

Please proceed

From: AHMAD, Shakeel Muhammad Saleem [<mailto:ahmadsh@who.int>]

Sent: Wednesday, 4 August 2021 12:31 pm

To: Naila (naila@ctc.org.pk) <naila@ctc.org.pk>

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

Subject: FW: [EXT] Mr. Shoukat Termination Request

Dear Naila,

Please find below the federal office approval for termination of Mr Shaukat Ali UCPO (UC Chattar District Nasirabad, Balochistan as below requested.

Regards,
Shakeel Ahmad

From: PERCL, Matthias <perclm@who.int>

Sent: Wednesday, August 4, 2021 12:23 PM

To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>

Cc: PARVEEN, Khalida <parveenk@who.int>; ZAHEER, Bilal <zaheerbi@who.int>

Subject: RE: [EXT] Mr. Shoukat Termination Request

Dear Shakeel,

Thank you and please go ahead with termination but with full payment of salary.

Best regards,
Matthias

From: AHMAD, Shakeel Muhammad Saleem

Sent: Monday, 19 July 2021 1:53 AM

To: PERCL, Matthias <perclm@who.int>

Cc: PARVEEN, Khalida <parveenk@who.int>; ZAHEER, Bilal <zaheerbi@who.int>

Subject: RE: [EXT] Mr. Shoukat Termination Request

Dear Matthias,

With reference below your email, Attached please find evidence of Fake reporting ,

In Annex -1 (Data shared by UCPO on 2nd day of campaign dated:8th June 2021)

In UCPO data no issue was mentioned no NT House and NT children data were mentioned in that area.

In Annex -2 (Data shared by TTSP on 2nd Day of campaign dated 8th June 2021) when TTTSP visited the same area on the same day then he found 15 NT houses that contain 25 children and 5 NT children.

In Annex -3 (The detail of the TTSP cluster is mentioned) in the detail he mentioned that 7 houses were not registered in the micro census book and there was no wall chalking on that houses, which means that the UCPO did not visit that area. It identifies that the data shared by UCPO is fake and he did not visit that area for a very long time as all these houses were not registered in the micro census book. Further, he stated that in this area an underage boy was working instead of a female team which was not reported or highlighted by UCPO.

Regards,
Shakeel Ahmad

From: PERCL, Matthias <perclm@who.int>
Sent: Friday, July 16, 2021 2:03 PM
To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Cc: PARVEEN, Khalida <parveenk@who.int>; ZAHEER, Bilal <zaheerbi@who.int>
Subject: RE: [EXT] Mr. Shoukat Termination Request

Dear Shakeel,

Can you show me the evidence of fake reporting?

