

**From:** PARVEEN, Khalida <parveenk@who.int>  
**Sent:** Wednesday, March 13, 2024 9:05 AM  
**To:** saqib.ali@chipconsulting.org  
**Cc:** Hina Qureshi; naila.nizam@chipconsulting.org; Irfan; sundas.tariq@chipconsulting.org; Sarah Farooqui; LALANI, Afshan  
**Subject:** FW: Re: [EXT] FW: ATM stolen case (Malka UCOO)

Dear Saqib,

Please proceed for termination of contract in respect of Ms Malka as suggested in the investigation report.

Best regards,  
Khalida

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

From: KHAN, Zainul Abedin  
Sent: Tuesday, March 12, 2024 11:39 PM  
To: DEHGHANI, Somayeh <dehghanis@who.int>; PARVEEN, Khalida <parveenk@who.int>  
Cc: ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>  
Subject: RE: Re: [EXT] FW: ATM stolen case (Malka UCOO)

I am fine with the recommended action.

Thanks,

Zainul

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

From: DEHGHANI, Somayeh <dehghanis@who.int>  
Sent: Tuesday, March 12, 2024 12:39 PM  
To: PARVEEN, Khalida <parveenk@who.int>  
Cc: ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; KHAN, Zainul Abedin <khanzai@who.int>  
Subject: RE: Re: [EXT] FW: ATM stolen case (Malka UCOO)

Dear Khalida,

Thank you for your detailed email. Please proceed as advised following Dr. Zainul's endorsement.

Best regards,  
Somayeh

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

From: PARVEEN, Khalida  
Sent: Tuesday, 12 March 2024 11:23 am  
To: DEHGHANI, Somayeh <dehghanis@who.int>  
Cc: ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>

Subject: FW: Re: [EXT] FW: ATM stolen case (Malka UCOO)

Dear Somayeh,

This is to seek your consent on the termination of UCOO Ms Malka on account of abuse of authority and workplace harassment.

CTC investigated the issue reported and the report is attached.

As per the report, Ms Malka was alleged of using the threatening language with Front line workers. One of the Area supervisors namely Ms Mehwish used ATM card of other Area Supervisor and withdrew 20,000 PKR as per the instruction of Ms Malka. Since Ms Malka has been supervising the Area supervisors and CHW therefore her supervisee followed her instructions without asking about the ownership of ATM card.

However, later in the evening, the AS returned the card with withdrawn amount to the owner of the card. This act was not acceptable to Ms Malka and therefore she became personal with the Area supervisor and started threatening her and asking her team members not to sit with her. These types of acts continue in the field and after the issue is reported and Ms Malka got suspended the abuse of authority persist in the field. Ms Malka invited the team members at her residence and threatened them to not share any statement in favour of Ms Mehwish otherwise she will call the police.

As a supporting evidences, the written statements of the field staff are taken. There s one video where Ms Malka is misbehaving with her team members by using inappropriate language.

Based on this, CTC has recommended termination for Ms Malka, the Provincial Team Lead has endorsed this recommendation.

Best Regards,  
Khalida

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

From: saqib.ali@chipconsulting.org <saqib.ali@chipconsulting.org>

Sent: Monday, March 11, 2024 6:39 PM

To: PARVEEN, Khalida <parveenk@who.int>

Cc: ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; DEGHANI, Somayeh <deghanis@who.int>; Irfan <irfan@chipconsulting.org>; Naila Nizam <naila.nizam@chipconsulting.org>; Hina Qureshi <hina.qureshi@chipconsulting.org>

Subject: Fwd: Re: [EXT] FW: ATM stolen case (Malka UCOO)

Dear Khalida,

Greetings from CTC.

An investigation into the misuse of authority by Malka (UCOO) was conducted by CTC. The findings of the investigation proved that the UCOO was indeed involved in abuse of authority and workplace harassment.

The Investigation Report along with supporting documents are hereby attached for your kind review and reference.

The UCOO has been recommended for termination of employment contract for violating the SOPs involving red line issues. The approval of WHO P.O is shared in the below thread of email.

Your kind approval is requested to proceed for onward action.

Should you need any further information regarding the report, please let me know.

Thanks.

