

## Naveed Haider

---

**From:** SEID, Zahra [seidz@who.int]  
**Sent:** Monday, March 28, 2022 1:06 PM  
**To:** Naveed Haider  
**Cc:** ALI, Asif; DURRANI, Saima; naila@ctc.org.pk; 'Raazia'  
**Subject:** RE: [EXT] Re: EXPLANATION ON SUBMISSION OF FAKE TALLYSHEET ANALYSIS

APPROVED for show cause letter

---

**From:** Naveed Haider <naveed@ctc.org.pk>  
**Sent:** Thursday, 24 March 2022 2:56 PM  
**To:** SEID, Zahra <seidz@who.int>  
**Cc:** ALI, Asif <asifa@who.int>; DURRANI, Saima <durrانى@who.int>; naila@ctc.org.pk; 'Raazia' <raazia.rehman@ctc.org.pk>  
**Subject:** FW: [EXT] Re: EXPLANATION ON SUBMISSION OF FAKE TALLYSHEET ANALYSIS

Dear Dr Zahra,

It has been reported by Area Coordinator Dr Umar, that UCPO Mr Muhammad Maroof Hussain has submitted fake tallysheet report and misleading statement about his wife hospitalisation. AC has recommended his termination after inquiry at DEOC, however it is recommended to issue him show cause letter on account of fake data report & misleading statement to get his stance in the subject matter.

Your kind approval/feedback is requested in this regard.

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

---

**From:** NISAR, Omar [<mailto:nisaru@who.int>]  
**Sent:** Thursday, March 24, 2022 12:04 PM  
**To:** Naveed Haider  
**Cc:** SEID, Zahra; ALI, Asif; KUMAR, Haresh; DURRANI, Saima  
**Subject:** RE: [EXT] Re: EXPLANATION ON SUBMISSION OF FAKE TALLYSHEET ANALYSIS

Dear Naveed Sb,

Reference to the trailing emails regarding submission of fake tallysheet analysis and misleading the supervisors during the inquiry, the case is being forwarded to you for initiation of accountability measures laid out in the PTPP SOPs. Following points are being submitted for your information.

### INCIDENCE REPORT:

1. M.MarooF Hussain, deployed in UC 5 Bhawani Chali as UCPO submitted fake tallysheet analysis report without conducting this important post campaign activity.
2. The UCPO was asked by the TDOSO, his functional supervisors, to produce the hard copies of the analysis, to which the UCPO mentioned that he has done it in soft copy.
3. On further insistence by the TDOSO, the UCPO conceded that he has not done the analysis.
4. On 22<sup>nd</sup> March, the TDOSO raised the issue with the Area coordinator, who called both the UCPO and the TDOSO to the DEOC for inquiry.

5. During the inquiry the UCPO confessed of not conducting the analysis. He cited his wife's hospitalization as the reason of not conducting the analysis, stating that his wife is sick and in hospital for the last 3 days.
6. In response, the TDOSO raised that the analysis was due to be submitted before the days of the hospitalization, to which the UCPO failed to explain any further.
7. The UCPO was given an explanation (trailing emails) asking him to explain his position and also to furnish his wife's hospital documents.
8. In response the UCPO altered his statement, stating that his wife was hospitalized for the last 2 weeks and that he submitted the fake tallysheet analysis report due to the pressure from TDOSO.
9. The UCPO however failed to produce any medical documents in support of his claim.
10. The same evening the Immunization Officer Dr Haresh called the UCPO reminding him about the past deadline of submission of hospital documents. During this call the UCPO confessed that his wife is not sick, nor is she hospitalized and that he misreported the whole thing in order to defend/ cover up the fake submission.

**OBSERVATIONS BY THE AREA COORDINATOR:**

1. UCPO Maroof is a poor performing UCPO, which is reflective in his performance appraisals. The UCPO was also issued a warning letter in Oct 2021 on account of poor performance. (kindly refer to the previous evaluations and his administrative record)
2. The UCPO is found guilty of,
  - a. Gross misconduct on account of reporting fake/fraudulent data, in clear transgression of the disciplinary action framework policy, point 7.2; crossing the redline mentioned in the performance management and accountability framework-annexure 1 of the PTPP SOPs. The UCPO has confessed of fake submissions citing his wife's hospitalization as the reason.
  - b. Of making false/misleading statements about his wife's hospitalization in an attempt to mislead his supervisors.
3. The UCPO also confessed to the Immunization officer that his wife is not sick and he made up the story to cover up in misconduct.

**RECOMMENDATIONS:**

Based on the incidence report, the inquiry by the Area Coordinator, the confession of the UCPO regarding fake tallysheet analysis and false reporting of his wife's hospitalization to cover up the misconduct, the UCPO is found guilty of gross misconduct.

In order to ensure transparency and setting the right precedence of accountability in matters of misconduct, it is recommended that M.Maroo Khan, UCPO UC 5 Bhawani Chali-SITE should be terminated from service with immediate effect.

