

**From:** PARVEEN, Khalida <parveenk@who.int>  
**Sent:** Tuesday, February 6, 2024 4:54 PM  
**To:** Hina Qureshi; saqib.ali@chipconsulting.org  
**Cc:** ZAHEER, Bilal; DEHGhani, Somayeh; naila.nizam@chipconsulting.org; sundas.tariq@chipconsulting.org; Sarah Farooqui; SOGHAIER, Mohammed Ahmed  
**Subject:** FW: [EXT] Fwd: investigation report - UCOO Shoaib Sajid Hussain  
**Attachments:** image001.png; image002.png

Dear Saqib,

Please proceed in line with the SOP along with the recommendation as per the shared investigation report.

Please keep all the documented evidences in record for future references.

Best Regards,  
Khalida

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**From:** DEHGhani, Somayeh  
**Sent:** Tuesday, February 6, 2024 1:41 PM  
**To:** PARVEEN, Khalida <parveenk@who.int>  
**Cc:** ZAHEER, Bilal <zaheerbi@who.int>; KHAN, Zainul Abedin <khanzai@who.int>; SOGHAIER, Mohammed Ahmed <soghaierm@who.int>  
**Subject:** RE: [EXT] Fwd: investigation report - UCOO Shoaib Sajid Hussain

Dear Khalida,

I agree with the recommendation of CTC.

Regards,  
Somayeh

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**From:** PARVEEN, Khalida  
**Sent:** Tuesday, 6 February 2024 1:11 pm  
**To:** DEHGhani, Somayeh <[dehghanis@who.int](mailto:dehghanis@who.int)>  
**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; KHAN, Zainul Abedin <[khanzai@who.int](mailto:khanzai@who.int)>; SOGHAIER, Mohammed Ahmed <[soghaierm@who.int](mailto:soghaierm@who.int)>  
**Subject:** FW: [EXT] Fwd: investigation report - UCOO Shoaib Sajid Hussain  
**Importance:** High

Dear Somayeh,

This is to seek your advise on the attached investigation report shared by CTC against Mr Shoaib Hussain, UCOO District East Karachi.

Mr Shoaib has been alleged of bullying and harassment in the field. Many female CBV workers have complained against his behavior which includes unprofessional attitude, favoritism and harassment. CTC investigated the issue and have gathered various statements from the field workers.

As per the report below is the extracted conclusion and recommendation:

**4. Conclusion**

a. After carefully examining the statements and analyzing the situation, it has been proved that the UCOO Shoaib is harassing the female staff and looking for ways to find their mistakes and report them for disciplinary actions. The conduct of the UCOO shows that he is retaliating against those female staff who either knew about his previous harassment issues or who refused to accept his friendship offer.

b. The allegations are proved on the basis of not only the statements of workers but also their responses to the questions and their expressions. The allegations were also confirmed by other workers in their statements. The resignation letter of Ayesha (ex-CHW) also confirmed the stance of other workers who stated that Ayesha left her job because she was harassed by UCOO.

c. The conduct of UCOO during the interview by the investigation team was suspicious and he was not able to respond to the allegations in a satisfactory manner. The UCOO was asked why so many workers are testifying against you with the same charges but he was adamant and insisted on sharing evidence if any. The UCOO seemed to have no plausible justifications for his conduct and was taking shelter of want of evidence which per se is proof of his harassing conduct.

**5. Recommendation**

a. The investigation team finds UCOO guilty of harassment and bullying and for fake reporting hence recommend him for show cause followed by termination of contract.

b. The relevant SOPs which are violated are reproduced below for reference.

**Annex-7 B: Disciplinary Action in case of Performance**

**Table - 1: Disciplinary/ Accountability Framework**

Sr. #	Act of Misconduct	Action taken	Timeline & Endorsement
<b>Gross Misconduct - Red Line Area</b>			
1	<ul style="list-style-type: none"> <li>• Fake Reporting.</li> <li>• Forgery.</li> <li>• Data fudging.</li> </ul>	Immediate Suspension from services with Show cause followed by termination letter, without experience certificate.	
6	Abuse of Authority	Show cause followed by termination letter without experience certificate.	
7	Any type of Harassment (Sexual, Discriminatory, workplace etc.)	Show cause followed by termination letter without experience certificate.	

