

## Shahid Ali

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**From:** KHAN, Faizan <khanfai@who.int>  
**Sent:** Tuesday, March 3, 2020 4:28 PM  
**To:** Shahid Ali  
**Cc:** ABBAS, Waseem  
**Subject:** FW: Warning to UCPO MC1 Shabqaddar

Dear Shahid

Please proceed.

Regards  
Faizan Khan

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**From:** DIN, Illaud  
**Sent:** Tuesday, 3 March 2020 4:26 PM  
**To:** KHAN, Faizan <khanfai@who.int>  
**Cc:** KAMAL, Kamran <kamalk@who.int>; DURRANI, Muhammad Arshad <durranimuh@who.int>; MAZVIDZA, Simbarashe <mazvidzas@who.int>; MOHAMMED, Andre Rasheed <amohammed@who.int>; ABBAS, Waseem <wabbas@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>  
**Subject:** Re: Warning to UCPO MC1 Shabqaddar

Approved

Dr Illaud Din

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**From:** KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Sent:** Tuesday, March 3, 2020 3:17 PM  
**To:** DIN, Illaud <[dini@who.int](mailto:dini@who.int)>  
**Cc:** KAMAL, Kamran <[kamalk@who.int](mailto:kamalk@who.int)>; DURRANI, Muhammad Arshad <[durranimuh@who.int](mailto:durranimuh@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; MOHAMMED, Andre Rasheed <[amohammed@who.int](mailto:amohammed@who.int)>; ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; KHURSHID, Muhammad Naveed <[khurshidm@who.int](mailto:khurshidm@who.int)>; MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>  
**Subject:** FW: Warning to UCPO MC1 Shabqaddar

Dear Dr Illaudin

Your kind approval required to issue final warning to UCPO Niaz Muhammad (UC Mc-1 Shabqadar, Charsadda) on account of poor performance and serious gaps identified by PEO (Dr Kamran Kamal).

Regards  
Faizan Khan

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**From:** Shahid Ali [<mailto:shahidali@ctc.org.pk>]  
**Sent:** Thursday, 27 February 2020 5:26 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; 'Nadeem Jan' <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)>  
**Subject:** RE: Warning to UCPO MC1 Shabqaddar

Dear Waseem/Faizan,

This is with reference to complaint received from PEO Kamran Kamal against poor performance of UCPO Niaz Muhammad. A show cause notice has been issued to him on account of poor performance. As per his response he has reported issues (identified by him) to Data TTM Aftab Khan and Data TTM Hamid Khan. Moreover, the evidences he has provided are not strong enough. (His response is attached as Annex-A) His response to the show cause notice is not satisfactory in light of the evidences received by him. The Key performance gaps were identified by PEO was:

- In last six campaign rounds UCPO has reported zero issue in his clusters.
- During February campaign PEO has identified fake NA coverage, 81 children were vaccinated with 71 doses
- wrong and fake finger marking by team were identified.
- one polio case has been reported from this UC in November 2019 and LQAS of this UC has also failed in CR2 Jan 2020 campaign.
- Besides all this gaps UCPO is not reporting these issues to his supervisors which shows his lack of interest towards his responsibilities.

In light of the allegations leveled against him and the response received he is recommended for final warning on account of poor performance due to major performance gaps reported.

In case if you need any further assistance regarding the same, Please let us know.

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

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**From:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Sent:** Friday, February 21, 2020 1:16 PM  
**To:** 'ABBAS, Waseem' <[wabbas@who.int](mailto:wabbas@who.int)>; 'khanfai@who.int' <[khanfai@who.int](mailto:khanfai@who.int)>  
**Cc:** 'MOHAMED, Gedi' <[mohamedge@who.int](mailto:mohamedge@who.int)>; 'MAZVIDZA, Simbarashe' <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; 'KAMRAN, Waheed' <[kamranw@who.int](mailto:kamranw@who.int)>; 'Nadeem Jan' <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)>  
**Subject:** FW: Warning to UCPO MC1 Shabqaddar

Dear Waseem/Faizan,

With reference to below email, UCPO Niaz has been reported by his first level supervisor for not highlighting the issues of his assigned UC. Moreover, untrained team deployment and wrong figure marking by teams has

been observed by the monitor in his assigned UC. He is recommended for explanation on account of poor monitoring and supervision skills.

In case of any feedback regarding the same please let us know.

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

**From:** Dr.Kamran Kamal <[rythem6@yahoo.com](mailto:rythem6@yahoo.com)>  
**Sent:** Friday, February 21, 2020 10:41 AM  
**To:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Cc:** Arshad Durrani <[acfrkohat@gmail.com](mailto:acfrkohat@gmail.com)>; Aijaz Khan <[kaijaz988@gmail.com](mailto:kaijaz988@gmail.com)>; PDA Nowshera <[pdanowsheradiv@gmail.com](mailto:pdanowsheradiv@gmail.com)>  
**Subject:** Warning to UCPO MC1 Shabqaddar

Dear Shahid sab,

Greetings from DPCR Charsadda!

Hope you are doing well. PFA My detail monitoring feedback of MC1 Shabqaddar. From this UC on 11th November 2019 cVDPV Polio Case reported and Its LQAS is also declared failed on 7th Feb, 2020.

The UCPO Niaz working in this Never identify nor highlighted any issue of his assigned UC Instead of reporting Polio Case and failed LQAS of this UC.

In Last round CR2 Campaign 2020 I identified some serious issues like non trained participants deployment to the field and many teams wrong finger mark use left little finger while the finger should be left index for this round.

Keeping in view the above mentioned reasons and below attached feedback I will recommend his Final Warning or what ever action which must be initiated against him as per SOPs , Rules and Regulations.

warms and light  
Dr.Kamran Kamal  
PEO Charsadda

[Sent from Yahoo Mail on Android](#)