

## Naveed Haider

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**From:** DURRANI, Saima [durrani@who.int]  
**Sent:** Sunday, February 6, 2022 11:53 PM  
**To:** Naveed Haider  
**Subject:** FW: [EXT] Re: Issuance of warning to MR Abrar, UCPO UC5 Songal

Dear Mr.Naveed,

Please find below approval from Dr Zahra.

**Best Regards.**

**Saima Durrani - Team Assistant / Security - PEER HELPER - WHO-PEI**  
**Cell + 92 303 2896549 | Karachi | [durrani@who.int](mailto:durrani@who.int) | [saimadurrani2011@hotmail.com](mailto:saimadurrani2011@hotmail.com)**

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**From:** SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>  
**Sent:** Friday, January 28, 2022 11:21 AM  
**To:** DURRANI, Saima <[durrani@who.int](mailto:durrani@who.int)>  
**Cc:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>  
**Subject:** RE: [EXT] Re: Issuance of warning to MR Abrar, UCPO UC5 Songal

APPROVED

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**From:** DURRANI, Saima <[durrani@who.int](mailto:durrani@who.int)>  
**Sent:** Friday, January 28, 2022 10:54 AM  
**To:** SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>  
**Cc:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>  
**Subject:** FW: [EXT] Re: Issuance of warning to MR Abrar, UCPO UC5 Songal

Dear Dr. Zahra,

Please do needful.

**Best Regards.**

**Saima Durrani - Team Assistant / Security - PEER HELPER - WHO-PEI**  
**Cell + 92 303 2896549 | Karachi | [durrani@who.int](mailto:durrani@who.int) | [saimadurrani2011@hotmail.com](mailto:saimadurrani2011@hotmail.com)**

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**From:** Naveed Haider <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>  
**Sent:** Friday, January 28, 2022 11:04 PM  
**To:** DURRANI, Saima <[durrani@who.int](mailto:durrani@who.int)>

**Cc:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; [faysal@ctc.org.pk](mailto:faysal@ctc.org.pk); ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>

**Subject:** Re: [EXT] Re: Issuance of warning to MR Abrar, UCPO UC5 Songal

Dear Ms Saima,

A soft reminder for the approval issuance of warning letter to UCPO Mr Abrar.

On Mon, Jan 24, 2022 at 4:09 PM Naveed Haider <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)> wrote:

Dear Ms Saima,

In the continuation to the below email, the **response of the UCPO Mr Abrar** has been marked **unsatisfactory by his AC** and therefore it is recommended to issue the UCPO a **warning letter**. The response of UCPO and his AC feedback is attached with this mail for your reference.

Kindly proceed with it for approval.

On Thu, Jan 6, 2022 at 11:14 PM ALI, Asif <[asifa@who.int](mailto:asifa@who.int)> wrote:

please proceed

**Dr Asif Ali Zardari**

PPEO / WHO / SINDH

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

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

**Sent:** Saturday, January 8, 2022 1:12 AM

**To:** DURRANI, Saima <[durrانى@who.int](mailto:durrانى@who.int)>

**Cc:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>; Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; [faysal@ctc.org.pk](mailto:faysal@ctc.org.pk) <[faysal@ctc.org.pk](mailto:faysal@ctc.org.pk)>

**Subject:** [EXT] Re: Issuance of warning to MR Abrar, UCPO UC5 Songal

Dear Ms Saima,

A soft reminder for the pending case of UCPO Abrar in the appended email.

On Thu, Dec 23, 2021 at 5:03 PM Naveed Haider <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)> wrote:

Dear Ms Saima,

Complaint has been received from the supervisors of UCPO Mr Abrar Ahmed about his non-compliance to the guideline during the NID Dec,2021. The Area Coordinator is recommending the issuance of a warning letter to the UCPO. As per SOP, it is recommended to issue him an explanation letter to get his stance in the subject matter.

Kindly proceed with it for approval.

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

From: **JAMIL, Wasif** <[shaikhw@who.int](mailto:shaikhw@who.int)>

Date: Mon, Dec 20, 2021 at 9:50 PM

Subject: Issuance of warning to MR Abrar, UCPO UC5 Songal

To: Naveed Haider <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>  
Cc: ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>, KHAN, Ishtiaq Ahmed <[iskhan@who.int](mailto:iskhan@who.int)>

Dear Mr Naveed,

I hope this email finds you well. In addition to the observations of first level supervisor, the observations of the second level supervisor are also the same. Kindly take note of the following non-compliance to guidance.

1. In a nomadic settlement falling in the area of assignment of Mr. Abrar, 4 Missed children were found, Despite the notification and verbally guiding the staff, no action was taken by him.
2. Similarly, considering the poor performance of his assigned supervisors, he was guided to do evening activity which was also not done.

Considering the constant lack of adhering to the guidance towards his supervisors, the performance of his assigned area is bound to suffer.

Therefore, it is recommended to issue an official warning and take disciplinary action as per SOPs.

Best Regards,  
Dr Wasif Jamil Shaikh  
Area Coordinator West

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**From:** KHAN, Ishtiaq Ahmed <[iskhan@who.int](mailto:iskhan@who.int)>  
**Sent:** Tuesday, December 14, 2021 10:16 PM  
**To:** JAMIL, Wasif <[shaikhw@who.int](mailto:shaikhw@who.int)>  
**Cc:** Naveed Haider <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>  
**Subject:** Request for Guidance

Dear Dr. Wasif,

As we know that Songal is at high risk due to frequent travelers/migrants from Afghanistan and KPK. We all are more vigilant and working extra hard to keep the area clear from circulation of Polio Virus. Many thanks for your support during the intra campaign supportive supervision in Songal. Today is the 2<sup>nd</sup> day of NID Dec'21 and performance of some of the Area Supervisors are below the bench mark and they are marked as RED. All UC staff is strictly instructed to pay keen interest and full attention to bring the House to House and Same Day Coverage, up to the required percentage. In this regard, today, some of the UC Staff worked hard and helped their assigned AS in bringing their coverage up but unfortunately UCPO Abrar did not take any obvious steps to improve the coverage of his assigned AS and as a result his assigned AS was again below the bench mark. Please also find attached some of the previous emails regarding UCPO Abrar.

Please guide me what steps can I take to improve the performance of the UC.

Much Obligated,  
Dr. Ishtiaq Ahmed

Immunization Officer  
Songal, Gadap,  
Distt. West, kKarachi

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

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