Regards
Matthias

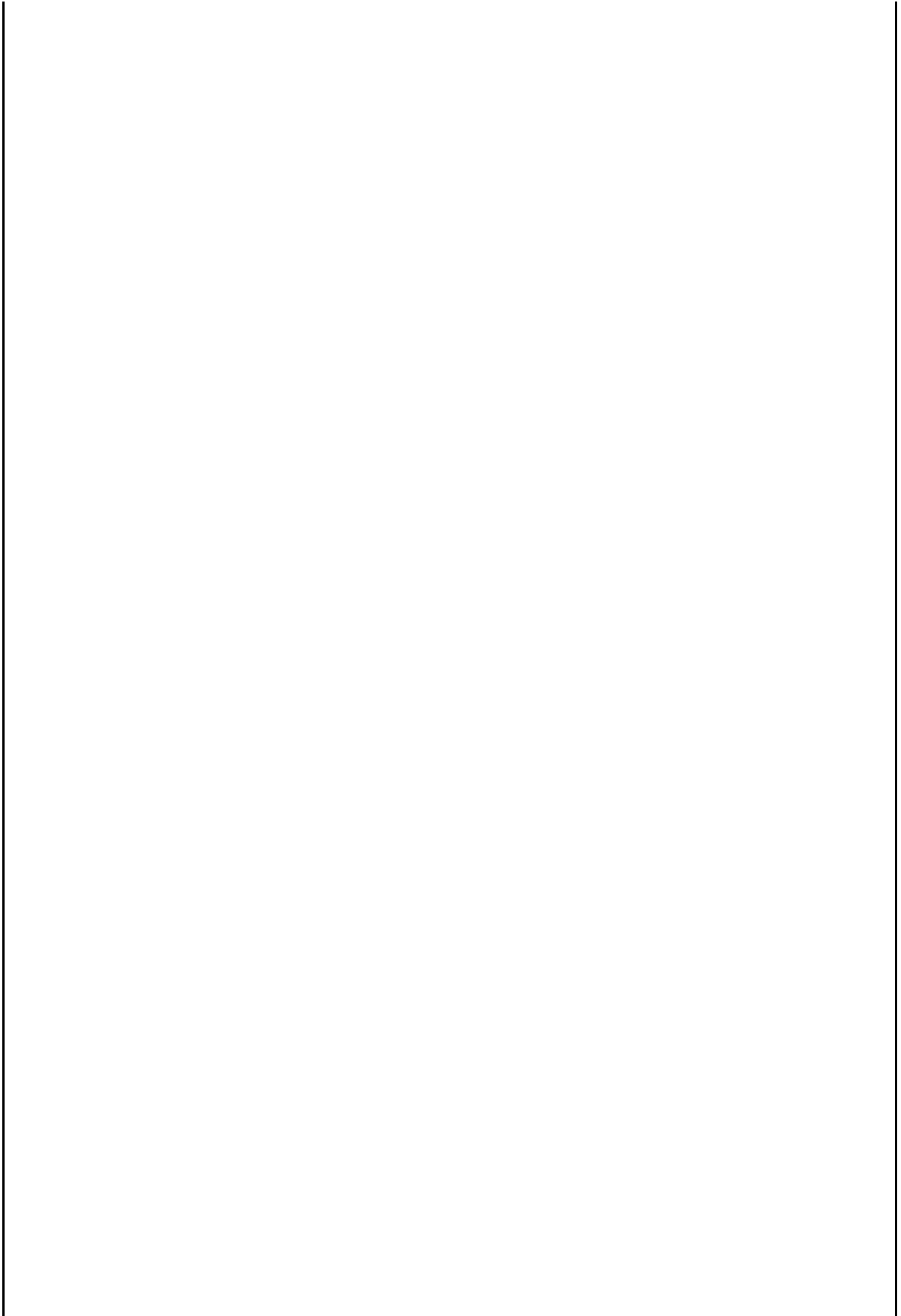
From: AHMAD, Shakeel Muhammad Saleem
Sent: Friday, 16 July 2021 12:32 PM
To: PERCL, Matthias <perclm@who.int>
Cc: PARVEEN, Khalida <parveenk@who.int>; ZAHEER, Bilal <zaheerbi@who.int>
Subject: FW: [EXT] Mr. Shoukat Termination Request

