

[CTC - HRO - PTPP - Disciplinary - 7.8.5-g-016 - IF/MA/NJ]  
[Termination Letter - KPK - Feb-2021]

Ref: TL-KPK-005/February/R

Feb 4th, 2021



Mr. Muhammad Tariq,  
CNIC # 1610112904051,  
UCPO - Khazana,  
Mardan - KPK.

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

Dear Muhammad Tariq,

This is with reference to the complaint received dated December 3rd, 2020 regarding your misconduct in your capacity as Union Council Polio Officer (UCPO) at Khazana - Mardan - Mardan.

This is to inform you that your reply to the show cause letter issued has been reviewed and found not to be satisfactory. A detailed inquiry into the matter have been conducted by the competent authority and you have been found guilty of misbehavior with female LHVs. You have been found involved in mudslinging over the character of female staff. As per policy, the aforementioned acts fall under the red line area which is marked for zero tolerance. Your actions are against the rules of the program, thus warrants strict disciplinary action.

Your acts are tantamount to "Gross Misconduct" and shows your wrongdoing and willingness to compromise the esteem standards of this organization. Therefore, it has been decided to terminate your employment contract with immediate effect; hence making 4th February, 2021 your last day of employment with CTC.

Please note that you will not be paid any remuneration for the month of December 2020, Jan 2021 and Feb-2021 against aforementioned reasons. You are directed to return Company's properties that you still have in your possession to your supervisor.

Regards

HR Department  
CHIP Training & Consulting

CC;  
Personal File.

**CHIP TRAINING & CONSULTING (PVT) LTD**

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