

**From:** PARVEEN, Khalida [<mailto:parveenk@who.int>]  
**Sent:** Thursday, February 25, 2021 1:25 PM  
**To:** Ayesha Naeem  
**Cc:** ZAHEER, Bilal; AHMAD, Shakeel Muhammad Saleem; [sarah@ctc.org.pk](mailto:sarah@ctc.org.pk); Naila Nizam; PERCL, Matthias; DEMEKE, Temesgen Atsedu  
**Subject:** RE: [EXT] FW: Termination of UCPO Mr. Qasim (Balochistan) for his involvement in data fudging

Dear Ayesha,

Please proceed for issuing his termination letter as advised by the PTL -Balochistan and the WHO Federal office.

Best,  
khalida

**From:** Ayesha Naeem <[ayesha.naeem@ctc.org.pk](mailto:ayesha.naeem@ctc.org.pk)>  
**Sent:** Tuesday, 23 February 2021 1:51 PM  
**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)>; [sarah@ctc.org.pk](mailto:sarah@ctc.org.pk); Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Subject:** [EXT] FW: Termination of UCPO Mr. Qasim (Balochistan) for his involvement in data fudging

Dear Ms. Khalida,

Approval of WHO FO is requested on below case of termination of UCPO Mr. Qasim.

Best Regards,  
Ayesha Naeem  
Project Coordinator – PTPP Project  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Cell: 0346-1019451

**From:** Ayesha Naeem [<mailto:ayesha.naeem@ctc.org.pk>]  
**Sent:** Tuesday, February 9, 2021 3:10 PM  
**To:** [parveenk@who.int](mailto:parveenk@who.int)  
**Cc:** [zaheerbi@who.int](mailto:zaheerbi@who.int); [ahmadsh@who.int](mailto:ahmadsh@who.int); [sarah@ctc.org.pk](mailto:sarah@ctc.org.pk); Naila Nizam ([naila@ctc.org.pk](mailto:naila@ctc.org.pk))  
**Subject:** FW: Termination of UCPO Mr. Qasim (Balochistan) for his involvement in data fudging

Dear Ms. Khalida,

Approval of WHO FO is requested for issuance of termination letter to UCPO Pir Alizai 2, Balochistan - Mr. Qasim (CNIC # 5420303276553) for his involvement in data fudging. Details of the case are mentioned in below email.

Best Regards,  
Ayesha Naeem  
Project Coordinator – PTPP Project  
CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Cell: 0346-1019451

**From:** Ayesha Naeem [<mailto:ayesha.naeem@ctc.org.pk>]  
**Sent:** Thursday, February 4, 2021 3:04 PM  
**To:** [ahmadsh@who.int](mailto:ahmadsh@who.int); [parveenk@who.int](mailto:parveenk@who.int)  
**Cc:** [mursalh@who.int](mailto:mursalh@who.int); [zaheerbi@who.int](mailto:zaheerbi@who.int); [irfan@ctc.org.pk](mailto:irfan@ctc.org.pk); [sarah@ctc.org.pk](mailto:sarah@ctc.org.pk); Naila Nizam ([naila@ctc.org.pk](mailto:naila@ctc.org.pk))  
**Subject:** Termination of UCPO Mr. Qasim (Balochistan) for his involvement in data fudging

Dear Mr. Shakeel and Ms. Khalida,

Greetings!

With reference to the subject cited above, this is to bring to your kind information that UCPO Pir Alizai 2, Balochistan - Mr. Qasim (CNIC # 5420303276553) was reported by field supervisors for his involvement in data fudging on 18<sup>th</sup> January, 2021. The subject UCPO was issued show cause letter and his response was found unsatisfactory after assessment by the competent authorities. The concerned PEO had shared evidences regarding fake clusters taken by Mr. Qasim, his un-filled VM4 forms and details of not reporting AFP case (all relevant emails appended).

Approval of WHO FO is requested for proceeding with the issuance of termination letter to UCPO Mr. Qasim on the aforementioned grounds while the same has been endorsed by WHO PO. It is also pertinent to mention that the subject UCPO had previously been issued final warning on 4<sup>th</sup> Dec, 2020 on account of submitting fake DDM cards.

In case of any further information regarding the same, please feel free to contact the undersigned.

Best Regards,  
Ayesha Naeem  
Project Coordinator - PTPP Project  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Cell: 0346-1019451

----- Forwarded Message -----

From: "DEMEKE, Temesgen Atsedu" [demeket@who.int](mailto:demeket@who.int)  
To: Sabeela Pasha [sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)  
Date: Wednesday, 03 February 2021, 09:50PM +05:00  
Subject: RE: [EXT] FW: Reply to shiw cause latter

Please terminate contract based on SOs  
Thanks

Sent from my Galaxy

----- Original message -----

From: Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>

Date: 2/3/21 10:54 AM (GMT+05:00)

To: "DEMEKE, Temesgen Atsedu" <[demeket@who.int](mailto:demeket@who.int)>

Subject: RE: [EXT] FW: Reply to shiw cause latter

Dear Sir,

With reference to below placed email regarding Show cause reply of Mr. Qasim .

