

**From:** ALI, Asif [mailto:asifa@who.int]  
**Sent:** Friday, February 28, 2020 12:53 PM  
**To:** Imran Ali  
**Cc:** BELAYNEH, Asalif Demissie; naila@ctc.org.pk; DUBE, Tafadzwa; ASLAM, Shaista  
**Subject:** Re: Re[2]: Show cause on account of misleading information.

Dear Imran,  
Please go ahead for final action as per SOPs.  
REGARDS

**Dr Asif Ali Zardari**  
PPEO / WHO / SINDH  
[asifa@who.int](mailto:asifa@who.int) / +92 333 7080705

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**From:** Imran Ali <imran.ali@ctc.org.pk>  
**Sent:** Friday, February 21, 2020 11:21 AM  
**To:** ALI, Asif <asifa@who.int>  
**Cc:** BELAYNEH, Asalif Demissie <belayneha@who.int>; naila@ctc.org.pk <naila@ctc.org.pk>; DUBE, Tafadzwa <dubet@who.int>; ASLAM, Shaista <aslamsh@who.int>  
**Subject:** FW: Re[2]: Show cause on account of misleading information.

Dear Dr.Asif,

UCPO Ms.Tayyaba Nawaz show cause response is marked as unsatisfactory and recommended for termination. Below is the supervisors feedback along with attached CHW's written statement for your kind review and validation.

Regards,



**Imran Ali**  
**Regional Coordinator-Sindh**  
CHIP Training & Consulting (Pvt) Ltd.  
**Email:** [Imran.ali@ctc.org.pk](mailto:Imran.ali@ctc.org.pk)  
**Cell#** 0346-8503322

**From:** KHALID, Muhammad [mailto:mkhalid@who.int]  
**Sent:** Thursday, February 20, 2020 10:29 PM  
**To:** Imran Ali  
**Cc:** ALI, Asif; JABEEN, Farhat  
**Subject:** Re: Re[2]: Show cause on account of misleading information.

Dear Imran,

Thanks for following the case closely as already discussed with Dr. Farhat. Tayaba UCPO UC -2 Jamshed Town has been counseled multiple times as well as giving her warnings but she didn't change her behavior and continue to create the same issues in her assigned UC. Written

proofs available for the record. Therefore, the case is recommended for termination as per observations.

Thanks

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**From:** Imran Ali <imran.ali@ctc.org.pk>  
**Sent:** Tuesday, February 18, 2020 5:50 PM  
**To:** JABEEN, Farhat <jabeenf@who.int>  
**Cc:** KHALID, Muhammad <mkhalid@who.int>; ALI, Asif <asifa@who.int>  
**Subject:** RE: Re[2]: Show cause on account of misleading information.

Dear Dr.Kahlid,

Please share your feedback so that I can consult with Dr.Asif for final decision on this case. CHWs written statement as shared by Dr.Farhat is also attached here.

Regards,  
Imran

**From:** JABEEN, Farhat [mailto:jabeenf@who.int]  
**Sent:** Tuesday, February 18, 2020 11:07 AM  
**To:** imran.ali@ctc.org.pk  
**Cc:** KHALID, Muhammad; ALI, Asif  
**Subject:** Re: Re[2]: Show cause on account of misleading information.

Dear Imran

I investigate this issue from all Area Supervisors of UC 1 ,all of them have same statement in presence of UCPO Tayyaba that she mislead them about NA coverage (Those who found AV ) to record them on 2B form without checking of finger Mark.

This is SOPs of program AV children should not be consider Vaccinated on parents only recall until check their finger Mark physically.

She validate below mentioned children after catchup activity.

Eventhough,she mentioned in her Reply that CHW4 House no 265 found no issue. But actually This child was AV on recall of Father and child was Not available physically so as SOP it should not record in AS 2B if it is not Vaccinated by same AS or CHW or until she confirm child finger Mark.

Furthermore I highlighted her non compliance behavior towards her TORs as UCPO. (her whatsapp screen shot already shared.)

Even though during February NID campaign I received complain from DHMT during evening meeting that Ucpo Tayyaba has non compliance behavior towards her TORs and she is not following UCMO instructions for official activity.

Counselling and coaching done so many times with her by PEO also explain Ucpo TORs to her.

Regards  
Dr.Farhat Jabeen  
PEO Jamshed Town

On Feb 15, 2020 9:26 PM, [imran.ali@ctc.org.pk](mailto:imran.ali@ctc.org.pk) wrote:

Dear Dr.Farhat,  
Please review the response and share your feedback.

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Regards  
Imran Ali  
Regional Coordinator  
CTC- Sindh

Friday, 14 February 2020, 08:00PM +05:00 from Tayyaba Nawaz  
[tayyabanawaz7788@gmail.com](mailto:tayyabanawaz7788@gmail.com):

Dear Respected Sir ,

This is to inform to you that, As the Start of NID December NA Conversion We did all our best ,  
At the same time we done several tasks, i.e, Team Supporting for NA Coverage ,

I was Morning Briefing on 10 January 11 January as per SOP's guideline with  
instruction Plan shared from DPCR, I was briefing to teams only NA Children visited no  
visited of refusal Children, and during Campaign days any NA Children revisit checked  
only , NA Children found with Finger Marked checked under the SOP's countable  
children.

**Data Details which are validated with workers & by me.**

**CHW 10 (HNO. 104)** during NA Conversion Activity as Per mother Statement our child  
also vaccinated with finger mark, checked with CHW child seen by on 10 January.

**CHW 4 (HNO. 265)** I visited with PEO this child house no issue found finding .

**CHW 33 (HNO.259)** during NA Conversion Activity as Per mother Statement our child  
also vaccinated with finger mark but CHW with me house hold person at home visited  
checked our child seen by on 11 January with finger mark.

**CHW 20 (HNO. 349)** as per parents Statement during NA Conversion Activity these child was Sick House visited by CHW Name Safia Code. 20 & ASPV Samina mansha , but I was visited today with conformed by mother, as Per mother Statement my child already vaccinated before 2 weeks with finger marked, further your worker revisit my home for checked my child but my child was not at home on 10 January.

**CHW 06 (HNo.002)** today Me with CHW visited to missed house according to grandfather said children not at home, and further your worker revisit my home on 10 January but children no available my home but only one child is available seen by the your worker with finger and 3 children no at home, but CHW said 4 children is available in house , but parents not allowed to check children, but CHW understood is 4 countable vaccinated are in registration book.

**CHW 32 (HNo.113)** as per mother statement my child also vaccinated but were vaccinated at Punjab , again your worker revisit at home on 10 January but our child going to school not available at home, & I was visited checked child with worker child also vaccinated with finger marked.

Kindly Find attached below of Pics for Finger Mark Proof .

Regards,  
Tayyaba Nawaz UCPO UC 1 Akhtar Colony