



Naveed Haider <naveedhaider.ctc@gmail.com>

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

16 messages

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**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.

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**From:** BABU, Kelash [mailto:[babuk@who.int](mailto:babuk@who.int)]  
**Sent:** Thursday, 12 August 2021 11:40 am  
**To:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Cc:** ALI, Asif <[asifa@who.int](mailto: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](#)

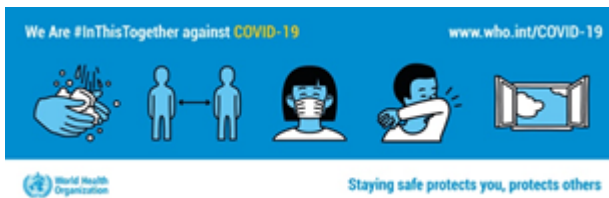
Area Coordinator

District East-Karachi

WHO-PEI Sindh, Pakistan

+923003275533

Email: [babuk@who.int](mailto:babuk@who.int)



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**Naila Nizam** <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
To: Naveed Haider <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>

Thu, Aug 12, 2021 at 4:09 PM

[Quoted text hidden]

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

From: "KHAN, Muneeba" <[khanmun@who.int](mailto:khanmun@who.int)>

To: "BABU, Kelash" <[babuk@who.int](mailto:babuk@who.int)>

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

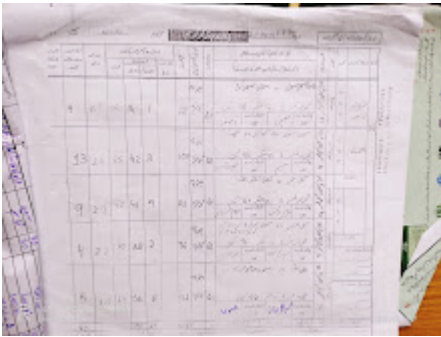
1. Area Incharge doesn't have vaccine vial.
2. UCPO doesn't have vaccine vial.
3. Instead of doses, number of vials mentioned in operational sheet.
4. A fix site (Chase departmental store- AS Musarrat) was re-located to ZMT clinic because of closure of store due to lockdown, but the coverage of fix site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

The attachments are provided for your perusal.

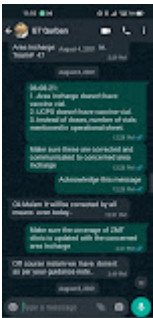
Regards,  
Dr Muneeba Hashmi

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#### 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

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**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**

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**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]

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**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)

[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,

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

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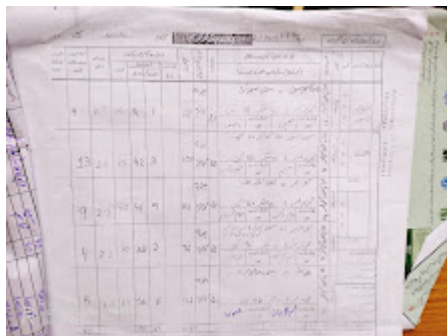
The attachments are provided for your perusal.

Regards,

Dr Muneeba Hashmi

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#### 7 attachments

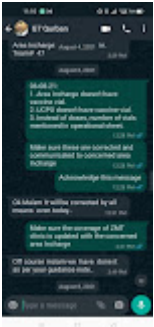







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**SNID August issues.jpeg**

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

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**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](mailto:asifa@who.int) / +92 333 7080705

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**From:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

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

**To:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>

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

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

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**Naila Nizam** <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

Wed, Sep 1, 2021 at 12:16 PM

To: Naveed Haider <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>

Dear Dr. Asif,

In continuation to below email, please be informed that UCPO Mr. Qurban Ali was issued show cause letter on account of poor performance and his response has been reviewed and found to be unsatisfactory by the Supervisor. *UCPO's Response and IO's feedback are attached as a reference.*

Previously, Mr. Qurban Ali was previously for his unprofessional attitude and poor performance and was served with Final warning on 19th May,2021. Addition to this, he was also marked as “need improvement” in his last performance appraisal activity.

