

**awais@ctc.org.pk**

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**From:** awais@ctc.org.pk  
**Sent:** Thursday, September 23, 2021 12:50 PM  
**To:** 'Naila Nizam'  
**Subject:** FW: Confidential; UCPO Shahi Bala Work place rudeness

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**From:** Naila Nizam <naila@ctc.org.pk>  
**Sent:** Wednesday, September 15, 2021 10:59 AM  
**To:** 'ABBAS, Waseem' <wabbas@who.int>  
**Cc:** 'KHAN, Faizan' <khanfai@who.int>; zebma@who.int; awais@ctc.org.pk  
**Subject:** RE: Confidential; UCPO Shahi Bala Work place rudeness

Dear Mr. Waseem,

Please be informed that we will call the UCPO – Shahi Bala to CTC Office- Peshawar and will discuss the issues in detail. After that, will share his stance with recommended disciplinary actions (if needed).

Please share your Comments/approval in this regard.

If you need any further information regarding the same, please let us know.

Regards,  
Naila Nizam  
Project Manager  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Tel: [+92-51-111-111-920](tel:+92-51-111-111-920), Cell:[0345-8566181](tel:0345-8566181)

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**From:** KHURSHID, Muhammad Naveed [<mailto:khurshidm@who.int>]  
**Sent:** Tuesday, 14 September 2021 10:05 pm  
**To:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Cc:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; IQBAL, Ahsan <[iqbalah@who.int](mailto:iqbalah@who.int)>  
**Subject:** Confidential; UCPO Shahi Bala Work place rudeness

Dear Ms. Naila

Repeated complaints are received against UCPO Shahi Bala as mentioned in the email below. There is no improvement seen despite efforts from District and town team.

You are requested to follow it up as per SOPs. Similarly, to avoid incivility epidemics I am requesting vendor to support Peshawar as much as possible

Regards

Dr Naveed Khurshid

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**From:** Robina Bangash <[robina.bangash84@gmail.com](mailto:robina.bangash84@gmail.com)>  
**Sent:** Monday, September 13, 2021 7:44 PM  
**To:** KHURSHID, Muhammad Naveed <[khurshidm@who.int](mailto:khurshidm@who.int)>  
**Cc:** IQBAL, Ahsan <[iqbalah@who.int](mailto:iqbalah@who.int)>  
**Subject:** Re: [EXT] Confidential UC::Shahi Bala Reporting

Respected Sir

It is bring into your kind notice that Mr.Sibghatullah is still not improving his coordination and support to his team and wasting his and town officer time in baseless complaints.

Whenever I inquire the complaint I could not find a single issue except wastge of time and energy.

In addition to my below email,on 28th July,he reported a CHW Mobeena as uninformed absent so we recomended her a warning while the said CHW was attacked by dogs and she fell down and got injured (while she was 9 months pregnant)than she informed her AS and Mr.Sibghatullah that she went to hospital for check up as she was not feeling well but based on Mr.Sibghatullah feed back we issued her warning.

On 7th July he reported AS Salih that he didn't complete his tasks and was sitting in a shop while he was the one who sent the mentioned AS leave application to me (7th September.21)

He mentioned that AS Salih did not verify the children(causing difference in target)but when I asked him than AS Salih shared properly filled formate along with Signature and dates and he asked me that please do verify it from field.

It is shared by all the 3 female AS(informally)that if they report his attitude or lack of support than he becomes personal and threat the staff that is why they do not report but they are annoyed with his authoritative and non supportive attitude.He never guide them but simply criticise them that you did this wrong and when they ask him for support than he remain silent.

I am also the part of UC group and I never saw a single instruction or guidance by him.

Now the team is fraustrated with these inquires(by town officer)or follow up of these baseless complaints and requesting that every time they are asked for evidence but the one who report them is never hold accountable for his baseless complaints.They requested that they are ready to be shuffled to any other UC but cannot continue thier work here as they are suffering with severe stress.

