

Shahid Ali

From: REHMAN, Afzal <rehmana@who.int>
Sent: Tuesday, November 12, 2019 2:52 AM
To: Shahid Ali
Cc: peokarak@gmail.com; MOHAMED, Gedi; MAZVIDZA, Simbarashe; ABBAS, Waseem; KHAN, Faizan; Naila Nizam
Subject: Re: Absenteeism of UCPO Muhammad Qisran

Dear Shahid

Thanks for information
Please proceed as per CTC HR policy as he is continually changing statements.

Sent from my iPhone

On 08-Nov-2019, at 12:45 PM, Shahid Ali <shahidali@ctc.org.pk> wrote:

Dear Dr Afzal Rehman/Dr Sarmad Mansoor,

Greetings!

This is refer to the absenteeism case of Muhammad Qisran.

He was issued an explanation letter to explain his stance. His response to the explanation letter is attached along with his mother documents.

CTC team invited him on 6th November 2019 to CTC office to probe the matter. During the inquiry he admitted that he was in Karachi due to some other personal work and the documents of AFBMTC are fake. He also submitted apology note.

Kindly share your feedback and recommendation against him.

Thanks & Regards,
Shahid Ali
Regional Coordinator KP & KPTD-PTPP
Chip Training & Consulting (Pvt) Ltd.

From: Shahid Ali [<mailto:shahidali@ctc.org.pk>]
Sent: Friday, October 25, 2019 12:37 PM
To: 'KHAN, Faizan' <khanfai@who.int>
Cc: 'MOHAMED, Gedi' <mohamedge@who.int>; 'MAZVIDZA, Simbarashe' <mazvidzas@who.int>; 'KAMRAN, Waheed' <kamranw@who.int>; 'ABBAS, Waseem' <wabbas@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; 'Nadeem Jan' <nadeemjan@ctc.org.pk>
Subject: RE: Absenteeism of UCPO Muhammad Qisran

Dear Fazian,

With reference to below email, please be informed that Mr. Muhammad Qisran has violated leave policy. He has availed 20 days leaves without approval of provincial Team Lead and CTC. He is recommended for explanation followed by warning and his leaves will be consider unpaid if response is unsatisfactory.

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: REHMAN, Afzal [<mailto:rehmana@who.int>]
Sent: Monday, September 30, 2019 4:35 PM
To: MOHAMED, Gedi <mohamedge@who.int>
Cc: MAZVIDZA, Simbarashe <mazvidzas@who.int>; ABBAS, Waseem <wabbas@who.int>; MANSOOR, Sarmad <mansoorsa@who.int>; shahidali@ctc.org.pk; KAMRAN, Waheed <kamranw@who.int>; KHAN, Faizan <khanfai@who.int>; KAZI, Anis <akazi@who.int>
Subject: Re: Absenteeism of UCPO Muhammad Qisran

Respected Sir,

As per collected information I have the following finding.

1. PEO karak do not have any evidence that UCPO applied for leave on dated 8/9/2019 and he may get informed from CTC about his absentee. His leave status not share with my by PEO concern.
2. UCPO also failed to show that he applied on date mentioned to PEO karak.
3. PEO violated protocols by giving 20 days leave without any prior intimation/Approval from divisional office or CTC.
4. UCPO left UC without knowing that his application status.
5. UCPO stated and give written statement that he do not have passport so he was in Karachi with his ill mother. He never travel to Dubai or outside country. He was present till 8/9/2019 in assigned UC Bahadur Khel as per UPEC and other staff statement.

I recommend action against PEO and UCPO by violating CTC roles of leave.

PEO did not knowing about his status till 19/9/2019 and informed by CTC.

I will submit details of hospital documents of his mother when received. (Directed to submit till tonight as she is still there in Karachi)

Sent from my iPhone

On 27-Sep-2019, at 6:49 PM, MOHAMED, Gedi <mohamedge@who.int> wrote:

Thanks Dr Afzal. I don't understand why in the last 10 days you didn't not give any update about this serious issue? Please note that you have overall responsibility of all staff under your supervision and you will be taken responsible for unreported absenteeism of the staff.

What inquiry do you need? Are you trying to skip the responsibility of supervision of your staff? Let me reiterate again that the report of this issue is expected from you.

That said, kindly furnish us with the status of your follow up by COB Monday 30th September.

