'
Cc: 'MOHAMED, Gedi'; 'MAZVIDZA, Simbarashe'; 'ABBAS, Waseem'; 'KAMRAN, Waheed'; rehmana@who.int; 'Nadeem Jan'
Subject: RE: Poor performance UCPO/Dallan
Attachments: Final_Warning_issued_by_PEO.pdf; ICM_Cluster_Form.pdf; Response-_Gohar_Rehman-_Dallan_Hangu.pdf

Dear Faizan,

Greetings!

With reference to below email an explanation letter has been issued to UCPO Mr. Gohar Rehman dated 4th Oct 2019 on account of Poor Performance. His response summary is mentioned below.

- After receiving warning from supervisor in March 2019, I have performed my activities with full commitment.
- In pre campaign, Micro plan was updated and validated, provided support in team formation and training and provided support to UPEC Committee in social mobilization and CE activities.
- During Intra campaign phase, ICM cluster have been taken and are available for verification.
- Provided support to weak teams and monitor the teams, identified issues and shared with DPCR.
- During post campaign, tracking of missed children was done along with monitors.
- I have also provided support in Extensive outreach activity phase 6. During this activity I provided support in refusals coverage for essential immunization.
- I have fully supported the surveillance system in the district and reported an AFP missed by a faith healer and private practitioner from out of network system.

Key Findings:

- He has been reported by external monitor for deficiencies in ICM clusters of CR August 2019.
- As per PEO feedback he has been reported consistently regarding his poor performance and negligence towards his assigned duties.
- He has already served with warning issued by PEO Dr. Ali Rehman in March 2019 on account of poor performance (*warning letter attached*).
- He was also notified through email in July 2019 with regards to improvement in performance as a result of performance appraisal.
- The NA children names are not mentioned in ICM cluster taken by him in August 2019, his signatures are missing and coverage details are also not mentioned in clusters (*ICM Cluster attached*).

Conclusion/Recommendation:

Based on the previous performance record and evidences provided by his supervisor, it is concluded that he has lack of interest towards improvement in performance. He has given many opportunity to improve his performance but he has failed.

Therefore, he is recommended for final warning followed by termination of contract.

If provincial team has any comments/feedback 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 25, 2019 10:01 AM
To: 'KHAN, Faizan' <khanfai@who.int>
Cc: 'MOHAMED, Gedi' <mohamedge@who.int>; 'MAZVIDZA, Simbarashe' <mazvidzas@who.int>; 'ABBAS, Waseem' <wabbas@who.int>; 'KAMRAN, Waheed' <kamranw@who.int>; Afzal Ur Rehman rehmana@who.int <rehmana@who.int>; 'Nadeem Jan' <nadeemjan@ctc.org.pk>
Subject: FW: Poor performance UCPO/Dallan

Dear Faizan,

Greetings!

With reference to below email Mr. Gohar Rehman UCPO Dallan has been reported for poor performance by PEO. He is recommended for explanation letter.

If provincial team has any comments/feedback regarding the same 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: Peo Hangu [mailto:peohangu@gmail.com]
Sent: Tuesday, September 24, 2019 4:15 PM
To: shahidali@ctc.org.pk
Cc: Afzal Rehman <drafzal.bangash@yahoo.com>; pda kohat <pdakohatdiv@gmail.com>; Dr Hassan Gul <dsohangu@gmail.com>
Subject: Poor performance UCPO/Dallan

AoA, Dear shahid sahb. Greetings from Hangu. Hope my mail finds you in good state of health. Respected shahid sahb, this mail is intended to inform you regarding consistent poor performance of UCPO Dallan, Mr Gohar Rehman. He is being reported consistently regarding his poor performance, lethargic

approach and negligence towards his assigned duties. He has been given multiple chances to show improvement and dedication towards his duties, which unfortunately he failed to show. Similarly he was also reported by an external monitor during case investigation mission at UC Dallon in march, 2019. He had been brought under probation during last assessment as well but again he failed to prove himself as during verification of ICM clusters of CR August, his clusters were found to have gross deficiencies.

Keeping in view all above discussion and two consecutive polio confirm cases from same UC, it will be more appropriate and fruit full if he is separated from the program in the larger interest of Polio Eradication initiative.

Thank you.

Warm Regards ;

Dr. Ali Bangash
Polio Eradication Officer (P.E.O HANGU - KP)

WHO | Pakistan

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