FYI

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

CHIP Training & Consulting Pvt. Ltd

Peshawar | [www.ctc.org.pk](http://www.ctc.org.pk/)

Contact:0349-7760730

**From:** ABBAS, Waseem [mailto:wabbas@who.int]
**Sent:** Friday, October 15, 2021 8:58 AM
**To:** 'Naila Nizam' <naila@ctc.org.pk>; Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Cc:** AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
**Subject:** FW: [EXT] RE: Explanations from UC level staff

Dear Colleagues,

Kindly check below email and proceed as per SOP.

Regards

Waseem Abbas

**From:** MOHAMED, Gedi <mohamedge@who.int>
**Sent:** Friday, 15 October 2021 12:55 AM
**To:** ABBAS, Waseem <wabbas@who.int>
**Cc:** KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
**Subject:** Re: [EXT] RE: Explanations from UC level staff

Approved.

Regards,

Gedi

Get [Outlook for iOS](https://aka.ms/o0ukef)

**From:** ABBAS, Waseem <wabbas@who.int>
**Sent:** Wednesday, October 13, 2021 11:24 AM
**To:** MOHAMED, Gedi
**Cc:** KAMRAN, Waheed; AURANGZEB KHAN, Mazhar; KHAN, Faizan
**Subject:** RE: [EXT] RE: Explanations from UC level staff

Dear Sir,

12 UCPOs and 1 TPO working in Orakzai were reported by Immunization officer on account of Non-Professional attitude. CTC after investigation and through feedback received from their first level supervisor found the response of 4 UCPOs and 1 TPO as “Unsatisfactory”. The details are mentioned for review and request for approval of actions as per agreed SOP;

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| S.No | Employee | Job Title | Tehsil | UC | Previous Disciplinary Action | Action Taken | Response Status | Recommendations |
| 1 | Shahzada | TPO | Ismail Zai |   | Warning letter issued on account of absenteeism dated 29 Dec-2020 | Explanation issued on account of Poor Performance | Unsatisfactory | Final written warning |
| 2 | Muhammad Ilyas  | UCPO | Upper Orakzai | Spaider Ali Khel | Nil | Explanation issued on account of Non Serious and Casual Attitude | Unsatisfactory | Written Warning |
| 3 | Dilnawaz | UCPO | Ismail Zai | Beland Khel | Warning letter issued on account of absenteeism dated 29 Dec-2020 | Explanation issued on account of Non Serious and Casual Attitude | Unsatisfactory | Final written warning |
| 4 | Tehsin Ullah   | UCPO | Ismail Zai | Daradar Mamozi | Nil | Explanation issued on account of Non Serious and Casual Attitude | No response received  | Written Warning |
| 5 | Shehzad Ahmad | UCPO | Central Orakzai | Sre gare | Nil | Explanation issued on account of Non Serious and Casual Attitude | Unsatisfactory | Written Warning |

Thank you

Waseem Abbas

**From:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Sent:** Wednesday, 13 October 2021 11:08 AM
**To:** ABBAS, Waseem <wabbas@who.int>
**Cc:** MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>; awais@ctc.org.pk; 'Naila Nizam' <naila@ctc.org.pk>
**Subject:** RE: [EXT] RE: Explanations from UC level staff

Dear Waseem,

Greetings!

Sorry for inconvenience caused, please find attached revised action sheet.

If you need any further information regarding the same please do let me know.

Best Regards,

Shahid Ali

Regional Coordinator - KP

**From:** ABBAS, Waseem [mailto:wabbas@who.int]
**Sent:** Wednesday, October 13, 2021 9:32 AM
**To:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Cc:** MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>; awais@ctc.org.pk; 'Naila Nizam' <naila@ctc.org.pk>
**Subject:** RE: [EXT] RE: Explanations from UC level staff

Dear Shahid,

The sheet contain a lot of “Typo errors” kindly rectify.

