

[CTC - HRO - CBV - Disciplinary - 7.8.5-g-016 - IF/NN/MM]  
[Termination Letter - Sindh - Jan-2024]

Ref: TL-Sindh-139/January/R

Jan 26th, 2024



Ms. Saima Arif,  
4220169824868,  
CHW - Bilal Colony - 1,  
Korangi - Sindh.

**Subject: Termination of Employment Contract on account of Unprofessional Conduct**

Dear Saima Arif,

This is with reference to the complaint received dated Jan 9th, 2024 regarding your unprofessional activities in your capacity as CHW at Bilal Colony - 1 - Korangi.

It is to inform you that a detailed investigation was conducted on your professional misconduct. The findings of the investigation revealed your involvement in immoral activities against your supervisor. It has been found that you have attempted to engaged in sexual activity with your supervisor and when she retaliated, you have used abusive language with her. Moreover, you had threatened her with adverse actions if she disclosed the incident to anyone. You have also sent videos containing graphic content to your supervisor from an unknown number showing you with your husband in sexual activities. You were also provided with an opportunity of personal hearing and show cause to defend the allegations against you however, you were unable to provide satisfactory response. As per policy, your actions constitute gross misconduct and shows your utter disregard of ethics and norms which cannot be ignored.

Therefore, it has been decided to terminate your employment contract with immediate effect; hence making January 15, 2024 your last day of employment with CTC. You were also suspended from your services since 15 January 2023 due to the on-going investigation. The period of your suspension till your termination will be considered as leaves without pay.

Please note that you will be paid remuneration against your services for 15 days during the month of Jan-2024. You are directed to return Company's properties that you still have in your possession to your supervisor.

Regards

A handwritten signature in black ink, appearing to read "Samunty", is written over a light blue background.

HR Department  
CHIP Training & Consulting

CC;  
Personal File.

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