From: LALANI, Afshan [mailto:lalania@who.int]  
Sent: Monday, March 11, 2024 2:20 PM  
To: disciplinarymatters.isb@chipconsulting.org  
Cc: ALI, Asif; Naila Nizam; Sundas Tariq; Saqib Ali; Disciplinaryassociate Sindh  
Subject: RE: Re: [EXT] FW: ATM stolen case (Malka UCOO)

Dear Ms. Hina,

On behalf of PTL, kindly proceed with the termination of UCOO Malka for abusing her authority as per SOP.

Furthermore, I would like to draw your attention to the Kinship non-declaration issue, which is a red-zone area highlighted in the SOPs.

Please consider your decision in light of the SOP regarding KINSHIP attached below.

Moreover, it is essential to note that AS Mehwish can be clearly identified in the ATM video while withdrawing money. We recommend issuing her a Warning in accordance with the established SOPs.

Regards,

Afshan Lalani

From: disciplinarymatters.isb@chipconsulting.org  
<disciplinarymatters.isb@chipconsulting.org>  
Sent: Monday, March 4, 2024 6:16 PM  
To: LALANI, Afshan <lalania@who.int>  
Cc: ALI, Asif <asifa@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>; Sundas Tariq <sundas.tariq@chipconsulting.org>; Saqib Ali <saqib.ali@chipconsulting.org>; Disciplinaryassociate Sindh <disciplinaryassociate.sindh@chipconsulting.org>  
Subject: Fwd: Re: [EXT] FW: ATM stolen case (Malka UCOO)

Dear Ms Afshan

Greetings from CTC

With reference to the below email, it is to inform you that UCOO Malka has been reported for Misuse of Authority. An investigation was conducted by CTC in this regard.

Please find the attached Investigation Report along with supporting documents for your kind review and comments

If you need any further information regarding the report, please let me know.

Regards,  
Hina Qureshi

Project Officer  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Cell: 03497760756

On 2024-02-13 03:34, LALANI, Afshan wrote:

> Dear Ms. Aniq,  
>  
> On behalf of PTL, kindly proceed with the Explanation as per SOPs.  
>  
> Regards,  
>  
> Afshan Lalani  
>  
> From: disciplinarymatters.isb@chipconsulting.org  
> <disciplinarymatters.isb@chipconsulting.org>  
> Sent: Tuesday, February 13, 2024 2:37 PM  
> To: LALANI, Afshan <lalania@who.int>  
> Cc: ALI, Asif <asifa@who.int>; naila.nizam@chipconsulting.org;  
> sundas.tariq@chipconsulting.org; hina.queshi@chipconsulting.org;  
> Disciplinarymatters Karachi  
> <disciplinarymatters.karachi@chipconsulting.org>;  
> Disciplinaryassociate Sindh  
> <disciplinaryassociate.sindh@chipconsulting.org>  
> Subject: Re: [EXT] FW: ATM stolen case (Malka UCOO)  
>  
> Dear Ms. Afshan,  
>  
> Greetings from CTC  
>  
> Referring to the pending investigation of UCOO Malka, it has been  
> reported by few workers that Malka has not only called the workers at  
> her house on 10-02-2024 but also threatened them for dire consequences  
> in case any disciplinary action is taken against her.  
>  
> It is pertinent to mention here that she is currently suspended, and  
> she is not allowed to interact with the workers. Her actions clearly  
> shows that she has no regard for the sanctity of the code of conduct  
> and workplace ethics.  
>  
> The alleged action of Malka falls under the domain of workplace  
> harassment and warrants appropriate measures.  
>  
> Therefore, it is suggested to seek explanation from Malka for her  
> continuous infractions.  
>  
> Your kind approval is requested for onward action.  
>  
> Regards,  
>  
> Hina Qureshi

