

From: sundas.tariq@chipconsulting.org
Sent: Thursday, January 4, 2024 4:14 PM
To: 'PARVEEN, Khalida'
Cc: 'Bilal'; DEHGHANI, Somayeh; Sarah Farooqui; naila.nizam@chipconsulting.org; 'AHMAD, Shakeel Muhammad Saleem'; saqib.ali@chipconsulting.org; 'Hina Qureshi'
Subject: FW: [EXT] Investigation Report-UCPO Kiran Shahzadi
Attachments: Investigation_Report_-_UCPO Kiran Shahzadi.docx; Dr Muneeba Response.pdf

Dear Ms Khalida,

With reference to the below email, Please find attached the updated investigation report of UCPO Kiran, along with Dr. Muneeba's response and the recommendation for a warning regarding her inappropriate behavior at DEOC. Since there is no substantial evidence of fake data reporting by UCPO Kiran, it is suggested that she should be reinstated in the field immediately.

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

Regards,
Sundas Tariq
Project Coordinator
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Cell:[0349-7760580](tel:0349-7760580)

From: PARVEEN, Khalida [<mailto:parveenk@who.int>]
Sent: Wednesday, January 3, 2024 9:27 AM
To: sundas.tariq@chipconsulting.org
Cc: naila.nizam@chipconsulting.org; 'Hina Qureshi'; ZAHEER, Bilal; DEHGHANI, Somayeh
Subject: RE: [EXT] Investigation Report-UCPO Kiran Shahzadi

Dear Sundas,

Thank you for the email.

Please share with us the response received by her first level supervisor.

Secondly, we would emphasize if a counselling or a warning can be issued to Ms Kiran on account of her inappropriate behavior (which included shouting on staff sitting there) during her visit to DEOC Karachi Office when the investigation was under way.

Thirdly, please share a complete report with us after inclusion of this re-instatement option and a warning.

Best Regards,
khalida

From: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>
Sent: Tuesday, 2 January 2024 3:16 pm
To: PARVEEN, Khalida <parveenk@who.int>
Cc: naila.nizam@chipconsulting.org; 'Hina Qureshi' <hina.gureshi@chipconsulting.org>
Subject: FW: [EXT] Investigation Report-UCPO Kiran Shahzadi

Dear Ms Khalida

Greetings form CTC

With reference to the email below, I would like to inform you that the issues reported against UCPO Kiran Sahzadi mostly related to the last 3 years. During this time, no disciplinary action was reported against her, and her performance appraisal consistently ranged between 90% and 95%. As a result, CTC has recommended reinstating Kiran in the field. However, a warning is also being issued to her due to an unsatisfactory result in her performance appraisal

Regards,
Sundas Tariq
Project Coordinator
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Cell:[0349-7760580](tel:0349-7760580)

From: LALANI, Afshan [<mailto:lalania@who.int>]
Sent: Tuesday, January 2, 2024 8:48 AM
To: sundas.tariq@chipconsulting.org
Cc: ALI, Asif; naila.nizam@chipconsulting.org; 'Hina Qureshi'
Subject: RE: [EXT] Investigation Report-UCPO Kiran Shahzadi

Dear Ms Sundas,
On behalf of PTL, kindly proceed as per SOPs.

Regards,

Afshan Lalani
Administrative Assistant (CBV)
0300-0559471

From: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>
Sent: Monday, January 1, 2024 12:58 PM
To: LALANI, Afshan <lalania@who.int>
Cc: ALI, Asif <asifa@who.int>; naila.nizam@chipconsulting.org; 'Hina Qureshi' <hina.gureshi@chipconsulting.org>
Subject: FW: [EXT] Investigation Report-UCPO Kiran Shahzadi

Dear Ms Afshan,

Greetings

With reference to your below email, It is to inform you that the issues reported by Dr. Muneeba mostly pertain to the past three years. There were no disciplinary reports against the UCPO during that time, and her appraisal scores consistently ranged between 90% to 95%. However, for the current appraisal, she has already been recommended for a warning due to poor performance.

