

Naveed Haider

From: faysal@ctc.org.pk
Sent: Wednesday, January 12, 2022 8:28 PM
To: 'Naveed Haider'
Cc: naila@ctc.org.pk
Subject: FW: FW: [EXT] FW: Sub:Request for terminate the Contract TPOs Who were Contract with SEF

Importance: High

Dear Mr. Naveed,

Please find below approval email on termination for your information and further action.

Regards

FAYSAL
Project Coordinator - PTPP

From: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Sent: Thursday, January 13, 2022 8:31 AM
To: faysal@ctc.org.pk
Cc: PARVEEN, Khalida <parveenk@who.int>; Naila (naila@ctc.org.pk) <naila@ctc.org.pk>
Subject: FW: FW: [EXT] FW: Sub:Request for terminate the Contract TPOs Who were Contract with SEF
Importance: High

Dear Faysal,

Please find below the approval of termination of Mr Abdul Sattar TPO Dadu Sindh on account of dual job for your information and further necessary action.

Regards,
Shakeel Ahmad

From: ZAHEER, Bilal <zaheerbi@who.int>
Sent: Thursday, January 13, 2022 7:55 AM
To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Cc: PARVEEN, Khalida <parveenk@who.int>
Subject: RE: FW: [EXT] FW: Sub:Request for terminate the Contract TPOs Who were Contract with SEF
Importance: High

Dear Shakeel,

Below is approved in line with your review of background, PTL approval and being as per disciplinary policies

Regards,

Bilal

From: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Sent: Wednesday, 12 January 2022 4:25 PM
To: ZAHEER, Bilal <zaheerbi@who.int>
Cc: PARVEEN, Khalida <parveenk@who.int>
Subject: FW: FW: [EXT] FW: Sub:Request for terminate the Contract TPOs Who were Contract with SEF

Dear Bilal Sb,

With reference below email, termination request made by CTC for Mr. Abdul Sattar TPO (Dadu) Sindh on account of dual job. Mr. Mr. Abdul Sattar has been reported for working as an Operator with Sindh Education Foundation (SEF). Evidence documents is dual job attached. PTL-Sindh 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 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:

- Fake reporting or fraudulent data
- Dual Job
- Misuse of Authority
- Absenteeism in pre-and intra- and post campaign phases
- Sexual harassment
- Willful concealment of Kinship

Regards,
Shakeel Ahmad

From: faysal@ctc.org.pk <faysal@ctc.org.pk>
Sent: Wednesday, January 12, 2022 11:57 AM
To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; PARVEEN, Khalida <parveenk@who.int>
Cc: naila@ctc.org.pk; majid@ctc.org.pk; ZAHEER, Bilal <zaheerbi@who.int>
Subject: FW: FW: [EXT] FW: Sub:Request for terminate the Contract TPOs Who were Contract with SEF

Dear Mr. Shakeel,

With reference to below approval of PTL- Sindh, it is to bring in your kind notice that the **TPO Mr. Abdul Sattar** has been reported for working as an Operator with Sindh Education Foundation(SEF).

He was issued a Show-cause letter on account of holding dual job and in his response, he has denied the allegations leveled against him and also stated that he submitted stamp paper to the school regarding the Replacement of Operator on dated 5th July 2021.

After continuous follow up with SEF, finally we have received a verification email and letter which proves that he is the partner of Foundation Assisted School(*SEF email & letter is attached for reference*). So as per SOPs his termination is recommended on account of holding Dual Job. Federal Office kind approval is requested in this regard.

If you need any further information regarding the same, please let us know.

Regards,

Faysal

Project Coordinator - PTPP
CHIP Training & Consulting
Cell Number: 03458581630

From: ALI, Asif [<mailto:asifa@who.int>]

Sent: Friday, 7 January 2022 2:12 pm

To: naveed@ctc.org.pk

Cc: Faysal <faysal@ctc.org.pk>; naila@ctc.org.pk; DURRANI, Saima <durrانى@who.int>; GOHAR, Iman <gohari@who.int>; raazia.rehman@ctc.org.pk

Subject: Fw: FW: [EXT] FW: Sub:Request for terminate the Contract TPOs Who were Contract with SEF

Please proceed as required.

Regards

Subject: Re: FW: [EXT] FW: Sub:Request for terminate the Contract TPOs Who were Contract with SEF

Dear Dr Asif,

In continuation to the below pending case of **TPO Mr Abdul Sattar**, a letter has been received from Sindh Education Foundation (SEF) which provides evidence that he is working as a partner with the said organization. Therefore, it is recommended for **termination** of his service. Sindh Education Foundation letter and email is attached here with this email for your reference.