> Project Officer  
> CHIP Training & Consulting (Pvt) Ltd.  
> Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
> Cell: 03497760756  
>  
> On 2024-01-29 02:13, LALANI, Afshan wrote:  
>  
> Dear Ms. Aniq,  
>  
> On behalf of PTL, kindly proceed with recommended action of SHOWCAUSE  
> as per SOPs.  
>  
> Regards,  
>  
> Afshan Lalani  
>  
> -----Original Message-----  
> From: disciplinarymatters.karachi@chipconsulting.org  
> <disciplinarymatters.karachi@chipconsulting.org>  
> Sent: Monday, January 29, 2024 12:22 PM  
> To: LALANI, Afshan <lalania@who.int>  
> Cc: naila.nizam@chipconsulting.org';  
> sundas.tariq@chipconsulting.org;  
> 'Hina Qureshi' <hina.queshi@chipconsulting.org>;  
> disciplinarymatters.isb@chipconsulting.org;  
> disciplinaryassociate.sindh@chipconsulting.org; ALI, Asif  
> <asifa@who.int>; saqib.ali@chipconsulting.org  
> Subject: [EXT] FW: ATM stolen case (Malka UCOO)  
>  
> Dear Ms. Afshan  
>  
> Please find attached assessment report.  
>  
> Regards  
>  
> Aniq Tabba  
>  
> Project HR Officer  
>  
> CHIP Training & Consulting (Pvt) Ltd,  
>  
> Office No 201, Business Arcade Building, Shahrah-E-Faisal Road,  
> Karachi, Sindh,Pakistan.  
>  
> -----Original Message-----  
>  
> From: disciplinarymatters.karachi@chipconsulting.org  
>  
> [mailto:disciplinarymatters.karachi@chipconsulting.org]  
>  
> Sent: Thursday, January 18, 2024 4:23 PM  
>

> To: lalania@who.int  
>  
> Cc: 'naila.nizam@chipconsulting.org';  
> sundas.tariq@chipconsulting.org;  
> Hina Qureshi (hina.queshi@chipconsulting.org);  
>  
> disciplinarymatters.isb@chipconsulting.org;  
>  
> disciplinaryassociate.sindh@chipconsulting.org  
>  
> Subject: ATM stolen case (Malka UCOO)  
>  
> Dear Ms. Afshan  
>  
> Hope this email finds you well.  
>  
> Please find the attached investigation report on ATM Stolen case  
> against UCOO Malka Bilal colony Korangi town, for your kind review and  
> approval on the recommended action.  
>  
> The supporting documents are attached herewith for your kind perusal  
>  
> and reference.  
>  
> Thanks.  
>  
> 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-----  
>  
> From: ff.malir@chipconsulting.org  
> [mailto:ff.malir@chipconsulting.org]  
>  
> Sent: Monday, January 15, 2024 11:07 AM  
>  
> To: Disciplinarymatters Karachi; Disciplinaryassociate Sindh  
>  
> Subject: Fwd: Re: ATM and money steal and blaming  
>  
> FYI  
>  
> ----- Original Message -----  
>  
> Subject: Re: ATM and money steal and blaming  
>

> Date: 2024-01-14 04:32  
>  
> From: Malka Batool <kohinoorjutt@gmail.com>  
>  
> To: Hrmatters.karachi@chipconsulting.org, "SHAKEEL AHMED, Kanwal"  
>  
> <shakeelk@who.int>  
>  
> Cc: "BASIT, Qazi Abdul" <basitq@who.int>, ff.malir@chipconsulting.org,  
> Raheel Ali <raheel.ali@chipconsulting.org>  
>  
> Dear concern,  
>  
> This is to inform you that after all above matter AS Mehwish resigned.  
>  
> Resignation letter is attached here.  
>  
> Regards,  
>  
> Malka UCOO  
>  
> Bilal colony  
>  
> Korangi town  
>  
> On Sat, 13 Jan 2024, 6:34 pm Malka Batool, <kohinoorjutt@gmail.com>  
>  
> wrote:  
>  
> Dear concern,  
> This is to inform you that AS Uzma Gillani reported this issue in  
> written paper of stealing 20 ,000 in her ATM .  
> Incident happened on Friday and Friday 6pm AS Mehwish returned Uzma  
> Gillani her money and ATM with sorry and blaming me and giving lame  
> excuses with multiple statements and has no proof of all that  
> situation according to Uzma Gillani after ATM and money recovery Uzma  
>  
> Gillani told uc level today .  
> After this all AS Mehwish left TSC at 3 o clock without information  
> and without preparing data .  
> Page is attached with this email.  
> Kindly look into this matter why AS Mehwish highlighting my name and  
> do as per SOPs .  
> Regards  
> Malka UCOO  
> Bilal colony  
> Korangi town