



Naveed Haider <naveedhaider.ctc@gmail.com>

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## Ial Jurio shabani UCPO adjustment

4 messages

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**Naila Nizam** <naila@ctc.org.pk>

Wed, Jul 14, 2021 at 1:03 AM

To: "SEID, Zahra" <seidz@who.int>

Cc: "ASLAM, Shaista" <aslamsh@who.int>, "ALI, Asif" <asifa@who.int>, "AHMAD, Shakeel Muhammad Saleem" <ahmadsh@who.int>, naveedhaider.ctc@gmail.com, alisyed@who.int

Dear Dr. Zahra,

In continuation to below approval of WHO FO on the termination of UCPO Mr. Talib due to professional misconduct and fake reporting. It is hereby to inform you that we have only one redundant UCPO **Mr. Abdul Hammed**, who was working in Tehsil Saleh Pat and his position was abolished during the transformation process. In addition, no disciplinary action was taken against him during his employment tenure.

Your approval/feedback is kindly requested to proceed with the adjustment of Mr. Abdul Hammed on the said Position.

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, Cell: [Cell:0345-8566181](tel:0345-8566181)

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**From:** AHMAD, Shakeel Muhammad Saleem [mailto:[ahmadsh@who.int](mailto:ahmadsh@who.int)]

**Sent:** Wednesday, 14 July 2021 10:48 am

**To:** Naila ([naila@ctc.org.pk](mailto:naila@ctc.org.pk)) <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>; ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>

**Subject:** RE: [EXT] Termination on fake reporting

Dear Naila,

Please find below the federal office approval for termination of Mr Tabil UCPO Sindh for your information and further necessary action.

Regards,

Shakeel Ahmad

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**From:** PERCL, Matthias <[perclm@who.int](mailto:perclm@who.int)>

**Sent:** Wednesday, July 14, 2021 10:32 AM

**To:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>

**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>

**Subject:** RE: [EXT] Termination on fake reporting

Dear Khalida,

Approved from my side. Please work with CTC to fill the vacant post – we are still not allowed to go for external recruitment under CTC contract modality.

Regards

Matthias

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**From:** PARVEEN, Khalida

**Sent:** Wednesday, 7 July 2021 12:50 PM

**To:** PERCL, Matthias <[perclm@who.int](mailto:perclm@who.int)>

**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>

**Subject:** FW: [EXT] Termination on fake reporting

Dear Matthias,

Please approve the termination of Mr Tabil UCPO from Sindh. He is found guilty on account of professional misconduct and fake reporting.

PTL – Sindh has also approved his termination.

Best Regards,

khalida

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**From:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Sent:** Wednesday, July 7, 2021 11:37 AM  
**To:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; [irfan@ctc.org.pk](mailto:irfan@ctc.org.pk); AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>; [majid@ctc.org.pk](mailto:majid@ctc.org.pk)  
**Subject:** [EXT] Termination on fake reporting

Dear Ms. Khalida,

With reference to the approval of PTL – Sindh, WHO FO kind approval is hereby requested to terminate UCPO Mr. Tabil - Sindh on account of professional misconduct and fake reporting.

His response to the show cause letter has been found to be unsatisfactory and his respective supervisor also provided detailed feedback on his response proving that he has failed to justify himself. (Supervisor's response and evidences attached for reference)

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, Cell: [Cell:0345-8566181](tel:0345-8566181)

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**From:** SEID, Zahra [<mailto:seidz@who.int>]  
**Sent:** Wednesday, 7 July 2021 10:17 am  
**To:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Cc:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>; ASLAM, Shaista <[aslamsh@who.int](mailto:aslamsh@who.int)>; [irfan@ctc.org.pk](mailto:irfan@ctc.org.pk); 'Sarah Farooqui' <[sarah@ctc.org.pk](mailto:sarah@ctc.org.pk)>; ALI, Syed Imran <[alisyed@who.int](mailto:alisyed@who.int)>; [majid@ctc.org.pk](mailto:majid@ctc.org.pk)  
**Subject:** RE: [EXT] Fwd: Show cause letter on account of Professional Misconduct

APPROVED TERMINATION

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**From:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Sent:** Monday, 21 June 2021 4:03 PM  
**To:** SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>  
**Cc:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>; ASLAM, Shaista <[aslamsh@who.int](mailto:aslamsh@who.int)>; [irfan@ctc.org.pk](mailto:irfan@ctc.org.pk); 'Sarah Farooqui' <[sarah@ctc.org.pk](mailto:sarah@ctc.org.pk)>; ALI, Syed Imran <[alisyed@who.int](mailto:alisyed@who.int)>; [majid@ctc.org.pk](mailto:majid@ctc.org.pk)  
**Subject:** RE: [EXT] Fwd: Show cause letter on account of Professional Misconduct

Dear Dr. Zahra

With reference to the subject matter, it is to bring in your kind knowledge that UCPO Mr. Talib has denied all the allegations leveled against him in response to the show cause letter issued to him on account of professional misconduct. Based on the detailed feedback shared by his supervisor, it has been evident that Mr. Talib's response is unsatisfactory.

