

Dear Syeda,

Please proceed as per CTC protocols.

Thanks

**From:** Raazia <raazia.rehman@ctc.org.pk>  
**Sent:** Friday, January 28, 2022 4:33 PM  
**To:** FAROOQ, Zainab <farooqz@who.int>  
**Cc:** naila@ctc.org.pk; faysal@ctc.org.pk; AZIZ, Kalsoom <azizk@who.int>  
**Subject:** [EXT] Professional misconct of TPO RYK

Dear Ms. Zainab,

It is to bring in your kind notice that TPO Mr. Waqas Ahmed Khan - RYK has been reported for a non-serious and casual attitude towards submission of data and Absenteeism during campaign days by his First Supervisor Muhammad Umar Farooq (complaints are attached) on 24<sup>th</sup> and 27<sup>th</sup> January 2022 respectively.

As per SOPs, we would recommend issuing him a Show Cause on account of the above-mentioned reasons (i-e Absenteeism during campaign days and casual attitude towards data submission) in order to acquire his stance, followed by final warning, in case his response is found to be unsatisfactory

Looking forward to your kind approval/feedback.

Regards,

Syeda Raazia Rehman  
Project Associate  
CHIP Training & Consulting

**From:** FAROOQ, Muhammad [mailto:mfarooq@who.int]  
**Sent:** Friday, 28 January 2022 10:11 am  
**To:** Naila@ctc.org.pk  
**Subject:** Fwd: Show cause

Fyi

Dr.Muhammad Umar Farooq  
D.i.O.  
W.H.O.

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

From: "FAROOQ, Muhammad" <[mfarooq@who.int](mailto:mfarooq@who.int)>  
Date: 24 Jan 2022 10:25 pm  
Subject: Show cause  
To: [waqas2200@hotmail.com](mailto:waqas2200@hotmail.com)

Cc: "AHMED, Masood" <[ahmedmas@who.int](mailto:ahmedmas@who.int)>, "SALEEM, Haris" <[saleemh@who.int](mailto:saleemh@who.int)>,ctc <[ctc@who.int](mailto:ctc@who.int)>,awais@ctc.org.pk

AOA

I'm feeling very much sad to report you non serious behavior regarding gathering data of influencers and focal persons at health facility level .

this data was requested since jan 11 2022 .

later was asked again on urgent basis from last Saturday but instead of proving me proper data you provided me a substandard data in which you put the names of those vaccinators who have been retired or deceased.

this is very highly objectionable . i never expected this kind of no serious behavior from you .

upon probing i came to know from DDOH of you concerned tehsil that you did not request him for the said data not to the asv and mostly you have developed no Leason with the tehsil staff & tehsil office .

if accidently by trusting you i would have send the said data TO THE PROVINCIAL OFFICE it would have been a very degrading & embarrassment for my AC & Me .

you used to be a good worker but I'm really very sad on this attitude of yours .

kindly explain your position regarding this action .

i have sent you earlier by highlighting the issues of your sheet via WhatsApp

**From:** FAROOQ, Muhammad [mailto:[mfarooq@who.int](mailto:mfarooq@who.int)]

**Sent:** Friday, 28 January 2022 10:12 am

**To:** Naila@ctc.org.pk

**Subject:** Fwd: Absent from duty

Fyi

Dr.Muhammad Umar Farooq

D.I.O.

W.H.O.

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

From: "FAROOQ, Muhammad" <[mfarooq@who.int](mailto:mfarooq@who.int)>

Date: 27 Jan 2022 10:48 pm

Subject: Fwd: Absent from duty

To: [naila@ctc.org](mailto:naila@ctc.org)

Cc:

Aoa fyi

Dr.Muhammad Umar Farooq

D.I.O.

W.H.O.

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

From: "FAROOQ, Muhammad" <[mfarooq@who.int](mailto:mfarooq@who.int)>

Date: 27 Jan 2022 10:45 pm

Subject: Absent from duty

To: [waqas2200@hotmail.com](mailto:waqas2200@hotmail.com)

Cc: ctc <[ctc@who.int](mailto:ctc@who.int)>,"AHMED, Masood" <[ahmedmas@who.int](mailto:ahmedmas@who.int)>,"FAROOQ, Zainab" <[farooqz@who.int](mailto:farooqz@who.int)>,"SALEEM, Haris" <[saleemh@who.int](mailto:saleemh@who.int)>,Naila@ctc.org.ok

Aoa

Dear Mr.Waqas today you were appointed to conduct campaign supervision in the allotted UC but instead you didn't updated your planned visit of today at morning in the group nor inform me that you are not going to conduct todays any monitoring activity infact you didn't apply for any kind of leave . Yesterday you requested me for leave from evening meeting but it has no information regarding todays activity . If you were not well I hope not that serious you must have informed me instantly as your supervisor . Instead when AC Dr masood asked you to accompany him you told him that you are going to emergency as you are not feeling well .he was also having this idea that you will continue your todays task after getting treatment or inform if you still not well but you did nothing in that matter .

My dear as you know that sia are the crucial & most important duty in our program if you act in this way .its highly objectionable & non serious attitude shown by you .

Kindly follow the proper hiérarchie if you want the leave for any cause & always inform me if you have any issues . As I'm responsible to inform the high-up management regarding your issue which what so ever you have .

Kindly Consider it seriously .

Thanks

Dr.Muhammad Umar Farooq  
D.I.O.  
W.H.O.