

Shahid Ali/PTPP/RC

From: Naila Nizam <naila.nizam@chipconsulting.org>
Sent: Tuesday, May 17, 2022 5:46 PM
To: 'Shahid Ali/PTPP/RC'
Cc: 'Raazia Rehman'
Subject: FW: [EXT] termination request of Orakzai Staff

Importance: High

From: PARVEEN, Khalida [mailto:parveenk@who.int]
Sent: Tuesday, 17 May 2022 2:10 pm
To: Naila Nizam <naila.nizam@chipconsulting.org>
Cc: ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: FW: [EXT] termination request of Orakzai Staff
Importance: High

Dear Naila,

Please proceed with the termination of below PTPP staff based on the evidences provided and the approval of Provincial Team Lead.

Sr.No	District	Title	Staff Name	Previous Disciplinary Action	Last Performance appraisal	Recommen
1	Orakzai	TPO	Shahzada	Warning on account of absenteeism on 29 Oct 2020 Final Warning was issued dated 21 Oct 2021 on account of NONSERIOUS OR CASUAL ATTITUDE.	86%	Terminati non-seriou attitude
2	Orakzai	UCPO	Dilnawaz	Warning on account of absenteeism on 29 Oct 2020 Final Warning issued dated 11 Oct 2021, on account of NONSERIOUS OR CASUAL ATTITUDE	85%	Terminati non-seriou attitude

Best Regards,
khalida

From: ZAHEER, Bilal <zaheerbi@who.int>
Sent: Tuesday, May 17, 2022 12:57 PM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: RE: [EXT] termination request of Orakzai Staff
Importance: High

Dear Khalida,

Please proceed with recommendation from PTL; ensure all related background related to past performance evaluations and any warning letters issued is available and reviewed in line with SOPs.

Regards,

Bilal

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Friday, 13 May 2022 11:27 AM
To: ZAHEER, Bilal <zaheerbi@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: FW: [EXT] termination request of Orakzai Staff

Dear Bilal sb,

We kindly seek your approval for the termination request as below:

- PTL has endorsed the termination of below PTPP staff (UCPO & TPO) in Orakzai, KPTD.

Sr.No	District	Title	Staff Name	Previous Disciplinary Action	Last Performance appraisal	Recommendation
1	Orakzai	TPO	Shahzada	Warning on account of absenteeism on 29 Oct 2020 Final Warning was issued dated 21 Oct 2021 on account of NONSERIOUS OR CASUAL ATTITUDE.	86%	Termination on account of non-serious attitude
2	Orakzai	UCPO	Dilnawaz	Warning on account of absenteeism on 29 Oct 2020 Final Warning issued dated 11 Oct 2021, on account of NONSERIOUS OR CASUAL ATTITUDE	85%	Termination on account of non-serious attitude

- Both of them have been reported of uninformed absenteeism and when asked about this they didn't provide satisfactory answers in their reply. However, they both have claimed for non-availability of mobile network for those days and therefore they didn't share headcount with their supervisors. While the IO of that area has confirmed in writing that the mobile network was available on both days (30th and 31st March 2022).
- Dr Naeem, IO also visited to Orakzai on 18th April 2022. He found that TPO Shahzada had not visited health facilities since the March campaign, which was verified by health facility staff, and his signature was not found on the Zero report. Although he had shared his visit to different health facilities
- Both of them have been served with Final Warning in Oct 2021 on account of non-serious and casual attitude.
- Provincial Office review has taken again for this termination; where they have reconfirmed for their non-serious attitude and based on final warning the next step is advised as termination.

Best Regards,
khalida

From: ABBAS, Waseem <wabbas@who.int>
Sent: Friday, May 13, 2022 11:11 AM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: MOHAMED, Gedi <mohamedge@who.int>; ZAHEER, Bilal <zaheerbi@who.int>; KHAN, Faizan <khanfai@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] termination request of Orakzai Staff

Dear Khalida,

Thank you for your email. Kindly find attached response of Immunization Officer Orakzai. The said individuals were already on a Final Warning based on their persistent actions of non-serious attitude. As the reported matter is a persistent problem of wrong doings, the next action after the final warning is Termination.

We seek feedback from IO/AC in every inquiry related to UCPOs/TPOs.