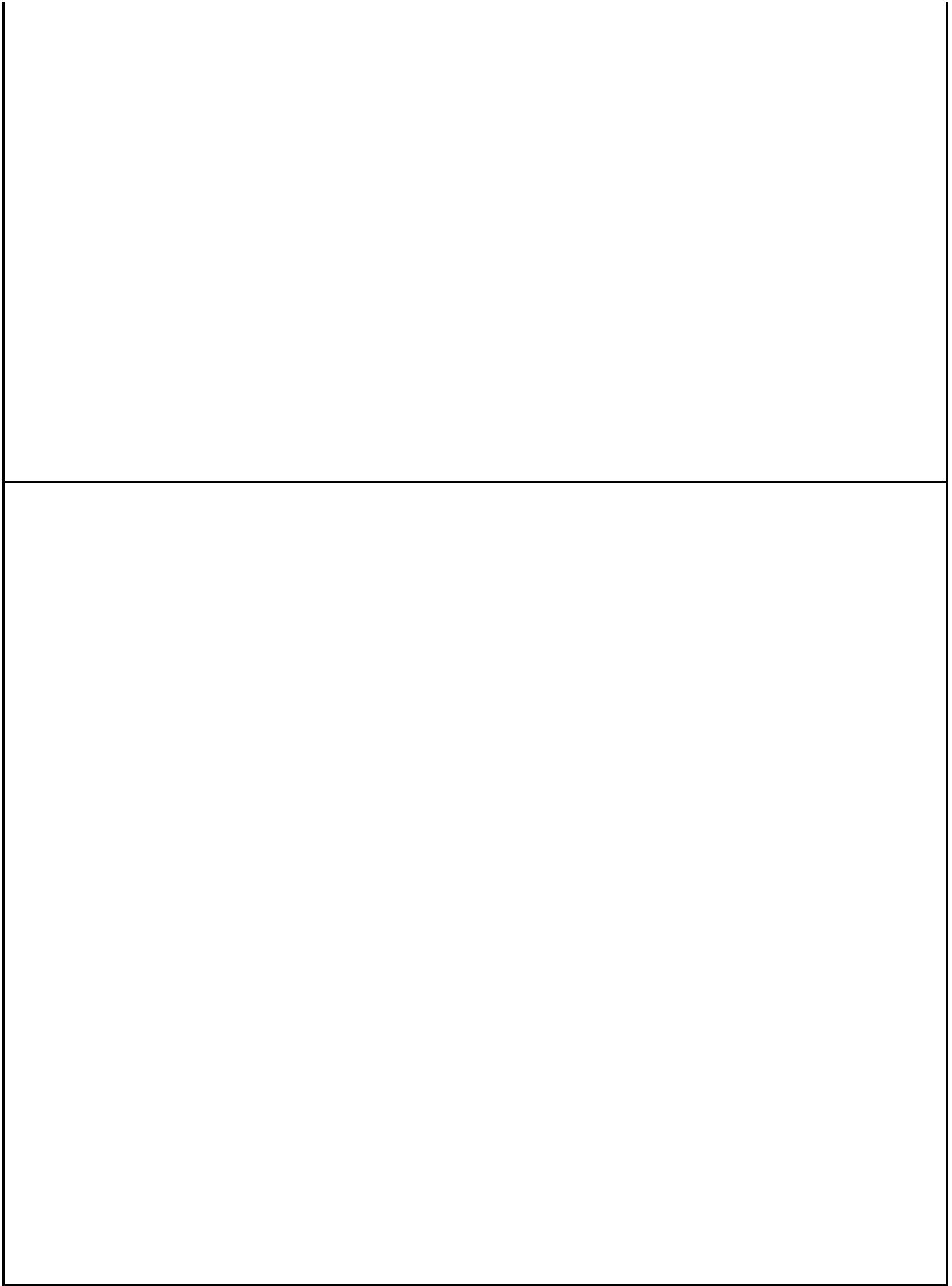
Dear Matthias,

With reference below the email, termination request made by CTC for Mr Shoukat Ali UCPO (UC Chattar District Nasirabad, Balochistan). The reason behind this is his involvement in fake reporting and Professional misconduct.

PTL-Balochistan has approved the termination in below email.

7.2. Disciplinary Action framework Policy
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:





Regards,
Shakeel Ahmad

From: Naila Nizam <naila@ctc.org.pk>
Sent: Thursday, July 15, 2021 5:45 PM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>;
majid@ctc.org.pk; irfan@ctc.org.pk; sabeela@ctc.org.pk
Subject: [EXT] Mr. Shoukat Termination Request

Dear Ms. Khalida,

With reference to the approval of PTL – Balochistan, WHO FO kind approval is hereby requested to terminate UCPO Mr. Shoukat Ali- on account of professional misconduct and fake reporting.

His response to the show cause letter has been found to be unsatisfactory and his respective supervisor also provided detailed feedback on his response proving that he has failed to justify himself. (Supervisor's response mentioned in the below trail and evidences attached for reference).

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: DEMEKE, Temesgen Atsedu [<mailto:demeket@who.int>]
Sent: Friday, July 9, 2021 9:22 PM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Subject: RE: [EXT] RE: Reply of show Cause Letter.

Who is Mr Shoukat? UCPO? TPO? In all chain of communications nothing mentioned about his position. I agree, you can terminate contract, but not salary cut. Thanks

With Kind Regards
Temesgen A Demeke
Team Leader Balochistan
Polio Eradication initiative - WHO Pakistan
Serena Bazaar, Quetta
Email: demeke@who.int
Phone: +923003400530



From: Sabeela Pasha <sabeela@ctc.org.pk>
Sent: Friday, July 9, 2021 5:06 PM
To: DEMEKE, Temesgen Atsedu <demeket@who.int>
Subject: RE: [EXT] RE: Reply of show Cause Letter.