Regards,

Gedi

Sent from my iPhone

On 27 Sep 2019, at 12:51, REHMAN, Afzal <rehmana@who.int> wrote:

Respected Sir,

I hope my email find you in the best of health.
I have the honour to update you about the situation raised by CTC about Qaisran UCPO UC Bahadur Khel District Karak absentees from field. This issue was communicated by Mr. Shahid CTC on dated 24/9/2019 via phone call and WhatsApp pictures to me and he also mailed about the matter. I tried to enquire it yesterday as having visit to District Karak along with Dr Wonda, but due time constraint I unable as having meeting with DPCR members, ADC and commissioner kohat division.

As the matter is of serious concerns and violations of protocols and contradictory statements from CTC and PEO concern, therefor I request for the conduction of enquiry from all concern about his absenteeism period, current status and his presence during 4-7 September 2019 in UC assigned, I will submit my report with all facts and findings.

Sent from my iPhone

On 27-Sep-2019, at 11:23 AM, MOHAMED, Gedi <mohamedge@who.int> wrote:

Dear Dr. Afzal,

Can you update me urgently about this case, with answer to the concerns raised.

Regards,

Gedi

From: KHAN, Faizan
Sent: Friday, September 27, 2019 9:43 AM
To: MOHAMED, Gedi
Cc: MAZVIDZA, Simbarashe; ABBAS, Waseem;

MANSOOR, Sarmad; shahidali@ctc.org.pk; REHMAN, Afzal; KAMRAN, Waheed

Subject: FW: Absenteeism of UCPO Muhammad Qisran

Dear Sir

According to CTC UCPO Muhammad Qisran (UC Bahadarkhel , Karak) went to dubai on 4th September 2019, to confirm his status CTC send an email to Dr Sarmad Mansoor (PEO Karak) on 19th September 2019. In response to the email PEO Karak provided his leave application from 11th Sept to 30th Sept (Attached). this leave application was not shared with AC and CTC before the confirmation email. According to CTC his official number which he shared with CTC is not responding but activity reports are shared from his number (Screen Shots Attached).

Regards
Faizan Khan

From: Shahid Ali [<mailto:shahidali@ctc.org.pk>]
Sent: Tuesday, 24 September 2019 6:07 PM
To: 'Peo Karak' <peokarak@gmail.com>
Cc: KHAN, Faizan <khanfai@who.int>; ABBAS, Waseem <wabbas@who.int>; REHMAN, Afzal <rehmana@who.int>; 'Nadeem Jan' <nadeemjan@ctc.org.pk>
Subject: RE: Absenteeism of UCPO Muhammad Qisran

Dear Dr. Sarmad Mansoor,

Greetings!

Please be informed that as per leave policy an employee can take leaves up to 7 days on account of immediate family sickness. He has requested for 20 days which is deviation from SOPs. His 13 days leaves will be consider unpaid while 7 days leaves will be adjusted against accrued leave balance.

Kindly request him to provide hospital documents as an evidence for further process and kindly endorse his leaves from Area Coordinator as well.

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 Karak [<mailto:peokarak@gmail.com>]
Sent: Friday, September 20, 2019 10:13 AM
To: Shahid Ali <shahidali@ctc.org.pk>
Cc: KHAN, Faizan <khanfai@who.int>; ABBAS, Waseem <wabbas@who.int>
Subject: Re: Absenteeism of UCPO Muhammad Qisran

Dear Sir,

Mr. Muhammad Qaisran UCPO of Bahader khel has submitted his application for leave (attached herewith) and approved by me as his matter was genuine and being the only male member of his family he was having the right. So, kindly, according to your organizational SOPs, adjustment of his Paid and Un-Paid leaves is needed.

(Weekly attendance sheet and Application is attached herewith).

Thanks & Regards.

Dr. Sarmad Mansoor
Polio Eradication Officer
District Karak
Mob. No. 0332-9344985.

Attachments area

On Thu, Sep 19, 2019 at 6:03 PM Shahid Ali <shahidali@ctc.org.pk> wrote:

Dear Dr. Sarmad Mansoor,

Greetings!

Please be informed that we have to know from a reliable resource that UCPO Muhammad Qisran has went to Dubai on 4th September 2019 and TTM is conducting activities and reporting during his absence.

As per the attendance we have received on 13th September 2019, he has been marked as present. Can you please confirm his status of absenteeism.

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.

<Annex-A Response-_Qisran.jpg>

<Annex-B Medical Documents.pdf>

<Annex-C Apology Note.jpg>