

## Shahid Ali

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**From:** KHAN, Faizan <khanfai@who.int>  
**Sent:** Thursday, October 10, 2019 10:24 AM  
**To:** Naila Nizam  
**Cc:** ABBAS, Waseem; MAZVIDZA, Simbarashe; 'Nadeem Jan'; AHMED, Qaisar; AHMAD, Shakeel Muhammad Saleem; PARVEEN, Khalida; MUTUKU, Tom; MOHAMED, Gedi; 'Shahid Ali'  
**Subject:** FW: Brief report on insubordination of Muhammad Asghar UCPO SW

Dear Naila

Both transgressions are intrinsically connected, He contested for election in July 2018, then provided a forged letter of withdrawal and as per the conclusion and recommendation of the recent insubordination case mentioned below;

**Conclusion:**

As per the response received, the matter could have been dealt with more professionalism as it is evident from the response that he has responded to his supervisors in inappropriate manner to cover his deficiencies and expected deliverables and have instigated other team members to do a strike which resulted a strike in front of surgeon office on 28<sup>th</sup> August 2019.

**Recommendation:**

In light of the response received against the explanation warning on account of insubordination is suggested as the arguments with supervisors led to strike and involvement of other stake holder (agency surgeon office).

His unprofessional and unethical behaviors are negatively effecting on the work flow of office and other colleagues. Therefore it is recommended to terminate his contract with immediate effect.

Regards  
Faizan Khan

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**From:** Naila Nizam [mailto:naila@ctc.org.pk]  
**Sent:** Monday, 7 October 2019 12:47 PM  
**To:** KHAN, Faizan <khanfai@who.int>  
**Cc:** ABBAS, Waseem <wabbas@who.int>; MAZVIDZA, Simbarashe <mazvidzas@who.int>; KHAN, Faizan <khanfai@who.int>; 'Nadeem Jan' <nadeemjan@ctc.org.pk>; AHMED, Qaisar <ahmedq@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; PARVEEN, Khalida <parveenk@who.int>; MUTUKU, Tom <mutukut@who.int>; MOHAMED, Gedi <mohamedge@who.int>; 'Shahid Ali' <shahidali@ctc.org.pk>  
**Subject:** RE: Brief report on insubordination of Muhammad Asghar UCPO SW

Dear Faizan,

Greetings from CTC!

As per our discussion regarding the case of Mr. Asghar (UCPO) , Please share WHO Provincial office recommendations against the said staff, so CTC will take action accordingly.

If you need any further information regarding the same, please let us know.

Regards,  
Naila Nizam  
Project Manager - PTPP  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Tel: [+92-51-111-111-920](tel:+92-51-111-111-920), Cell: [Cell:0345-8566181](tel:0345-8566181)

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**From:** Naila Nizam [<mailto:naila@ctc.org.pk>]  
**Sent:** Thursday, October 3, 2019 1:49 PM  
**To:** 'MOHAMED, Gedi'; 'Shahid Ali'  
**Cc:** 'ABBAS, Waseem'; 'MAZVIDZA, Simbarashe'; 'KAMRAN, Waheed'; 'KHAN, Faizan'; 'Nadeem Jan'; 'BAIG, Asad'; 'KAZI, Anis'; 'AHMED, Qaisar'; 'AHMAD, Shakeel Muhammad Saleem'; 'PARVEEN, Khalida'  
**Subject:** RE: Brief report on insubordination of Muhammad Asghar UCPO SW

Dear Gedi,

Greetings from CTC!

Reference to your email, we just need to clear the ambiguity as the final warning has been issued to him on political involvement which is of course a misconduct but not directly related to his work deliverable. However, it could have been related to his work deliverable if his involvement in politics had lower his performance. we assume it didn't otherwise, it would have been indicated in the letter issued to him.

The policy requires that a staff is liable for termination in case a final warning has been issued to him on an issue that is related to his work deliverable and s/he is again reported for the same reason or any other misconduct that is related to his work deliverable.

Insubordination is a serious misconduct which is related to his work deliverable and he might have qualified for termination in case he had a record of any similar or any other misconduct related to his work deliverable. As we have not received any complaints against the staff since Feb 19, that's why it is recommended to issue him final warning and his performance will be keenly monitored for three months by his supervisor.

If you need any further information regarding the same, please let us know.