Dear Sir,

Concerning the below email regarding the show cause reply of Mr.Shoukat

Your kind approval and remarks is still awaited.

It is requested you please share your kind approval and remarks so that further approval will be taken from FO.

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, July 7, 2021 5:57 PM
To: 'DEMEKE, Temesgen Atsedu' <demeket@who.int>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; 'BUGTI, Muhammad Anwar' <bugtim@who.int>; 'DANIEL, Ambrin' <daniela@who.int>; 'KASI, Arbab Niamat Ullah' <kasia@who.int>; 'm.usman@ctc.org.pk' <m.usman@ctc.org.pk>; 'HAQ, Ahsan' <haqa@who.int>; 'KHAN, Najeeb Ullah' <najkhan@who.int>; 'DURRAZAI, Mir Arsalan' <durrazaim@who.int>
Subject: RE: [EXT] RE: Reply of show Cause Letter.

Dear Sir,

Concerning the below email regarding the show cause reply of Mr.Shoukat

The staff has issued show cause on account of professional misconduct. The staff has shared his reply which is attached(for reference).

In his reply, he negated all the allegations leveled against him and stated that he never misbehaved with any TTSP and you even he Informed you about his team weakness however you did not change his team yet. Further, he stated that he did not submit any fake attendance he has proof of his attendance and he also informed you about his leave and you verbally approved his 2 days leave. He also stated that his supervisors never visited his UC for monitoring any activity.

IO shared his remarks in detail with evidence on the false statement of said staff regarding WHO staff visits and also shared the fake attendance prove (all evidence are attached for reference). And stated that the staff influenced him from many persons during performance appraisal activity and threatened TTSP too.

All the IO findings and evidence endorsed by AC too.

As Per SOPs threatening behavior, unapproved absenteeism, and fake reporting all lie in the red line area. As the staff did not submit any pieces of evidence which proved him innocent. It is recommended to terminate the staff contract with 2 days salary cut on account of professional misconduct

The email is being sent to you for our kind information and kind remarks/ Approval.

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

Thanks and Regards
Sabeela Pasha
Regional coordinator(Balochistan)

From: KHAN, Najeeb Ullah [<mailto:najkhan@who.int>]
Sent: Tuesday, July 6, 2021 10:24 AM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; BUGTI, Muhammad Anwar <bugtim@who.int>; DANIEL, Ambrin <daniela@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; m.usman@ctc.org.pk; HAQ, Ahsan <haga@who.int>; DURRAZAI, Mir Arsalan <durrazaim@who.int>
Subject: Re: [EXT] RE: Reply of show Cause Letter.

Dear Sabeela

Go ahead with IO findings and observations.

Regards.
Dr.Najeeb

On 6 Jul 2021 10:08 am, Sabeela Pasha <sabeela@ctc.org.pk> wrote:

Dear Dr.Najeeb Ullah,

Concerning the below email regarding the show cause reply of Mr.Shoukat

The staff has issued show cause on account of professional misconduct. The staff has shared his reply which is attached(for reference).

In his reply, he negated all the allegations leveled against him and stated that he never misbehaved with any TTSP and you even he Informed you about his team weakness however you did not change his team yet. Further, he stated that he did not submit any fake attendance he has proof of his attendance and he also informed you about his leave and you verbally approved his 2 days leave.

IO shared his remarks in detail with evidence on the false statement of said staff.

Please share your remarks and comments so that further processes 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: DURRAZAI, Mir Arsalan [<mailto:durrazaim@who.int>]

Sent: Monday, July 5, 2021 5:55 PM

To: Sabeela Pasha <sabeela@ctc.org.pk>

Cc: 'Naila Nizam' <naila@ctc.org.pk>; BUGTI, Muhammad Anwar <bugtim@who.int>; DANIEL, Ambrin <daniela@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; KHAN, Najeeb Ullah <najkhan@who.int>; m.usman@ctc.org.pk; HAQ, Ahsan <haga@who.int>

Subject: Reply of show Cause Letter.

