

From: disciplinarymatters.karachi@chipconsulting.org
Sent: Thursday, February 1, 2024 4:46 PM
To: lalania@who.int
Cc: asifa@who.int; Hina Qureshi; sundas.tariq@chipconsulting.org;
naila.nizam@chipconsulting.org; saqib.ali@chipconsulting.org;
disciplinarymatters.isb@chipconsulting.org;
disciplinaryassociate.sindh@chipconsulting.org
Subject: [EXT] Complain about Staff who spoiling working environment
Attachments: Primary assesment report against Hanifa.docx; Annex-A.pdf; Annex-B.jpg; Annex-C.pdf;
Annex-D.pdf; Annex-E.jpg

Dear Ms. Afshan

Kindly find enclosed the primary assessment report against Ms. Hanifa, Ms. Aliya and Ms. Roquiya from District west.
As PTL approval is required for further action.

Aniqa Tabba
Project HR Officer
CHIP Training & Consulting (Pvt) Ltd,
Office No 201, Business Arcade Building, Shahrah-E-Faisal Road, Karachi, Sindh, Pakistan.

> From: Abdul Razzaq Brohi [mailto:shawaiz4uhasni@gmail.com]
> Sent: Friday, January 26, 2024 3:48 PM
> To: SYEDA, Samana Ali
> Cc: disciplinarymatters.karachi@chipconsulting.org; DEOC WEST; JAMIL,
> Wasif; hydar110@gmail.com; KHAN, Ishtiaq Ahmed;
> mohsinalidso@gmail.com; SOOMRO, Muhammad Raza
> Subject: Re: [EXT] Complain about Staff who spoiling working
> environment
>
> 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, Atiqa , and MARZIA)
>
> (Pictures deleted from ALIYA, Shabana , and Atiqa 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 Ruqqayya also gave her statement regarding CHW
>> Ruqqayya's work.
>>
>> Hence disciplinary action required as per SOPs.
>>
>> Dr Samana
>>
>> IO West
>>
>> ----- Forwarded message -----
>> From: Abdul Razzaq Brohi <shawaiz4uhasni@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 Ruqqayya 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
>> Ruqqayya has all information about her activities.

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