

disciplinarymatters.karachi@chipconsulting.org

From: Sundas Tariq <sundas.tariq@chipconsulting.org>
Sent: Thursday, May 16, 2024 2:00 PM
To: Muhammad Muslehuddin; disciplinarymatters.karachi@chipconsulting.org;
rafat.badar@chipconsulting.org
Cc: hina.queshi@chipconsulting.org
Subject: FW: [EXT] Security Incident At Naval Colony UC 03 Islam Nagar
Attachments: Annexure A.PDF; Annexure B.PDF; Annexure C.PDF; Annexure D.PDF; Annexure E.PDF;
Annexure F.PDF; Annexure G.PDF; Annexure H.JPG; Annexure I.JPG; Annexure J.JPG;
Investigation Report agaisnt-CHW-Islam Nagar-3-Baldia-Kemari-Sindh.pdf

Follow Up Flag: Follow up

Flag Status: Flagged

Do the needful and also reinstate Ms Ayesha along with the warning.

From: PARVEEN, Khalida [mailto:parveenk@who.int]
Sent: Thursday, May 16, 2024 11:31 AM
To: sundas.tariq@chipconsulting.org
Cc: naila.nizam@chipconsulting.org; hina.queshi@chipconsulting.org
Subject: FW: [EXT] Security Incident At Naval Colony UC 03 Islam Nagar

Dear Sundas,

Please proceed as per the recommendations of the report in line with the SOP.

Best Regards,

khalida

From: DEGHANI, Somayeh
Sent: Thursday, May 16, 2024 11:24 AM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: ZAHEER, Bilal <zaheerbi@who.int>; KHAN, Zainul Abedin <khanzai@who.int>
Subject: RE: [EXT] Security Incident At Naval Colony UC 03 Islam Nagar

Dear Khalida,

As Ms Malam has accepted the allegations, I agree with CTC recommendation for termination.

Regards,
Somayeh

From: PARVEEN, Khalida
Sent: Thursday, May 16, 2024 10:36 AM
To: DEGHANI, Somayeh <deghanis@who.int>

Cc: ZAHEER, Bilal <zaheerbi@who.int>; KHAN, Zainul Abedin <khanzai@who.int>

Subject: FW: [EXT] Security Incident At Naval Colony UC 03 Islam Nagar

Dear Somayeh,

This is to seek your advise on below case report shared by CTC.

CHW named Ms Malam has been reported for exhibiting deceitful behavior. It's critical to highlight that she has been proposed for termination due to her collaboration with Mr Saif (a person from community, doesn't have any contract with CTC). She facilitated his involvement in illicit activities through deceitful actions towards Ms Ayesha, a CHW. This situation has compromised Ms Ayehsa's dignity and safety.

As per the statements from the co-workers, complainant and the alleged person it is obvious that Ms Malam was aware of actions which Mr Saif has adopted with Ms Ayesha.

The matter was also reported to Local Police and perpetrator accepted the wrongdoing and hence apologized. The family of Ms Ayesha closed the matter in front of Police for the sake of family's dignity and respect.

Please share your approval for the termination of Ms Malam.

Best Regards,
Khalida

From: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>

Sent: Friday, April 26, 2024 9:22 AM

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

Cc: ZAHEER, Bilal <zaheerbi@who.int>; DEHGhani, Somayeh <dehghanis@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; irfan@chipconsulting.org; sarah@chipconsulting.org; naila.nizam@chipconsulting.org; saqib.ali@chipconsultin.org

Subject: FW: [EXT] Security Incident At Naval Colony UC 03 Islam Nagar

Dear Ms Khalida,

Greetings from CTC!

Regarding your email below, I would like to inform you that CHW Malam has been reported for displaying deceitful behavior. It is important to note that she has been recommended for termination because she colluded with Mr. Saif, enabling him to pursue illicit activities by engaging in deceitful behavior toward Ms. Ayesha, thus compromising her dignity and safety.

Attached, Please find the Investigation Report along with supporting documents for your review and comments.

The approval from WHO PO is included in the email below.

WHO FO approval is requested in this regard.

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

Regards,
Sundas Tariq
Project Manager
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: Monday, April 22, 2024 3:16 PM
To: rafat.badar@chipconsulting.org
Cc: ALI, Asif <asifa@who.int>; naila.nizam@chipconsulting.org; sundas.tariq@chipconsulting.org; disciplinarymatters.isb@chipconsulting.org; m.muslehuddin@chipconsulting.org
Subject: RE: [EXT] Security Incident At Naval Colony UC 03 Islam Nagar

Dear Ms. Rafat Badar,

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

Additionally, it has been observed that there is a need to verify kinship.

The Provincial Office kindly requests CTC to conduct the kinship verification at the time of contract issuance as it aligns with the SOPs.

Regards,
Afshan Lalani

From: rafat.badar@chipconsulting.org <rafat.badar@chipconsulting.org>
Sent: Wednesday, April 17, 2024 1:02 PM
To: LALANI, Afshan <lalania@who.int>
Cc: ALI, Asif <asifa@who.int>; naila.nizam@chipconsulting.org; sundas.tariq@chipconsulting.org; disciplinarymatters.isb@chipconsulting.org; m.muslehuddin@chipconsulting.org
Subject: [EXT] Security Incident At Naval Colony UC 03 Islam Nagar

Dear Ms. Afshan,

Greetings from CTC!

