

Nadeem Jan

From: Shahid Ali <shahidali@ctc.org.pk>
Sent: Monday, 31 August, 2020 9:16 PM
To: 'Nadeem Jan'
Subject: FW: [EXT] FW: Show cause letter on account of dual job

Please attached in HRIS and personal file

In case if you need any further assistance regarding the same, Please let us know.

Thanks & Regards,
Shahid Ali
Regional Coordinator KP & KPTD-PTPP
Chip Training & Consulting (Pvt) Ltd.

From: Naila Nizam [mailto:naila@ctc.org.pk]
Sent: Monday, August 31, 2020 3:16 PM
To: 'Shahid Ali' <shahidali@ctc.org.pk>
Subject: FW: [EXT] FW: Show cause letter on account of dual job

FYI issue termination and also attach it in HRIS

From: PARVEEN, Khalida [mailto:parveenk@who.int]
Sent: Monday, August 31, 2020 2:18 PM
To: Naila <naila@ctc.org.pk> (naila@ctc.org.pk)
Cc: AHMAD, Shakeel Muhammad Saleem; MURSAL, Hassan Mohamed
Subject: FW: [EXT] FW: Show cause letter on account of dual job

Dear Naila,

Please proceed as per SOP. Operations Officer's approval is taken.

Best,

khalida

From: MURSAL, Hassan Mohamed <mursalh@who.int>
Sent: Monday, 31 August 2020 1:57 PM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; ZAHEER, Bilal <zaheerbi@who.int>
Subject: RE: [EXT] FW: Show cause letter on account of dual job

Dear Khalida,
Approved

Regards,

Hassan MURSAL

Operations Officer

Global Polio Eradication Initiative

WHO Country Office, Pakistan, Islamabad

Cell: 923008550679, GPN: 62446

Email: mursalh@who.int



From: PARVEEN, Khalida

Sent: Monday, 31 August 2020 1:29 PM

To: MURSAL, Hassan Mohamed <mursalh@who.int>

Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; ZAHEER, Bilal <zaheerbi@who.int>

Subject: FW: [EXT] FW: Show cause letter on account of dual job

Dear Hassan,

Kindly share your consent for termination of Mr Tahir Rashid on account of dual job.

Bets,
khalida

From: PARVEEN, Khalida

Sent: Tuesday, 25 August 2020 5:00 PM

To: MURSAL, Hassan Mohamed <mursalh@who.int>

Cc: ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>

Subject: FW: [EXT] FW: Show cause letter on account of dual job

Dear Hassan,

Kindly share your views on the termination of UCPO Mr Tahir Rashid on basis of dual job. PTL consent has taken in below email.

Best,
khalida

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

Sent: Tuesday, 25 August 2020 4:09 PM

To: PARVEEN, Khalida <parveenk@who.int>

Subject: FW: [EXT] FW: Show cause letter on account of dual job

Please use this email

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

Sent: Friday, 21 August 2020 7:06 PM

To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; PARVEEN, Khalida <parveenk@who.int>

Cc: MURSAL, Hassan Mohamed <mursalh@who.int>; ZAHEER, Bilal <zaheerbi@who.int>; irfan@ctc.org.pk;
majid@ctc.org.pk

Subject: FW: [EXT] FW: Show cause letter on account of dual job

Dear Mr. Shakeel and Ms. Khalida,

Greetings from CTC!

With reference to the approval of the WHO PO, Federal Office kind approval is requested to **terminate Mr. Tahir Rashid- UCPO contract on account of dual job and violation of media policy.**

In addition to this, a show-cause letter was issued to Mr. **Tahir Rashid** - UCPO on account of dual job. In response, he mentioned that he has no employment contract with any Newspaper or TV channel. However, he admits that occasionally, he writes articles for Newspapers and also share information and does reporting for TV channels. **Mr. Tahir Rashid** - UCPO response to show-cause letter is attached for reference.

Furthermore, Video Clip of Mr. Tahir Raheed reporting for Mashriq TV on YouTube: <https://www.youtube.com/watch?v=T69qjnlCJlk>); they writes “correspondent/representative” with his name.

