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**Show cause letter on account of Data Fudging**

7 messages

**Naveed Haider** <naveedhaider.ctc@gmail.com>

Tue, Jun 8, 2021 at 5:35 PM

To: sairaabidi40@gmail.com

Cc: "SIDDIQUI, Farhan Ahmed" &lt;siddiquif@who.int&gt;, "UDDIN, Farhaj" &lt;sheikhf@who.int&gt;, "ALI, Asif" &lt;asifa@who.int&gt;, Naila Nizam &lt;naila@ctc.org.pk&gt;

Dear Saira Zehra Abidi,

Find the attached show cause letter issued by the competent authority. Submit 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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 **Saira Zehra Abidi- Show cause letter.pdf**  
567K**Saira Abidi** <sairaabidi40@gmail.com>

Wed, Jun 9, 2021 at 9:52 PM

To: Naveed Haider &lt;naveedhaider.ctc@gmail.com&gt;

Cc: "SIDDIQUI, Farhan Ahmed" &lt;siddiquif@who.int&gt;, "UDDIN, Farhaj" &lt;sheikhf@who.int&gt;, "ALI, Asif" &lt;asifa@who.int&gt;, Naila Nizam &lt;naila@ctc.org.pk&gt;

Dear Sir,

Hope you all are doing well.

As I am well aware of what actions our organization can take on data fudging and submitting fake reports on assigned tasks, so why would I do that, I have been working from last 8 years from TTSP to UCPO and worked with many seniors in different UCs but no one can say that I do fake work, I am local of this UC you can verify each and every task I have done for this programme in field from any street of my UC.

Yes I have given many tasks to Area incharge's/Field staff like NA Validation and Checking of 0/0 Houses but for the betterment of their respective area not to fit that data in my reports and send further while sitting at TSC.

I am having all monitoring forms and HH clusters of last 6 campaigns in hard you can verify my all work.

Hope you all understand my passion and commitment towards this programme.

Thanks and Regards

Saira Zehra Abidi  
Union Council Polio Officer  
Haji Mureed Goth-44 Nazimabad Town  
[sairaabidi40@gmail.com](mailto:sairaabidi40@gmail.com)  
03432585714  
03132355883

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

Wed, Jun 16, 2021 at 11:21 AM

To: "UDDIN, Farhaj" &lt;sheikhf@who.int&gt;, Farhan Ahmed &lt;siddiquif@who.int&gt;

Cc: "ALI, Asif" <asifa@who.int>, Naveed Haider <naveedhaider.ctc@gmail.com>

Dear Dr. Farhaj and Dr. Farhan,

Your response is awaited on the below email.

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:** Naila Nizam [mailto:[naila@ctc.org.pk](mailto:naila@ctc.org.pk)]

**Sent:** Thursday, 10 June 2021 11:08 am

**To:** 'UDDIN, Farhaj' <[sheikhf@who.int](mailto:sheikhf@who.int)>; 'Farhan Ahmed' <[siddiquif@who.int](mailto:siddiquif@who.int)>

**Cc:** 'ALI, Asif' <[asifa@who.int](mailto:asifa@who.int)>

**Subject:** FW: Show cause letter on account of Data Fudging

Dear Dr. Farhaj and Dr. Farhan,

Please share your feedback on Ms. Saira's show cause response mentioned in the below email.

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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**UDDIN, Farhaj** <sheikhf@who.int>  
To: Naila Nizam <naila@ctc.org.pk>, "SIDDIQUI, Farhan Ahmed" <siddiquif@who.int>  
Cc: "ALI, Asif" <asifa@who.int>, Naveed Haider <naveedhaider.ctc@gmail.com>

Fri, Jun 18, 2021 at 3:28 PM

Dear Naila,

Thank you for your email, I have read the justification provided by UCPO Saira, which is quite unsatisfactory. The voice recording clearly says the clusters taken, will be reported by UCPO not for the purpose of betterment as stated in the statement, moreover the HH cluster by AICs has been abolished since long. Furthermore, the performance of UCPO is suboptimal, despite being in system for over 8 years

