

Shahid Ali

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

From: Shahid Ali [mailto:shahidali@ctc.org.pk]
Sent: Monday, February 10, 2020 6:11 PM
To: 'ABBAS, Waseem' <wabbas@who.int>
Cc: 'MOHAMED, Gedi' <mohamedge@who.int>; 'KAMRAN, Waheed' <kamranw@who.int>; 'MAZVIDZA, Simbarashe' <mazvidzas@who.int>; 'KHAN, Faizan' <khanfai@who.int>; 'Nadeem Jan' <nadeemjan@ctc.org.pk>
Subject: RE: Demand for issuing Explanation/ Show Cause to poor performers

Dear Waseem,

Thank you for your email.

The issue reported against below staff was related to their Non-serious and Casual attitude during EPI activity and their poor monitoring and supervision skills. On the day of activity they had arrived on time to Asil Traghaw area but they were waiting inside facility center for their supervisor (PEO) as they were short of mobility.

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

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Wednesday, February 5, 2020 3:04 PM
To: Shahid Ali <shahidali@ctc.org.pk>
Cc: MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; MAZVIDZA, Simbarashe <mazvidzas@who.int>; KHAN, Faizan <khanfai@who.int>; 'Nadeem Jan' <nadeemjan@ctc.org.pk>
Subject: RE: Demand for issuing Explanation/ Show Cause to poor performers

Dear Shahid,

As per CTC's SOP, the PTPP staff should be reported absent for minimum two times, was this the second time he was reported late? Or any other clause is applicable.

Habitual (minimum 2 times) late attendance during campaign / ordinary days	Supervisor shall provide the attendance sheet	Two written warning and repetition of the act will lead to termination
--	---	--

Looking for your response.

Thank you

Waseem Abbas

From: Shahid Ali <shahidali@ctc.org.pk>
Sent: Monday, 3 February 2020 5:07 PM
To: 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>; KHAN, Faizan <khanfai@who.int>
Subject: RE: Demand for issuing Explanation/ Show Cause to poor performers

Dear Waseem/Faizan,

Greetings!

With reference to below email, explanation letters were issued to below staff on account of Non-serious and casual attitude towards their responsibility.

Please find below findings and recommendation for your review and feedback, if any.

S No	Name	Position	Issue Reported	Response	Recommendation
1	Abdullah	TCSP	It has been reported that on 3rd January 2020 TCSP Abdullah was late from the EPI activity and were making lame excuses that we don't have mobility etc. It has been also reported that he had Non-professional attitude during EPI activity.	As per his response he came late to the field due to construction work on road. He also added that Asil Targhaow is very tough and hard area to reach and there is no communication source.	His response is considered unsatisfactory. He did not informed his supervisor that he is late and when his supervisor come to the field he found them in facility center waiting for him. He is recommended for warning.
2	Riaz	UCPO	It has been reported that on 3rd January 2020 UCPO Mr. Riaz was late from the EPI activity and were making lame excuses that we don't have mobility etc. It has been also reported that he had Non-professional attitude during EPI activity.	As per his response he came late to the field due to construction work on road.	His response is considered unsatisfactory. He did not informed his supervisor that he is late and when his supervisor come to the field he found them in facility center waiting for him. He is recommended for warning.

3	Hawaladar	UCPO	It has been reported that on 3rd January 2020 UCPO Mr. Hawaldar Khan was late from the EPI activity and were making lame excuses that we don't have mobility etc. It has been also reported that he had Non-professional attitude during EPI activity.	As per his response he came late to the field due to construction work on road.	His response is considered unsatisfactory. He did not informed his supervisor that he is late and when his supervisor come to the field he found them in facility center waiting for him. He is recommended for warning.
4	Ikram	UCPO	It has been reported that on 3rd January 2020 UCPO Mr. Ikram Ullah was late from the EPI activity and were making lame excuses that we don't have mobility etc. It has been also reported that he had Non-professional attitude during EPI activity and he left field before 2 PM without prior intimation.	As per his response he had an examination paper at 2 P.M on 3rd January 2020. He informed his supervisor verbally on the same day However, he did not submit leave application.	His response is considered unsatisfactory. He did not submitted proper leave application form and inform his supervisor on the same day. As per SOPs leave request on the same day other than emergency is violation of leave policy. He is recommended for warning letter.

In case if you need any further assistance regarding the same, Please let us know.

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

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

Sent: Monday, January 13, 2020 1:31 PM

To: Shahid Ali <shahidali@ctc.org.pk>

Cc: MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; MAZVIDZA, Simbarashe <mazvidzas@who.int>; 'Nadeem Jan' <nadeemjan@ctc.org.pk>; KHAN, Faizan <khanfai@who.int>

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 8th and 9th 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>; Leave KPTD <leaves.kptd@ctc.org.pk>; Rafiq Utmankhel <rafiq_utmankhel@yahoo.com>

Cc: APCR Bajaur <apcrbajaur@gmail.com>; Qayyum Shah <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, Walidhassan121@gmail.com

0308-9137256, 0342-2503650