Best Regards,  
khalida

-----Original Message-----

From: [saqib.ali@chipconsulting.org](mailto:saqib.ali@chipconsulting.org) <[saqib.ali@chipconsulting.org](mailto:saqib.ali@chipconsulting.org)>

Sent: Tuesday, January 30, 2024 12:09 PM

To: PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>

Cc: ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>; DEGHANI, Somayeh <[deghanis@who.int](mailto:deghanis@who.int)>; Irfan <[irfan@chipconsulting.org](mailto:irfan@chipconsulting.org)>; Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; Hina Qureshi <[hina.gureshi@chipconsulting.org](mailto:hina.gureshi@chipconsulting.org)>; Sarah <[sarah@chipconsulting.org](mailto:sarah@chipconsulting.org)>

Subject: Fwd: [EXT] Fwd: investigation report - UCOO Shoaib Sajid Hussain

Dear Khalida,

Greetings from CTC.

It was reported that Shoaib Sajid Hussain - UCOO Frontier Colony UC 6 West Karachi District East is involved in bullying and Harassment. The matter was investigated by CTC and the report was shared with the WHO P.O. for review and approval on recommended actions. The recommendation of the report has been approved by the WHO P.O. which is shared in the below trail of email.

The investigation report and supporting documents are attached for your kind review and reference.

Your kind approval is requested to proceed further.

Thanks.

From: LALANI, Afshan [mailto:[lalania@who.int](mailto:lalania@who.int)]

Sent: Monday, January 29, 2024 4:04 PM

To: [disciplinarymatters.karachi@chipconsulting.org](mailto:disciplinarymatters.karachi@chipconsulting.org)

Cc: Naila Nizam; Hina Qureshi; Disciplinaryassociate Sindh; Disciplinarymatters Isb; Sundas Tariq; ALI, Asif

Subject: RE: [EXT] Fwd: investigation report - UCOO Shoaib Sajid Hussain

Dear Ms. Aniq,

On behalf of PTL, kindly proceed with recommended action of Showcause as per SOPs.

Regards,

Afshan Lalani

Administrative Assistant (CBV)

0300-0559471

-----Original Message-----

From: [disciplinarymatters.karachi@chipconsulting.org](mailto:disciplinarymatters.karachi@chipconsulting.org)  
<[disciplinarymatters.karachi@chipconsulting.org](mailto:disciplinarymatters.karachi@chipconsulting.org)>

Sent: Monday, January 8, 2024 4:32 PM

To: LALANI, Afshan <[lalania@who.int](mailto:lalania@who.int)>

Cc: ALI JATOI, Asif <aliasi@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>; Hina Qureshi <hina.qureshi@chipconsulting.org>; Disciplinaryassociate Sindh <disciplinaryassociate.sindh@chipconsulting.org>; Disciplinarymatters Isb <disciplinarymatters.isb@chipconsulting.org>; Sundas Tariq <sundas.tariq@chipconsulting.org>

Subject: [EXT] Fwd: investigation report - UCOO Shoaib Sajid Hussain

Dear Ms. Afshan

I trust this message finds you well. I would like to draw your attention to the case of UCOO Shoaib, which is currently awaiting PTL approval.

Your prompt attention to this matter is crucial, and I kindly request you to review and approve the case at your earliest convenience.

If you require any additional information or clarification regarding UCOO Shoaib's case, please do not hesitate to reach out.

Thank you for your swift action on this matter.

Best regards,

Aniqa Tabba

Project HR Officer

CHIP Training & Consulting (Pvt) Ltd,

Office No 201, Business Arcade Building, Shahrah-E-Faisal Road, Karachi, Sindh, Pakistan.

----- Original Message -----

Subject: investigation report - UCOO Shoaib Sajid Hussain

Date: 2023-11-17 01:47

From: disciplinarymatters.karachi@chipconsulting.org

To: "DURRANI, Saima" <durrانىsa@who.int>, "LALANI, Afshan"

<lalania@who.int>

Cc: Saqib Ali <saqib.ali@chipconsulting.org>, Hina Qureshi <hina.qureshi@chipconsulting.org>, Nabi Bakhsh <nabi.bakhsh@chipconsulting.org>, Naila Nizam <naila.nizam@chipconsulting.org>, Sundas Tariq <sundas.tariq@chipconsulting.org>, Disciplinarymatters Karachi <disciplinarymatters.karachi@chipconsulting.org>

Dear Ms Saima

Please find the attached investigation report regarding Unprofessional Attitude and Harassment by UCOO Mr. Shoaib Sajid Hussain

The relevant evidence / supporting documents are also attached herewith for your kind review and reference.

Thanks

Aniqa Tabba

Project HR Officer

CTC Karachi