

Shahid Ali

From: ABBAS, Waseem <wabbas@who.int>
Sent: Friday, November 22, 2019 10:58 AM
To: Shahid Ali; KHAN, Faizan
Cc: MOHAMED, Gedi; KAMRAN, Waheed; MAZVIDZA, Simbarashe; 'Naila Nizam'; 'Nadeem Jan'
Subject: Re: Inquiry report on fake finger marking in UC Dehrakai

Dear Shahid,

Upon direction of Team Lead, Kindly proceed as per agreed SOP.

Thank you

Waseem Abbas

----- Original message -----

From: Shahid Ali <shahidali@ctc.org.pk>
Date: 15/11/2019 17:13 (GMT+05:00)
To: "ABBAS, Waseem" <wabbas@who.int>, "KHAN, Faizan" <khanfai@who.int>
Cc: "MOHAMED, Gedi" <mohamedge@who.int>, "KAMRAN, Waheed" <kamranw@who.int>, "MAZVIDZA, Simbarashe" <mazvidzas@who.int>, 'Naila Nizam' <naila@ctc.org.pk>, 'Nadeem Jan' <nadeemjan@ctc.org.pk>
Subject: RE: Inquiry report on fake finger marking in UC Dehrakai

Dear Waseem/Faizan,

Greetings!

With reference to below email a show cause notice issued to UCPO Lal Badshah district Bajour on account of taking fake clusters/ data fudging. As per his response following are the key points:

- On 27th August 2019, he visited the area of UC Dehrakai and took clusters of various houses and final report submitted to TCSP for further sharing with PEO.
- During his visit, parents notify him fake finger marks as valid finger mark which is matched with his cluster report and it is available for evaluation.
- He has reported several issues on time to the concern authorities, as well as in August campaign he reported the issues in clusters.
- During taking clusters in UC Dehrakai he has not conducted any misconduct in his capacity as UCPO.

As per the feedback of Area Coordinator (**attached as Annex-A**), Mr. Lal Badshah has done changes in the clusters submitted, the key changes observed by area coordinators are:

- There is a difference between the data submitted in hard and soft copies as per the initial report, he had reported the incorrect door marking as correct and later on he changed it in hard form and marked the door marking of the houses as incorrect.

- The cluster he had taken on 26th August 2019, three houses numbers are not matching with ground reality (**Cluster is attached as Annex-B**).

In light of the SOPs and as per the feedback of his supervisor, his response to the show cause notice issued is considered unsatisfactory. As per the cluster data he has submitted to TCSP in soft form dated 27th August 2019, all door marking are correct and as per the hard copy of cluster, 6 houses door marking are incorrect. Moreover, in soft data he has reported 2 missed children while in hard copy of cluster there is no missed children, which reflects his contradiction in data. (**Soft copy of the cluster is attached as Annex-C, Hard copy of cluster is attached as Annex-D**).

Mr. Lal Badshah has not performed his duty up to the mark and has clear gross misconduct in his work, he has not reported the fake figure marking, incorrect door marking which is identified by Area Coordinator dated 28th August 2019. He also presented different data in initial visit and subsequent visit to DPCR. In light of the evidences it is proven that he had took fake clusters which is red line area and marked for zero tolerance.

Hence he is recommended for termination of employment contract on account of data fudging.

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: Shahid Ali [<mailto:shahidali@ctc.org.pk>]
Sent: Thursday, October 24, 2019 3:34 PM
To: 'ABBAS, Waseem' <wabbas@who.int>
Cc: 'MOHAMED, Gedi' <mohamedge@who.int>; 'kamranw@who.int' <kamranw@who.int>; 'KHAN, Faizan' <khanfai@who.int>; 'nadeemjan@ctc.org.pk' <nadeemjan@ctc.org.pk>
Subject: FW: Inquiry report on fake finger marking in UC Dehrakai

Dear Waseem,

With reference to below email, UCPO Lal Badshah is recommended for show cause notice with suspension on account of taking fake clusters to record his statement and TCSP Zia Ur Rehman is recommended for explanation on account of professional negligence.

