Sent from myMail for iOS

-------- Forwarded message --------  
From: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>  
To: Naila Nizam <naila.nizam@chipconsulting.org>  
Cc: PARVEEN, Khalida <parveenk@who.int>  
Date: Monday, 31 October 2022, 3:42 PM +0500  
Subject: FW: [EXT] FW: Show cause letter on account of Fake Data Reporting

Dear Naila,

Kindly proceed the termination of Mr. Asim Hayat  UCPO– UC Musazai Peshawar KPK. Based on the evidence and the approval of Provincial Team lead.

Regards,

Shakeel Ahmad

**From:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>   
**Sent:** Monday, October 31, 2022 3:25 PM  
**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Subject:** RE: [EXT] FW: Show cause letter on account of Fake Data Reporting

Dear Shakeel,

Please proceed with below ensuring show cause and related follow-ups are document in relation to no response from the accused.

Regards,

Bilal

**From:** AHMAD, Shakeel Muhammad Saleem   
**Sent:** Monday, 24 October 2022 10:38 AM  
**To:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Subject:** FW: [EXT] FW: Show cause letter on account of Fake Data Reporting

Dear Bilal Sb,

With reference below the email, termination request made by CTC for UCPO Mr. Asim Hayat – UC Musazai Peshawar KPK. The reason behind this is his involvement in data fudging. However, the UCPO did not reply to the show cause letter even after giving him several reminders  (Immunization officer response is attached for reference).

PTL-KPK 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: |
|          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:** Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>   
**Sent:** Sunday, October 23, 2022 4:30 PM  
**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Cc:** [irfan@ctc.org.pk](mailto:irfan@ctc.org.pk); ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; [ishtiaq.hussain@chipconsulting.org](mailto:ishtiaq.hussain@chipconsulting.org); [majid@ctc.org.pk](mailto:majid@ctc.org.pk)  
**Subject:** FW: [EXT] FW: Show cause letter on account of Fake Data Reporting

Dear Mr. Shakeel,

Please note that Mr. Asim (UC Musazai ). has been reported for fake data reporting and the case was investigated by Dr. Ahsan - IO Peshawar. Based on the finding, he was found guilty and hence served with a show cause letter to share his response on the matter. However, the UCPO did not reply to the show cause letter even after giving him several reminders. The screenshot (attached above as Asim UCPO) was forwarded by the Program team where the UCPO mentioned that he will not reply to the show cause even if he gets terminated.

In addition to this, the following clause is also mentioned in the show cause letter “***Please note that if a satisfactory response is not received within the stipulated time, the management will assume that you are guilty of the said misconduct and have no plausible explanation to offer in your defense.”***

Therefore, it is recommended to terminate the contract of  UCPO Mr. Asim on account of fake data reporting, the same has been endorsed by  PTL – WHO KP in the email thread below.

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

Regards,

Naila Nizam

Senior Manager

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9,  G-8/2, Islamabad, Pakistan.

Tel: [+92-51-111-111-920](tel:+92%2051%20111%20111%20920), Cell:0345-8566181

**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]   
**Sent:** Friday, 21 October 2022 11:29 am  
**To:** [ishtiaq.hussain@chipconsulting.org](mailto:ishtiaq.hussain@chipconsulting.org)  
**Cc:** Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** FW: [EXT] FW: Show cause letter on account of Fake Data Reporting

Dear Ishtiaq,

Please proceed.

Regards

Waseem Abbas

**From:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>   
**Sent:** Friday, 21 October 2022 11:28 AM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** RE: [EXT] FW: Show cause letter on account of Fake Data Reporting

Approved.

Regards,

Gedi

**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>   
**Sent:** Friday, 21 October 2022 11:18 AM  
**To:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>  
**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** RE: [EXT] FW: Show cause letter on account of Fake Data Reporting

Dear Sir,

Fake reporting was reported by Dr. Ahsan, Immunization Officer against UCPO Asim. CTC shared a show cause notice, however he refused to respond. The allegation is assumed to be and falls under the category of redline.

His contract termination is recommended. Your approval is requested

Thank you

Waseem Abbas

**From:** KHAN, Saifullah <[skhan@who.int](mailto:skhan@who.int)>   
**Sent:** Friday, 21 October 2022 11:14 AM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; KHURSHID, Muhammad Naveed <[khurshidm@who.int](mailto:khurshidm@who.int)>  
**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** Re: [EXT] FW: Show cause letter on account of Fake Data Reporting

Agreed with recommendation of termination of contract as per SOPs since he is not responding to show cause despite reminders

**Regards**

**Dr Saifullah Khan**

**DDPO**

**PEI WHO, Peshawar**

**Cell#: 03339235645**

**Email:** [skhan@who.int](mailto:skhan@who.int)

[acpeshawar1@gmail.com](mailto:acpeshawar1@gmail.com)



**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Sent:** Friday, October 21, 2022 9:57 AM  
**To:** KHURSHID, Muhammad Naveed <[khurshidm@who.int](mailto:khurshidm@who.int)>; KHAN, Saifullah <[skhan@who.int](mailto:skhan@who.int)>  
**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** RE: [EXT] FW: Show cause letter on account of Fake Data Reporting

Reminder!

**From:** ABBAS, Waseem   
**Sent:** Wednesday, 19 October 2022 10:29 AM  
**To:** KHURSHID, Muhammad Naveed <[khurshidm@who.int](mailto:khurshidm@who.int)>; KHAN, Saifullah <[skhan@who.int](mailto:skhan@who.int)>  
**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** RE: [EXT] FW: Show cause letter on account of Fake Data Reporting

Dear Colleagues,

Reference to below email, UCPO Asim is not cooperating with CTC in the inquiry regarding the fake data reported by Dr Ahsan, IO. Due to no response, CTC has recommended to Terminate his contract in lieu of fake reporting.