Fudging of data and fake reporting is clearly against the code of conduct and if such incidents go unpunished will surely have its consequences/ negative impact on other field staff

I have discussed the issue with DDOSO and TDOSO and recommend the immediate termination of UCPO and replacement may be provided on earliest

**Dr.Farhajuddin Shaikh**

MBBS,MSPH,MPM

Area Coordinator, District Central

Global Polio Eradication Initiative

Sindh, Pakistan

03319363228

Email. [sheikhf@who.int](mailto:sheikhf@who.int)



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**From:** Naila Nizam <naila@ctc.org.pk>  
**Sent:** Wednesday, June 16, 2021 11:21 AM  
**To:** UDDIN, Farhaj <sheikhf@who.int>; SIDDIQUI, Farhan Ahmed <siddiquif@who.int>  
**Cc:** ALI, Asif <asifa@who.int>; 'Naveed Haider' <naveedhaider.ctc@gmail.com>  
**Subject:** [EXT] RE: Show cause letter on account of Data Fudging

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**Naila Nizam** <naila@ctc.org.pk> Fri, Jun 18, 2021 at 4:56 PM  
To: "SEID, Zahra" <seidz@who.int>  
Cc: "ASLAM, Shaista" <aslamsh@who.int>, "ALI, Asif" <asifa@who.int>, Sarah Farooqui <sarah@ctc.org.pk>, irfan@ctc.org.pk, ALI, Syed Imran <alisyed@who.int>

Dear Dr. Zahra,

In light of the response submitted by UCPO Ms. Saira against the show-cause letter issued on account of data fudging and based on the feedback shared by his supervisor, it has been found that Ms. Saira's response is unsatisfactory.

Therefore, it is recommended to terminate her services on account of data fudging.

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:** UDDIN, Farhaj [mailto:[sheikhf@who.int](mailto:sheikhf@who.int)]

**Sent:** Friday, 18 June 2021 3:28 pm

**To:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; SIDDIQUI, Farhan Ahmed <[siddiquif@who.int](mailto:siddiquif@who.int)>

**Cc:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>; 'Naveed Haider' <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>

**Subject:** Re: [EXT] RE: Show cause letter on account of Data Fudging

Dear Naila,

Thank you for your email, I have read the justification provided by UCPO Saira, which is quite unsatisfactory. The voice recording clearly says the clusters taken, will be reported by UCPO not for the purpose of betterment as stated in the statement, moreover the HH cluster by AICs has been abolished since long. Furthermore, the performance of UCPO is suboptimal, despite being in system for over 8 years

Fudging of data and fake reporting is clearly against the code of conduct and if such incidents go unpunished will surely have its consequences/ negative impact on other field staff

I have discussed the issue with DDOSO and TDOSO and recommend the immediate termination of UCPO and replacement may be provided on earliest

**Dr.Farhajuddin Shaikh**

MBBS,MSPH,MPM

Area Coordinator, District Central

Global Polio Eradication Initiative

Sindh, Pakistan

03319363228

Email. [sheikhf@who.int](mailto:sheikhf@who.int)



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**Naveed Haider** <[naveedhaider.ctc@gmail.com](mailto:naveedhaider.ctc@gmail.com)>  
To: Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

Tue, Jun 22, 2021 at 12:50 PM

Madam,

Please find the below email.

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 **Saira Zehra Abidi- Show cause letter.pdf**  
567K

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**Naila Nizam** <naila@ctc.org.pk>  
To: Naveed Haider <naveedhaider.ctc@gmail.com>

Mon, Jun 28, 2021 at 3:29 PM

[Issue her termination letter](#)

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**From:** AHMAD, Shakeel Muhammad Saleem [mailto:[ahmadsh@who.int](mailto:ahmadsh@who.int)]  
**Sent:** Monday, 28 June 2021 1:49 pm  
**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] RE: Show cause letter on account of Data Fudging

Dear Naila,

Please find below the approval of Termination of Ms Saira Zehra Abidi UCPO Liaqat Town (UC Firdous Colony- 2) Karachi Sindh.