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

Regards,
Naila Nizam
Project Manager - PTPP
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: [Cell:0345-8566181](tel:0345-8566181)

From: Shahid Ali [<mailto:shahidali@ctc.org.pk>]
Sent: Friday, August 21, 2020 10:00 AM
To: naila@ctc.org.pk
Subject: FW: [EXT] FW: Show cause letter on account of dual job

Dear Naila,

FYI and onward approval of WHO Federal Office.

In case if you need any further assistance regarding the same, Please let us know.

Thanks & Regards,
Shahid Ali
Regional Coordinator KP & KPTD-PTPP
Chip Training & Consulting (Pvt) Ltd.

From: ABBAS, Waseem <wabbas@who.int>
Sent: Friday, August 21, 2020 9:47 AM
To: Shahid Ali <shahidali@ctc.org.pk>

Cc: naila@ctc.org.pk; MAZVIDZA, Simbarashe <mazvidzas@who.int>; KHAN, Faizan <khanfai@who.int>

Subject: FW: [EXT] FW: Show cause letter on account of dual job

Dear Shahid,

Kindly proceed as per agreed SOP.

Thank you

Waseem Abbas

From: SALVATORI, Edda <salvatorie@who.int>

Sent: Friday, 21 August 2020 9:47 AM

To: ABBAS, Waseem <wabbas@who.int>

Cc: MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; MAZVIDZA, Simbarashe <mazvidzas@who.int>; KHAN, Faizan <khanfai@who.int>

Subject: RE: [EXT] FW: Show cause letter on account of dual job

Dear Mr. Waseem,

Approved as per SOPs.

Kind regards

Edda

From: ABBAS, Waseem <wabbas@who.int>

Sent: Friday, 21 August 2020 9:40 AM

To: SALVATORI, Edda <salvatorie@who.int>

Cc: MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; MAZVIDZA, Simbarashe <mazvidzas@who.int>; KHAN, Faizan <khanfai@who.int>

Subject: FW: [EXT] FW: Show cause letter on account of dual job

Importance: Low

Dear Ms. Edda,

Dual Job of Mr. Tahir Rasheed, UCPO working in Kohat on Citizen portal Pakistan by a complainant (Compliant attached). DHO Kohat marked the matter to our Area Coordinator Kohat Division for further necessary process. Dr. Rizwan Anwar reported that matter to CTC as per SOP.

CTC initiated investigation in which they found some videos of Mr. Tahir reporting for "Mashriq TV", a Pashto news Channel (Videos shared through WhatsApp); although Mr. Tahir in his explanation only admits about writing articles on different newspapers and also admits working occasionally for media on weekends (reply to show cause attached).

Video Clip of Mr. Tahir Raheed reporting for Mashriq TV on YouTube: <https://www.youtube.com/watch?v=T69qjinlCJlk>; they writes "correspondent/representative" with his name.

As per CTC SOP, Mr. Tahir Rasheed, UCPO has two violations i.e. Media Policy (Clause 6.3) and Dual Job (Clause 7.2) and they have recommended **Termination** of his contract.

Your approval is required to proceed further.

Thank you

Waseem Abbas

From: Shahid Ali <shahidali@ctc.org.pk>
Sent: Thursday, 20 August 2020 4:33 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: naila@ctc.org.pk; MAZVIDZA, Simbarashe <mazvidzas@who.int>; KHAN, Faizan <khanfai@who.int>; 'Nadeem Jan' <nadeemjan@ctc.org.pk>; ANWAR, Rizwan <anwarr@who.int>
Subject: RE: [EXT] FW: Show cause letter on account of dual job
Importance: Low

Dear Mr. Waseem,

Your feedback is well noted.

As per Mr. Trahir Rasheed response to the show cause notice he has no employment contract with any Newspaper or TV channel. However, he admit that he writes article for Newspapers and occasionally share information and reporting for TV channels on request of friends working in TV channels.

As per our telephonic discussion and based on the response of the UCPO, he is recommended for termination of contract on account of dual job and violation of media policy. The evidences are already shared with your good self.

Kindly WHO provincial office endorsement is requested.

Thanks & Regards,
Shahid Ali
Regional Coordinator KP & KPTD-PTPP
Chip Training & Consulting (Pvt) Ltd.