**Submitted for your kind information and further necessary action in accordance with the SOPs**

Regards,

***Dr. Omar Nisar Qureshi***

*Deputy District Polio Officer, KHI KEAMARI*

*(Area Coordinator-WHO)*

Cell: [0345-8401591](tel:0345-8401591)

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

---

**From:** KUMAR, Haresh <[kumarha@who.int](mailto:kumarha@who.int)>

**Sent:** Wednesday, March 23, 2022 12:01 AM

**To:** NISAR, Omar <[nisaru@who.int](mailto:nisaru@who.int)>; Naveed Haider <[naveed@ctc.org.pk](mailto:naveed@ctc.org.pk)>  
**Cc:** [Naveedhaider.ctc@gmail.com](mailto:Naveedhaider.ctc@gmail.com)  
**Subject:** Re: [EXT] Re: EXPLANATION ON SUBMISSION OF FAKE TALLYSHEET ANALYSIS

Dear Dr Omer Nisar Qureshi and Mr Naveed,

I had detail discussed about this matter with maroof on call where he confessed that he have no any proof of hospitalization because he had misreport or can say false statement about his wife sickness where he was assuming that this can be defensive reason where he can be saved from fake reporting of tally sheet analysis.

So case forwarded for administrative accountability as per organizational policy .

Regards

Dr Haresh Khiani  
Immunization officer  
District Keamari

---

**From:** NISAR, Omar <[nisaru@who.int](mailto:nisaru@who.int)>  
**Sent:** Tuesday, March 22, 2022 11:39 AM  
**To:** Maroof Shah <[maroof.shah792@gmail.com](mailto:maroof.shah792@gmail.com)>  
**Cc:** KUMAR, Haresh <[kumarha@who.int](mailto:kumarha@who.int)>; SARDAR FAISAL <[faisalnadeem.bhi@gmail.com](mailto:faisalnadeem.bhi@gmail.com)>; Naveed Haider <[naveed@ctc.org.pk](mailto:naveed@ctc.org.pk)>  
**Subject:** RE: [EXT] Re: EXPLANATION ON SUBMISSION OF FAKE TALLYSHEET ANALYSIS

Dear Maroof,  
UCPO UC 5 Bhawani Chali-SITE  
You stated at the DEOC this morning that;

1. Your wife is admitted in hospital for the last three days.
2. That you did not inform about this to anyone until your statement this morning.

Upon your statement, the TDOSO clearly mentioned that even if your wife was admitted to the hospital for the last 3 days, this assignment was suppose to be completed before that.  
Your email seems an attempt to cover up the misconduct by submitting misleading statements.

*Further you are also directed to submit evidence of your wife's hospital admission by 1:00 PM today.*

Regards,  
**Dr. Omar Nisar Qureshi**  
*Deputy District Polio Officer, KHI KEAMARI  
(Area Coordinator-WHO)*  
Cell: [0345-8401591](tel:0345-8401591)  
Email: [nisaru@who.int](mailto:nisaru@who.int)

---

**From:** Maroof Shah <[maroof.shah792@gmail.com](mailto:maroof.shah792@gmail.com)>  
**Sent:** Tuesday, March 22, 2022 11:00 AM  
**To:** NISAR, Omar <[nisaru@who.int](mailto:nisaru@who.int)>  
**Cc:** KUMAR, Haresh <[kumarha@who.int](mailto:kumarha@who.int)>; SARDAR FAISAL <[faisalnadeem.bhi@gmail.com](mailto:faisalnadeem.bhi@gmail.com)>; Naveed Haider

<[naveed@ctc.org.pk](mailto:naveed@ctc.org.pk)>

**Subject:** [EXT] Re: EXPLANATION ON SUBMISSION OF FAKE TALLYSHEET ANALYSIS

Respected sir,

From the time of submission I have already told Mr.Sardar Faisal about my wife condition she has been admitted in hospital from last 02 weeks,many times I reminded to Mr.Sardar faisal that I couldn't complete my tally sheet analysis,but he insisted again and again pressurized me to do that,for the sack of this I have taken that step, I may realized that and will not be do that but for carrying of both sides,and couldn't bear that.

Will not be happening again InshAllah.

Regards,

M.Marroof Hussain

On Tue, Mar 22, 2022, 10:12 AM NISAR, Omar <[nisaru@who.int](mailto:nisar@who.int)> wrote:

Dear Marroof,

UCPO- UC 5 BHAWANI CHALI- SITE

Reference to issue raised by the TDOSO Faisal regarding submission of fake tally sheet analysis of March NIDs, you are directed to explain your position on the following;

1. Why was the tallysheet analysis not completed within the given timeline?
2. Why did you submit fake tallysheet analysis in soft copy when the analysis was not done?

Also explain as to why administrative action on the same should not be taken against you on this matter of gross misconduct.

Regards,

***Dr.Omar Nisar Qureshi***

*Deputy District Polio Officer, KHI KEAMARI*

*(Area Coordinator-WHO)*

Cell: [0345-8401591](tel:0345-8401591)

Email: [nisaru@who.int](mailto:nisar@who.int)