Your kind remarks and approval is still awaited.

Please share your kind remarks and comments so that further process will be taken accordingly.

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

Thanks and Regards

Sabeela Pasha

Regional coordinator(Balochistan)

**From:** Sabeela Pasha [<mailto:sabeela@ctc.org.pk>]

**Sent:** Monday, February 1, 2021 11:28 AM

**To:** 'Temesgen Atsedu' <[demeket@who.int](mailto:demeket@who.int)>

**Cc:** 'Ayesha Naeem' <[ayesha.naeem@ctc.org.pk](mailto:ayesha.naeem@ctc.org.pk)>; 'Arbab Niamat Ullah' <[kasia@who.int](mailto:kasia@who.int)>

**Subject:** FW: [EXT] FW: Reply to shiw cause latter

Dear Sir,

With reference to below placed email regarding Show cause reply of Mr. Qasim .

Your kind remarks and approval is still awaited.

Please share your kind remarks and comments so that further process will be taken accordingly.

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

Thanks and Regards

Sabeela Pasha

Regional coordinator(Balochistan)

**From:** Sabeela Pasha [<mailto:sabeela@ctc.org.pk>]

**Sent:** Wednesday, January 27, 2021 11:31 AM

**To:** 'DEMEKE, Temesgen Atsedu' <[demeket@who.int](mailto:demeket@who.int)>

**Cc:** 'Ayesha Naeem' <[ayesha.naeem@ctc.org.pk](mailto:ayesha.naeem@ctc.org.pk)>; 'Muhammad Anwar' <[bugtim@who.int](mailto:bugtim@who.int)>; 'Arbab Niamat Ullah' <[kasia@who.int](mailto:kasia@who.int)>; 'Ibrahim' <[kakari@who.int](mailto:kakari@who.int)>; 'mabdullah@who.int' <[mabdullah@who.int](mailto:mabdullah@who.int)>; '<[khalid@ctc.org.pk](mailto:khalid@ctc.org.pk)>; 'ukkp89@gmail.com' <[ukkp89@gmail.com](mailto:ukkp89@gmail.com)>

**Subject:** FW: [EXT] FW: Reply to shiw cause latter

Dear Sir,

With reference to below placed email regarding Show cause reply of Mr. Qasim .

The said staff has issued show cause on account of data fudging and poor performance .

In his Reply which is attached in the attachment he negated all the level against him .CTC communicated with him regarding clarification of his reply he admitted that he did not fill cluster checklist because he did not have the checklist form. he received on 5th Day of campaign that's why he did not fill the cluster form. further he also accepted that he did not fill the VM4 form properly due to the late arrival of staff.

The PEO has already shared his remarks and shared evidences too regarding his fake clusters , un filled VM4 form .and Not reported AFP case .

The said staff has already issued Final warning on account of FAKE DOCUMENT SUBMISSION.

In the light of aforementioned scenario and detail report from IO with evidences as per SOPs it is recommended to terminate the contract of said staff on account of poor performance and data fudging.

It is requested to share your kind remarks and approval so that further process will be taken accordingly.

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

Thanks and Regards

Sabeela Pasha

Regional coordinator(Balochistan)

**From:** KAKAR, Ibrahim [<mailto:kakari@who.int>]

**Sent:** Wednesday, January 27, 2021 10:30 AM

**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>

**Cc:** 'Ayesha Naeem' <[ayasha.naeem@ctc.org.pk](mailto:ayasha.naeem@ctc.org.pk)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>; Abdullah, Muhammad <[mabdullah@who.int](mailto:mabdullah@who.int)>

**Subject:** RE: [EXT] FW: Reply to shiw cause latter

Dear Sabeela,

Agreed with comments of Dr Abdullah but what about his fitness either he is able to conduct field activity or not

**From:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>

**Sent:** Tuesday, January 26, 2021 2:36 PM

**To:** KAKAR, Ibrahim <[kakari@who.int](mailto:kakari@who.int)>

**Cc:** 'Ayesha Naeem' <[ayasha.naeem@ctc.org.pk](mailto:ayasha.naeem@ctc.org.pk)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>; Abdullah, Muhammad <[mabdullah@who.int](mailto:mabdullah@who.int)>

**Subject:** RE: [EXT] FW: Reply to shiw cause latter

Dear Dr. Ibrahim ,

With reference to below placed email regarding Show cause reply of Mr. Qasim

The said staff has issued show cause on account of data fudging and poor performance .

