

Shahid Ali/PTPP/RC

From: KHAN, Faizan <khanfai@who.int>
Sent: Thursday, April 14, 2022 2:42 PM
To: Shahid Ali/PTPP/RC
Cc: ABBAS, Waseem; AURANGZEB KHAN, Mazhar; naila@ctc.org.pk
Subject: FW: [EXT] Late arrival and deployment of CHWs

Dear Shahid

Please proceed.

Regards
Faizan Khan

From: KAMRAN, Waheed
Sent: Thursday, 14 April 2022 2:42 PM
To: KHAN, Faizan <khanfai@who.int>
Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>
Subject: Re: [EXT] Late arrival and deployment of CHWs

Approved!

Sent from Kamran's iPhone

On 14-Apr-2022, at 2:36 PM, KHAN, Faizan <khanfai@who.int> wrote:

Dear Dr Waheed Kamran

UCPO Mr. Muhammad Tayyab is recommended for verbal warning on account non-compliance of TORs.

Your kind approval is requested to proceed.

Regards
Faizan Khan

From: Shahid Ali/PTPP/RC [<mailto:shahid.ali@chipconsulting.org>]
Sent: Friday, 8 April 2022 1:49 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: KHAN, Saifullah <skhan@who.int>; IQBAL, Ahsan <iqbalah@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: RE: [EXT] Late arrival and deployment of CHWs

Dear Waseem,

Please be informed that the action has been recommended based on the following clause of SOPs: UCPO Mr. Tayyab showed poor compliance of TOR by not sharing deployment report from the office. He shared the data without being physically present in the office which made the credibility of deployment report questionable. Moreover, he was late without informing his supervisor.

6	<p>Poor Performance compliance with position TOR. Some reasons are as follows;</p> <ul style="list-style-type: none"> • Enlisting / registration of all the Health Care Providers / chemists in the UC. • No display of surveillance material at sites. • Failed to collect / late submission of zero report. • Poor Tracking and facilitation of investigation in 	<ol style="list-style-type: none"> 1. First Time: Verbal warning and counseling session by supervisor 2. Second Time: Explanation followed by written warning letter, where no improvement after verbal warning and supportive supervision. 3. Third Time: In case of persistent lapses after a written warning, in case of persistent lapses after a written warning, then Final warning letter will be issued. 4. Forth Time: If no improvements are visible in performance then it will lead to conclusion of the contract. 	Within 48 Hours
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From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Wednesday, March 30, 2022 7:27 PM
To: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Cc: KHAN, Saifullah <skhan@who.int>; IQBAL, Ahsan <iqbalah@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; Naila Nizam <naila@ctc.org.pk>; MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: Re: [EXT] Late arrival and deployment of CHWs

Dear Shahid,

Kindly share the policy clause that covers the recommended action

Regards

Waseem Abbas

On Mar 28, 2022, at 12:30 PM, Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org> wrote:

Dear Mr. Waseem,

With reference to the below email, a show-cause notice was issued to UCPO Muhammad Tayyab UC Nahaqi – Peshawar on account of reporting fake deployment and late arrival.

As per the response of Mr. Muhammad Tayyab (*attached as Annex-A*), before the deployment of teams, they discuss the discrepancies in data that need to be corrected from fields. However, on 18th Feb 2022, he arrived late to the support center due to his daughter's health condition, so the teams were departed late. As far as concerned to the morning report, they share it before 9 AM and it is also updated from time to time. The report contains the information of those teams who will be departed to the field.

As per the feedback of Area Coordinator (*attached as Annex-C*), Muhammad Tayyab's response is satisfactory. However, if he was late, he should not have submitted the morning report by asking from others. Therefore, it is recommended to issue him a verbal warning.

WHO PO endorsement is requested on recommended action.

Regards,

Shahid Ali

Regional Coordinator - KP

CHIP Training & Consulting Pvt. Ltd

Peshawar | www.ctc.org.pk

Contact:0349-7760730

From: ABBAS, Waseem [<mailto:wabbas@who.int>]

Sent: Monday, February 21, 2022 4:10 PM

To: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>

Cc: KHAN, Saifullah <skhan@who.int>; IQBAL, Ahsan <iqbalah@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; KHAN, Saifullah <skhan@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>

Subject: RE: [EXT] Late arrival and deployment of CHWs

Dear Shahid,

Below email needs further clarity, the trail is mentioned highlighting the issue of “Fake Deployment” while the recommended action is related to Late arrival. The comments from Supervisor is also not mentioned.

Kindly share a report explaining the matter arise.

Regards

Waseem Abbas

From: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Sent: Monday, 21 February 2022 3:55 PM
To: ABBAS, Waseem <wabbas@who.int>; KHAN, Saifullah <skhan@who.int>
Cc: KHAN, Saifullah <skhan@who.int>; IQBAL, Ahsan <igbalah@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; 'Naila Nizam' <naila@ctc.org.pk>
Subject: RE: [EXT] Late arrival and deployment of CHWs

Dear Waseem/Faizan,

UCPO Nahaqi **Mr. Muhammad Tayyab** has been reported for late arrival to Support center. As he is not previously reported for such misconduct. Therefore, Verbal warning with counselling session by supervisor is recommended as per Policy.

Kindly your feedback is requested.

Habitual (minimum 3 times) late attendance during campaign days.	<ol style="list-style-type: none">1. <u>First Time:</u> Verbal warning with counseling session by supervisor.2. <u>Second time:</u> Explanation followed by warning letter.3. <u>Third Time:</u> Explanation followed by final warning letter.4. <u>Fourth Time:</u> Show cause followed by termination letter experience letter.
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From: KHURSHID, Muhammad Naveed [<mailto:khurshidm@who.int>]
Sent: Friday, February 18, 2022 10:59 PM
To: Mohammad Tahir <tahirsafi.poda@gmail.com>; IQBAL, Ahsan <igbalah@who.int>
Cc: KHAN, Saifullah <skhan@who.int>; Bushra Saeed <bushra.saeed@people.com.pk>; Shahid Ali <shahidali@ctc.org.pk>
Subject: Re: [EXT] Late arrival and deployment of CHWs

Dear Vendors

Fyi

Regards

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From: Mohammad Tahir <tahirsafi.poda@gmail.com>
Sent: Friday, February 18, 2022 2:06:57 PM
To: IQBAL, Ahsan <igbalah@who.int>
Cc: KHAN, Saifullah <skhan@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>
Subject: [EXT] Late arrival and deployment of CHWs

Dear Sir,

As per the HR morning report, attached to this email, the team's deployment time is 8:59 am, shared by UC Nahqai.

But both UCPO and UCDO were absent till they reached the centre at 9:30 and 9:35 respectively.

After their arrival, team's dispatched to field at 9:40 am.

This email is for your kind information about the fake deployment report.

Regards
Tahir Safi-TDOSO
Town Shah Alam.