

Nadeem Jan

From: Shahid Ali <shahidali@ctc.org.pk>
Sent: Wednesday, February 26, 2020 1:06 AM
To: 'ABBAS, Waseem'; 'KHAN, Faizan'
Cc: 'MAZVIDZA, Simbarashe'; 'Naila Nizam'; nadeemjan@ctc.org.pk
Subject: FW: Behavioral Issue of Mr. Imran UCPO
Attachments: PEO Feedback -Imran Khan.pdf; Complaint against UCPO Imran Khan.pdf; Response-_Imran Khan.pdf

Dear Waseem/Faizan,

With reference to below email regarding misbehavior of UCPO Imran Khan, an explanation letter has been issued to him. In response he denied all the charges leveled against him. He mentioned that Ms. Abeer PEOC Monitor interrupted during his session and the CHWs started reasoning with her and as a result the session got disturbed. He also mentioned that he did not misbehave with Ms. Abeer.

In light of feedback from PEO Dr Ghayas and other CBV staff who were present in training session. UCPO Imran Khan was pointing out one CHW Fawad Khan again and again. Ms. Abeer requested the UCPO not to discuss performance issue of one particular member in front of all staff. So UCPO left training session and went outside. After some time he came again and started his session with aggression. When Ms. Abeer requested him again to avoid this topic as we have already covered this topic, UCPO started insulting Ms. Abeer that you have entered to our room with shoes and you have no manners knowledge to facilitate training session.

His attitude problem is also evident from his response that he is blaming Ms. Abeer for the whole situation. Moreover, when Dr Ghayas request UCPO to apologize to Ms. Abeer, he used inappropriate language instead of apology.

He has committed gross misconduct by insulting his senior and use of inappropriate language. In light of the above findings and feedback from his supervisor he is recommended for Final Warning on account of gross misconduct.

Your kind feedback is requested with regards to the same.

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

From: Shahid Ali <shahidali@ctc.org.pk>
Sent: Wednesday, February 12, 2020 5:31 PM
To: 'SIDDIQUI, Kashif Islam' <siddiquik@who.int>
Cc: 'ABBAS, Waseem' <wabbas@who.int>; 'KAMRAN, Waheed' <kamranw@who.int>; 'MOHAMED, Gedi' <mohamedge@who.int>; 'KHAN, Faizan' <khanfai@who.int>; 'UDDIN, Syed Ghayas' <uddins@who.int>
Subject: RE: Behavioral Issue of Mr. Imran UCPO

Dear Kashif Sb,

Thank you for your email.

Disciplinary action will be taken as per SOPs. Once UCPO submit his written statement, we will need Dr. Ghayas feedback as he was present there.

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

From: SIDDIQUI, Kashif Islam [<mailto:siddiquik@who.int>]
Sent: Wednesday, February 12, 2020 5:09 PM
To: 'Shahid Ali' <shahidali@ctc.org.pk>
Cc: ABBAS, Waseem <wabbas@who.int>; KAMRAN, Waheed <kamranw@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KHAN, Faizan <khanfai@who.int>; UDDIN, Syed Ghayas <uddins@who.int>
Subject: FW: Behavioral Issue of Mr. Imran UCPO

Dear Shahid Sb

AOA

Ref email below, I'll be grateful if you could proceed for the appropriate disciplinary action on the following complain from the PEOC monitor about nonprofessional behavior by Mr. Imran UCPO Mandikas Bara.

I am keeping Dr. Ghayas (PEO) in CC here who has more details about the incidence and also witnessed the UCPO behaving inappropriately with the senior monitor.

Thanks and Best Regards.

Dr. Kashif Islam
Area Coordinator Khyber
Contact No: +92 317 8117702

From: Abeer Aziz [<mailto:abeer.ptc@gmail.com>]
Sent: Wednesday, February 12, 2020 4:32 PM
To: SIDDIQUI, Kashif Islam <siddiquik@who.int>
Cc: 'Tufail Ahmed' <tuahmed@unicef.org>; 'DrShams Afridi' <drshams142@gmail.com>; 'sher amin' <dr.sherahcsoccp@gmail.com>; 'Khyber Polio Control Room' <khyber.pcr@gmail.com>; UDDIN, Syed Ghayas <uddins@who.int>
Subject: Behavioral Issue of Mr. Imran UCPO

Dear Dr. Kashif Sahib,

I'm writing this email after detail discussion with DPCR Khyber Members for your record and information. Today I reached around about 8:30 am to THQ Dogra for Monitoring and supportive supervision of CHWs Pre-Campaign Training session for UC Mandi Kas. The US Farooq and AS Amin, Amjad and Iftikhar were present. For Supervisors understanding we discussed all sessions and methodologies in details and distribute session among facilitation. For team support I asked them that I will also stand for them for their support and facilitation. Our UCPO Mr. Imran arrive late at 9:26 am to the training session. he asked about the ongoing session from Mr. Farooq and asked him to facilitate session on "Previous Campaign Issues". After Salam he start his introduction in English with CHWs. He start his session with Previous Campaign Issues "Miss children" with directly calling CHW Fawad by name that in previous campaign he

identify miss children case on day first. He further added that on day 2nd Mr. Sher Amin visit Fawad and same issue he identify with CHW Fawad. Than Mr. Sher Amin called him personally from another area for detail investigation about CHW Fawad. For evidence he show pictures of children in training session while in response Mr. Fawad CHW get angry and asked Mr. Imran to proceed the session instead of pointing him and attack him personally. To control the situation I interfere and asked Imran with request that we recently revised our agenda and let me do this session with Team. The purpose was to avoid any unhappy situation and to raise the moral and motivation of team. Mr. Imran show reluctance and insist that he have so many issues and he want to discussed by name with team. I asked him with request that we will discuss all issues step by step and will get solution by participants for their realization and learning. In the response he left training session and went outside.

As per agenda all sessions were delivered by AS with my and US Support through group work, role play, discussion, brainstorming and practical demonstration. In the mid of the session when facilitators start Family Key Messages; Mr. Imran start writing on whiteboard with aggressive mood and said that he need 2 minutes to highlight some issues. When facilitators allow him he again start previous topic from where he left. I and US requested him that this session we already covered and now we have session on Family Key Messages (New topics Beyond Polio). But in response he started arguments and insulting me that I'm standing in the room with my shoes and I don't have manners and knowledge to facilitate the sessions. Besides his aggressive behaviour I request him that I will talk him later but he was not stop. I called Mr. Ghayas for his support and asked him to control Mr. Imran because I don't want to waste our time in the useless discussion.

The training session was stop for 10 minutes as a break. Meanwhile Mr. Ghayas reached and he handle the situation. Being a PTC this is my main responsibility to provide facilitation to field level supervisors to improve the field level training session.

I'm also copying our Team lead for information and guidance.

Best Regards,

Abeer Aziz

Provincial Training Coordinator (PTC) – KP-Tribal Districts

Emergency Operation Center (EOC) Khyber Pakhtunkhwa

Police Service & General Hospital, Civil Secretariat, Peshawar

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