

Naveed Haider

From: ALI, Asif <asifa@who.int>
Sent: Friday, February 17, 2023 10:42 AM
To: Naveed Haider
Cc: DURRANI, Saima; 'Naila Nizam'
Subject: Re: [EXT] RE: Poor coordination, Poor performance and Misbehaviour Attitude UCPO Rabia UC Mohajar Camp

Kindly proceed

Regards,
Asif

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From: Naveed Haider <naveed.haider@chipconsulting.org>
Sent: Friday, February 17, 2023 10:39:04 AM
To: ALI, Asif <asifa@who.int>
Cc: DURRANI, Saima <durrانى@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>
Subject: RE: [EXT] RE: Poor coordination, Poor performance and Misbehaviour Attitude UCPO Rabia UC Mohajar Camp

Dear Dr Asif,

A show letter had been issued to the UCPO Ms Rabia Imran on the subject matter and shared her response with the respective IO & AC. They have marked her response unsatisfactory and have recommended to issue her a warning letter. UCPO response & supervisor's feedback are attached to this email for your kind reference.

Therefore, it is recommended to issue her a warning letter. Your kind feedback/approval is requested in this regard.

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Regards,
Naveed Haider
Project Officer-PTPP
CHIP Training & Consulting - Sindh
Cell: 03408444500

From: ALI, Asif [mailto:asifa@who.int]
Sent: Monday, January 30, 2023 10:59 AM
To: Naveed Haider <naveed.haider@chipconsulting.org>
Cc: DURRANI, Saima <durrانى@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>
Subject: RE: [EXT] RE: Poor coordination, Poor performance and Misbehaviour Attitude UCPO Rabia UC Mohajar Camp

Proceed

Dr Asif Ali Zardari
Provincial Team Lead, Sindh
World Health Organization
(+92-300-8241165; asifa@who.int)

From: Naveed Haider <naveed.haider@chipconsulting.org>
Sent: Monday, 30 January 2023 10:45 am
To: ALI, Asif <asifa@who.int>
Cc: DURRANI, Saima <durrانى@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>
Subject: FW: [EXT] RE: Poor coordination, Poor performance and Misbehaviour Attitude UCPO Rabia UC Mohajar Camp

Dear Dr Asif,

A complaint has been received from the field against UCPO Ms Rabia Imran from IO Kamari Karachi. It has been reported that she had a fake reporting of training of 2 staff and underage transit team members. She has misbehaved with her supervisor on inquiring regarding the above matter. She has poor coordination with her team and she has been counseled by her supervisor to improve her coordination and behavior previously.

It is recommended to issue her show cause letter on account of fake reporting and professional misconduct to get her response in the matter followed by strict disciplinary action if her response found unsatisfactory.

Your kind feedback/approval is requested in this regard.

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Regards,
Naveed Haider
Project Officer-PTPP
CHIP Training & Consulting - Sindh
Cell: 03408444500

From: KUMAR, Haresh [<mailto:kumarha@who.int>]
Sent: Sunday, January 29, 2023 3:58 PM
To: Naveed Haider <naveed.haider@chipconsulting.org>; SOHO, Ambreen Ibrahim <sohoa@who.int>
Cc: 'District Keamari' <deockeamari@gmail.com>; Dradkhan@gmail.com; ALI, Asif <asifa@who.int>; naila.nizam@chipconsulting.org
Subject: Re: [EXT] RE: Poor coordination, Poor performance and Misbehaviour Attitude UCPO Rabia UC Mohajar Camp

Dear Dr Ambreen and Naveed ,

In the continuation of below email attached training sheet shows only Faizan and Javed were trained in Mohajar camp while Areeba and Pritam were not trained which are shown in deployment sheet (attached)

BALDIA	Muhajir camp -7	Fix site	RHC	Areeba
BALDIA	Muhajir camp -7	Fix site	RHC	Pritum
BALDIA	Muhajir camp -7	Transit	Turk Market	Javed /Faizan

wheras I had witnessed Areeba replaced with Fatima and Pritam with **under 18 Year Team member** Day 2 which were replaced and Fatima were trained on spot.

So its may count as fake reporting in training as well in deployment state.

Regards

From: Naveed Haider <naveed.haider@chipconsulting.org>
Sent: Wednesday, January 25, 2023 9:53 AM
To: SOHO, Ambreen Ibrahim <sohoa@who.int>
Cc: 'District Keamari' <deockeamari@gmail.com>; Dradkhan@gmail.com <Dradkhan@gmail.com>; KUMAR, Haresh <kumarha@who.int>; ALI, Asif <asifa@who.int>; naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>
Subject: [EXT] RE: Poor coordination, Poor performance and Misbehaviour Attitude UCPO Rabia UC Mohajar Camp

Dear Dr Ambreen,
Very well noted
We will deal the matter as per SOP

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Regards,
Naveed Haider
Project Officer-PTPP
CHIP Training & Consulting - Sindh
Cell: 03408444500

From: SOHO, Ambreen Ibrahim [<mailto:sohoa@who.int>]
Sent: Tuesday, January 24, 2023 8:53 PM
To: 'Naveedhaider.ctc@gmail.com' <naveedhaider.ctc@gmail.com>; Naveed Haider <naveed@ctc.org.pk>
Cc: District Keamari <deockeamari@gmail.com>; Dradkhan@gmail.com; KUMAR, Haresh <kumarha@who.int>; ALI, Asif <asifa@who.int>
Subject: Re: Poor coordination, Poor performance and Misbehaviour Attitude UCPO Rabia UC Mohajar Camp

Dear Naveed,

It is to inform you that Rabia UCPO of UC 07 Mujahir Camp has been under observation due to multiple issues on multiple occasions.

Recently in this campaign UCPO Rabia failed to justify untrained and underage transit team members in her assigned UC.

On questioning the reasons of her negligence she shouted at her direct supervisor Dr Haresh (IO) and shouted on me as well in front of all DEOC members and rushed out of DC Office.

Previously UCPO Rabia has been counselled by IO, DDPO, DHO on multiple occasion separately, due to her coordination issues within her team and her behavior with her seniors. But there has been no improvement. UC 07 Muhajir camp is poor performing in SIAs continuously due to lack of coordination among her members.

It is my humble request to take urgent response in this matter. Kindly dismiss her from District Keamari.

Regards

Dr Ambreen Ibrahim
DDPO Keamari

On 24 Jan 2023 19:37, "KUMAR, Haresh" <kumarha@who.int> wrote:
Dear Dr Ambreen,

With reference to Monitoring Day 2 UC Mohajar Camp, where found major observation

- 1, Found one under 18 Year for Transient Team member
- 2, Transient team members mismatched with Microplan
- 3, 2 Transient Team Members were assigned at RHC Baldia whereas Patni Hospital were missed where Dr Madan Paediatrician is doing his OPD which shows poor planning
- 4, Poor coordination with communication team as Qasim ALSM were repeatedly blamed by Rabia for fake coverage and fake finger marking although Teams/AS and communication team were found dedicated even Area supervisors/Teams were guided that their credentials on refusal coverage were totally taken by communication team which make repeated clashes there.
- 5, Even TP/Fix training where she were assigned with Umar UCPO, the quality was sub-optimal which were declared during EOC monitor visit at Murshid Hospital

So in this regards she were called at DEOC on Day 2 to clarify at her part but she started shouted and left DEOC in harsh attitude .

so recommended to be relieve from my side as frequent clashes in union council which disturb quality work and atmosphere.

Regards
Dr Haresh Khiani
DDOSO Keamari