



Naveed Haider <naveedhaider.ctc@gmail.com>

RE: Performance Issues of Mr Qurban UCPO Dalmia-07 Gulshan-e-Iqbal Town

6 messages

Naila Nizam <naila@ctc.org.pk>
To: "BABU, Kelash" <babuk@who.int>
Cc: "ALI, Asif" <asifa@who.int>, Naveed Haider <naveedhaider.ctc@gmail.com>

Thu, Aug 12, 2021 at 1:10 PM

Dear Dr. Kelash,

Well noted. we will take appropriate action as per SOPs.

From: BABU, Kelash [mailto:babuk@who.int]
Sent: Thursday, 12 August 2021 11:40 am
To: Naila Nizam <naila@ctc.org.pk>
Cc: ALI, Asif <asifa@who.int>
Subject: Performance Issues of Mr Qurban UCPO Dalmia-07 Gulshan-e-Iqbal Town

Dear Ms Naila,

Hope this email finds you well.

In continuation to performance of **Mr Qurban UCPO Dalmia-07**, Since Jan 2021 we have been facing the challenges to make him understand for program priorities as he can improve his compliance and coordination.

On 19th May 2021 he was issued for FINAL warning(copy attached) against his performance, even after that it was identified he is not even improving on some of basic program needs.

Moreover, we recieved complaints against hime for misbehave, coordination issues with UCMO and partner staff reported by DHO (detailed report attached), based on that he was evaluated in june 2021, despite having lowest score he was issued for 3 months contract, and it was communicated to us that he need 2 more warnings for separation from program.

In continuation to this a counselling session was also done with him by Immunization officer on 07th July 2021(copy attached).

Despite multiple sessions and sesnitisation, again during SNID Aug 2021 campaign it was identified that he made unjustified performance gaps like;

1. Micro planning

2. Compromised supportive supervision
3. Incorrect data compilation and submission (excel file attached)
4. Important emails and task are missed by him frequently
- 5.

Since all matters are also discussed with Stake holders and partner staff at DEOC level, thereby making the situation worse and difficult for us.

Kindly review the case once again and guide in this regard.

Thanking you in advance.

Regards,

[DR. KELASH BABU](#)

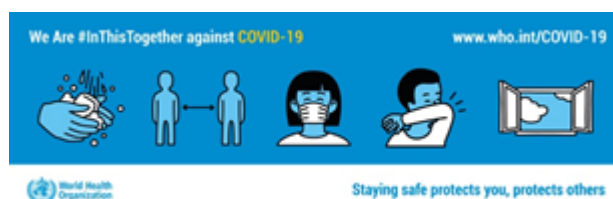
Area Coordinator

District East-Karachi

WHO-PEI Sindh, Pakistan

+923003275533

Email: babuk@who.int



Naila Nizam <naila@ctc.org.pk>
To: Naveed Haider <naveedhaider.ctc@gmail.com>

Thu, Aug 12, 2021 at 4:09 PM

[Quoted text hidden]

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

From: "KHAN, Muneeba" <khanmun@who.int>

To: "BABU, Kelash" <babuk@who.int>

Cc: District East Karachi DEOC <dpcreast@gmail.com>, "ALI JATOI, Asif" <aliasi@who.int>

Bcc:

Date: Thu, 12 Aug 2021 11:31:29 +0500

Subject: Dalmia UCPO issues

Sir,

As per the discussion yesterday regarding many mistakes in 2A link (SNID August 21) updated by Dalmia UC 7 UCPO Qurban Solangi, this is to bring to your kind information that despite a thorough counselling session dated 07-07-21 for the said staff, DEOC team is still facing many issues during intra-campaign & also post-campaign.

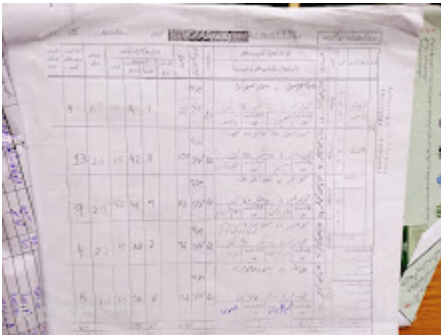
During Intra-Campaign SNID August 21, it is found out that:

1. Area Incharge doesn't have vaccine vial.
2. UCPO doesn't have vaccine vial.
3. Instead of doses, number of vials mentioned in operational sheet.
4. A fix site (Chase departmental store- AS Musarrat) was re-located to ZMT clinic because of closure of store due to lockdown, but the coverage of fix site (ZMT clinic- AS Sahiba) was mentioned in AS Musarrat coverage instead of AS Sahiba.