Dear Madam,

A good team player always accept his weakness and apologize and ask for a chance to bring improvement in his performance, but here I have seen case is reverse, I have given him unconditional support to perform better, but his seriousness and compliance level is zero and even in minus and many times I have mentioned it with your good self too.

All these matters are already investigated by me and even endorsed by respected Area coordinator,(as he mentioned in his email reply) and still HE MAKE FALSE STATEMENT TO JUSTIFY AND COORECT HIS WRONG DOINGS, and “NULL AND VIOD” all matters are beyond my understanding.

And make further false statement against WHO staff, that NO ONE FROM WHO SIDE VISTED ME, Dr Najeeb Ullah and I jointly visited his UC during campaign, Pictures are attached, and All previous staff from WHO, Dr Rafiq Ahmed, Dr Yaseen (Ex-PEO), Dr Mia Jameel, Dr Gafoor and other visited his UCs many times (Pictures are attached), and still he made such false statement, then where his credibility stand CTC would better decide.

All those mentioned issues and even more of pre- and intra campaign are already raised and highlighted and confirmed by TWO TTSP, and TPO and me. He is completely involved in providing false data and misleading about the activities during pre- intra campaign.

When I said and reported he has been absent from duty station without any prior information, then it is so, he has NOT taken any verbal or written approval. And still instead of apologizing he is making wrong statement and his previous absentee explanation is attached, it shows he has been involved in such wrongdoing regularly and still NOT TAKEN THEM AS LESSON LEARNED AND NOT SERIOUS TO HIS DUTIES AND RESPONSIBILITIES. And he tried a lot to influence me and make several phone calls that I should be biased in is performance evaluation.

Now, CTC should better decide the future of such staff who make false statement to justify his wrong doings and his previous records and credibility are known to CTC. Such staff are always not only harmful for organization but also for the cause and mission of organization.

Thanks

From: Sabeela Pasha <sabeela@ctc.org.pk>

Sent: Monday, July 5, 2021 10:10 AM

To: DURRAZAI, Mir Arsalan <durrazaim@who.int>

Cc: 'Naila Nizam' <naila@ctc.org.pk>; BUGTI, Muhammad Anwar <bugtim@who.int>; DANIEL, Ambrin <daniela@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; KHAN, Najeeb Ullah <najkhan@who.int>; m.usman@ctc.org.pk; HAQ, Ahsan <haga@who.int>

Subject: [EXT] RE: Reply of show Cause Letter.

Dear Dr.Arsalan,

Concerning the below email regarding the show cause reply of Mr.Shoukat

The staff has issued show cause on account of professional misconduct. The staff has shared his reply which is attached(for reference).

In his reply, he negated all the allegations levelled against him and stated that he never misbehaved with any TTSP and you even he Informed you about his team weakness however you did not change his team yet. Further, he stated that he did not submit any fake attendance he has proof of his attendance and he also informed you about his leave and you verbally approved his 2 days leave.

Please share your remarks and comments so that further processes 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: shoukat ali [<mailto:shoukatalisr91@gmail.com>]
Sent: Sunday, July 4, 2021 12:03 AM
To: Sabeela Pasha <sabeela@ctc.org.pk>
Cc: Naila Nizam <naila@ctc.org.pk>; BUGTI, Muhammad Anwar <bugtim@who.int>; DANIEL, Ambrin <daniela@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; KHAN, Najeeb Ullah <najkhan@who.int>; DURRAZAI, Mir Arsalan <durrazaim@who.int>; m.usman@ctc.org.pk; ahsan_sano89@yahoo.com
Subject: Reply of show Cause Letter.

Dear madam please find the Replied of Show Cause letter.

On Fri, 2 Jul 2021, 6:26 pm Sabeela Pasha, <sabeela@ctc.org.pk> wrote:
Dear Mr. Shoukat,

Please find in the attached file your show cause letter on account of professional negligence.

Please share your remarks within 48 hours and acknowledge, as you receive the email.

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

Thanks and Regards
Sabeela Pasha
Regional coordinator(Balochistan)