



Naveed Haider <naveedhaider.ctc@gmail.com>

FW: [EXT] FW: Termination of Mr. khalil

Raazia Rehman <raazia.rehman@chipconsulting.org>
To: Naveed Haider <naveedhaider.ctc@gmail.com>
Cc: Naila.nizam@chipconsulting.org

Tue, Apr 12, 2022 at 9:23 AM

Please proceed with the termination of Mr. Khalil.

Regards,

Syeda Raazia Rehman

From: AHMAD, Shakeel Muhammad Saleem [mailto:ahmadsh@who.int]
Sent: Tuesday, April 12, 2022 8:48 AM
To: Naila Nizam
Cc: 'Raazia'; PARVEEN, Khalida
Subject: FW: [EXT] FW: Termination of Mr. khalil
Importance: High

Dear Naila,

Please proceed with the termination of UCPO Mr Khalil was found and being proved for exhibiting poor performance and involved in data fudging.

Regards,

Shakeel Ahmad

From: ZAHEER, Bilal <zaheerbi@who.int>
Sent: Tuesday, April 12, 2022 8:28 AM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: RE: [EXT] FW: Termination of Mr. khalil
Importance: High

Dear Khalida,

Please proceed with disciplinary action related to data fudging as per approval from PTL and respective supervisor(s) ensuring compliance to SOPs with available background and past performance evaluations.

Regards,

Bilal

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Wednesday, 6 April 2022 11:15 AM
To: ZAHEER, Bilal <zaheerbi@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: FW: [EXT] FW: Termination of Mr. Khalil

Dear Bilal sb,

Enclosed termination of Mr Khalil Ahmed , UCPO Sukkur has been approved by the Provincial Team Lead, Sindh and is shared by CTC for further endorsement by Federal Office.

- Mr Khalil was alleged of data fudging by AC.
- Later, a show cause was issued to him by CTC and his response wasn't found satisfactory to his supervisor. Area Coordinator shared his feedback on the response of Mr Khalil which proved him for doing data fudging and respective PTL has also endorsed the recommendation of AC. Dr Sandeep, AC, being UCPO's supervisor has shared the Tally sheets and forms which were forged by him during the polio activity as an evidence. His supervisor has raised concern for his poor performance however his last performance appraisal was satisfactory.

Kindly review and share your feedback on it.

Best Regards,

khalida

From: Raazia Rehman <raazia.rehman@chipconsulting.org>
Sent: Tuesday, April 5, 2022 4:19 PM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; naila.nizam@chipconsulting.org
Subject: FW: [EXT] FW: Termination of Mr. Khalil

Dear Ms. Khalda,

In regard to the below approval from Dr. Zahra on the termination of UCPO Mr. Khalil Ahmed – Sukkur, UCPO was found and being proved for exhibiting poor performance and involved in data fudging by his AC Dr. Sundeep – Sukkur. Above attached are the evidences for your reference.

Regards,

Syeda Raazia Rehman

Project Associate

CHIP Training & Consulting

From: SEID, Zahra [<mailto:seidz@who.int>]
Sent: Tuesday, April 5, 2022 2:40 PM
To: Naveed Haider
Cc: DURRANI, Saima; ALI, Asif; naila@ctc.org.pk; 'Raazia'; ALI, Syed Imran
Subject: RE: [EXT] FW: Termination of Mr. khalil

Dear Naveed

Termination approved

Best Regards,

Zahra

From: Naveed Haider <naveed@ctc.org.pk>
Sent: Monday, 4 April 2022 2:43 PM
To: SEID, Zahra <seidz@who.int>
Cc: DURRANI, Saima <durrnisa@who.int>; ALI, Asif <asifa@who.int>; naila@ctc.org.pk; 'Raazia' <raazia.rehman@ctc.org.pk>; ALI, Syed Imran <alisyed@who.int>
Subject: FW: [EXT] FW: Termination of Mr. khalil

Dear Dr Zahra,

Your kind response is waited in the below email.