They shared that Mr.Sibghatullah mentioned twice that WHO team never like Unicef team.....which is very alarming mesaage for me.(being a Town officer)

My humble submission is to take strict disciplinary action against him as UC is persistently poor performing and with this set of mind(baseless complaints on weekly bases)we will not be able to focus on our work and improve the UC perfromance.

Regards  
Robina Gul

On Sat, 17 Jul 2021, 16:07 KHURSHID, Muhammad Naveed, <[khurshidm@who.int](mailto:khurshidm@who.int)> wrote:

Dear Robina and Ahsan,

What do you suggest?

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**From:** Robina Bangash <[robina.bangash84@gmail.com](mailto:robina.bangash84@gmail.com)>

**Sent:** Friday, July 16, 2021 5:24 PM

**To:** IQBAL, Ahsan <[iqbalah@who.int](mailto:iqbalah@who.int)>

**Cc:** Nosheen Tabassum <[nosheen.tabassum@people.com.pk](mailto:nosheen.tabassum@people.com.pk)>; People Zainab <[zainab.bibi@people.com.pk](mailto:zainab.bibi@people.com.pk)>; ULLAH, Asad <[ullaha@who.int](mailto:ullaha@who.int)>; Dr Asad ullah ghalib <[ddpowho@gmail.com](mailto:ddpowho@gmail.com)>; KHURSHID, Muhammad Naveed <[khurshidm@who.int](mailto:khurshidm@who.int)>; AHMAD, Laeeq <[ahmadl@who.int](mailto:ahmadl@who.int)>

**Subject:** Re: [EXT] UC::Shahi Bala Reporting AS.Shoaib negligence

Dear Dr.Ehsan

As per my information/communication in UC group(screen shot can be shared if required)Mr.Shoaib completed his MP yesterday at 10 o clock because he was on leave and his leave was endorsed by UCPO.

When he joined on 14th then 1 of his team member was on leave for an interview(on the approval of UCPO)although it is strictly communicated that no leaves during and intra campaign is allowed so Mr.Shoaib couldn't complete his task because of these reasons.

Being a UC lead,UCPO should manage the activities(if he is allowing the team members for leaves) and if he couldn't manage it than reporting it as poor performance or negligence(while team is on leave)is not a justified reason.

This is totally childish and unprofessional behaviour that he is wasting his maximum time on un justified emails/reporting instead of team management and support.

I have tried my level best to sort these misunderstanding and coordination issue and conducted multiple meetings but in vain.

I would request if we could expedite the process of UCDO hiring than it would be easy to manage/support the team.

Regards  
Robina Gul

On Fri, 16 Jul 2021, 00:01 IQBAL, Ahsan, <[iqbalah@who.int](mailto:iqbalah@who.int)> wrote:

Dear Ms. Robina,

Your feedback requested please.

Regards,  
Dr. Ahsan Iqbal  
District Delivery, Operations and Supervision Officer,  
HRMP Focal Person,

Immunization Officer - WHO,  
Peshawar

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**From:** Syed Sibghat Ullah <[sibghat.mama@gmail.com](mailto:sibghat.mama@gmail.com)>

**Sent:** Thursday, July 15, 2021 10:58 AM

**To:** Robina Bangash <[robina.bangash84@gmail.com](mailto:robina.bangash84@gmail.com)>

**Cc:** IQBAL, Ahsan <[igbalah@who.int](mailto:igbalah@who.int)>; Nosheen Tabassum <[nosheen.tabassum@people.com.pk](mailto:nosheen.tabassum@people.com.pk)>;  
[zainab.bibi@people.com.pk](mailto:zainab.bibi@people.com.pk)

**Subject:** [EXT] UC::Shahi Bala Reporting AS.Shoaib negligence

AOA

Dear Ma'am /Sir

it's bring in your kind notice that AS Shoaib don't complete his task MP preparation till dated while he is on leave on 12 and 13 July while he dnt complete his task till date and today was final date of sharing MP with District.

as he is already reported in poor performance ,Negligence.

kindly discussed its with Concered Aurtherized

your positive response will be highly appreciated.

Thanks alot

syed sebghat ullah

03159399635

UCPO

Shahi bala