With reference to your below email, it is to inform you that CHW Malam had been reported on account of Unprofessional Attitude.

Please find the attached Investigation Report along with supporting documents for your kind review and comments. Please note that she has been recommended for termination due to the fact that she colluded with Mr. Saif and facilitated him in his illicit motives by exhibiting deceitful behavior with Ms. Ayesha thereby jeopardizing her dignity and safety.

WHO PO kind approval is requested in this regard.

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

BEST REGARDS:

Rafat Badar

Sr. Project HR Officer

CHIP Training & Consulting (Pvt) Ltd.

Office # 201, Business Arcade, Pak Qatar Building,

Karachi,

Sindh, Pakistan.



From: LALANI, Afshan [<mailto:lalania@who.int>]

Sent: Friday, April 5, 2024 2:12 PM

To: disciplinarymatters.isb

Cc: ALI, Asif; naila.nizam@chipconsulting.org; Sundas Tariq; disciplinaryassociate.sindh@chipconsulting.org

Subject: RE: [EXT] FW: Fwd: Re: Security Incident At Naval Colony Uc 03 Islam Nagar

Dear Ms. Hina,

Reference our telecom discussion:

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

Regards,

Afshan Lalani

From: disciplinarymatters.isb <disciplinarymatters.isb@chipconsulting.org>

Sent: Friday, April 5, 2024 1:05 PM

To: LALANI, Afshan <lalania@who.int>

Cc: ALI, Asif <asifa@who.int>; naila.nizam@chipconsulting.org; Sundas Tariq <sundas.tariq@chipconsulting.org>;

disciplinaryassociate.sindh@chipconsulting.org

Subject: [EXT] FW: Fwd: Re: Security Incident At Naval Colony Uc 03 Islam Nagar

Dear Ms Afshan

Greetings from CTC

CTC has received complaints from CHW Ayesha working as CHW-Sindh-Kemari-Baldia-Islam Nagar – 3. CNIC # 4240187515700 regarding workplace harassment. An initial hearing has been conducted at the CTC office. To strengthen the case and gather more evidence, CTC proposes to undertake a field visit to further investigate the matter. The Complaint is attached with the email

WHO PO approval is requested in this regard.

Regards,

Hina Qureshi

Project Officer

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Cell: [03497760756](tel:03497760756)

> -----Original Message-----

> From: ff.kemari@chipconsulting.org

> [<mailto:ff.kemari@chipconsulting.org>]

> Sent: Thursday, March 21, 2024 3:03 PM

> To: Disciplinaryassociate Sindh

> Subject: Fwd: Re: Security Incident At Naval Colony Uc 03 Islam Nagar

>

>

>

> ----- Original Message -----

> Subject: Re: Security Incident At Naval Colony Uc 03 Islam Nagar

> Date: 2024-03-15 09:33

> From: Muhammad Sawab Gul <sawabgul143@gmail.com>

> To: ff.kemari@chipconsulting.org, PEO ORANGI Abdul Bari

> <atigja@who.int>, PEO SITE DR IRFAN <Syedi@who.int>

> Cc: "SOHO, Ambreen Ibrahim" <sohoa@who.int>,

> "hrmatters.karachi@chipconsulting.org"

> <Hrmatters.karachi@chipconsulting.org>

>

> I am writing to inform you that, as per the instructions of DEOC and

> DDPO Keamari Dr Ambreen, and IO Dr Abdul bari the CHW Ayesha and Malam

> are suspended from their duties until further notice.

>

> Please ensure that their responsibilities are temporarily reassigned

> to their respective Area incharges Zubaida and Najma to ensure

> continuity of service delivery.

> You all are humbly requested to look into this matter as per SOPs

>

> Thank you for your attention to this matter.

>

> The written statments from CHW Ayesha and Malam submitted are

> attached with this email for refrence.

>

> Thanks and Regards:

>

> Muhammad Sawab Gul,

> TDOSO,

> Baldia Town, Distt Keamari,

> Karachi.

> Cell 03118001502

> sawabgul143@gmail.com

>

> On Thu, 14 Mar 2024, 1:08 am Shoaib Sahi, <shoaibsahi330@gmail.com>

> wrote:

>

>> Dear Concerns..

>>

>> I hope this email finds you well. I am writing to bring to your
>> attention a security incident that occurred today with one of our
>> polio worker in Sector 4 Naval Colony. Today at 2 Pm I received a call
>> from As afiyat that one of family member name Saif called Ayesha Chw
>> at his home through Malam's Chw phone number which is also our polio
>> worker and when Ayesha arrived at his house he locked the house and
>> harassed our team Ayesha. After that she saved herself and runout from
>> the house and report us that this incident had occured. After her
>> reporting we called the Saeedabad police immediately to arrest the
>> accused and we also informed in security group of District
>> Kemari. Thanks

>

> --

> --

>

> BEST REGARDS

> Field Facilitator

> CHIP Training & Consulting (Pvt) Ltd.

>

> Office # 201, Business Arcade, Pak Qatar Building, Karachi, Sindh,

> Pakistan.

> Cell No: 03215730158