*As UCPO Mr. Qurban Ali has mentioned in his response that it's nothing more than targeting me as Sindhi UCPO. Even if it so, kindly allocates me from East district to South District so that I may sustain my livelihood for my family.*

*It was clearly mentioned in his final warning that if any negligence of such nature is reported in future, your employment contract will be terminated with immediate effect. Therefore, he is recommended for termination on account of poor performance.*

@naveed: Attach IO Reports and showcause letter issued to him and his final warning and his appraisal form.

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:[0345-8566181](tel:0345-8566181)

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#### 2 attachments



**CTC Reponse to Showcause August (Quaban Ali).pdf**  
196K



**2 A forms mistkes by all UCPOs SNID Agust 2021.pdf**  
108K

Madam,

Find the attached required documents.

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[Quoted text hidden]

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**4 attachments**



**Qurban Ali - Show Cause letter.pdf**

588K



**Response of IO (supervisor).pdf**

81K



**Qurban Ali performance appraisal.pdf**

987K



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

549K

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**Naila Nizam** <naila@ctc.org.pk>

Thu, Sep 2, 2021 at 11:12 AM

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

Cc: Zahra <seidz@who.int>, aslamsh@who.int, alisyed@who.int, majid@ctc.org.pk, Naveed Haider <naveedhaider.ctc@gmail.com>

Dear Dr. Asif,

In continuation to below email, please be informed that UCPO Mr. Qurban Ali was issued show cause letter on account of poor performance and his response has been reviewed and found to be unsatisfactory by the Supervisor. (*UCPO's Response and IO's feedback are attached as a reference*).

Previously, Mr. Qurban Ali was reported for his unprofessional attitude and poor performance and was served with Final warning on 19th May,2021. Addition to this, he was also marked as "need improvement" in his last performance appraisal activity held in June,2021. (*final Warning and performance appraisal form attached for reference*)

As per our telephonic detailed discussion on the case, he is recommended for a final warning with non-extension of the employment contract as it expires on 30th Sept,2021.

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[Quoted text hidden]

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**4 attachments**



**Qurban Ali - Show Cause letter.pdf**

588K



**Response of IO (supervisor).pdf**

81K



**Qurban Ali performance appraisal.pdf**

987K



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

549K

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**Naveed Haider** <naveedhaider.ctc@gmail.com>

Wed, Sep 15, 2021 at 3:13 PM

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

Madam,







Its pending from WHO side

[Quoted text hidden]

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**4 attachments**

-  **Qurban Ali - Show Cause letter.pdf**  
588K
-  **Response of IO (supervisor).pdf**  
81K
-  **Qurban Ali performance appraisal.pdf**  
987K
-  **Qurban Ali- Final warning letter.pdf**  
549K

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

Fri, Sep 17, 2021 at 3:16 PM

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

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

Date: Thu, Sep 2, 2021 at 11:12 AM

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

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





Cc: Zahra <seidz@who.int>, <aslamsh@who.int>, <alisyed@who.int>, <majid@ctc.org.pk>, Naveed Haider <naveedhaider.ctc@gmail.com>

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**4 attachments**

-  **Qurban Ali - Show Cause letter.pdf**  
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-  **Response of IO (supervisor).pdf**  
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-  **Qurban Ali performance appraisal.pdf**  
987K
-  **Qurban Ali- Final warning letter.pdf**  
549K

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**Naila Nizam** <naila@ctc.org.pk>

To: Zahra <seidz@who.int>

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

Fri, Sep 17, 2021 at 3:16 PM

Dear Dr. Zahra,

Your kind approval and comment is requested on the below case of Mr. Qurban Ali UCPO.

