

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Friday, February 16, 2024 12:12 PM
To: saqib.ali@chipconsulting.org
Cc: AHMAD, Shakeel Muhammad Saleem; ZAHEER, Bilal; DEHGHANI, Somayeh; Irfan; Sarah; Naila Nizam; Hina Qureshi
Subject: RE: [EXT] Complain about Staff who spoiling working environment

Dear Saqib,

Please proceed with the termination in line with the SOP.

Best Regards,
khalida

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

From: saqib.ali@chipconsulting.org <saqib.ali@chipconsulting.org>
Sent: Thursday, 15 February 2024 6:06 pm
To: PARVEEN, Khalida <parveenk@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; ZAHEER, Bilal <zaheerbi@who.int>; DEHGHANI, Somayeh <dehghanis@who.int>; Irfan <irfan@chipconsulting.org>; Sarah <sarah@chipconsulting.org>; Naila Nizam <naila.nizam@chipconsulting.org>; Hina Qureshi <hina.queeshi@chipconsulting.org>
Subject: Fwd: [EXT] Complain about Staff who spoiling working environment

Dear Khalida,

Greetings from CTC.

An investigation was conducted regarding involvement of Hanifa who is working as CHW at Sindh-West Karachi-Gadap W-Mangopir - 8. in immoral activities.

The findings of the investigation showed that the CHW is guilty of immoral conduct. The CHW was involved in a personal relationship with community member. The wife of the community member visited the TSC and raised a great hue and cry against the worker. The investigation report and supporting documents are attached for your review and reference.

Based on the findings, it was recommended that CHW Hanifa should be terminated on account of involvement in immoral activities.

WHO PO approval is in below trail.

Your kind approval is requested in this regard.

Thanks.

From: LALANI, Afshan [mailto:lalania@who.int]
Sent: Wednesday, February 14, 2024 9:15 AM

To: disciplinarymatters.karachi@chipconsulting.org
Cc: Hina Qureshi; sundas.tariq@chipconsulting.org; 'Naila Nizam'; disciplinarymatters.isb@chipconsulting.org;
disciplinaryassociate.sindh@chipconsulting.org;
saqib.ali@chipconsulting.org; ALI, Asif
Subject: RE: [EXT] Complain about Staff who spoiling working environment

Dear Ms. Aniq,

On behalf of PTL, kindly proceed with the termination of CHW Hanifa as per SOPs.

Regarding AS Aliya's warning recommendation, I kindly urge you to reconsider your action. In the recent past, we terminated District East CHW Abida Khan for the use of abusive and derogatory language. Therefore, it is essential to thoroughly assess the situation before making a final decision.

Regards,

Afshan Lalani

From: disciplinarymatters.karachi@chipconsulting.org
<disciplinarymatters.karachi@chipconsulting.org>
Sent: Wednesday, February 7, 2024 5:22 PM
To: LALANI, Afshan <lalania@who.int>
Cc: Hina Qureshi <hina.queshi@chipconsulting.org>;
sundas.tariq@chipconsulting.org; 'Naila Nizam'
<naila.nizam@chipconsulting.org>;
disciplinarymatters.isb@chipconsulting.org;
disciplinaryassociate.sindh@chipconsulting.org;
saqib.ali@chipconsulting.org; ALI, Asif <asifa@who.int>
Subject: [EXT] Complain about Staff who spoiling working environment

Dear Ms Afshan

Greetings from CTC.

With reference to the below email, it is to inform you that the program team has reported CHW Hanifa and CHW Ruqqayya on account of involvement in immoral activities and AS on account of abusive language . An investigation was conducted by CTC in this regard.

Please find the attached updated 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

Aniq Tabb

Project HR Officer

CHIP Training & Consulting (Pvt) Ltd,

Office No 201, Business Arcade Building,

Shahrah-E-Faisal Road, Karachi,

Sindh, Pakistan.

