

## Nadeem Jan

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**From:** Dr.Kamran Kamal <rythem6@yahoo.com>  
**Sent:** Tuesday, February 25, 2020 4:43 AM  
**To:** Nadeem Jan  
**Cc:** Shahid Ali; Dr.Fazle Raheem; KHAN, Faizan; ABBAS, Waseem  
**Subject:** Re: Show Cause letter on account of poor performance  
**Attachments:** Screenshot\_20200225-171229\_Gallery.jpg; Screenshot\_20200225-171158\_Gallery.jpg; Screenshot\_20200225-171034\_Gallery.jpg; Screenshot\_20200225-171218\_Gallery.jpg; Screenshot\_20200225-171059\_Gallery.jpg; Screenshot\_20200225-171225\_Gallery.jpg; Screenshot\_20200225-170933\_Gallery.jpg; Screenshot\_20200225-171314\_Gallery.jpg; Screenshot\_20200225-171210\_Gallery.jpg; Screenshot\_20200225-171152\_Gallery.jpg; Screenshot\_20200225-171242\_Gallery.jpg; Screenshot\_20200225-171457\_WhatsApp.jpg; Screenshot\_20200225-171856\_Gallery.jpg; Screenshot\_20200225-172437\_WhatsApp.jpg; Screenshot\_20200225-172556\_WhatsApp.jpg; Screenshot\_20200225-172634\_WhatsApp.jpg; Screenshot\_20200225-172333\_WhatsApp.jpg; Screenshot\_20200225-172603\_WhatsApp.jpg; Screenshot\_20200225-172421\_WhatsApp.jpg; Screenshot\_20200225-172517\_WhatsApp.jpg; Screenshot\_20200225-172352\_WhatsApp.jpg; Screenshot\_20200225-172618\_WhatsApp.jpg; Screenshot\_20200225-172449\_WhatsApp.jpg; Screenshot\_20200225-172634\_WhatsApp.jpg

Dear Nadeem,

Greetings from DPCR Charsadda!

Hope all is well and good going.

As you know we are still struggling to eradicate the balck stigma of Polio from the face pakistan.

This cVDPV case has been reported from this UC in November 2019 and again this UC failed in LQAS pf CR2 Jan 2020 campaign.

I am attaching the some snaps of of my findings in last two rounds in MC1 Shabqaddar, UCPO MC1 Shabqaddar Clusters of last 6 rounds in which he did not found even a single unrecorded child, snap of fake finger marking child, T2D1 H#45 fake NA coverage, Less doses used and more children vaccinated (suspicious finger marking without simultaneous vaccination), in CR2 Left index was used for finger marking while many teams I monitored doing finger marking on left little finger which resulted there failed LQAS due to 5VBNFM in failed LQAS.

Issues should be reported to plug them timely along with on job training.

Dear Nadeem,

keeping in view the above mentioned issues in his assigned UCs he should be informed/warned well according to SOPs and rules to improve his performance that together only we can eradicate the crippling disease.

BR  
Dr.Kamran Kamal  
PEO Charsadda

**Regards and Prayers**  
**Dr.Kamran Kamal**  
**Polio Eradication Officer**  
**UN-WHO-Charsadda-KP**  
**Email: rythem6@yahoo.com**  
**Contact: 0300-9747889**

On Monday, February 24, 2020, 07:45:30 PM GMT+5, Niaz Muhammad <mc1shabqadar@gmail.com> wrote:

To,

Program Officer CTC Peshawar

Subject: Reply to show cause number El.KPK.070/February/N Dated February 21.2020.

Respected Sir

I would like to explain my position with regard to allegations of poor performance levelled against me.

I perform my duties with honesty and I have a great since with my responsibility.

After my induction in the capacity of UCPO /UCPW I identified a lot of issues and gaps in my UC and inform my immediate supervisor from time to time both through Email and Whatsap.

1. I have reported the issue of finger mark on little finger instead of index finger on 29 January 2020 (CR.2) to data TTM MR Aftab DPCR Charsadda through Whatsap.
2. There is no single member in the team which is untrained. I am especially conscious about team training and it is not possible for me to deploy any untrained team to the field at any cost.
3. The issue of 81 children's vaccinated on 70 doses has also reported to Data TTM Mr Himad at DPCR Charsadda on 18/02/2020.

Here I want to explain my performance since mu induction to the capacity of UCPO

I personally managed female mobile teams in replace all male teams Upec chairman was not interested at that time and I worked to the best of my capacity at all level including operational work social mobilization, advocacy with political and community leaders.

Information about my performance can we verified from my supervisor and UPEC Chairman.

On the appraisal of best performance I received reward from Deputy Commissioner charsadda Mr Tahir Zaffar Abbasi .

I never hide any issue and gaps identified in my UC

And I had informed my supervisor from time to time.

In the light of what I have explained it is requested to the competent authority to cancel show cause notice in the best interest of justice.

Best regards

Niaz Mohammad UCPO MC 1 Shabqadar

District Charsadda

Regards

Niaz Muhammad  
Union Council Polio Officer (UCPO)  
MC1 (Shabqadar)  
Cell No: 03341-518920      0344-9098638

On Mon, Feb 24, 2020 at 4:45 AM Nadeem Jan <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)> wrote:

Dear Mr. Niaz Muhammad,

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Please find attached file of Show Cause letter on account of poor performance.

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Regards,

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Nadeem Jan

Project Officer-PTPP CTC

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