

## Shahid Ali

---

**From:** ABBAS, Waseem <wabbas@who.int>  
**Sent:** Monday, January 13, 2020 1:31 PM  
**To:** Shahid Ali  
**Cc:** MOHAMED, Gedi; KAMRAN, Waheed; MAZVIDZA, Simbarashe; 'Nadeem Jan'; KHAN, Faizan  
**Subject:** RE: Demand for issuing Explanation/ Show Cause to poor performers

Dear Shahid,

Thank you, Kindly share report along with recommendations for management review.

Best Regards

Waseem Abbas

---

**From:** Shahid Ali <shahidali@ctc.org.pk>  
**Sent:** Monday, January 13, 2020 1:09 PM  
**To:** KHAN, Faizan <khanfai@who.int>; ABBAS, Waseem <wabbas@who.int>  
**Cc:** MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; MAZVIDZA, Simbarashe <mazvidzas@who.int>; 'Nadeem Jan' <nadeemjan@ctc.org.pk>  
**Subject:** FW: Demand for issuing Explanation/ Show Cause to poor performers

Dear Waseem/Faizan,

Greetings!

With reference to below email, below mentioned TCSP and UCPOs are not performing their duty as per TORs. They have casual attitude towards their work and have poor monitoring and supervision skills. They arrived late to the field and were making excuses during the EPI activity on 8<sup>th</sup> and 9<sup>th</sup> January 2020. One of them left field without informing his supervisor.

They are recommended for explanation followed by warning if response is not satisfactory.

If case of any comments/feedback regarding the same please let us know.

S No	Name	Position
1	Abdullah	TCSP
2	Riaz	UCPO
3	Hawaladar	UCPO
4	Ikram	UCPO

Thanks & Regards,  
Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

**From:** Walid Hassan [<mailto:peobajour2@gmail.com>]

**Sent:** Friday, January 10, 2020 11:29 AM

**To:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>; Leave KPTD <[leaves.kptd@ctc.org.pk](mailto:leaves.kptd@ctc.org.pk)>; Rafiq Utmankhel <[rafiq\\_utmankhel@yahoo.com](mailto:rafiq_utmankhel@yahoo.com)>

**Cc:** APCR Bajaur <[apcrbajaur@gmail.com](mailto:apcrbajaur@gmail.com)>; Qayyum Shah <[acbajourmohmand@gmail.com](mailto:acbajourmohmand@gmail.com)>

**Subject:** Demand for issuing Explanation/ Show Cause to poor performers

AOA Dear CTC Colleagues,

Greetings from Bajour, Hope you will be in good working spirit. On 3rd January 2020, I Visited the RHC Barang and meet local staff and updated them about the EPI activity at the Asil Targhaw area of Barang (Planned on 8th-9th Jan 2020). Furthermore, a reminder and plan of work were shared with the UC staff before the activity.

On the day of activity, I faced a melancholic, embarrassing and Non-professional attitude of all the partners' staff members (WHO/ CommNet) except UCPO Mr. Muntazir Shah and SM Mr. Nasir who participated accordingly the SOPs. All the partner staff members were making subterfuges, excuses and were late. They were also short of mobility. Similarly, UCPO Mr. Riaz and SM Mr. Riaz were intending to leave the field for the paper before 02 PM without intimating their supervisors and even after my arrival, they failed to submit the leave application. Therefore, I demand the CTC officials to issue show causes to each of the following staff members. Meanwhile, I would request DHCSO to follow the case of CommNet staff with the CTC Officials accordingly to avoid further embarrassment on the account of organizational behavior and reputation.

Mr. Abdullah (TCSP), Mr. Ali Khan (UCCSO),

- Poor Monitoring & supervision skills
- Non-professional attitude during EPI activity
- Attitude problem (for TCSP Only)

Mr. Riaz (UCPO), Mr. Inam Ullah (SM), Mr. Hawaldar (UCPO)

- Poor Monitoring & supervision skills
- Non-professional attitude during EPI activity
- Punctuality issue

Mr. Riaz (SM), Mr. Ikram (UCPO)

- Remained absent from the activity
- Left field after verbal communication after my arrival
- Poor Monitoring & supervision skills
- Non-professional attitude during EPI activity
- Punctuality issue

--

*With Much Gratitude  
From the desk of*

**Dr. Walid Hassan**

Polio Eradication Officer (Bajaur)  
PEI-EPI World Health Organization  
[Peobajour2@gmail.com](mailto:Peobajour2@gmail.com), [Walidhassan121@gmail.com](mailto:Walidhassan121@gmail.com)  
0308-9137256, 0342-2503650

