

Shahid Ali/PTPP/RC

From: Ateeq Afridi <ateeqafridi421@gmail.com>
Sent: Saturday, June 4, 2022 12:26 PM
To: Shahid Ali/PTPP/RC
Cc: KHURSHID, Muhammad Naveed; KAMAL, Muhammad; Naila Nizam
Subject: Re: Explanation letter
Attachments: Lesson Learnt From NID March 2022.pdf; supervision plan NID March 2022.pdf; 20220604_111534.jpg; 20220604_111539.jpg

Explanation on Basis of Issues Found by 3rd party

1. 1 TVBMC (chw salma didn't visit all houses during catchup day1)
2. 1 VBNFM (chw Ayesha Zahoor)
3. 1 seen refusal (Ayesha Zahoor)
4. 1 Other (1 Guest was not covered which came after chw Ayesha Zahoor visit)
5. Weak performance of AS Rubina Ibrar

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Explanation:-

1. On catchup day 1 during morning assembly clear instructions were given to all 17 chw's to visit half houses of 5 days and visit all missed children houses for maximum coverage 16 chw's followed instruction but some how Salma didn't follow although H/H fozia also instruct her to visit all houses but chw salma intentionally didn't visit after TVBMC found chw salma didn't have proper justification for this negligence.

On daily base analysis I checked that chw Salma recording high number of missed children on which instructions were given to UCDO Kiran for Na validation. After validation every Na was valid.

During NID March 2022 Special focus was on chw Salma due to High number Missed children, recording supervision plan is also attached with mail which clearly shows that 4 days continuously chw Salma was monitored and her missed children were validated and cluster also taken but no issues were found.

2. (Point 2,3 and 4) :- Lesson learnt of NID march 2022 is attached in which I have mentioned chw Ayesha Zahoor and chw Ayesha Usman that these 2 chw's not visiting o/o houses properly and which was validated by As Shakeela Hamid and UCDO during NID may 2022.

3. Point 5 During As Training Main Facilitator was UCDO Kiran in which everything was clearly explained. During pre and post test As Rubina Ibrar Marks was low after which every Question was explained with As. As Rubina working from last 6 year's also other Aic's are working more than 5 year's of which every As know about Campaign methodology those Aic's just to be Polished.

Way forward:-

1. Special Focus will be on these 2 chw Salma and chw Ayesha Zahoor during Training and daily base training will be given.
2. Proper Supervision plan will be made during campaign for these 2 chw which will be 1st priority.
3. Meeting was done with Concerned CHW Ayesha Zahoor CHW Salma As Rubina Ibrar and As Shakeela Hamid for their support along with ALSM UCDO and UCO for the betterment of Staff and Pei Program.

INSHALLAH Being a uc-Lead I will give my best to PEI program along with my team to well perform to their best.

On Fri, Jun 3, 2022 at 5:31 PM Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org> wrote:

Dear Ateeq Ur Rehman,

Please find attached explanation letter on account of Poor Performance.

Regards,



Shahid Ali

Regional Coordinator - KP

CHIP Training & Consulting Pvt. Ltd

Peshawar | www.ctc.org.pk

Contact:0349-7760730