

“Breach of CTC Disciplinary Action Framework Policy - Dual Job by Mr. Muhammad Shabeer (UCPO-Mishti)”

Complaint

- A complaint was received from the Programme Team on 01st May, 2023 regarding concealment of Dual Job by Mr. Muhammad Shabeer in his capacity as (UCPO-Mishti). (Attached as Annex-A)

Methodology:

- The CTC Management issued a Show Cause Letter to Mr. Muhammad Shabeer (UCPO-Mishti) for concealment of Dual Job. (Attached as Annex-B)

Findings:

- Mr. Muhammad Shabeer (UCPO-Mishti) has not denied the allegations of holding Dual Job in his response but in fact he has tried to portray that due to late confirmation from the Government Department he could not inform CTC about his new job and resigned after being served the Show Cause Letter. (Attached as Annex-C)
- Dr. Fawad Ali (DSO Orakzai) has confirmed in his feedback on the response of Mr. Muhammad Shabeer (UCPO-Mishti), that he is involved in Dual Job from the last three months. (Attached as Annex-D)

Conclusion:

- It is concluded that Mr. Muhammad Shabeer (UCPO-Mishti) has been holding a dual job and working as PTC Teacher in Govt. Primary School Hassan Zai Darra (UC Mirghara) from the last three months.
- Mr. Muhammad Shabeer (UCPO-Mishti) has concealed the information regarding Dual Job from CTC which is a red line area mark for zero tolerance. He has violated the SOP's of Organization and as per **PTPP Staff Service Rules (PTPPSR), Clause 7.2. Disciplinary Action Framework Policy**, “An employee will be terminated with immediate effect on account of holding Dual Job”
- Mr. Muhammad Shabeer (UCPO-Mishti) has resigned during the Investigation Process and as per **Clause 5.3.1, Resignation Guidelines**, “No resignation shall become effective during the disciplinary proceedings against any person”.

Recommendation:

- Mr. Muhammad Shabeer (UCPO-Mishti) has been recommended for Termination from the Programme for holding Dual Job and his resignation shall be termed as ineffective.