

Naveed Haider

From: Naveed Haider [naveed@ctc.org.pk]
Sent: Monday, December 27, 2021 10:58 AM
To: 'DURRANI, Saima'
Cc: 'ALI, Asif'; 'Naila Nizam'; 'faysal@ctc.org.pk'
Subject: FW: [EXT] RE: SERIOUS BEHAVIOUR ISSUES OF Ms. MUSFIRA- UCPO UC 4 NAI ABADI
Attachments: UCPO Musfira statement.pdf

Dear Ms Saima,

This is for your information that UCPO Ms Musfira counseling session has been conducted by CTC on 8th December. The statement of UCPO is attached for your reference. It has been shared with the Area Coordinator and his feedback is in the appended email.

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

From: NISAR, Omar [mailto:nisaru@who.int]
Sent: Monday, December 20, 2021 9:48 PM
To: Naveed Haider
Cc: ALI, Asif; KUMAR, Haresh; DURRANI, Saima; 'Naila Nizam'
Subject: RE: [EXT] RE: SERIOUS BEHAVIOUR ISSUES OF Ms. MUSFIRA- UCPO UC 4 NAI ABADI

Dear Naveed Sb,

Thank you for your prompt intervention. Since in her written statement, the UCPO has agreed on improving her professional behavior, I have all the reasons to believe that she would do so. Her conduct and behavior would be closely monitored and reported to the CTC if required.

As for the complaints against the Area Supervisor Nazia, reportedly the UCPO and the AS are friends and the altercation was because of personal and not professional reasons. Being in a senior position, the UCPO should have avoided confrontation and handled the issue professionally.

Regards,

Dr. Omar Nisar Qureshi

*Deputy District Polio Officer, KHI KEAMARI
(Area Coordinator-WHO)*
Cell: 0345-8401591
Email: nisaru@who.int

From: Naveed Haider <naveed@ctc.org.pk>
Sent: Tuesday, December 21, 2021 10:55 PM
To: NISAR, Omar <nisaru@who.int>
Cc: ALI, Asif <asifa@who.int>; KUMAR, Haresh <kumarha@who.int>; DURRANI, Saima <durrانى@who.int>; 'Naila Nizam' <naila@ctc.org.pk>
Subject: RE: [EXT] RE: SERIOUS BEHAVIOUR ISSUES OF Ms. MUSFIRA- UCPO UC 4 NAI ABADI

Dear Dr Umar,

A soft reminder for your feedback.

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

From: Naveed Haider [<mailto:naveed@ctc.org.pk>]
Sent: Saturday, December 11, 2021 12:47 PM
To: 'NISAR, Omar'
Cc: 'ALI, Asif'; 'KUMAR, Haresh'; 'DURRANI, Saima'; 'Naila Nizam'
Subject: RE: [EXT] RE: SERIOUS BEHAVIOUR ISSUES OF Ms. MUSFIRA- UCPO UC 4 NAI ABADI

Dear Dr Umar,

Here is the attached statement of UCPO. Sorry for the inconvenience.

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

From: NISAR, Omar [<mailto:nisaru@who.int>]
Sent: Friday, December 10, 2021 6:24 AM
To: Naveed Haider
Cc: ALI, Asif; KUMAR, Haresh; DURRANI, Saima; 'Naila Nizam'
Subject: Re: [EXT] RE: SERIOUS BEHAVIOUR ISSUES OF Ms. MUSFIRA- UCPO UC 4 NAI ABADI

Dear Naveed sb,

Attachement is missing.Kindly share.

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From: Naveed Haider <naveed@ctc.org.pk>

Sent: Friday, 10 December 2021, 12:01 pm

To: NISAR, Omar

Cc: ALI, Asif; KUMAR, Haresh; DURRANI, Saima; 'Naila Nizam'

Subject: [EXT] RE: SERIOUS BEHAVIOUR ISSUES OF Ms. MUSFIRA- UCPO UC 4 NAI ABADI

Dear Dr Omar,

UCPO Musfira was called to CTC Karachi office on the subject matter mentioned above on 8th December, where the CTC focal person at Karachi and representative from head office take a counseling session with her through zoom link. UCPO in a written statement apologize from her supervisors for her behavior and promised to work in her behavior and attitude to make it better for future. She has grievance with her UC supervisor Nazia (SHMA employee) behavior with her, which I have discussed with you in detail. The statement of UCPO is attached with this email for your reference.

Moreover, We will ensure this in future and communicate to her that she shall share and discuss her issues and grievances directly to her immediate supervisors or CTC.

Kindly share your feedback on this.

Regards,

Naveed Haider

Project Officer-PTPP

CTC - Sindh

Cell: 03408444500

From: NISAR, Omar [<mailto:nisaru@who.int>]

Sent: Monday, December 6, 2021 9:46 PM

To: Naveed Haider

Cc: ALI, Asif; SEID, Zahra; KUMAR, Haresh; DURRANI, Saima

Subject: SERIOUS BEHAVIOUR ISSUES OF Ms. MUSFIRA- UCPO UC 4 NAI ABADI

Dear Naveed,

I would like to report the matter of serious attitude problem of UCPO Musfira. She has been creating conflict with all partners and her juniors as well. A complaint was received to the Deputy Commissioner from one of the supervisors alleging misbehavior on part of UCPO Musfira. When the UCPO was called to the DEOC for a counselling session in presence of the Immunization Officer Dr Haresh on 7/12/21, instead of listening to her supervisors she started arguing, alleging she is being wrongfully targeted and that other UCPO have attitude problems as well but they are not being questioned.

In spite of being told that the GPEI partners are deployed to work with multiple stake holders without creating conflicts, the UCPO was adamant and her hostile attitude towards both her supervisors brought the counselling session to an abrupt end.

In the past she has had issues with the TSV Keamari, TCO Keamari and TDOSO Keamari. Due to this reason, she was transferred to UC 4 Baldia, however the issues persist. During her tenure in UC 4 Baldia she has had issues with the TDOSO, TCO, UC level staff and area supervisors. The same has also been reflected in her performance appraisal.

The UCPO has no regards for her position and role. An attempt to counsel the UCPO at the DEOC failed. It is suggested that the UCPO be called to CTC and counselled.

As the 2nd level supervisor, I recommend that the UCPO be issued a written warning clearly asking her to improve her workplace attitude. Subsequently if the problem persists, she may be transferred to another district.

A previous email advising the UCPO to correct her behavior is also attached.