Regards,

Shakeel Ahmad

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**From:** PERCL, Matthias <[perclm@who.int](mailto:perclm@who.int)>  
**Sent:** Monday, June 28, 2021 12:49 PM  
**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Subject:** RE: [EXT] RE: Show cause letter on account of Data Fudging

Dear Shakeel,

Termination is approved.

Best regards,

Matthias

**From:** AHMAD, Shakeel Muhammad Saleem  
**Sent:** Tuesday, 22 June 2021 1:09 PM  
**To:** PERCL, Matthias <perclm@who.int>  
**Cc:** ZAHEER, Bilal <zaheerbi@who.int>; PARVEEN, Khalida <parveenk@who.int>  
**Subject:** FW: [EXT] RE: Show cause letter on account of Data Fudging

Dear Matthias ,

Kindly review and advise on the request of CTC to terminate the contract of Ms Saira Zehra Abidi UCPO Liaqat Town (UC Firdous Colony- 2) Karachi Sindh. The reason behind this is her involvement in data fudging/ Fake Report .

PTL Sindh has already approved this termination in below email.

<b>7.2. Disciplinary Action framework Policy</b>	
CTC reserves the right to take disciplinary action against any personnel if found guilty of misconduct as per the categorization defined in the Disciplinary Action framework procedure and guidelines.	
CTC has a zero tolerance policy towards the following and an employee will be terminated with immediate effect on account of the following:	
	<ul style="list-style-type: none"><li>• Fake reporting or fraudulent data</li></ul>
	<ul style="list-style-type: none"><li>• Dual Job</li></ul>
	<ul style="list-style-type: none"><li>• Misuse of Authority</li></ul>
	<ul style="list-style-type: none"><li>• Absenteeism in pre-and intra- and post campaign phases</li></ul>
	<ul style="list-style-type: none"><li>• Sexual harassment</li></ul>
	<ul style="list-style-type: none"><li>• Willful concealment of Kinship</li></ul>

Regards,

Shakeel Ahmad

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**From:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Sent:** Tuesday, June 22, 2021 10:50 AM  
**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Subject:** RE: [EXT] RE: Show cause letter on account of Data Fudging

Dear Shakeel,

Please find the attached evidences shared by the supervisor in the attached email.

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**From:** Naila Nizam [<mailto:naila@ctc.org.pk>]  
**Sent:** Monday, 21 June 2021 4:02 pm  
**To:** 'PARVEEN, Khalida' <[parveenk@who.int](mailto:parveenk@who.int)>  
**Cc:** 'ZAHEER, Bilal' <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; 'irfan@ctc.org.pk' <[irfan@ctc.org.pk](mailto:irfan@ctc.org.pk)>; 'Sarah Farooqui' <[sarah@ctc.org.pk](mailto:sarah@ctc.org.pk)>; 'AHMAD, Shakeel Muhammad Saleem' <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Subject:** FW: [EXT] RE: Show cause letter on account of Data Fudging

Dear Ms. Khalida,

With reference to the below approval of PTL- Sindh, WHO FO kind approval is requested to terminate Ms. Saira's contract on account of data fudging.

Also, Ms. Saira has denied the allegations in response to the show-cause letter issued to her. Her response has been reviewed and found to be unsatisfactory based on her supervisor's comments and evidences which proves that she was involved in data fudging.

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:** Friday, 18 June 2021 6:01 pm

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

**Cc:** ASLAM, Shaista <aslamsh@who.int>; ALI, Asif <asifa@who.int>; 'Sarah Farooqui' <sarah@ctc.org.pk>; irfan@ctc.org.pk; ALI; ALI, Syed Imran <alisyed@who.int>

**Subject:** RE: [EXT] RE: Show cause letter on account of Data Fudging

Dear Naila

Pls go ahead with the decision

Best Regards,

Zahra

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