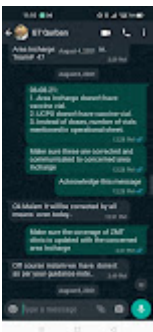
The attachments are provided for your perusal.

Regards,
Dr Muneeba Hashmi


7 attachments



Operational sheet.jpeg
134K



SNID August issues.jpeg
84K

 **Qurban Ali- Final warning letter.pdf**
549K

 **Dalmia UCPO Case.pdf**
608K

 **Qurban Solangi Counselling session.pdf**
1005K

 **Dalmia UCPO issues.eml**
303K

 **2A Form UC-07 Dalmia.xlsx**
107K

Naveed Haider <naveedhaider.ctc@gmail.com>
To: Naila Nizam <naila@ctc.org.pk>

Thu, Aug 12, 2021 at 5:34 PM

Madam,

It has been reported by his IO that despite the counselling session and warnings there is no improvement in UCPOs performance. In the recent August campaign it has been observed that that of 2A from was incorrect and has also compromised supportive supervision. According to IO vaccine vial has been mentioned in the operational sheet but UCPO and AIC doesn't have vaccine vial with them.

[Quoted text hidden]

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Regards,
Naveed Haider
Project Associate
CTC - Sindh
Cell: 03408444500

Naila Nizam <naila@ctc.org.pk>
To: Naveed Haider <naveedhaider.ctc@gmail.com>

Fri, Aug 13, 2021 at 10:11 AM

Always share the attachments as well.

[Quoted text hidden]

Naila Nizam <naila@ctc.org.pk>
To: "ALI, Asif" <asifa@who.int>
Cc: aslamsh@who.int, alisyed@who.int, Zahra <seidz@who.int>, Naveed Haider <naveedhaider.ctc@gmail.com>, majid@ctc.org.pk

Fri, Aug 13, 2021 at 10:26 AM

Dear Dr. Asif,

With reference to the below email from AC Dr. Kalesh, UCPO Mr. Qurban Ali has again been reported for poor performance despite having a counselling session with supervisor and served with final warning in May still he has shown no improvement.

Therefore, it is recommended to issue him Show cause letter to acquire his stance, followed by disciplinary action in case of unsatisfactory response received

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

Regards,

Naila Nizam

Project Manager

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Tel: +92-51-111-111-920, Cell: [Cell:0345-8566181](tel:0345-8566181)

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

From: "KHAN, Muneeba" <khanmun@who.int>

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Cc: District East Karachi DEOC <dpcreast@gmail.com>, "ALI JATOI, Asif" <aliasi@who.int>

Bcc:

Date: Thu, 12 Aug 2021 11:31:29 +0500

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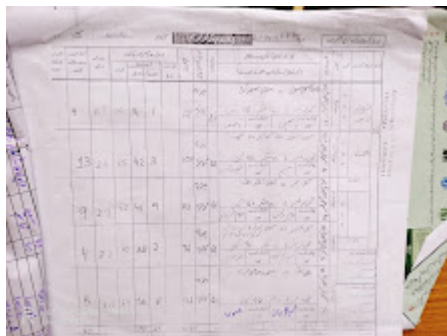
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Regards,

Dr Muneeba Hashmi

7 attachments

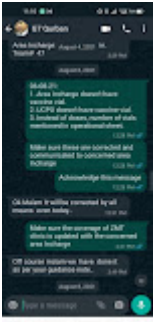







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SNID August issues.jpeg

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-  **Dalmia UCPO issues.eml**
303K
-  **2A Form UC-07 Dalmia.xlsx**
107K

ALI, Asif <asifa@who.int>

Tue, Aug 17, 2021 at 1:14 PM

To: Naila Nizam <naila@ctc.org.pk>

Cc: "ASLAM, Shaista" <aslamsh@who.int>, "ALI, Syed Imran" <alisyed@who.int>, "SEID, Zahra" <seidz@who.int>, Naveed Haider <naveedhaider.ctc@gmail.com>, "majid@ctc.org.pk" <majid@ctc.org.pk>

Go ahead please

Dr Asif Ali Zardari

PPEO / WHO / SINDH

asifa@who.int / +92 333 7080705

From: Naila Nizam <naila@ctc.org.pk>

Sent: Friday, August 13, 2021 10:26 AM

To: ALI, Asif <asifa@who.int>

Cc: ASLAM, Shaista <aslamsh@who.int>; ALI, Syed Imran <alisyed@who.int>; SEID, Zahra <seidz@who.int>; 'Naveed Haider' <naveedhaider.ctc@gmail.com>; majid@ctc.org.pk <majid@ctc.org.pk>

Subject: [EXT] FW: Performance Issues of Mr Qurban UCPO Dalmia-07 Gulshan-e-Iqbal Town

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