Regards,

Naveed Haider

Project Officer-PTPP

CTC - Sindh

Cell: 03408444500

From: Naveed Haider [<mailto:naveed@ctc.org.pk>]
Sent: Friday, April 1, 2022 1:22 PM
To: 'SEID, Zahra'
Cc: 'DURRANI, Saima'; 'ALI, Asif'; 'ALI, Syed Imran'; 'Naila Nizam'; 'Raazia'
Subject: FW: [EXT] FW: Termination of Mr. khalil

Dear Dr Zahra,

As per requirement of WHO FO, AC Dr Sundeep has shared more evidences on data fudging of UCPO Mr Khalil Ahmed. His email is also attached with here along with the documented evidences.

Your kind endorsment is requested.

Regards,

Naveed Haider

Project Officer-PTPP

CTC - Sindh

Cell: 03408444500

From: AHMAD, Shakeel Muhammad Saleem [<mailto:ahmadsh@who.int>]
Sent: Thursday, 24 March 2022 11:45 am
To: Naila Nizam <naila.nizam@chipconsulting.org>
Cc: PARVEEN, Khalida <parveenk@who.int>; ZAHEER, Bilal <zaheerbi@who.int>
Subject: FW: [EXT] FW: Termination of Mr. khalil

Dear Naila,

Kindly share complete evidence as we discussed,

Regards,

Shakeel Ahmad

From: Naila Nizam <naila.nizam@chipconsulting.org>
Sent: Monday, March 21, 2022 6:14 PM
To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; PARVEEN, Khalida <parveenk@who.int>
Cc: irfan@ctc.org.pk; 'Raazia' <raazia.rehman@ctc.org.pk>; 'Naveed Haider' <naveed@ctc.org.pk>; majid@ctc.org.pk
Subject: [EXT] FW: Termination of Mr. khalil

Dear Mr. Shakeel and Ms. Khalida,

With reference to the below approval of PTL- Sindh on the termination of UCPO Mr. Khalil Ahmed - Sukkur, it is to bring in your kind notice that UCPO Mr. Khalil Ahmed has been reported for poor performance and data fudging by his AC Dr. Sundeep – Sukkur.

His response to the show cause letter has been found unsatisfactory by his Supervisor. (UCPO and AC responses are attached for reference). Federal approval kind approval is requested to terminate Mr. Khalil Ahmed on account of poor performance and 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:[0345-8566181](tel:0345-8566181)

From: SEID, Zahra [<mailto:seidz@who.int>]

Sent: Wednesday, March 16, 2022 11:49 AM

To: Naveed Haider

Cc: 'Naila Nizam'; ALI, Asif; DURRANI, Saima

Subject: RE: [EXT] FW: Request to take necessary action as per SOPs against UCPO Mr. Khalil Mahar (UC Dhandi, Taluka Rohri, District Sukkur)

APPROVED

From: Naveed Haider <naveed@ctc.org.pk>

Sent: Wednesday, 16 March 2022 10:21 AM

To: SEID, Zahra <seidz@who.int>

Cc: 'Naila Nizam' <naila@ctc.org.pk>; ALI, Asif <asifa@who.int>; DURRANI, Saima <durranisa@who.int>

Subject: RE: [EXT] FW: Request to take necessary action as per SOPs against UCPO Mr. Khalil Mahar (UC Dhandi, Taluka Rohri, District Sukkur)

Dear Dr Zahra,

In continuation to the below email, The response of UCPO Mr Khalil Ahmed to the show cause letter has been marked unsatisfactory by his AC Dr Sundeep. As per policy data fudging is a gross misconduct and is not acceptable for the polio program. Therefore, it is recommended to terminate the employment contract of UCPO on account of data fudging. UCPO response and AC feedback is attached with this email for your kind reference.

Your Kind approval/feedback is requested in this regard.

Regards,

Naveed Haider

Project Officer-PTPP

CTC - Sindh

Cell: 03408444500

From: SEID, Zahra [<mailto:seidz@who.int>]

Sent: Wednesday, March 2, 2022 3:44 PM

To: Naveed Haider

Cc: 'Naila Nizam'; ALI, Asif; DURRANI, Saima

Subject: RE: [EXT] FW: Request to take necessary action as per SOPs against UCPO Mr. Khalil Mahar (UC Dhandi, Taluka Rohri, District Sukkur)

approved

From: Naveed Haider <naveed@ctc.org.pk>

Sent: Thursday, 3 March 2022 1:33 AM

To: SEID, Zahra <seidz@who.int>

Cc: 'Naila Nizam' <naila@ctc.org.pk>; ALI, Asif <asifa@who.int>; DURRANI, Saima <durrana@who.int>

Subject: [EXT] FW: Request to take necessary action as per SOPs against UCPO Mr. Khalil Mahar (UC Dhandi, Taluka Rohri, District Sukkur)

Dear Dr Zahra,

A complaint has been received from AC Sukkur Dr Sundeep about the poor performance and Data Fudging of UCPO Mr Khalil. Therefore, to get the stance of the UCPO in the subject matter, it is recommended to issue him show-cause letter followed by disciplinary action if get unsatisfactory response.