Approval is requested for further action.

Regards,

Naveed Haider

Project Officer

CTC - Sindh

Cell: 03408444500

On Tue, Nov 30, 2021 at 9:10 PM ALI, Asif <asifa@who.int> wrote:

Thanks Dr Sajjid for the important feedback.

I am further submitting the information with CTC for their review and further required action.

Best Regards

Asif Ali

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From: SOOMRO, Sajid Hussain <soomros@who.int>
Sent: Wednesday, December 1, 2021 9:56:12 AM
To: GOHAR, Iman <gohari@who.int>
Cc: ALI, Asif <asifa@who.int>
Subject: Re: FW: [EXT] FW: Sub:Request for terminate the Contract TPOs Who were Contract with SEF

Respected Madam,

As per the content of the email shared it is submitted that;

1. The Affidavite provided by **Abdul Sattar is not with the Sindh Education Foundation who are donor** or the party providing funding for the school.
2. The Affidavit is with the **third person who is not even concerned with SEF** or concerned agency
3. CTC may directly contact with Sindh Education foundation for proper information or candidate may be asked to provide **valid NOC from Sindh education foundation** for any conflict of interest or Dual job.
4. The information is based on local ground further case may be dealt as per CTC HR Policies.

Regards,

From: GOHAR, Iman <gohari@who.int>
Sent: Tuesday, November 30, 2021 5:35 PM
To: SOOMRO, Sajid Hussain <soomros@who.int>
Cc: ALI, Asif <asifa@who.int>
Subject: Re: FW: [EXT] FW: Sub:Request for terminate the Contract TPOs Who were Contract with SEF

Dear Dr Sajid,

About the below email and our telephonic discussion I would like to have your response based on ground situation and real facts so I would be able to respond accordingly. Moreover please go through with Affidavidat and other documentary evidence to consider the non-affiliation of TPO with any other business.

Your prompt response would be appreciated as It got already late.

Regards,
Iman

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From: ALI, Asif <asifa@who.int>
Sent: Wednesday, October 27, 2021 3:06:09 PM
To: GOHAR, Iman <gohari@who.int>
Cc: DURRANI, Saima <durrانى@who.int>; naveedhaider.ctc@gmail.com <naveedhaider.ctc@gmail.com>; eldizahra20022002@yahoo.com <eldizahra20022002@yahoo.com>; naila@ctc.org.pk <naila@ctc.org.pk>
Subject: Fw: FW: [EXT] FW: Sub:Request for terminate the Contract TPOs Who were Contract with SEF

Dear Dr. Iman,
Need your reflection on the below.

As staff member has provided written affidavit stating that he has withdrawn from the official affiliation from the SEF. As we do not any other documentary evidence on the subject, hence you are required to validate the matter through I.O Dadu and also keep check on the same matter for future.

Kindly submit your response to this email so that CTC proceeds and concludes this matter.

Best Regards
ASIF ALI

Dr Asif Ali Zardari

PPEO / WHO / SINDH

asifa@who.int / +92 333 7080705

From: Naveed Haider <naveedhaider.ctc@gmail.com>
Sent: Wednesday, October 27, 2021 1:06 PM
To: DURRANI, Saima <durranisa@who.int>
Cc: ALI, Asif <asifa@who.int>; ASLAM, Shaista <aslamsh@who.int>; Naila Nizam <naila@ctc.org.pk>
Subject: Re: FW: [EXT] FW: Sub:Request for terminate the Contract TPOs Who were Contract with SEF

Dear Ms Saima,

With reference to the below email for the termination of TPO Abdul Sattar, we are holding his termination for time being as he has provided an affidavit that he is no more involved in this activity and giving his full time to the program. The document is attached with this email for your reference.

It is requested that you ask your field staff to keenly observe and monitor his activities in the field which will be helpful to make the final decision.

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Regards,
Naveed Haider
Project Officer
CTC - Sindh
Cell: 03408444500

On Fri, Sep 17, 2021 at 3:45 PM Naila Nizam <naila@ctc.org.pk> wrote:

[Dear Dr. Zahra](#)

In continuation to below email, it is to bring in your kind notice that TPO Abdul Sattar was issued the show cause letter on account of dual Job. IN his response, he stated that that a school operator is a social worker who works for poor students, however according to SEF, the operator is the administrator of the school which gets a subsidy from SEF per student. Later he says that he has transferred the operatorship to another person named Mr Mohammad Daud Khaskheli, for which he has also provided a stamp paper but on the same date in the evening he has a post in social media for staff requirements at school. He further says that the whatsapp group was to introduce the new operator to the community whereas the evidence is totally different. At the end he is also saying that there are other staff members of the EPI/PEI Project of World Health Organization who are working as operators.