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:[0345-8566181](tel:0345-8566181)

---

**From:** Naila Nizam [mailto:[naila@ctc.org.pk](mailto:naila@ctc.org.pk)]

**Sent:** Thursday, 2 September 2021 11:12 am

**To:** 'ALI, Asif' <[asifa@who.int](mailto:asifa@who.int)>

**Cc:** 'Zahra' <[seidz@who.int](mailto:seidz@who.int)>; 'aslamsh@who.int' <[aslamsh@who.int](mailto:aslamsh@who.int)>; 'alisyed@who.int' <[alisyed@who.int](mailto:alisyed@who.int)>; 'majid@ctc.org.pk' <[majid@ctc.org.pk](mailto:majid@ctc.org.pk)>; 'Naveed Haider' <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>

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

Dear Dr. Asif,

In continuation to below email, please be informed that UCPO Mr. Qurban Ali was issued show cause letter on account of poor performance and his response has been reviewed and found to be unsatisfactory by the Supervisor. (*UCPO's Response and IO's feedback are attached as a reference*).

Previously, Mr. Qurban Ali was reported for his unprofessional attitude and poor performance and was served with Final warning on 19th May,2021. Addition to this, he was also marked as "need improvement" in his last performance appraisal activity held in June,2021. (*final Warning and performance appraisal form attached for reference*)

As per our telephonic detailed discussion on the case, he is recommended for a final warning with non-extension of the employment contract as it expires on 30th Sept,2021.

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

[Quoted text hidden]

[Quoted text hidden]

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**Naveed Haider** <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>

Tue, Sep 21, 2021 at 3:19 PM

To: "ASLAM, Shaista" <[aslamsh@who.int](mailto:aslamsh@who.int)>

Cc: Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

Dear Ms Shaista,

Approval is pending on the below case of UCPO Qurban Ali. Kindly process it for approval for further necessary action.

[Quoted text hidden]

---

**ASLAM, Shaista** <[aslamsh@who.int](mailto:aslamsh@who.int)>

Tue, Sep 21, 2021 at 3:38 PM

To: "SEID, Zahra" <[seidz@who.int](mailto:seidz@who.int)>

Cc: "ALI, Asif" <asifa@who.int>, "ALI, Syed Imran" <alisyed@who.int>, "majid@ctc.org.pk" <majid@ctc.org.pk>, Naveed Haider <naveedhaider.ctc@gmail.com>, "naila@ctc.org.pk" <naila@ctc.org.pk>

Dear Dr Zahra,

Your approval on below email regarding satisfactory response of UCPO Qurban Ali against the show cause notice issued to him. He also has a final warning on his file with previous performance issues, contract non-extension effective September 30, 2021 is recommended for him.

Regards,

**Shaista Aslam** | Prov.HR Assistant | WHO PEI Sindh | Cell: 03008384732

Web: [www.who.int](http://www.who.int)

Follow WHO on [Facebook](#) | [Twitter](#) | [YouTube](#) | [Instagram](#)

-



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**ALI, Asif** <asifa@who.int> Fri, Oct 1, 2021 at 6:56 PM  
To: "SEID, Zahra" <seidz@who.int>  
Cc: "ASLAM, Shaista" <aslamsh@who.int>, "naila@ctc.org.pk" <naila@ctc.org.pk>, "naveedhaider.ctc@gmail.com" <naveedhaider.ctc@gmail.com>

Dear Dr Zahra,  
Please see below email

**Dr Asif Ali Zardari**  
PPEO / WHO / SINDH  
[asifa@who.int](mailto:asifa@who.int) / +92 333 7080705

---

**From:** ASLAM, Shaista <aslamsh@who.int>  
**Sent:** Tuesday, September 21, 2021 3:38 PM  
**To:** SEID, Zahra <seidz@who.int>  
**Cc:** ALI, Asif <asifa@who.int>; ALI, Syed Imran <alisyed@who.int>; majid@ctc.org.pk <majid@ctc.org.pk>; 'Naveed Haider' <naveedhaider.ctc@gmail.com>; naila@ctc.org.pk <naila@ctc.org.pk>

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**SEID, Zahra** <seidz@who.int>

Fri, Oct 1, 2021 at 7:04 PM

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

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

Dear Naila

I discussed with DDPO Dr Kelash . Contract non-extension approved

Best Regards,

Zahra

---

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

**Sent:** Friday, September 17, 2021 3:17 PM

**To:** SEID, Zahra <seidz@who.int>

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