From: SYEDA, Samana Ali <syedas@who.int>

Sent: Thursday, 1 February 2024 2:37 pm

To: disciplinarymatters.karachi@chipconsulting.org

Cc: DEOC WEST <pcrdcwest@gmail.com>; JAMIL, Wasif <shaikhw@who.int>; hydar110@gmail.com; KHAN, Ishtiaq Ahmed <iskhan@who.int>; mohsinalidso@gmail.com; SOOMRO, Muhammad Raza <soomrom@who.int>; Abdul Razzaq Brohi <shawaiz4uhasni@gmail.com>; LALANI, Afshan <lalania@who.int>; naila.nizam@chipconsulting.org

Subject: Re: [EXT] Complain about Staff who spoiling working environment

Dear Concern,

Reminding again, still not received your reply .Kindly note all three workers are still suspended as per DEOC chair recommendation.

Regards,

Dr Samana

IO West

----- Forwarded message -----

From: "SYEDA, Samana Ali" <syedas@who.int>

Date: 30 Jan 2024 11:12

Subject: Re: [EXT] Complain about Staff who spoiling working environment

To: disciplinarymatters.karachi@chipconsulting.org

Cc: DEOC WEST <pcrdcwest@gmail.com>,"JAMIL, Wasif"

<shaikhw@who.int>,hydar110@gmail.com,"KHAN, Ishtiaq Ahmed"

<iskhan@who.int>,mohsinalidso@gmail.com,"SOOMRO, Muhammad Raza"

<soomrom@who.int>,Abdul Razzaq Brohi <shawaiz4uhasni@gmail.com>,"LALANI,

Afshan" <lalania@who.int>,naila.nizam@chipconsulting.org

> Dear Concern,

>

> In lieu of aforementioned email, it is to inform you that situation of

> TSC is getting out of control due to these workers and it hampers

> program related activities, nowadays we are focusing on Still miss

> children and zerodose coverage but due to hostile environment of TSC

> Gul Mohammad ,workers are distracted,therefore strict disciplinary

> action required against CHW Hanifa ,CHW Ruqqayya and AS Aliya.On daily

> basis community members are coming to TSC and creating chaos with CHW

> Hanifa during office hours and it affects reputation of polio program

> and overall giving bad impression for polio workers in the

> community.Hence its high time to take strict action against said

> workers.Further DEOC chair has suggested to suspend these workers and

> meanwhile CTC personal investigate this matter and take decsion as

> soon as possible to avoid any unforeseen incident.

>

> Waiting for your reply

>
> Regards ,
>
> Dr Samana.
>
> IO West
>
> ----- Forwarded message -----
> From: Abdul Razzaq Brohi <shawaiz4uhasni@gmail.com>
> Date: 26 Jan 2024 15:48
> Subject: Re: [EXT] Complain about Staff who spoiling working
> environment
> To: "SYEDA, Samana Ali" <syedas@who.int>
> Cc: disciplinarmatters.karachi@chipconsulting.org,DEOC WEST
> <pcrdcwest@gmail.com>,"JAMIL, Wasif"
> <shaikhw@who.int>,hydar110@gmail.com,"KHAN, Ishtiaq Ahmed"
> <iskhan@who.int>,mohsinalidso@gmail.com,"SOOMRO, Muhammad Raza"
> <soomrom@who.int>
>
> Dear Concerns
>
> This is to inform you that 1 Lady came at TSC with her Daughter who
> is our old CHW (Shehnaz M Ishaq) and asked all CHWs to delete her
> Daughters photos which was shared by Hanifa, as Per information ()
> Around 10 days before, 2 Old CHWs (CHW Shahnaz M Ishaq , CHW Nida)
> came at TSC for meeting (and Went for lunch with CHW Ruqyya, CHW
> Hanifa and that time some pictures was taken) and that pictures was
> shared by Hanifa to someone and his wife came here on Tuesday and
> given pictures to AS Aliya Mazhar, who share pics with 3 CHWs ()
> Shabana, Atiqah , and MARZIA)
>
> (Pictures deleted from ALIYA, Shabana , and Atiqah mobiles)
>
> This is serious situation and getting critical day by day and it's 2nd
> time Community members coming at TSC due to Hanifa
>
> Kindly see the matter take strict action
>
> Regards
>
> Abdul Razzaq
>
> UCPO UC-08 Manghopir
>
> On Thu, Jan 25, 2024, 3:28 PM SYEDA, Samana Ali <syedas@who.int>
> wrote:
>
> Dear Concern,
>
> In lieu of below mentioned email, it is to inform you that CHW Hanifa
> is involved in unethical activities and creating bad name for polio
> workers in community.Also, CHW Ruqqaya and AS Aliya exchanged