As per SOPs (Mentioned below), The said TPO is recommended for termination on account of dual job. The response of TPO and the stamp paper he has provided is attached for reference.

6.2. Exclusive Service & Conflict of Interest

Employees shall devote their whole time and energy to the polio eradication initiative and completion of activities as per their ToRs and work plan. No Person shall engage in any other profession, trade, commerce or business activity with remuneration or otherwise on his own account, or enter in the service or be employed by any other person or firm or assist in any business owned by his spouse or parents (whether on full or part time basis) without prior written approval of the Competent Authority at CTC head office.

CTC has a zero tolerance policy towards the following and an employee will be terminated with immediate effect on account of the following:

- Fake reporting or fraudulent data
- Dual Job
- Misuse of Authority
- Absenteeism in pre-and intra- and post campaign phases
- Sexual harassment
- Willful concealment of Kinship

Your kind approval / Feedback is requested on this regard.

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:[0345-8566181](tel:0345-8566181)

From: Naila Nizam <naila@ctc.org.pk>

Sent: Wednesday, September 1, 2021 1:09:14 PM

To: ALI, Asif <asifa@who.int>

Cc: SEID, Zahra <seidz@who.int>; ASLAM, Shaista <aslamsh@who.int>; ALI, Syed Imran <alisyed@who.int>; ALI, Asif <asifa@who.int>; majid@ctc.org.pk <majid@ctc.org.pk>; 'Naveed Haider' <naveedhaider.ctc@gmail.com>

Subject: [EXT] FW: Sub:Request for terminate the Contract TPOs Who were Contract with SEF

Dear Dr. Asif,

It is to bring in your kind knowledge that CTC has received a complaint against TPO Abdul Sattar (Mehr) and TPO Manzoor Ali (Johi) of District Dadu regarding their involvement as partners with Sindh education foundations.

With reference to the attached evidences against the TPOs of District Dadu, it is evident that they are in business with the Sindh Education Foundation as partners. They are operating schools, assist by Sindh Education Foundation. The evidence shows that they are actively participating in their official whatsapp group and sharing the progress. There is a clear picture of TPO Abdul Sattar who is advertising teacher vacancies from his social media account and conducting tests. The name of TPO Manzoor Ali is included as operator in the list of assisted schools by SEF which is available in SEF official web page along with his contact number. Moreover there is an excel sheet where the name of both TPOs are mentioned as candidates applying for school operator.

As involvement in another business or activity while working at the polio program is against the SOP, **it is recommended to issue showcause letter to the concerned staff (TPO Abdul Sattar & TPO Manzoor Ali) on account of their involvement in business to seek their stance and followed by termination if response is found unsatisfactory.**

All the supporting documents and evidence are attached with this email for your 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:[0345-8566181](tel:0345-8566181)

On Tue, Aug 24, 2021 at 12:06 PM Naveed Haider <naveedhaider.ctc@gmail.com> wrote:

Dear Madam,

There is a complaint from a reliable source regarding the dual job of the TPOs District Dadu TPO (Mehar) Abdul Sattar & TPO (Johi) Manzoor Ali Laghari. They are in contract with Sindh Education foundation as operator and working with them. The complainant has shared some evidence against both TPOs which are attached with this mail for your reference and further action. Excel sheet and PDF file is also attached as evidence.

----- Forwarded message -----

From: **sajjad ahmed** <sajjadahmedchanna039@gmail.com>

Date: Tue, Aug 10, 2021 at 1:41 PM

Subject: Sub:Request for terminate the Contract TPOs Who were Contract with SEF

To: <naveedhaider.ctc@gmail.com>

R/Sir

It is inform to you that In District Dadu TPOs are Contract under CTC in the Same time they contact with Sindh Education Foundation please look in to this Matter in Fever of these Abolished UCPOs who they Suffering with their families for unemployment for this Regard proof attached below S:NO 10 and S:NO 28 Clearly Mentioned the Names of TPO Mehar and TPO Johi and Also More proof avilable us for their photos and Social media aand thier Whats up official Group they added Relative thier contract with SEF and Also Request for this Our Name will be Secret through Your Oraganisation policy Because if violation that they will create trouble for us in this Regard

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Regards,

Naveed Haider

Project Associate

CTC - Sindh

Cell: 03408444500

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Regards,

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Project Associate

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Regards,

Naveed Haider
Project Officer
CTC - Sindh
Cell: 03408444500

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Regards,
Naveed Haider
Project Officer
CTC - Sindh
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