Final report of findings and recommendations will be shared 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.

From: Shahid Ali [<mailto:shahidali@ctc.org.pk>]
Sent: Thursday, October 24, 2019 3:12 PM
To: 'AHMAD SHAH, Mumtaz Khan' <muahmad@who.int>

Cc: 'MOHAMED, Gedi' <mohamedge@who.int>; 'kamranw@who.int' <kamranw@who.int>; 'ABBAS, Waseem' <wabbas@who.int>; 'KHAN, Faizan' <khanfai@who.int>

Subject: RE: Inquiry report on fake finger marking in UC Dehrakai

Dear Dr. Mumtaz,

With reference to below email regarding fake finger marking case of Lal Badshah UCPO and Negligence of TCSP.

1. It is requested to provide Fake clusters he has taken, evidences of poor supportive supervision, if any and being a supervisor and technical person kindly share your analysis regarding the cluster he has presented initially and after.
2. Kindly share the name of concern TCSP and evidences which shows his negligence.

Moreover, it requested to share such cases directly with CTC in timely manner.

Your prompt response will be highly appreciated in this regard.

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: AHMAD SHAH, Mumtaz Khan [<mailto:muahmad@who.int>]

Sent: Tuesday, October 22, 2019 12:50 PM

To: 'Shahid Ali' <shahidali@ctc.org.pk>; ABBAS, Waseem <wabbas@who.int>

Cc: KAMRAN, Waheed <kamranw@who.int>

Subject: FW: Inquiry report on fake finger marking in UC Dehrakai

Respected W. Abbas & Shahid Ali Salam,

I am forwarding a self- explanatory report on the subject cited above. The DPCR Bajour has recommended termination of contract of UCPO and Social Mobilizer. Kindly proceed as per the SOPs and let us know about the proceedings when started.

Profound Regards,

From The Desk Of

Dr. Mumtaz Khan

Area Coordinator Bajour Mohmand.

Cell # 03339322149

03471001998

Email: muahmad@who.int

acbajourmohmand@gmail.com

mumtaz_salarzai@yahoo.com

From: AHMAD SHAH, Mumtaz Khan

Sent: Friday, September 20, 2019 11:14 AM

To: KHURSHID, Muhammad Naveed <khurshidm@who.int>

Subject: Fwd: Inquiry report on fake finger marking in UC Dehrakai

Dear Sir salam.

For your information and comments please

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

From: "AHMAD SHAH, Mumtaz Khan" <muahmad@who.int>

Date: 6 Sep 2019 9:11 p.m.

Subject: Inquiry report on fake finger marking in UC Dehrakai

To: "KHURSHID, Muhammad Naveed" <khurshidm@who.int>

Cc: "KAMRAN, Waheed" <kamranw@who.int>, Nazir AHMAD <ahmadnaz@who.int>, "ABBAS, Waseem" <wabbas@who.int>, "HASSAN, Walid" <hassanw@who.int>, Burhanuddin SALARZAI <salarzaib@who.int>

Dear Sir salam,

It is for your kind information that fake finger marking were identified in UC Dehrakai in 8 houses in the recently conducted SNID/CR campaign. Upon probing it was revealed that the team did fake finger marking while the Area supervisor didn't visit the team in all the four days. Furthering probing revealed that the UCPO and social mobilizer took fake clusters in the area and TCSP didn't visit the area in last 7 rounds. The investigating committee recommended disciplinary action against all those responsible. The recommendation included termination of services to the team members, Area Supervisor, UCPO and Social mobilizer while final warning for the TCSP. Detail report issued from the office of deputy commissioner is for your information and further necessary action please.

Regards,

Dr.Mumtaz Khan.

Area Coordinator Bajour Mohmand.