> derogatory remarks to each other. Therefore, I along with other DEOC
> members including IO Dr Ishtiaq, TDOSO Mohsin and PDA Raza investigated
> the case and had detailed interrogation with all concerned staff and
> CHW Hanifa, CHW Ruqqayya, AS Aliya and CHW Marzia gave written
> statement. It was concluded that CHW Hanifa is the main person involved
> in unethical activities therefore take strict disciplinary action
> against her and as per telephonic discussion with you and as per your
> advise, she will be suspended with immediate effect. Further, CHW
> Ruqqayya and AS Aliya should also be held accountable for their non
> professional behaviour. Moreover, a lady named Rahima also came from
> community and complained about CHW Hanifa, her written statement is
> also attached. In addition to it CHW Marzia, member of CHW Ruqqya also
> gave her statement regarding CHW Ruqqya's work.

>
> Hence disciplinary action required as per SOPs.

>
> Dr Samana

>
> IO West

>
> ----- Forwarded message -----

> From: Abdul Razzaq Brohi <shawwaiz4uhasni@gmail.com>
> Date: 25 Jan 2024 14:04
> Subject: [EXT] Complain about Staff who spoiling working environment
> To: "SYEDA, Samana Ali" <syedas@who.int>, hydar110@gmail.com
> Cc: wali muhammad <walimarri.7861@gmail.com>, Sadia Shahid
> <sadiashahid251@gmail.com>

>
> Dear Concerns

>
> This is to inform you CHW Hanifa is involved in some irrelevant
> activities and forcing other CHW Ruqqya be partner with her ,

>
> Yes A lady came at TSC and started shouting and blaming that CHWs
> Hanifa has relationship with Her husband, and he also blamed that CHW
> Ruqqya has all information about her activities.

>
> Due to this AS ALIYA MAZHAR used some bad words about Both CHWs and
> also blamed Ruqqya is involved in that,

>
> Earlier AS ALIYA MAZHAR discussed me about Hanifa and her activities
> and I told her I will discuss the issues with My Supervisor and
> informed Sir Hyder but AS Aliya Mazhar used bad words for CHW Infront
> of some community members when they were going back to home .

>
> CHW Ruqqya accepted that she has Freindship with Hanifa and she
> offered her to be her partner, but she refused.

>
> In these all activities which were happened last some days CHW Hanifa
> is Involved in all activities and and she is main Corrector of it,
> also she accepted that Infront of IO Dr Samana.

>

> CHW Hanifa also taken some money from temporary worker Rani ,
>
> This issue email already shared with concerned Supervisors
>
> Recommendations:
>
> AS ALIYA MAZHAR
>
> CHW Ruqyya
>
> Should be given final warning and also shuffling from that concerned
> TSC.
>
> For blaming, and spoiling working environment
>
> CHW Hanifa should be terminated from program,
>
> She shouldn't be allow to join TSC Again
>
> as she Spoiling TSC and Community invoirement.
>
> Kindly take strict action against them
>
> CHW and AS Details
>
> AS ALIYA MAZHAR
>
> NIC # 31303-5535095-2
>
> CHW Ruqyya
>
> NIC # 42401-7541320-0
>
> CHW Hanifa
>
> NIC #
>
> 42401-4522689-6
>
> Reagrds
>
> Abdul Razzaq
>
> UCPO UC-08 Manghopir