

## **[hina.queshi@chipconsulting.org](mailto:hina.queshi@chipconsulting.org)**

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**From:** FAROOQ, Zainab <farooqz@who.int>  
**Sent:** Monday, February 13, 2023 9:23 PM  
**To:** hina.queshi@chipconsulting.org  
**Cc:** ADEM, Abdinasir; naila.nizam@chipconsulting.org; 'Sundas Tariq'  
**Subject:** RE: [EXT] RE: Explanation Letter

Please proceed as per recommendation and CTC SOP's

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**From:** hina.queshi@chipconsulting.org <hina.queshi@chipconsulting.org>  
**Sent:** Monday, February 13, 2023 6:11 PM  
**To:** FAROOQ, Zainab <farooqz@who.int>  
**Cc:** ADEM, Abdinasir <adema@who.int>; naila.nizam@chipconsulting.org; 'Sundas Tariq' <sundas.tariq@chipconsulting.org>  
**Subject:** RE: [EXT] RE: Explanation Letter

Dear Ms. Zainab

Greetings from CTC!

In continuation to the below email, an explanation letter was issued to UCPO Mr Ibrar Ahmed. His response was further shared with the IO for feedback. As per the feedback of the IO, the UCPO response was found to be unsatisfactory

Therefore, it is suggested that CTC management will issue him a warning letter on account of Poor performance

Your kind approval is needed in this regard

Regards

Hina Qureshi  
Project Associate  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Cell: [03497760756](tel:03497760756)

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**From:** ULLAH, Najeeb [<mailto:ullah@who.int>]  
**Sent:** Monday, February 13, 2023 4:49 PM  
**To:** [hina.queshi@chipconsulting.org](mailto:hina.queshi@chipconsulting.org)  
**Cc:** AKBAR, Shumila; [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); Sundas Tariq  
**Subject:** RE: [EXT] RE: Explanation Letter

Dear Miss.Hina Qureshi,

After discussion with worthy Area Coordinator Dr. Shumaila on the subject matter and response of the UCPO concern we request for a written warning as part of accountability owing to the reason that findings were presented in Dc

meeting and present in written, besides after campaign I myself validated that Micro plan and found almost every component frail, needed revision and correction.

Thank you for your patience and extending yourself.

Regards.

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**From:** [hina.queshi@chipconsulting.org](mailto:hina.queshi@chipconsulting.org) <[hina.queshi@chipconsulting.org](mailto:hina.queshi@chipconsulting.org)>  
**Sent:** Monday, February 13, 2023 10:20 AM  
**To:** ULLAH, Najeeb <[nullah@who.int](mailto:nullah@who.int)>  
**Cc:** AKBAR, Shumila <[akbars@who.int](mailto:akbars@who.int)>; [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); Sundas Tariq <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>  
**Subject:** [EXT] RE: Explanation Letter

Dear Dr. Najeeb Ullah

Your feedback is awaited on the below mentioned case.

Regards

Hina Qureshi  
Project Associate  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Cell: [03497760756](tel:03497760756)

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**From:** [hina.queshi@chipconsulting.org](mailto:hina.queshi@chipconsulting.org) [<mailto:hina.queshi@chipconsulting.org>]  
**Sent:** Thursday, February 9, 2023 2:08 PM  
**To:** [nullah@who.int](mailto:nullah@who.int)  
**Cc:** [akbars@who.int](mailto:akbars@who.int); [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); Sundas Tariq ([sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org))  
**Subject:** RE: Explanation Letter

Dear Dr. Najeeb Ullah

Greetings from CTC!

With reference to below email, explanation letter was issued to UCPO Mr. Ibrar Ahmed on account of Poor Performance

As per the response of Mr. Ibrar Ahmed

- The map which was presented to Provincial monitor by UCMO was old; the new map has all the standardized indicators.
- Micro plan Rationalization could not be done due to non-availability of AICs, as half of the AICs were volunteer and arranged at the eleventh hour before campaign.
- He had already communicated these matters to First Level Supervisor on time.

Your feedback is needed in this regard.

Regards

Hina Qureshi  
Project Associate  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Cell: [03497760756](tel:03497760756)

**From:** Ibrar Ahmed [<mailto:ahmedibrar006@gmail.com>]  
**Sent:** Tuesday, February 7, 2023 1:36 PM  
**To:** [hina.qureshi@chipconsulting.org](mailto:hina.qureshi@chipconsulting.org)  
**Cc:** [masoudulhassanm@who.int](mailto:masoudulhassanm@who.int); [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); Sundas Tariq  
**Subject:** Re: Explanation Letter

Dear Madam,

In response to the letter No. EL-Punjab-014, Dated 4<sup>th</sup> February, 2023. It is to bring into your kind notice that there were certain indicators which were highlighted by the provincial monitor that the Micro plan along with UC Map and AIC level maps were not upto the mark, which were resultant due to the following issues:

1. UCMO presented the old UC Map to the Provincial monitor, where as the UC map is having all standardized indicators.
2. Micro plan Rationalization couldn't be done due to the non-availability of Government accountable AICs (04 out of 08 AICs are volunteers), were arranged at the eleventh hour before the campaign.

The matters related to rationalization and the non availability of AICs along with their casual attitude towards official assignments was already clearly communicated to my first level supervisor in time.

Furthermore, I have taken up these matters with the DHMT and am working on the improvement of the said indicators in its true spirit to avoid any such repetition in the future.

Yours truly

Ibrar Ahmad  
UCPO-Jalala

On Mon, Feb 6, 2023 at 7:15 PM <[hina.qureshi@chipconsulting.org](mailto:hina.qureshi@chipconsulting.org)> wrote:

Dear Mr. Ibrar Ahmed

This is with reference to the complaint we received regarding you about your Poor performance in your capacity as UCPO. Please find attached Explanation Letter and share your response within 48

hours.

Looking forward to your prompt response.

Regards

Hina Qureshi

Project Associate

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Cell: [03497760756](tel:03497760756)