Regards,
Sundas Tariq
Project Coordinator
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Cell:[0349-7760580](tel:0349-7760580)

From: LALANI, Afshan [<mailto:lalania@who.int>]
Sent: Saturday, December 30, 2023 1:37 PM
To: sundas.tariq@chipconsulting.org
Cc: ALI, Asif; PARVEEN, Khalida; naila.nizam@chipconsulting.org; 'Hina Qureshi'; saqib.ali@chipconsulting.org
Subject: RE: [EXT] Investigation Report-UCPO Kiran Shahzadi

Dear Ms. Sundas,
As IO Dr. Muneeba has responded to UCPO Kiran Shehzadi case, kindly let us know if you want to send the revised investigation report.

Regards,

Afshan Lalani
Administrative Assistant (CBV)
0300-0559471

From: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>
Sent: Wednesday, December 27, 2023 11:05 AM
To: LALANI, Afshan <lalania@who.int>
Cc: ALI, Asif <asifa@who.int>; PARVEEN, Khalida <parveenk@who.int>; naila.nizam@chipconsulting.org; 'Hina Qureshi' <hina.qureshi@chipconsulting.org>
Subject: [EXT] Investigation Report-UCPO Kiran Shahzadi

Dear Ms. Afshan,

With reference to the below email, an individual meeting was conducted with UCPO Kiran Shehzadi on dated 21st Dec 2023 as part of the investigation process. She stated that she has informed her IO Dr Muneeba on regular basis about the fake data reporting of staff. Moreover, the staff and area that has been reported for fake data reporting does not come under her supervision. CTC has contacted Dr Muneeba for her comments on dated 21st Dec 2023 through email regarding the same but she did not respond to the email.

As UCPO has all evidences showing that she has continuously informed Dr Muneeba regarding all field issues and the fact that the fake coverage was not identified in her area, so it is suggested that her response should be considered as satisfactory and she may be reinstated to her work with immediate effect.

Report is also attached along with annexures.

Your kind comments shall be highly appreciated.

Regards,
Sundas Tariq
Project Coordinator
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Cell:[0349-7760580](tel:0349-7760580)

From: LALANI, Afshan [mailto:lalania@who.int]
Sent: Friday, December 8, 2023 3:17 PM
To: disciplinarymatters.karachi@chipconsulting.org
Cc: Hina Qureshi; sundas.tariq@chipconsulting.org; naila.nizam@chipconsulting.org
Subject: RE: [EXT] RE: UCPO Kiran (UC 11 Metroville - Gulshan Town) issues

Dear Ms. Aniq,

On behalf of PTL, kindly proceed with recommended action i.e. SHOWCAUSE as per SOPs.

Regards,

Afshan Lalani

Administrative Assistant (CBV)

0300-0559471

From: disciplinarymatters.karachi@chipconsulting.org
<disciplinarymatters.karachi@chipconsulting.org>
Sent: Monday, December 4, 2023 5:24 PM
To: LALANI, Afshan <lalania@who.int>
Cc: Hina Qureshi <hina.queshi@chipconsulting.org>;
sundas.tariq@chipconsulting.org; naila.nizam@chipconsulting.org
Subject: FW: [EXT] RE: UCPO Kiran (UC 11 Metroville - Gulshan Town) issues

Dear Maam Afshan

For your review please.

Regards

Aniq Tabba

From: KHAN, Muneeba [mailto:khanmun@who.int]
Sent: Monday, December 4, 2023 3:33 PM
To: disciplinarymatters.karachi@chipconsulting.org;
raheel.ali@chipconsulting.org; 'Muzammil Shaikh'
Cc: BABU, Kelash; ALI JATOI, Asif; DURRANI, Saima; LALANI, Afshan; Hina Qureshi; sundas.tariq@chipconsulting.org;
naila.nizam@chipconsulting.org
Subject: Re: [EXT] RE: UCPO Kiran (UC 11 Metroville - Gulshan Town) issues

Team CTC,

Here is attached Powerpoint Presentation of the investigation which was carried out in UC 11 Metroville after OBR November 2023.