Mr. Shahzada, TPO is recommended for 2 warnings on different matters; isn’t it should be a “Final Warning”  instead of giving two warnings to the same person at the same time; both the matters are related to non-professionalism.

Regards

Waseem Abbas

**From:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Sent:** Tuesday, 12 October 2021 4:33 PM
**To:** ABBAS, Waseem <wabbas@who.int>
**Cc:** KHAN, Faizan <khanfai@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; awais@ctc.org.pk; 'Naila Nizam' <naila@ctc.org.pk>
**Subject:** RE: [EXT] RE: Explanations from UC level staff

Dear Waseem,

This is refer to below emails. Please find attached responses of UCPOs/TPOs – Orakzai along with feedback of their supervisor for management review and approval of taking disciplinary action mentioned in attached excel sheet.

Best Regards,

Shahid Ali

**From:** ABBAS, Waseem <wabbas@who.int>
**Sent:** Friday, September 24, 2021 10:54 AM
**To:** Naila Nizam <naila@ctc.org.pk>
**Cc:** MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>; awais@ctc.org.pk
**Subject:** RE: [EXT] RE: Explanations from UC level staff

Dear Naila,

Thank you for your email. Kindly share report for management review.

Thank you

Waseem Abbas

**From:** Naila Nizam <naila@ctc.org.pk>
**Sent:** Friday, 24 September 2021 10:52 AM
**To:** ABBAS, Waseem <wabbas@who.int>
**Cc:** KHAN, Faizan <khanfai@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; awais@ctc.org.pk
**Subject:** [EXT] RE: Explanations from UC level staff

Dear Mr. Waseem,

With reference to the below complaint reported by IO Orakzai Dr Naeem Kamal against 9 UCPOs and 2 TPOs for showing non-serious & casual attitude, it is suggested to issue them explanation letters followed by disciplinary action if the responses are found to be unsatisfactory.

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

**From:** ANWAR, Rizwan [mailto:anwarr@who.int]
**Sent:** Thursday, 23 September 2021 7:20 pm
**To:** Naila Nizam <naila@ctc.org.pk>
**Cc:** pdakohatdiv@gmail.com; Shahzad HASSAN <shhassan@who.int>; KAMAL, Naeem <nkamal@who.int>; ALI, Fawad <fali@who.int>; ABBAS, Waseem <wabbas@who.int>; KHAN, Faizan <khanfai@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>
**Subject:** FW: Explanations from UC level staff

Dear Miss Naila , aoa

Please find below communication from IO Orakzai Dr Naeem Kamal for your kind information and necessary action .

Regards

Rizwan

**From:** KAMAL, Naeem <nkamal@who.int>
**Sent:** Tuesday, 14 September 2021 2:32 PM
**To:** ayesha.naeem@ctc.org.pk
**Cc:** Shahzad HASSAN <shhassan@who.int>; ANWAR, Rizwan <anwarr@who.int>; ALI, Fawad <fali@who.int>; KHAN, Faizan <khanfai@who.int>; ABBAS, Waseem <wabbas@who.int>
**Subject:** Explanations from UC level staff

Dear CTC!

Greetings! Please call explanation from all the staff working at district Orakzai working as UCPOs and TPOs for not being able to provide the private health practionier, faith healers, quacks and informal health care providers list as directed despite of multiple reminders. The names of staff are as follows:

1. Mr Syed Muhammad Tahir      TPO
2. Shahzada                                     TPO
3. Shahzeb Khan                              UCPO
4. Muhammad Shabir                     UCPO
5. Shahzad Ahmad                           UCPO
6. Tehsin Ullah                                   UCPO
7. Shafqat Ullah                                 UCPO
8. Dilnawaz Khan                               UCPO
9. Nasir Hayat                                    UCPO
10. Syed Alam                                       UCPO
11. Ilyas Khan                                         UCPO

Regards

***​Dr Naeem Kamal***

***Immunization Officer***

***District Orakzai***

*Cell# 0333-9990948*