S.No	Province	District	Tehsil	UC	Title	Staff Name	Previous Dis
1	KPK	Orakzai	Ismail Zai		TPO	Shahzada	Warning abseteeism Final Warn dated 21 Oct 2 NONSERIO ATT
2	KPK	Orakzai	Ismail Zai	Beland Khel	UCPO	Dilnawaz	Warning on acco 29 Oct 2020 F dated 11 Oct 2 NONSERIO ATT

Thank you

Waseem Abbas

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Thursday, 12 May 2022 10:24 AM
To: ABBAS, Waseem <wabbas@who.int>; KHAN, Faizan <khanfai@who.int>
Cc: MOHAMED, Gedi <mohamedge@who.int>; ZAHEER, Bilal <zaheerbi@who.int>
Subject: FW: [EXT] termination request of Orakzai Staff

Dear Waseem,

Reference to below termination request by CTC and further my discussion with you; please confirm if all the supporting documents or evidences are available with Provincial Office in support of the observations highlighted for the termination of UCPO & TPO.

You may have observations or feedbacks received from their supervisors in due course of time when they received final warning and any observations documented after issuing them warnings.

Based on your feedback we can proceed further for their termination.

Best Regards,
khalida

From: Naila Nizam <naila.nizam@chipconsulting.org>
Sent: Monday, May 9, 2022 11:54 AM
To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; PARVEEN, Khalida <parveenk@who.int>
Cc: ZAHEER, Bilal <zaheerbi@who.int>; irfan@ctc.org.pk; majid@ctc.org.pk; 'Shahid Ali/PTPP/RC' <shahid.ali@chipconsulting.org>; 'Raazia' <raazia.rehman@ctc.org.pk>
Subject: [EXT] termination request of Orakzai Staff

Dear Mr. Shakeel and Ms. Khalida,

This is with reference to the attendance of March 2022, Immunization officer of district Orakzai has reported absenteeism of TPO Mr. Shahzada (Ismailzai- Orakzai) and UCPO Mr. Dilnawaz (UC Biland Khel – Orakzai).

They were issued explanation letters to acquire their written statements. In their responses, they stated that (herewith attached as Annex-A and Annex-B respectively), they were present in their UCs however, due to the non-availability of mobile networks they did not share headcount with their supervisors. As per their supervisor's feedback (herewith attached as Annex-K), the mobile network was available on both days (30th and 31st March 2022).

In addition, during the IO visit to Orakzai on 18th April 2022 for validation of staff presence. He found that TPO Shahzada had not visited health facilities since the March campaign, which was verified by health facility

staff, and his signature was not found on the Zero report. Although he had shared his visit to different health facilities (Dr. Naeem Kamal email is attached as Annex-L).

Moreover, both of the staff members were also reported for not providing support to the UC level staff in the preparation and validation of RED REC Micro plan. Their responses to this complaint were considered unsatisfactory (herewith attached as Annex- Q and Annex-M) since as per TORs they have to support and review the Micro plan before submitting it to DHO and for this purpose, they were trained as well.

Both of the staff members are previously served with Final warning letters (attached in the email) therefore, it is recommended to terminate their employment contract on account of a non-serious & casual attitude. WHO PO approval is mentioned in the email trail below for reference.

WHO FO kind approval is requested to proceed with the termination cases.

S.No	District	Tehsil	UC	Title	Staff Name	Previous Disciplinary
1	Orakzai	Ismail Zai		TPO	Shahzada	Warning on account of absenteeism Final Warning was issued dated 11 Oct 2021, on account of NONSERIOUS OR CASUAL ATTITUDE
2	Orakzai	Ismail Zai	Beland Khel	UCPO	Dilnawaz	Warning on account of absenteeism on 11 Oct 2021, on account of NONSERIOUS OR CASUAL ATTITUDE

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)

From: MOHAMED, Gedi <mohamedge@who.int>
Sent: Wednesday, 27 April 2022 11:19 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: Re: [EXT] Disciplinary action on account of Absenteeism

Approved.

Regards,

Gedi

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

Sent: Wednesday, April 27, 2022 11:08:33 AM

To: MOHAMED, Gedi <mohamedge@who.int>

Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>

Subject: FW: [EXT] Disciplinary action on account of Absenteeism

Dear Sir,

This is with reference to the attendance for the month of March, 2022, Immunization Officer Orakzai has reported absenteeism of UCPOs and TPOs (mentioned in Table below) working in District Orakzai. CTC after seeking explanation and feedback from their first level supervisor recommended the actions (details mentioned in attached sheet) mentioned in the table below; for which your **approval** is requested;