Regards,  
Naila Nizam  
Project Manager - PTPP  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Tel: [+92-51-111-111-920](tel:+92-51-111-111-920), Cell: [Cell:0345-8566181](tel:0345-8566181)

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**From:** MOHAMED, Gedi [<mailto:mohamedge@who.int>]

**Sent:** Thursday, October 3, 2019 10:21 AM

**To:** Shahid Ali

**Cc:** ABBAS, Waseem; MAZVIDZA, Simbarashe; KAMRAN, Waheed; KHAN, Faizan; Nadeem Jan; BAIG, Asad; KAZI, Anis; AHMED, Qaisar; Naila Nizam

**Subject:** Re: Brief report on insubordination of Muhammad Asghar UCPO SW

This means someone he can make a different mistake again and give him another “final warning”?

Dear Waseem,

Kindly send this matter to federal HR for further advise as I am very unhappy about the decision.

Regards,

Gedi

Sent from my iPhone

On 2 Oct 2019, at 17:07, Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)> wrote:

Dear Waseem,

Thanks for your email,

Please be informed that the previous final warning was issued on totally different ground, which was political involvement. As per the current scenario, he has been reported in insubordination/performance which is consider quite different disciplinary action than involment in political activities.

As per company policy we cannot terminate him on the basis of previous final warning which was issued in different case. If he is reported in the same case (involvement in political activities) then that final warning will be taken in consideration.

In current case he is recommended for final warning on account of insubordination/performance and his performance will be monitor for 3 months. If any case is reported his contract will be terminated.

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.

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**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]

**Sent:** Wednesday, October 2, 2019 11:12 AM

**To:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>

**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; 'Nadeem Jan'

<[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)>; BAIG, Asad <[baiga@who.int](mailto:baiga@who.int)>; KAZI, Anis <[akazi@who.int](mailto:akazi@who.int)>; AHMED, Qaisar <[ahmedq@who.int](mailto:ahmedq@who.int)>

**Subject:** RE: Brief report on insubordination of Muhammad Asghar UCPO SW

Dear Shahid,

Before concluding the inquiry, have you taken the final warning into consideration (Shared previously, when initial report was shared).

Looking for your prompt response

Thank you

Waseem Abbas

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**From:** Shahid Ali [<mailto:shahidali@ctc.org.pk>]

**Sent:** Thursday, September 19, 2019 4:04 PM

**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; 'Nadeem Jan' <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)>; BAIG, Asad <[baiga@who.int](mailto:baiga@who.int)>

**Subject:** Brief report on insubordination of Muhammad Asghar UCPO SW

Dear Waseem,

Greetings!

An explanation letter has been issued to Mr. Muhammad Asghar dated 13 September 2019 on account of insubordination. The summary of his response is as below (Response is attached).

- He was assigned a task of temporary supervision of UC Spin during SNID August 2019.
- The teams of UC Spin were not conducting polio campaign according to Micro Plan due to security threats.
- He informed HRMP focal person and district focal person regarding the situation he was facing.
- During the evening review meeting he again identified the gaps/issues in campaign (SNID August) of UC Spin and request focal persons to discuss the security problem with security force, otherwise I am not giving surety of quality campaign unless the security issue is resolved and team follow the micro plan.
- He also suggested local security for supervisors and internal monitors for quality campaign, as they also have expecting threats from field staff when they report there issues/gaps in performance of field staff.
- He refer Area Supervisor Shah Khalid and CHW fight, as a result of the reporting of case contract of CHW was concluded.
- HRMP focal person and district focal person behaved unprofessionally and used inappropriate words in front of all staff present in meeting

- As a result of inappropriate words used by focal persons, other UCPOs and Unit Supervisor strike at surgeon office without his consultation.
- He is working for four years on the same position but he is never reported in subordination.

**Conclusion:**

As per the response received, the matter could have been dealt with more professionalism as it is evident from the response that he has responded to his supervisors in inappropriate manner to cover his deficiencies and expected deliverables and have instigated other team members to do a strike which resulted a strike in front of surgeon office on 28<sup>th</sup> August 2019.

**Recommendation:**

In light of the response received against the explanation warning on account of insubordination is suggested as the arguments with supervisors let to strike and involvement of other stake holder (agency surgeon office).

Kindly share the report with management for review and endorsement.

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.