In his Reply which is attached in the attachment he negated all the level against him .CTC communicated with him regarding clarification of his reply he admitted that he did not fill cluster checklist because he did not have the checklist form. he received on 5th Day of campaign that's why he did not fill the cluster form. further he also accepted that he did not fill the VM4 form properly.

The PEO has already shared his remarks and shared evidences too.

Please review both and share your kind remarks and comments so that appropriate action will be taken accordingly.

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

Thanks and Regards

Sabeela Pasha

Regional coordinator(Balochistan)

**From:** Abdullah, Muhammad [<mailto:mabdullah@who.int>]

**Sent:** Monday, January 25, 2021 10:28 PM

**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>

**Cc:** 'Ayesha Naeem' <[ayasha.naeem@ctc.org.pk](mailto:ayasha.naeem@ctc.org.pk)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; KAKAR, Ibrahim <[kakari@who.int](mailto:kakari@who.int)>; DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>

**Subject:** Re: [EXT] FW: Reply to shiw cause latter

Dear Miss Sabeela,

Please find my queries in the reply as requested.

- On day 06<sup>th</sup> of the campaign 18 filled tOPV vials were present in the cold box and out of which 12 were given to the smt teams for catch-up and 06 tOPV vials were present on 6<sup>th</sup> day of the campaign in the cold box.  
According to Form 2B attached, 2829 doses were used till the 5<sup>th</sup> day of the campaign which makes around 142 vials which were used out of given 150 vials, if he has used 142 vials out of 150 vials then 8 filled tOPV vials should be present in the cold box but instead 18 filled tOPV vials were still present in the cold box? It means that the doses used were not actually used in the campaign (Form 2B attached).
- Attached is the VM4 form which does not show how many vials were given to the AIC and how many were received on daily basis and what was their status. **If there is no proper record of the vaccine kept then the statement of the UCPOs can change depending upon the scenario.** As per the attached VM4 form on Day 01 is not properly filled and secondly Day 02, Day 03, Day 04, Day 05 vials given, vials used, and vials returned is also not mentioned along with AIC signatures. There is no proper data recording of tOPV vials in any form.
- I have not verified only 6 houses, but I have verified 5 clusters each cluster comprises of 7 households. As already mentioned, that the clusters were filled based on door marking and the UCPO was accompanied in the field, but he could not recall where he has taken the cluster Instead, he was matching the Door Marking with his cluster taken.
- Regarding AFP case BN/14/20/037 as per his cluster the child was seen on finger marking by UCPO but in actuality, he has not seen the child and missed 01 AFP case.
- The fake finger marking at Budwan area was reported because of newly hired TTSP Aamir Khan and quoted TTSPs observations as his own.

kindly proceed as per CTC Protocol. The email contains Form 2B all five Days, VM4 page front and backside Picture, Cluster formats, and how it is filled for your kind record.

Thanks

**Best Regards,**



**Dr. Muhammad Abdullah**

**Immunization Officer / District Delivery Operation and Supervision Officer**

**Killa Abdullah**

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**From:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>

**Sent:** Monday, January 25, 2021 1:57 PM

**To:** Abdullah, Muhammad <[mabdullah@who.int](mailto:mabdullah@who.int)>

**Cc:** 'Ayesha Naeem' <[ayasha.naeem@ctc.org.pk](mailto:ayasha.naeem@ctc.org.pk)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; KAKAR, Ibrahim <[kakari@who.int](mailto:kakari@who.int)>

**Subject:** [EXT] FW: Reply to shiw cause latter

Dear Dr. Abdullah,

With reference to below placed email regarding Explanation reply of Mr.Qasim

The said staff has issued show cause on account of data fudging and poor performance .

In his Reply he negatted all th level against him .

Please review the reply and share your remarks and comments so that appropriate action will be taken accordingly.

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

Thanks and Regards

Sabeela Pasha

Regional coordinator(Balochistan)

**From:** Qasim Khan [<mailto:mqk8181@gmail.com>]

**Sent:** Saturday, January 23, 2021 9:04 AM

**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>

**Subject:** Reply to shiw cause latter

R/Ma'am.

Hipe you are doing well.

Please find in the attached file reply to Show cause latter.

Regards

On Thu, 21 Jan 2021, 12:21 PM Sabeela Pasha, <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)> wrote:

Dear Mr. Qasim ,

Please find in the attached file your Show cause letter on account of Data fudging.

Please share your reply within 48 hours .

Kindly acknowledge as you receive the letter.

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

Thanks and Regards

Sabeela Pasha

Regional coordinator(Balochistan)