



Naveed Haider <naveedhaider.ctc@gmail.com>

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## Show cause letter on account of Data Fudging

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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]  
**Sent:** Monday, 28 June 2021 1:49 pm  
**To:** Naila (naila@ctc.org.pk) <naila@ctc.org.pk>  
**Cc:** PARVEEN, Khalida <parveenk@who.int>; ZAHEER, Bilal <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>  
**Sent:** Monday, June 28, 2021 12:49 PM  
**To:** AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>  
**Cc:** ZAHEER, Bilal <zaheerbi@who.int>; PARVEEN, Khalida <parveenk@who.int>  
**Subject:** RE: [EXT] RE: Show cause letter on account of Data Fudging

Dear Shakeel,

Termination is approved.

Best regards,

Matthias

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**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</li></ul>

	harassment
	<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](mailto:naila@ctc.org.pk)>

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