



Naveed Haider <naveedhaider.ctc@gmail.com>

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## Poor Performance UCPO Naseer UCPO Mauripur

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ALI, Asif <asifa@who.int>

Fri, Oct 29, 2021 at 7:05 PM

To: Naveed Haider <naveedhaider.ctc@gmail.com>, "DURRANI, Saima" <durrانى@who.int>

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

proceed please.

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

**Sent:** Thursday, October 28, 2021 3:32:36 PM

**To:** DURRANI, Saima <durrانى@who.int>

**Cc:** ALI, Asif <asifa@who.int>; Naila Nizam <naila@ctc.org.pk>

**Subject:** Fwd: [EXT] Re: Poor Performance UCPO Naseer UCPO Mauripur

Dear Ms Saima,

The IO has shared some serious observations in the MR microplan as mentioned in the appended mail & he has recommended for issuance of a warning letter to the concerned UCPO. However, as per SOP it is recommended to issue a show cause letter on account of professional negligence to the UCPO to get his stance on the subject matter.

Kindly proceed with it for approval.

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

**From:** KUMAR, Haresh <kumarha@who.int>

**Date:** Thu, Oct 28, 2021 at 12:25 AM

**Subject:** Re: [EXT] Re: Poor Performance UCPO Naseer UCPO Mauripur

**To:** Naseer Ahmed <na2528977@gmail.com>

**Cc:** NISAR, Omar <nisar@who.int>, naveedhaider.ctc@gmail.com <naveedhaider.ctc@gmail.com>, DHCSO Sawab Gul <sawabgul143@gmail.com>

Dear Naseer UCPO UC Mauripur Keamari Town,

With reference to first my visit and observation dated 25<sup>th</sup> October 2021 where I had fully support you with technical guidance to improve your work performance despite the worst situation observed in training but it's really level of disappointment as you had used influenced on me by asking someone by caste Jagirani from IG POLICE OFFICE who was asking for leniency which you had confessed Infront of DDPO also.

Even though I have continued my extended support on 26<sup>th</sup> October 2021 by conducted training session of skilled and social mobilizer at BHU Younisabad,

But it's really shocking and program damaging on 27<sup>th</sup> Oct 21 when I had done desk validation where observed following majors Gaps in Measles Rubella Microplan for which you had attended training sessions

- Changed formats of UCMO and Team booklet
- Deleted School Registration formats by yourself
- Deleted Madarsa List
- School plan have no date or team number assigned
- Team Basic Data have no Outreach site mentioned
- No single sheet of team daily session plan attached with MR microplan
- No single sheet Team basic data
- Team route map present with identifying Outreach sites/Boundries
- UCMO session plan blank format

- Vaccine and Logistic requirement in points
- No School community school session plan attached with MP
- UC supervision plan of UC staff is not included
- Transportation plan is not justifiable and logical as required 19 Rakshaw (12 seater) although SM and Team assistant are local and multiple skilled can be reach destination with 3-5 Raksha
- Waste management plan
- Blank UC consolidated sheet

So all these joint gaps of training and microplanning will badly damage program activities along with influence on your 1<sup>st</sup> level supervisors for leniency is crime for which recommended for official warning from DDPO as well as from CTC.

Attached snapshots of Microplan.

CC Naveed for issuance of official warning on Use of Power, Misconduct and Negligence

Regards

Dr Haresh Khiani

DDOSO Keamari

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**From:** Naseer Ahmed <[na2528977@gmail.com](mailto:na2528977@gmail.com)>

**Sent:** Monday, October 25, 2021 2:30 PM

**To:** KUMAR, Haresh <[kumarha@who.int](mailto:kumarha@who.int)>

**Cc:** NISAR, Omar <[nisaru@who.int](mailto:nisaru@who.int)>; naveedhaider.ctc@gmail.com <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>; DHCSO Sawab Gul <[sawabgul143@gmail.com](mailto:sawabgul143@gmail.com)>; MEMON, Sarang Manzoor <[memons@who.int](mailto:memons@who.int)>

**Subject:** [EXT] Re: Poor Performance UCPO Naseer UCPO Mauripur

Acknowledged. Sir i will do my best for next session and i also improve my performance

On Mon, Oct 25, 2021, 2:10 PM KUMAR, Haresh <[kumarha@who.int](mailto:kumarha@who.int)> wrote:

Dear Naseer UCPO Mauripur,

With Reference to my visit on dated 25<sup>th</sup> Oct 2021 where found following major points which was due to your negligent attitude at UC level

- Training Finished at 11AM although message was that to carry on training session with practical role of Social Mobilizer till 2PM from TDOSO Sawab Gul
- No Referral slips were used during training session in your presence
- No Practical session on filling of Referral slips compilations
- On inquiry also found No practice on tally sheet filling in Assistant training session
- While Random check found you had also missed to add SINA Hospital and PAF Hospital as Fix site revealed as Poor microplanning

These findings are not tolerable as being Union council Polio Officer where we expect good quality microplanning and supportive qualitative implementation of training sessions under your presence but you have failed in both so its warning for you to improve your quality of working otherwise disciplinary accountability action will be taken against your negligent working attitude.

Regards

Dr Haresh Khiani

DDOSO Keamari

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**Regards,  
Naveed Haider  
Project Officer  
CTC - Sindh  
Cell: 03408444500**