

## Naveed Haider

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**From:** Naila Nizam [naila.nizam@chipconsulting.org]  
**Sent:** Wednesday, March 2, 2022 4:25 PM  
**To:** 'Naveed Haider'  
**Subject:** FW: [EXT] Fwd: Accountability and Disciplinary actions against consistent non performing staff  
**Attachments:** SHUFFLING PLAN DISTRICT WEST (2).xlsx; DISTRICT WEST UCPOS CONSENT FORMS.pdf

We have received the approval please coordinate with AC via email and ask him which transfers shall be on hold a

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**From:** AHMAD, Shakeel Muhammad Saleem [mailto:ahmadsh@who.int]  
**Sent:** Wednesday, 2 March 2022 4:22 pm  
**To:** Naila Nizam <naila.nizam@chipconsulting.org>  
**Cc:** PARVEEN, Khalida <parveenk@who.int>  
**Subject:** FW: [EXT] Fwd: Accountability and Disciplinary actions against consistent non performing staff

Dear Naila,

Please find below the federal office approval for UCPO Karachi shuffling for your information and further necessary action.

Regards,  
Shakeel Ahmad

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**From:** ZAHEER, Bilal <zaheerbi@who.int>  
**Sent:** Wednesday, March 2, 2022 3:55 PM  
**To:** AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>  
**Cc:** PARVEEN, Khalida <parveenk@who.int>  
**Subject:** RE: [EXT] Fwd: Accountability and Disciplinary actions against consistent non performing staff

Dear Shakeel,

Please proceed ensuring criteria is met and performance evaluations are revised, decisions are duly approved at provincial level.

Regards,

Bilal

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**From:** AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>  
**Sent:** Wednesday, 2 March 2022 9:19 AM  
**To:** ZAHEER, Bilal <zaheerbi@who.int>  
**Cc:** PARVEEN, Khalida <parveenk@who.int>  
**Subject:** FW: [EXT] Fwd: Accountability and Disciplinary actions against consistent non performing staff

Dear Bilal Sb ,

With reference below email, regarding Shuffling of UCPOs Orangi and Gadap Teshil Karachi district , DEOC has recommended the shuffling of UCPOs of Karachi on the basis of being consistently low performers. Those shuffling is within the same Tehsil , Their consent note are attached .

Provincial team leader has approved their transferred in below email.

Regards,  
Shakeel Ahmad

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**From:** Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Sent:** Friday, February 25, 2022 1:12 PM  
**To:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>; AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Cc:** SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>; ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; [irfan@ctc.org.pk](mailto:irfan@ctc.org.pk); 'Raazia' <[raazia.rehman@ctc.org.pk](mailto:raazia.rehman@ctc.org.pk)>; 'Naveed Haider' <[naveed@ctc.org.pk](mailto:naveed@ctc.org.pk)>  
**Subject:** FW: [EXT] Fwd: Accountability and Disciplinary actions against consistent non performing staff

Dear Mr. Shakeel and Ms. Khalida,

This is to inform you that DEOC has recommended the shuffling of UCPOs of Karachi on the basis of being consistently low performers. The same has been endorsed by PTL in the email trail below. The Shuffling plan and their consent notes are attached herewith for information.

Approval of WHO FO is requested to proceed with the transfer Cases.

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](tel:+92-51-111-111-920), Cell:[0345-8566181](tel:0345-8566181)

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**From:** SEID, Zahra [<mailto:seidz@who.int>]  
**Sent:** Wednesday, 23 February 2022 9:31 am  
**To:** ALL, Asif <[asifa@who.int](mailto:asifa@who.int)>  
**Cc:** [naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com); [naila@ctc.org.pk](mailto:naila@ctc.org.pk); DURRANI, Saima <[durrانى@who.int](mailto:durrانى@who.int)>; JAMIL, Wasif <[shaikhw@who.int](mailto:shaikhw@who.int)>  
**Subject:** RE: [EXT] Fwd: Accountability and Disciplinary actions against consistent non performing staff

Dear All

This is the decision taken by the district team for the program improvement . No objection from the provincial team Approved .

Best Regards,  
Zahra

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**From:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>  
**Sent:** Wednesday, February 23, 2022 9:25 AM  
**To:** SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>  
**Cc:** [Naveedhaider.ctc@gmail.com](mailto:Naveedhaider.ctc@gmail.com); [naila@ctc.org.pk](mailto:naila@ctc.org.pk); DURRANI, Saima <[durrانى@who.int](mailto:durrانى@who.int)>; JAMIL, Wasif <[shaikhw@who.int](mailto:shaikhw@who.int)>  
**Subject:** Fw: [EXT] Fwd: Accountability and Disciplinary actions against consistent non performing staff

Dear Dr Zahra,  
Below is for your review and approval.