From: ABBAS, Waseem <wabbas@who.int>
Sent: Thursday, August 20, 2020 3:18 PM
To: Shahid Ali <shahidali@ctc.org.pk>
Cc: naila@ctc.org.pk; MAZVIDZA, Simbarashe <mazvidzas@who.int>; KHAN, Faizan <khanfai@who.int>; 'Nadeem Jan' <nadeemjan@ctc.org.pk>; ANWAR, Rizwan <anwarr@who.int>
Subject: RE: [EXT] FW: Show cause letter on account of dual job

Dear Shahid,

Reference to below case and after discussion with Area Coordinator, Can you kindly check below CTC's SOP (if videos are authentic) and share your recommendations

1. Media Policy; CTC's SOP Clause 6.3
2. Dual Job; CTC's SOP clause 7.2.

Thank you

Waseem Abbas

From: Shahid Ali <shahidali@ctc.org.pk>
Sent: Thursday, 20 August 2020 2:58 PM

To: ANWAR, Rizwan <anwarr@who.int>; ABBAS, Waseem <wabbas@who.int>
Cc: naila@ctc.org.pk; KHAN, Faizan <khanfai@who.int>; 'Nadeem Jan' <nadeemjan@ctc.org.pk>
Subject: RE: [EXT] FW: Show cause letter on account of dual job
Importance: Low

Dear Dr. Rizwan,

Thank you for your valuable feedback.

I agree with you, even if he is not getting salary from Newspaper or TV channel, still it's a violation of media policy and against the organization rules. We don't allow our polio staff to communicate with media and he is writing articles and live reporting on TV channel, which is a clear violation of media policy.

I would suggest, we don't need to go further on this, the evidences we have is enough to prove his gross misconduct. We will issue him non extension of employment contract as his UC/position is already abolished in transformation. However, he will not be entertained in future opportunity announced by the organization.

Dear Waseem, Kindly your feedback is also requested with regards to the action recommended.

Thanks & Regards,
Shahid Ali
Regional Coordinator KP & KPTD-PTPP
Chip Training & Consulting (Pvt) Ltd.

From: ANWAR, Rizwan <anwarr@who.int>
Sent: Thursday, August 20, 2020 11:37 AM
To: Nadeem Jan <nadeemjan@ctc.org.pk>
Cc: 'Shahid Ali' <shahidali@ctc.org.pk>
Subject: RE: [EXT] FW: Show cause letter on account of dual job

Dear Nadeem Sb

Thank you for the email and information .It would be of great help if CTC can conduct independent inquiry and come up with concrete findings if any .As this issue is highlighted at the forums of District Health office and District Administration .

Further more as Mr Tahir Rasheed is a employee of CTC under the third party contract , so what ever he does or write ,ultimately give us problems at different levels .

Need to seek guidance about this as well as he accepted that he is writing for different papers /Channels

Regards
Rizwan

From: Nadeem Jan <nadeemjan@ctc.org.pk>
Sent: Tuesday, 18 August 2020 5:43 PM
To: ANWAR, Rizwan <anwarr@who.int>
Cc: 'Shahid Ali' <shahidali@ctc.org.pk>
Subject: [EXT] FW: Show cause letter on account of dual job

Dear Rizwan Anwar Sb,

Please find attached show cause response of Mr. Tahir Rashid,
And looking forward for your valuable feedback/ comments in this regard.

Regards,

Nadeem Jan
Project Officer-PTPP CTC

From: Tahir Rashid [<mailto:tahirashidbangash@gmail.com>]

Sent: Friday, 14 August, 2020 11:16 AM

To: Nadeem Jan

Subject: Re: Show cause letter on account of dual job

Dear sir/Madam

With reference to your email , Plz find out the reply of show cause letter on account of dual job in attached file.

Thanks & Regards
TAHIR RASHID
UCPO, SUR GUL
Kohat, KPK

On Wed, 12 Aug 2020, 8:44 pm Tahir Rashid, <tahirashidbangash@gmail.com> wrote:

Received, thank you.

On Wed, 12 Aug 2020, 1:00 pm Nadeem Jan, <nadeemjan@ctc.org.pk> wrote:

Dear Tahir Rashid,

Please find attached file of Show cause letter on account of dual job.

Regards,

Nadeem Jan
Project Officer-PTPP CTC



Virus-free. www.avg.com