

Shahid Ali/Regional Coordinator-KP

From: Muhammad Javed <javedwho@gmail.com>
Sent: Tuesday, December 28, 2021 8:16 PM
To: Shahid Ali
Cc: faysal@ctc.org.pk; naila@ctc.org.pk; KAMAL, Muhammad; KHURSHID, Muhammad Naveed
Subject: Reply of the "Explanation letter"

Respected HR
Chip Training and Consulting

With due Respect Received Your Explanation against me. Respected HR I am working as a UCPO in Yaka toot1 since 2015. During my 6 Years Tenure I have tried my best to ensure and Create a Professional environment for Area Supervisors and Vaccinators whether they were Non CBV staff or CBV staff since 2016. I have performed my duty with full Commitment and sincerity, my first level and second level Supervisors will testify it.

I have always tried to be professional with PEI, EPI, Govt and other Partner staff. I have never ever used abusive language against any one whether they are PEI, EPI ,Govt or other Partners staff. According to Leaves policy I would like to say that I have never ever Rejected the first level Supervisors Recommended Leaves. Some Leaves of CHWs were Rejected by the then EX UCDO Meherunisa and marked absent on the basis of no information and shared that absentees Emails with the "PEOPLE". All other Recommended Leaves are on the Record and Provided. I personally didn't Rejected any Recommended leave but tried to solve the issues between the CHWs and Area Supervisors. I am Fully Supporting every one because the support and Facilitation of the Staff is in my TORs whether they are PEI,EPI,Govt or other Partners staff. How can I deny my TORs. According to the "Impact Team" visit and Rewriting of Proforma's I would like to say that first of all the Impact Team visit was for the Improvement of Quality of Campaign and to take the Suggestions from the field worker's, the Sessions was not for the complaints of Supervisors. Second the Impact Team was conducting their sessions in a Separate Hall and duration of my visit to the hall was hardly 2 to 3 minutes just only to ask from the Impact Team if they need any further help.

According to not allowing Staff to leave the Premises I would like to say that according to the ERU the daily evening end time is 4pm. During Pre and Post Campaign days the CHWs and HHMS normally visit 10 HH and some conducts the mobilization activities. These Activities ends normally till 12pm and after this they starts demands for the leave which is against the Rules. Our normal days ends at 2pm despite 4pm end timing from ERU we ends our day at 2pm same with the Govt staff and everyone marks his or her evening leaving time in the Register. While During Campaign the time depends on collection and compilation of the Data of Area Supervisors . But we tries our best to wind up the activity till 4pm.

So therefore with Respect I would like to say that these Allegations are base less and the Respected HR can confirm my Statement and Testify it from my 1st level, 2nd level Supervisors and other Govt or Partners staff Colleagues. I hope that the Respected HR of CTC and my 1st level supervisors and 2nd supervisors will dismiss these baseless allegations.

Regards
Muhammad javed
UCPO Yakatoot1