We hold on to shuffling as agreed with Dr Wasif and will do it after NIDs March 2022.  
and for disciplinary actions CTC needs to proceed.  
Regards

**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:** Tuesday, February 15, 2022 6:00 AM  
**To:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>  
**Cc:** DURRANI, Saima <[durrانى@who.int](mailto:durrانى@who.int)>; Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; Faysal <[faysal@ctc.org.pk](mailto:faysal@ctc.org.pk)>  
**Subject:** [EXT] Fwd: Accountability and Disciplinary actions against consistent non performing staff

Dear Dr Asif,

The following email has been received from DEOC West Karachi about the warnings and shuffling plan of UCPOs in district West Karachi.

Your kind feedback is requested on the subject matter.

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

**From:** DEOC WEST <[pcrdcwest@gmail.com](mailto:pcrdcwest@gmail.com)>  
**Date:** Fri, Feb 11, 2022 at 3:11 AM  
**Subject:** Accountability and Disciplinary actions against consistent non performing staff  
**To:** <[saima.aasif.21@gmail.com](mailto:saima.aasif.21@gmail.com)>, Ahmed Ali Shaikh2 <[drshaikh64@hotmail.com](mailto:drshaikh64@hotmail.com)>, Dr Shumaila Sindh NSTOP Team Lead <[sindh.nstopsteamlead@gmail.com](mailto:sindh.nstopsteamlead@gmail.com)>, Dr. Asif Ali Zardari <[asifa@who.int](mailto:asifa@who.int)>, Dr. Shoukat Ali <[shoali@unicef.org](mailto:shoali@unicef.org)>, EOC Sindh <[sindh.eoc@gmail.com](mailto:sindh.eoc@gmail.com)>, Fayaz Hussain Abbasi <[fhabbasi78@gmail.com](mailto:fhabbasi78@gmail.com)>, Muhammad Aman Siddiqui <[aman.pocc@gmail.com](mailto:aman.pocc@gmail.com)>, [nshaikh@who.int](mailto:nshaikh@who.int) <[nshaikh@who.int](mailto:nshaikh@who.int)>, PEOC NSTOP Dr. Zamir Phul <[tsonstopsindh@gmail.com](mailto:tsonstopsindh@gmail.com)>, Zahra Seid <[seidz@who.int](mailto:seidz@who.int)>  
**Cc:** <[akhowaja@unicef.org](mailto:akhowaja@unicef.org)>, Jahanuddin <[jahanuddin@unicef.org](mailto:jahanuddin@unicef.org)>, PDA Kazim <[skshah@who.int](mailto:skshah@who.int)>, Iftikhar Jehan <[iftikharjehan@gmail.com](mailto:iftikharjehan@gmail.com)>, usama khan <[usama\\_act@hotmail.com](mailto:usama_act@hotmail.com)>, Dr Wasif Shaikh <[shaikhw@who.int](mailto:shaikhw@who.int)>, West <[nstop1khiwest@gmail.com](mailto:nstop1khiwest@gmail.com)>, Dr Shafique Sb <[westdho@gmail.com](mailto:westdho@gmail.com)>, Dr Nayyer Khan <[lonin@who.int](mailto:lonin@who.int)>, Yasir Mehmood <[yasir.mehmood@sidathyder.com.pk](mailto:yasir.mehmood@sidathyder.com.pk)>, Kamran Sirajuddin <[Kamran.sirajuddin@projectkhi.com](mailto:Kamran.sirajuddin@projectkhi.com)>, <[murad.shah@sidathyder.com.pk](mailto:murad.shah@sidathyder.com.pk)>, <[farhan.jamil@sidathyder.com.pk](mailto:farhan.jamil@sidathyder.com.pk)>, <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>

Dear EOC Correspondent,

Based on the directions of worthy DC West, accountability actions have been taken against the staff who have been consistently performing low. Respective hiring organizations (SHMA, Comnet, and CTC focal persons are also copied in the email). Also, the CBV task team cases are attached herewith.

Furthermore, the approved shuffling plan from DEOC is also attached herewith.

Best Regards,

**DEOC WEST**

Karachi Sindh  
021-99333180  
[pcrdcwest@gmail.com](mailto:pcrdcwest@gmail.com)

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