Therefore, it is recommended to terminate his services on account of unprofessional misconduct and fake reporting.

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, Cell: [Cell:0345-8566181](tel:0345-8566181)

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**From:** AHMED, Suhail [<mailto:majidanos@who.int>]

**Sent:** Saturday, 19 June 2021 10:05 am

**To:** Naveed Haider <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>

**Cc:** SAHITIA, Sundeep <[sathias@who.int](mailto:sathias@who.int)>; Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>; SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>

**Subject:** Re: [EXT] Fwd: Show cause letter on account of Professional Misconduct

Dear Naveed,

I wish you are well.

Below is my feedback to the response given by UCPO Mr. Talib Hussain.

- 1. Absentee/Fake Female team members on ground:** This allegation has been proven when I visited his field on dated 09-06-2021 where the two female members named as Masmat Sacchul and Ms. Budhi from team no. 01 and team no. 02 of SMT Supervisor Mr. Akbar Bhanbhro were found absent on ground. When asked about absence of both the members, the Supervisor could not justify the reason and instead confessed that the workers are not deployed in the field from past one and half years. Upon personal hearing of UCPO Mr. Talib, after denying such allegations initially, he confessed about the mistake in the end.
- 2. Fake tally sheets data entry:** During the same field visit, it was also found and confirmed by the SMT Supervisor that all of his team members are not literate enough to fill the tally sheets and hence the fake data is entered into the tally sheet by the Supervisor in consultation with UC Focal Person Mr. Sharif Bhanbhro and UCPO Mr. Talib. Such allegation was also confirmed by the UCPO himself during the personal hearing before respected AC-WHO Sukkur Division.
- 3. Fake data submission:** The UCPO has submitted fake team deployment data during campaign despite knowing that the female members of desert area are not deployed in field. The screenshots of deployment status update shared through text message is also attached herewith.
- 4. Poor Cold chain particularly in desert area:** One of the prime job of UCPO is to ensure that the vaccine given to teams remains potent by strict cold chain maintenance through multiple monitoring and supportive supervisions. However, during the field visit it was found that the UCPO has visited the area only once in past 3 years leading to the seriously compromised status of vaccine cold chain. The poor vaccine cold chain status was also verified in the same field visit followed by sharing and discussion of these observations in evening Review Meeting and in person with Deputy Commissioner, DHO and District Focal SIAs amongst others. Therefore, his denial about such blunders is unjustified.
- 5. Unethical behaviour and Personal favours to non-local team members hired from District Khairpur:** His non-local SMT team composition was unjustified when his SMT Supervisors informed that local SMT team members can be arranged from the UC, from same locality but due to the pressure from UCPO and UC Focal Person, SMT Supervisors were directed to keep themselves away from these specified non-local frontline polio workers with little to no monitoring and supportive Supervision.
- 6. Fake DDM Cards submission:** It is one of the prime jobs of UCPOs to ensure the transparent and honest filling of DDM Cards. He himself has confessed Infront of Respected AC-WHO Sukkur that there were two Female SMT team members who's cards were being filled from past one and half years without workers being deployed in the field. The UCPO also informed during personal hearing that these two female members are close relatives of UC Focal Person Mr. Sharif Bhanbhro.
- 7. Unjustified Leave during Most important Pre-campaign Activities:** Despite persistent failure of Microplan which is a key document prepared under support of UCPO, for which he was already given written warning through email, the UCPO asked for one day leave on dated: 25-05-2021 when entire UC team was called at DHO office for MP preparation. The reason he gave for leave was later verified and it was also found to be not true. The UCPO asked for leave citing illness of son while upon verification it was found that he was in Karachi for his personal work.

Upon asking for the written statement from the UCPO, he refused to give anything in written. Instead, pleaded that such mistakes will be corrected soon.

Based on field visit findings, internal interviews with SMT Supervisors, Personal hearing of UCPO and audio recordings, his serious negligence has already been proven to be damaging for the program. This response is forwarded to you for further review and appropriate decision.

Fond Regards

Dr. Suhail Ahmed

IO WHO Sukkur

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**From:** Naveed Haider <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>  
**Sent:** Friday, 18 June 2021, 12:24 pm  
**To:** AHMED, Suhail  
**Cc:** SAHITIA, Sundeep; Naila Nizam  
**Subject:** [EXT] Fwd: Show cause letter on account of Professional Misconduct

Dear Dr Suhail,

Kindly share your feedback to the response given by UCPO Talib Hussain.