Kindly share your feedback.

Regards

Waseem Abbas

**From:** [ishtiaq.hussain@chipconsulting.org](mailto:ishtiaq.hussain@chipconsulting.org) <[ishtiaq.hussain@chipconsulting.org](mailto:ishtiaq.hussain@chipconsulting.org)>   
**Sent:** Tuesday, 18 October 2022 8:35 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)  
**Subject:** [EXT] FW: Show cause letter on account of Fake Data Reporting

Dear Mr. Waseem ,

Please note that the Program Team conducted an inquiry upon the Fake Clusters by UCPO Mr. Asim (UC Musazai). Based on the inquiry by the Program team, show cause notice was served to Mr. Asim in order probe the subject matter further.

In the email thread below it can be seen that multiple reminders were given to the UCPO but he did not reply to any of them. As Per the telephonic guidance from your good self I called the UCPO for confirmation but he denied a reply to the show cause letter.

Furthermore please find the attached conversation of UCPO Mr. Asim provided by IO Dr. Ahsan where the UCPO clearly replies that he will not reply to the show cause and if CTC wants then they can also close his contract.

Please note that as it was clearly mentioned in the show cause letter that ,” Please note that if a satisfactory response is not received within the stipulated time, the management will assume that you are guilty of the said misconduct and have no plausible explanation to offer in your defense.”

This is to request your good office’s approval for the contract closure of the UCPO Mr. Asim (UC Musazai) on account of Fake Data reporting and not providing an answer to the show cause letter.

Regards

Syed Ishtiaq Hussain

Chip Training and Consulting

**Regional Coordinator - KP**

CHIP Training & Consulting Pvt. Ltd

Peshawar [|ishtiaq.hussain@chipconsulting.org](mailto:|ishtiaq.hussain@chipconsulting.org)

Contact:0349-7760730

**From:** [ishtiaq.hussain@chipconsulting.org](mailto:ishtiaq.hussain@chipconsulting.org) [<mailto:ishtiaq.hussain@chipconsulting.org>]   
**Sent:** Friday, October 14, 2022 12:01 PM  
**To:** 'aneesaman.aa@gmail.com'  
**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); [skhan@who.int](mailto:skhan@who.int); [iqbalah@who.int](mailto:iqbalah@who.int); ABBAS, Waseem ([wabbas@who.int](mailto:wabbas@who.int)); AURANGZEB KHAN, Mazhar ([zebma@who.int](mailto:zebma@who.int))  
**Subject:** RE: Show cause letter on account of Fake Data Reporting

Dear Mr. Asim ,

Final Reminder for the response upon the show Cause letter issued to your good self. Please find this email as the Final Reminder . Further as your good self has be given reminders telephonically and via email therefore if you don’t reply then accusations raised against you will be marked as Legit and further leading to Disciplinary Actions.

Regards

Syed Ishtiaq Hussain

Chip Training and Consulting

**Regional Coordinator - KP**

CHIP Training & Consulting Pvt. Ltd

Peshawar [|ishtiaq.hussain@chipconsulting.org](mailto:|ishtiaq.hussain@chipconsulting.org)

Contact:0349-7760730

**From:** [ishtiaq.hussain@chipconsulting.org](mailto:ishtiaq.hussain@chipconsulting.org) [<mailto:ishtiaq.hussain@chipconsulting.org>]   
**Sent:** Tuesday, October 11, 2022 9:27 AM  
**To:** 'aneesaman.aa@gmail.com'  
**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); [skhan@who.int](mailto:skhan@who.int); [iqbalah@who.int](mailto:iqbalah@who.int); ABBAS, Waseem ([wabbas@who.int](mailto:wabbas@who.int)); AURANGZEB KHAN, Mazhar ([zebma@who.int](mailto:zebma@who.int))  
**Subject:** RE: Show cause letter on account of Fake Data Reporting

Dear Mr. Asim,

Reminder.

Regards

Syed Ishtiaq Hussain

Chip Training and Consulting

**Regional Coordinator - KP**

CHIP Training & Consulting Pvt. Ltd

Peshawar [|ishtiaq.hussain@chipconsulting.org](mailto:|ishtiaq.hussain@chipconsulting.org)

Contact:0349-7760730

**From:** [ishtiaq.hussain@chipconsulting.org](mailto:ishtiaq.hussain@chipconsulting.org) [<mailto:ishtiaq.hussain@chipconsulting.org>]   
**Sent:** Thursday, October 6, 2022 12:55 PM  
**To:** 'aneesaman.aa@gmail.com'  
**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); [skhan@who.int](mailto:skhan@who.int); [iqbalah@who.int](mailto:iqbalah@who.int); ABBAS, Waseem ([wabbas@who.int](mailto:wabbas@who.int)); AURANGZEB KHAN, Mazhar ([zebma@who.int](mailto:zebma@who.int))  
**Subject:** Show cause letter on account of Fake Data Reporting

Dear Mr. Asim,

Please find the attached show cause letter. Please do respond within the mentioned time.

Regards

Syed Ishtiaq Hussain

Chip Training and Consulting

**Regional Coordinator - KP**

CHIP Training & Consulting Pvt. Ltd

Peshawar [|ishtiaq.hussain@chipconsulting.org](mailto:|ishtiaq.hussain@chipconsulting.org)

Contact:0349-7760730