Your kind approval/feedback is requested in this regard.

Regards,

Naveed Haider

Project Officer-PTPP

CTC - Sindh

Cell: 03408444500

From: SAHITIA, Sundeep [mailto:sathias@who.int]

Sent: Tuesday, March 1, 2022 5:45 AM

To: ALI, Asif; SEID, Zahra; Naveed Haider

Cc: AHMED, Suhail; DURRANI, Saima; NAICH, Nasrullah

Subject: Request to take necessary action as per SOPs against UCPO Mr. Khalil Mahar (UC Dhandi, Taluka Rohri, District Sukkur)

Dear *Sir/Madam*,

This is to inform you that as a matter of Field Activities validation of UC Level staff including TTSPs; following are the serious and grave observation which are found today dated 1st March 2022 on the validation of UCPO Mr. Khalil Mahar from UC Dhandi, Taluka Rohri, District Sukkur.

1. Despite of working for long in the assigned UC, UCPO had **no familiarity with the locations of the Villages**; Rehmat Chacharh, Wahid Bux Chacharh, A bit far flung areas villages such as Muhammad Meenhal Mangrio, Maraicha Pedashah, Ismail Mangrio. Even, **the nearby villages of Government Dispensary Dhandi were not known to the UCPO**, surprisingly. When enquired, he responded that he had loss of memory due to age issue.
2. UCPO had **no Microplan available for the high risk desert part of the UC**. To which he responded that he was in hurry. While on enquiry, AIC Mr. Ali Gul informed that UCPO did not ask for the Microplan of these desert parts. To the surprise, his statements of no possibility to visit the far flung areas proved wrong on the field visit. He had never visited any of these areas since joining at the UC.
3. He even had **no idea about the location of teams and the areas where teams are currently working in 2 AICs portions**.
4. Instead of developing capacity of the recently inducted teams, he preferred to **focus only on the City Team Support Center** and left the recently constituted teams at the mercy of AICs.
5. Upon **validation of the 1st Cluster, Day #1**. at Village Sher Muhammad Nonaari, the first 3 houses were proved to be entered by manipulated manner. The children shown vaccinated by the Monitor in the cluster were actually vaccinated by the Team upon the re-visit. The data entered was actually collected from the Team members and not from the Households by the UCPO. After validating the first 3 houses of first cluster, the UCPO admitted that he asked the team members to share the data of households for filling up the cluster instead of taking it from the ground on reality basis. Upon

asking the reason for this **data manipulation / data fudging** and about other clusters, he informed that the rest of the clusters have also been collected in the same manner. He could not present the reason of this data manipulation until the end.

Note: This is for your information and you are requested to take necessary action as per SOPs / Guidelines.

Regards,

Dr. Sundeep Sahitia

MBBS, MPH, MA (SOC), (MBA)

Area Coordinator

World Health Organization

Sukkur Division

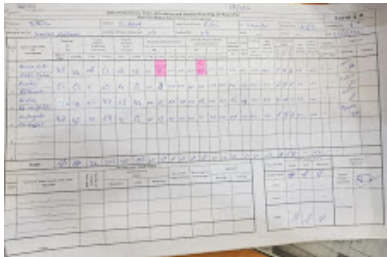
Contact: +923337274212

Address: Divisional Task Force in premises of Commissioner office,

Military Road Sukkur.



8 attachments



2A Form.jpeg
153K




Tallysheet Front.jpeg
237K

Tallysheet Back.jpeg
177K



 **ICM Cluster Highlighted- Digital.jpeg**
46K

 **UCPO Khalil Showcause Reply.docx**
634K

 **Khalil Ahmed- Show Cause letter.pdf**
365K

 **AC feedback on Khalil response.pdf**
919K

 **AC documents evidence email.pdf**
990K