Regards

Naveed Haider

Project Associate

CTC-Sindh

Cell#03408444500

----- Forwarded message -----

**From:** Talib Shanbani 512 <[talibshanbani@gmail.com](mailto:talibshanbani@gmail.com)>  
**Date:** Thu, Jun 17, 2021, 10:57 PM  
**Subject:** Re: Show cause letter on account of Professional Misconduct  
**To:** Naveed Haider <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>  
**Cc:** AHMED, Suhail <[majidos@who.int](mailto:majidos@who.int)>, SAHITIA, Sundeep <[sathias@who.int](mailto:sathias@who.int)>, Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>, ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>

Dear Sir please find out the attached file of Response to Show Cause Letter for Professional Misconduct

**Regards:**

**Talib Hussain Shanbani**

**UCPO Lal Jurio Shambani**

On Tue, Jun 15, 2021 at 11:26 PM Naveed Haider <naveedhaider.ctc@gmail.com> wrote:

Dear Talib Hussain,

Find the attached show cause letter issued by the competent authority. Give your response to the same email within the given time frame.

Regards,

Naveed Haider

Project Associate

CTC, Sindh

Cell#03408444500

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**SEID, Zahra** <seidz@who.int>

Wed, Jul 14, 2021 at 3:18 AM

To: Naila Nizam <naila@ctc.org.pk>

Cc: "ASLAM, Shaista" <aslamsh@who.int>, "ALI, Asif" <asifa@who.int>, "AHMAD, Shakeel Muhammad Saleem" <ahmadsh@who.int>, "naveedhaider.ctc@gmail.com" <naveedhaider.ctc@gmail.com>, "ALI, Syed Imran" <alisyed@who.int>, "SAHITIA, Sundeep" <sathias@who.int>

Dear Nailly

Agreed with the adjustment of Mr. Abdul Hammed on the place of Mr. Talib

Best regards,

**Dr Zahra Seid, (MD, MPH)**

Medical Officer/ Provincial Team Leader (ai)

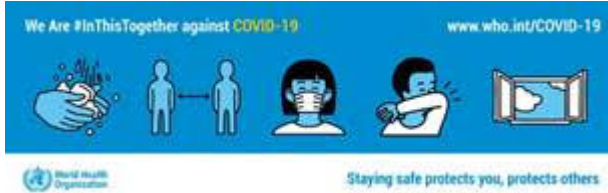
WHO PEI Sindh

Karachi, Pakistan

Office: 0092135223541-44

Mobile: 00923000501817

Web: [www.who.int](http://www.who.int)



[Quoted text hidden]

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**Naila Nizam** <naila@ctc.org.pk> Wed, Jul 14, 2021 at 9:40 PM  
To: "AHMAD, Shakeel Muhammad Saleem" <ahmadsh@who.int>  
Cc: "ZAHEER, Bilal" <zaheerbi@who.int>, "PARVEEN, Khalida" <parveenk@who.int>, irfan@ctc.org.pk, majid@ctc.org.pk

Dear Mr. Shakeel,

With reference to the below approval of PTL- Sindh, WHO FO kind approval is requested to adjust redundant UCPO **Mr. Abdul Hammed** on the vacant position of UCPO – Lal Jurio Shabani.

[Quoted text hidden]

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**Naila Nizam** <naila@ctc.org.pk> Tue, Aug 3, 2021 at 11:59 PM  
To: Naveed Haider <naveedhaider.ctc@gmail.com>

Issue offer letter and check availability

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**From:** AHMAD, Shakeel Muhammad Saleem [mailto:[ahmadsh@who.int](mailto:ahmadsh@who.int)]  
**Sent:** Wednesday, 4 August 2021 10:51 am  
**To:** Naila ([naila@ctc.org.pk](mailto:naila@ctc.org.pk)) <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>; ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Subject:** FW: [EXT] lal Jurio shabani UCPO adjustment

Dear Naila,

Please find below the federal office approval for Mr Abdul Hammed from the redundant pool of UCPO to be adjusted in UC Lal Jurio Shabani .



Regards,

Shakeel Ahmad

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**From:** PERCL, Matthias <perclm@who.int>  
**Sent:** Wednesday, August 4, 2021 10:47 AM  
**To:** PARVEEN, Khalida <parveenk@who.int>  
**Cc:** ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>  
**Subject:** RE: [EXT] lal Jurio shabani UCPO adjustment

Please go ahead

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**From:** PARVEEN, Khalida  
**Sent:** Wednesday, 28 July 2021 3:34 PM  
**To:** PERCL, Matthias <perclm@who.int>  
**Cc:** ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>  
**Subject:** FW: [EXT] lal Jurio shabani UCPO adjustment

Dear Matthias,

Your kind reply is awaited.

Best Regards,

khalida

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**From:** PARVEEN, Khalida  
**Sent:** Thursday, July 15, 2021 10:20 AM  
**To:** PERCL, Matthias <perclm@who.int>  
**Cc:** ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>  
**Subject:** FW: [EXT] lal Jurio shabani UCPO adjustment

Dear Matthias,

Reference to below approved termination of Mr Talib, **UCPO** from Sindh;

- CTC has proposed Mr Abdul Hammed from the redundant pool of UCPO to be adjusted in UC Lal Jurio Shabani
- **Mr Abdul Hammed is from the same Tehsil and there hasn't been any disciplinary measures taken against him in the past; there were only two UCPOs working in the same Tehsil in the past**
- PTL Sindh has also shared her consent with this recommendation

Appreciate your advice on this.

[Quoted text hidden]