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**From:** Shahid Ali [<mailto:shahidali@ctc.org.pk>]  
**Sent:** Thursday, September 5, 2019 12:58 PM  
**To:** 'ABBAS, Waseem' <[wabbas@who.int](mailto:wabbas@who.int)>; 'AFGAN, Sher' <[afgans@who.int](mailto:afgans@who.int)>  
**Cc:** 'SHAKEEL, Samiullah' <[shakeels@who.int](mailto:shakeels@who.int)>; 'BAIG, Asad' <[baiga@who.int](mailto:baiga@who.int)>; 'AHMED, Qaisar' <[ahmedq@who.int](mailto:ahmedq@who.int)>; 'KAZI, Anis' <[akazi@who.int](mailto:akazi@who.int)>; 'MAZVIDZA, Simbarashe' <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; 'ADEM, Abdinasir' <[adema@who.int](mailto:adema@who.int)>; 'KHAN, Faizan' <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** RE: Termination of Muhammad Asghar UCPO Zalwanay, South Waziristan

Dear Waseem,

Thank you for your email.

As per policy Mr. Muhammad Asghar UCPO Zalwanay is recommended for explanation on account of insubordination/misbehavior.  
Final report and recommendations will be shared with you for management review.

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.

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**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Tuesday, September 3, 2019 8:50 AM  
**To:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>; AFGAN, Sher <[afgans@who.int](mailto:afgans@who.int)>  
**Cc:** SHAKEEL, Samiullah <[shakeels@who.int](mailto:shakeels@who.int)>; BAIG, Asad <[baiga@who.int](mailto:baiga@who.int)>; AHMED, Qaisar <[ahmedq@who.int](mailto:ahmedq@who.int)>; KAZI, Anis <[akazi@who.int](mailto:akazi@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; ADEM, Abdinasir <[adema@who.int](mailto:adema@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** RE: Termination of Muhammad Asghar UCPO Zalwanay, South Waziristan

Dear Shahid,

Details are mentioned in attached email for further proceeding. In addition to below email trail, Mr. Muhammad Asghar was served final warning in October 2018 (attached)

Thank you

Waseem Abbas

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**From:** Shahid Ali [<mailto:shahidali@ctc.org.pk>]  
**Sent:** Monday, September 02, 2019 10:44 AM  
**To:** AFGAN, Sher <[afgans@who.int](mailto:afgans@who.int)>  
**Cc:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; SHAKEEL, Samiullah <[shakeels@who.int](mailto:shakeels@who.int)>; BAIG, Asad <[baiga@who.int](mailto:baiga@who.int)>; AHMED, Qaisar <[ahmedq@who.int](mailto:ahmedq@who.int)>; KAZI, Anis <[akazi@who.int](mailto:akazi@who.int)>  
**Subject:** RE: Termination of Muhammad Asghar UCPO Zalwanay, South Waziristan

Dear Dr. Sher Afghan,

Greetings!

Can you please share more detail of his misconduct?

Kindly also share detail of previous disciplinary actions if taken against him during his service tenure on account of misbehavior/insubordination.

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.

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**From:** AFGAN, Sher [<mailto:afgans@who.int>]  
**Sent:** Friday, August 30, 2019 8:52 PM  
**To:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Cc:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; SHAKEEL, Samiullah <[shakeels@who.int](mailto:shakeels@who.int)>; BAIG, Asad <[baiga@who.int](mailto:baiga@who.int)>; AHMED, Qaisar <[ahmedq@who.int](mailto:ahmedq@who.int)>; KAZI, Anis <[akazi@who.int](mailto:akazi@who.int)>  
**Subject:** Termination of Muhammad Asghar UCPO Zalwanay, South Waziristan

Dear Shahid

Muhammad Asghar UCPO Zalwanay, Wana, South Waziristan Tribal District is hereby recommended for immediate termination on account of gross misconduct in evening meeting at DHO Office South Waziristan dated 28th August 2019.

The issue has also been document in evening meeting with AC Wana South Waziristan (minutes attached for your record).

Please conclude his employment contract with immediate effect.

Thanks

**Sher Afgan**

**Polio Eradication Officer**

**World Health Organization**

**Sub Division Wana- South Waziristan Agency**

■ APCR, APA Compound, Wana, South Waziristan Agnecy.

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

■ Email: [afgans@who.int](mailto:afgans@who.int)