

**From:** Naila Nizam [mailto:naila@ctc.org.pk]  
**Sent:** Saturday, 24 April 2021 2:58 pm  
**To:** 'UDDIN, Farhaj' <sheikhf@who.int>  
**Cc:** 'ASLAM, Shaista' <aslamsh@who.int>; 'ARAIN, Asma Waheed' <araina@who.int>; 'SEID, Zahra' <seidz@who.int>; 'Sarah Farooqui' <sarah@ctc.org.pk>; 'majid@ctc.org.pk' <majid@ctc.org.pk>  
**Subject:** RE: [EXT] FW: Show Cause letter

Dear Dr. Farhaj,

With reference to the show cause letter issued to Mr. Waseem, this is to inform that the Mr. Waseem response to the showcause letter has been found unsatisfactory by his supervisor.

Therefore, CTC will issue him a final warning on account of his unprofessional attitude. This final warning letter will remain active in his personal files for the next three months and his professional code of conduct will be closely monitored by the supervisors during the said period.

Please share your comments / feedback in this regard ( If any).

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](tel:+92-51-111-111-920), Cell: [Cell:0345-8566181](tel:0345-8566181)

**From:** ARAIN, Asma Waheed [mailto:araina@who.int]  
**Sent:** Saturday, 24 April 2021 1:49 pm  
**To:** Naila Nizam <naila@ctc.org.pk>  
**Cc:** UDDIN, Farhaj <sheikhf@who.int>; ASLAM, Shaista <aslamsh@who.int>; 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>  
**Subject:** RE: [EXT] FW: Show Cause letter

Dear Naila,

UCPO Waseem was shuffled to CCB-3 by joint decision of DEOC(1<sup>st</sup> & 2<sup>nd</sup> Level supervisor) for one campaign and shifted back to UC-3 Kharadar after data analysis of CCB-3.DDSO talked to him for both temporary shuffling and reverting back of decision after campaign.

TDOSO Akhtar Ali and UCPO Waseem separately complaint about each others behavior. TDOSO Akhtar Ali complaint that UCPO called him Qadiani which when investigated by Mr. Noor Hassan(DDOSO) was proved correct. Both of them were counselled.

UCPO Waseem went to home of UCPO Rubina to make complaint to his father about her attitude(attached email is detail description of event) in which it can be clearly seen UCPO Waseem has tried to harass her colleague. UCCO Israel has been given warning on this event.

As mentioned in last email, he misbehaved with her female colleague UCCO Sumaira. Both were given explanation. So it is not correct to say he hasn't misbehaved. At least 10-15 people witnessed shouting by both of them. In the same meeting UCPO Waseem said to DDPO(myself) that I will not participate in any activity for more than 1 day if anyone want to document they can document that UCPO Waseem has refused to work. In the same meeting when meeting was ended UCCO/TCO complaint about his behavior. When I tried to counsel him he again started shouting on TCO. I tried to mediate but he was continuously shouting than other people come to intervene. All attendees witnessed the situation(attendance shared by UCPO Waseem).

He mentioned he was never given any explanation while in HR record he has been given warning on similar behavioral issue(attached in previous email). So it is not correct to say he has no history of behavioral issues.

SM Shaheen case was also validated by her first/second level supervisor and District Communication Officer. Children were found covered by hospital and finger marked. As UCPO himself mentioned if any fake coverage is identified DEOC South immediately terminate the social mobilizer.

Regards

Dr. Asma

**From:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Sent:** Friday, April 23, 2021 5:28 PM  
**To:** ARAIN, Asma Waheed <[araina@who.int](mailto:araina@who.int)>  
**Cc:** UDDIN, Farhaj <[sheikhf@who.int](mailto:sheikhf@who.int)>; ASLAM, Shaista <[aslamsh@who.int](mailto:aslamsh@who.int)>; 'Ayesha Naeem' <[ayesha.naeem@ctc.org.pk](mailto:ayesha.naeem@ctc.org.pk)>  
**Subject:** [EXT] FW: Show Cause letter

Dear Dr. Asma,

Your kind feedback is requested on the show-cause response of Mr. Waseem UCPO.

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](tel:+92-51-111-111-920), Cell: [Cell:0345-8566181](tel:0345-8566181)

**From:** Waseem Khan [<mailto:waseemkhan.cso@gmail.com>]  
**Sent:** Friday, 23 April 2021 5:08 pm  
**To:** Naveed Haider <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>  
**Cc:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; Asma Arain <[araina@who.int](mailto:araina@who.int)>  
**Subject:** Re: Show Cause letter

Dear Sir/ Madam,

Kidney find the attached show cause letter response with all attachments of emails and other files.

On Fri, Apr 23, 2021 at 10:01 AM Naveed Haider <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)> wrote:  
Dear Waeem,

Reminder to share your response by today.

On Wed, Apr 21, 2021 at 7:15 PM Naveed Haider <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)> wrote:  
Dear Waseem Khan,

Find the attached show cause letter and share your response to the same email within the given time frame.

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**Regards,  
Naveed Haider  
Project Associate  
CTC - Sindh  
Cell: 03408444500**

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**Regards,  
Naveed Haider  
Project Associate  
CTC - Sindh  
Cell: 03408444500**

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Regards & Thanks,

**Waseem Khan,**  
Union Council Polio Officer,  
UC 03 Kharadar Saddar Town,  
Contact # 0092-0333-330-8270