The critical issues which were identified are all mentioned here in this PPT, including:

- * 36 children found from zero and lock houses including 19 operational failure children missed by team.
- * 6 out of 33 children found fake coverage in field during verification of monitors.
- * 15 children covered by monitors which were missed due to operational failures.
- * 3 unrecorded refusals identified by monitors which were not in data.
- * Operational failures only identified by UCPO/UCCO
- * No any operational failure identified from UCMOs??
- * 43 operational failures identified during this validation activity

Be noted that few accountability actions have already been taken against few workers, AICs & UC level staff.

Kindly proceed as per SOPs.

Regards,

Dr Muneeba Hashmi

IO - Khi East

From: disciplinarymatters.karachi@chipconsulting.org
<disciplinarymatters.karachi@chipconsulting.org>
Sent: 04 December 2023 14:11
To: KHAN, Muneeba <khanmun@who.int>; raheel.ali@chipconsulting.org <raheel.ali@chipconsulting.org>; 'Muzammil Shaikh'
<hiringassociate.karachi@chipconsulting.org>
Cc: BABU, Kelash <babuk@who.int>; ALI JATOI, Asif <aliasi@who.int>; DURRANI, Saima <durrani@who.int>; LALANI, Afshan <lalania@who.int>; Hina Qureshi <hina.qureshi@chipconsulting.org>;
sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>;
naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>
Subject: [EXT] RE: UCPO Kiran (UC 11 Metroville - Gulshan Town) issues

Dear Dr. Muneeba

I hope this email finds you well. Thanks for reporting this issue to the CTC.

I am writing to request the technical proof (NID Oct 2023 & OBR Nov 23) supporting the allegations made against UCPO Kiran Shehzadi, Also mention the names of all team members.

The information you share will be instrumental in the preparation of our comprehensive report on the matter.

Your prompt cooperation in providing the relevant technical details will greatly assist in the investigation process. We value transparency and accuracy in resolving such matters, and your input is vital to achieving that.

Please share any documentation, evidence, or technical information that supports the allegations at your earliest convenience. If you have any questions or require clarification, please feel free to reach out.

Thank you for your understanding and cooperation in this matter.

Best regards,

From: KHAN, Muneeba [mailto:khanmun@who.int]
Sent: Monday, December 4, 2023 10:07 AM
To: disciplinarymatters.karachi@chipconsulting.org;
raheel.ali@chipconsulting.org; Muzammil Shaikh
Cc: BABU, Kelash; ALI JATOI, Asif; DURRANI, Saima; LALANI, Afshan
Subject: UCPO Kiran (UC 11 Metroville - Gulshan Town) issues

Team CTC,

This is to submit to your information that few critical issues were observed during Pre-campaign phase of NID Oct 2023 & during OBR Nov 23 from UC 11 Metroville, Gulshan town. UCPO Kiran Shehzadi is posted in the said UC.

DEOC east identified fake coverage and fake social profile of the Metroville-11. During Oct NID 2023, found madrasa with < 5 year target intentionally hidden by UC level staff. During further validation by DDPO and IO, 40 more madrasa were identified in UC, that were removed intentionally by UC level staff as those were refusals. These said madrasas were also not included in microplans. Positive environmental site in Oct 2023 (Rashid Minhas), this UC is one of the draining UC.

An extensive investigation was carried out after OBR Nov 23 in response to these critical observations. The issues identified after the investigation were Operational failures, Refusal recorded as NA, Refusal child covered on chalking but not on tally sheet, Fake coverage, Unrecorded refusals, Chalking and tally sheet filling issues.

These all issues indicate Weak supervision and monitoring by UC level staff assigned there (UCPO Kiran Shehzadi). This was also identified that she has deployed her relatives in the same UC also.

In continuation to these issues identified, you are advised to proceed as per SOPs.

Regards,

Dr Muneeba Hashmi

IO - Khi East