S.No	District	Tehsil	UC	Title	Staff Name	Previous Di
1	Orakzai	Ismail Zai		TPO	Shahzada	Warning on account of Final Warning was issued on account of NONSERIOUS
2	Orakzai	Ismail Zai	Beland Khel	UCPO	Dilnawaz	Warning on account of absenteeism. Warning issued dated 11 Oct 2020. NONSERIOUS OR CASUAL
3	Orakzai	Central Orakzai	Sre gare	UCPO	Shehzad Ahmad	Warning Letter was issued dated 11 Oct 2020. NONSERIOUS OR CASUAL
4	Orakzai	Central Orakzai	Dran	UCPO	Nasir Hayat Orakzai	Warning letter issued on account of absenteeism on 11 Oct 2020
5	Orakzai	Ismail Zai	Daradar Mamozi	UCPO	Tehsin Ullah	Warning Letter was issued dated 11 Oct 2020. NONSERIOUS OR CASUAL
6	Orakzai	Upper Orakzai	Badan	UCPO	Shafqat Ullah Khan	Warning letter issued on account of absenteeism on 11 Oct 2020
7	Orakzai	Lower Orakzai	Utman Khel -1	UCPO	Shahzeb Khan	Nil
8	Orakzai	Lower Orakzai	Chapri Feroze Khel	UCPO	Syed Alam	Nil
9	Orakzai	Central Orakzai	Mishti	UCPO	Muhammad Shabeer	Nil

10	Orakzai	Lower Orakzai		TPO	Syed Muhammad Tahir	Nil
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Thank you

Waseem Abbas

From: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Sent: Wednesday, 27 April 2022 10:46 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: KHAN, Faizan <khanfai@who.int>; laiba@ctc.org.pk; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Disciplinary action on account of Absenteeism

Dear Waseem,

Thank you for bringing this to our attention, both of them are recommended for Final Warning letter. Revised DA sheet is attached.

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: Wednesday, April 27, 2022 9:17 AM
To: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Cc: KHAN, Faizan <khanfai@who.int>; laiba@ctc.org.pk; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Disciplinary action on account of Absenteeism

Dear Shahid,

As discussed, both the UCPOs were having previous warning on same issue and the behavior seems persistent.

4	KPK	Orakzai	Central Orakzai	Dran	UCPO	Nasir Hayat Orakzai	Warning letter issued Dec-2020
6	KPK	Orakzai	Upper Orakzai	Badan	UCPO	Shafqat Ullah Khan	Warning letter issued Dec-2020

Thank you

Waseem Abbas

From: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Sent: Tuesday, 26 April 2022 5:15 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: KHAN, Faizan <khanfai@who.int>; laiba@ctc.org.pk; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Disciplinary action on account of Absenteeism

Dear Waseem/Faizan,

With reference to below email, explanation letters were issued to district Orakzai staff on account of Absenteeism and Neglect of duty. All of their responses were reviewed and action is recommended as per SOPs, each staff written response and supervisor feedback is attached for your reference, please.

Kindly WHO PO approval is requested on recommended actions.

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: Thursday, April 7, 2022 8:36 AM
To: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Cc: KHAN, Faizan <khanfai@who.int>; laiba@ctc.org.pk; 'Naila Nizam' <naila@ctc.org.pk>; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Disciplinary action on account of Absenteeism

Thank you Shahid, Kindly share report once the process is completed.

Regards

Waseem Abbas

From: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Sent: Tuesday, 5 April 2022 3:48 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: KHAN, Faizan <khanfai@who.int>; laiba@ctc.org.pk; 'Naila Nizam' <naila@ctc.org.pk>
Subject: [EXT] Disciplinary action on account of Absenteeism

Dear Waseem,

It is hereby to inform you that we are issuing an explanation letters to below UCPOs and TPOs on account of absenteeism from field activities.

S.No	Province	District	Tehsil	UC	Title	Staff Name	CNIC
1	KP-TD	Orakzai	Lower Orakzai		TPO	Syed Muhammad Tahir	2160343031149
2	KP-TD	Orakzai	Ismail Zai	Daradar Mamozi	UCPO	Tehsin Ullah	2160282608479
3	KP-TD	Orakzai	Ismail Zai		TPO	Shahzada	1410103908329
4	KP-TD	Orakzai	Upper Orakzai	Badan	UCPO	Shafqat Ullah Khan	1410175898037
5	KP-TD	Orakzai	Lower Orakzai	Utman Khel -1	UCPO	Shahzeb Khan	2160387576663
6	KP-TD	Orakzai	Lower Orakzai	Chapri Feroze Khel	UCPO	Syed Alam	2160380319913
7	KP-TD	Orakzai	Ismail Zai	Beland Khel	UCPO	Dilnawaz	1410156635497
8	KP-TD	Orakzai	Central Orakzai	Dran	UCPO	Nasir Hayat Orakzai	1410160901187
9	KP-TD	Orakzai	Central Orakzai	Mishti	UCPO	Muhammad Shabeer	2160171159349
10	KPK	Orakzai	Central Orakzai	Sre gare	UCPO	Shehzad Ahmad	2160173423043

Regards,



Shahid Ali

Regional Coordinator - KP

CHIP Training & Consulting Pvt. Ltd

Peshawar | www.ctc.org.pk

Contact:0349-7760730