

**From:** ZAIDI, Wajeeha [mailto:zaidiw@who.int]

**Sent:** Wednesday, February 19, 2020 11:42 AM

**To:** Imran Ali; 'Rabia Iimran'

**Cc:** MEMON, Junaid Gul; KUMAR, Haresh

**Subject:** Re: In response of letter received on Friday dated 14/2/20 I am ashamed of following to acts of misconduct 1. Unprofessional attitude 2. Poor performance.

Dear Imran

I am not convinced with her performance explanation as if any confusion, I, her colleagues and DPCR is present for counselling.

Currently, I will admit that she is trying to make a difference in her work and attitude, but I will continue with her final warning.

Regards

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**From:** Rabia Iimran [mailto:rabialimran30@gmail.com]

**Sent:** Monday, February 17, 2020 11:13 PM

**To:** Imran Ali

**Cc:** ZAIDI, Wajeeha; MEMON, Junaid Gul; KUMAR, Haresh

**Subject:** In response of letter received on Friday dated 14/2/20 I am ashamed of following to acts of misconduct 1. Unprofessional attitude 2. Poor performance.

#### UNPROFESSIONAL ATTITUDE

initially when I joined the field. I presumed being the monitor of UC i have to be strict, dealing with my partner staff which made them uncomfortable and every one started complaining about my behavior later on in got warning which made me realize I should have not behave strictly in the first place and then I totally transformed my behavior and attitude also become so gentle and polite with all staff and my colleagues thus I improved my dealings with all my partner staff and still is always try to remain calm and nicertainly to everyone. I believe this shows my progress regarding the accusations of having unprofessional attitude.

#### POOR PERFORMANCE.

TCV was my first campaign ever, being UCPO I was in learning phase at that time and monitoring the teams was a new and different experience for me. Keeping this in mind I am expecting to have same margin of tolerance from such a professional and great firm of yours, as far as SMC list issue was concerned I was not clear and bit confused, though I took all clusters near schools as instructed. I apologized to my supervisor earlier and I regret she felt deceitfulness of my act of mistake.

I hope you consider my explanation is took firmed to have a positive response about this specific task.

In this regard

Rabia Imran

On Mon, Feb 17, 2020, 2:29 PM Imran Ali <[imran.ali@ctc.org.pk](mailto:imran.ali@ctc.org.pk)> wrote:  
Dear Rabia Imran,

Consider it a soft reminder and share your response by COB today otherwise it will lead to next disciplinary action.

Regards,  
Imran

**From:** Imran Ali [mailto:[imran.ali@ctc.org.pk](mailto:imran.ali@ctc.org.pk)]  
**Sent:** Friday, February 14, 2020 4:07 PM  
**To:** 'ZAIDI, Wajeeha'; 'Rabia Iimran'  
**Cc:** 'MEMON, Junaid Gul'; 'KUMAR, Haresh'  
**Subject:** Explanation letter.

Dear Rabia Imran,

Find attached your explanation letter on account of unprofessional attitude and poor performance. You are directed to submit your response within given timeline.

Regards,  
Imran

**From:** ZAIDI, Wajeeha [mailto:[zaidiw@who.int](mailto:zaidiw@who.int)]  
**Sent:** Thursday, January 2, 2020 11:13 AM  
**To:** Rabia Iimran  
**Cc:** Imran Ali; MEMON, Junaid Gul; KUMAR, Haresh  
**Subject:** Final Warning

Dear Rabia

This is your final warning upon your behaviour and your work ethics. Please understand that you have been counselled 2 - 3 times when it comes to your interpersonal. Your way of dealing with staff is very unprofessional. For example when during TCV morning briefing you threatened the TCV teams that you will withhold their DDMS if they don't work properly and similar events. You are unaware of your UC data in all regards. You feel that the UCCSO should tell ask / request you to share the UC work load.

During the TCV campaign you were instructed to take cluster from the SMC list and check that teams are making SMC lists. The teams you were assigned did not make SMC list for first 6 days, this was highlighted on day 7 of campaign by the TTSP when he was asked to double check. You were asked on a daily basis if your teams are making SMC lists and whether you are taking

clusters from them, and daily you said that lists are updated and clusters are from the list. This is clearly unethical behaviour as you were misguiding and manipulating the facts.

There is only so much that I can counsel you for your professionalism and work TORs.

Dear Imran

This is note to file.

Regards