

Disciplinary Compliance

From: LALANI, Afshan <lalania@who.int>
Sent: Thursday, February 27, 2025 11:50 AM
To: disciplinarymatters.karachi@chipconsulting.org; sundas.tariq@chipconsulting.org; 'Mohammad Basit Siddiqui'
Cc: ALI, Asif
Subject: FW: The incident of Harassment UCPO Shakeel UC-Chakiwara Layri Town with UCMO Safina
Attachments: WhatsApp Image 2025-02-26 at 10.40.35.jpeg; WhatsApp Image 2025-02-26 at 16.02.59.jpeg; WhatsApp Image 2025-02-26 at 10.40.35.jpeg

Dear CTC Team,
As directed by the Provincial Team Lead, please proceed with investigating the case and share the findings with us.

Regards,
Afshan Lalani

From: ALI, Asif <asifa@who.int>
Sent: Thursday, February 27, 2025 11:27 AM
To: LALANI, Afshan <lalania@who.int>
Cc: ARAIN, Asma Waheed <araina@who.int>; SAHITIA, Sundeep Kumar <sahitias@who.int>
Subject: Fw: The incident of Harassment UCPO Shakeel UC-Chakiwara Layri Town with UCMO Safina

Dear Afshan,
Please refer to CTC for investigation.
Regards,

Dr Asif Ali Zardari

Provincial Team Lead, Sindh

World Health Organization

(+92-300-8241165; asifa@who.int)

From: LAKHANI, Zainab Ali <lakhaniz@who.int>
Sent: Wednesday, February 26, 2025 4:57 PM
To: LALANI, Afshan <lalania@who.int>
Cc: ALI, Asif <asifa@who.int>; SHAH, Syed Kazim Ali <skshah@who.int>; ARAIN, Asma Waheed <araina@who.int>; SAHITIA, Sundeep Kumar <sahitias@who.int>
Subject: The incident of Harassment UCPO Shakeel UC-Chakiwara Layri Town with UCMO Safina

Dear Ms. Afshan,
Greetings from DEOC South.

It has come to our attention that an incident of harassment occurred involving UCPO Shakeel of UC-Chakiwara, Lyari Town, towards UCMO Safina. Such actions constitute a grave violation of workplace ethics and professional conduct. As per the explicit instructions of the worthy Deputy Commissioner, this misconduct is deemed wholly unacceptable

and will not be tolerated under any circumstances, for us a safe, respectful, and dignified work environment is paramount.

In light of the incident and alignment with the directive of the Deputy Commissioner, it is hereby instructed that UCPO Shakeel be immediately terminated from their position. This action underscores our unwavering commitment to upholding the highest standards of integrity and zero-tolerance policy towards harassment in a workplace where all staff feel protected and valued.

Kindly find the attached statements from either of the staff (UCMO & UCPO).

Best regards,

Dr. Zainab Lakhani

Immunization Officer-South

From: ARAIN, Asma Waheed <araina@who.int>

Date: Monday, 17 February 2025 at 13:18

To: SAHITIA, Sundeep Kumar <sahitias@who.int>, LALANI, Afshan <lalania@who.int>

Cc: ALI, Asif <asifa@who.int>, LAKHANI, Zainab Ali <lakhaniz@who.int>, SHAH, Syed Kazim Ali <skshah@who.int>

Subject: FW: Concerns Regarding UCPO Shakeel's UC-Chakiwara Layri Town Conduct and Field Performance

Dear Dr. Sundeep & Ms. Afshan,

With reference to below email, we've conducted another session with UCPO after campaign on 14th Feb-25 in which UCPO has been again found to be very aggressive and non-responsive towards DDPO & IO instructions(email attached).

He has been in "need improvement" category from Sept-24 however no any improvement has been observed.. This UC is persistent Low Performance from last 3 campaigns and UCPO is not supporting in any preparing improvement Action Plan. He consistently resisting for any change in HR, accepting any findings at UC. In this way, we cannot make any improvement in this UC.

Please look into the matter.

Regards

From: ARAIN, Asma Waheed

Sent: Wednesday, February 12, 2025 3:26 PM

To: SAHITIA, Sundeep Kumar <SAHITIAS@who.int>

Cc: ALI, Asif <asifa@who.int>; LAKHANI, Zainab Ali <lakhaniz@who.int>; LALANI, Afshan <lalania@who.int>; SHAH, Syed Kazim Ali <skshah@who.int>

Subject: FW: Concerns Regarding UCPO Shakeel's UC-Chakiwara Layri Town Conduct and Field Performance

Dear Dr. Sundeep,

Hope this email finds you well.

With reference to below email, it is to bring in your kind information that UCPO Shakeel performance hasn't improved despite counselling sessions and official warnings. I've attached his previous record of performance issues(from Apr-24 till Jan-25) in this email as well.

Please look into the matter.

Regards

From: LAKHANI, Zainab Ali <lakhaniz@who.int>
Sent: Wednesday, February 12, 2025 9:31 AM
To: ARAIN, Asma Waheed <araina@who.int>; Disciplinarymatters Karachi
<disciplinarymatters.karachi@chipconsulting.org>
Cc: DEOC SOUTH Karachi, Division <dpcrsouth@gmail.com>; SHAH, Syed Kazim Ali <skshah@who.int>
Subject: Concerns Regarding UCPO Shakeel's UC-Chakiwara Layri Town Conduct and Field Performance

Dear Respectable Dr Asma,
Greetings and Best Wishes for the day.

I would like to bring to your attention several concerns regarding **UCPO Shakeel's attitude, field performance, and approach to supervision during the NID-FEB 2025.**

Microplan and Vaccine Carrier Availability: Upon inquiry, UCPO Shakeel stated that UC-Ops does not carry Microplans (MP) in the field, and no vaccine carrier was present when DDPO visited him, stating that UC staff usually don't carry MP and vaccines. However, verification with other staff confirmed that they do have their MPs, and I had already instructed all teams via a voice note to ensure they carry them.

Team Monitoring: The monitoring of teams is inadequate, with no proper supervision of field activities. Observations suggest that he is merely present in the field to fulfill location and checklist requirements rather than actively ensuring quality implementation. Additionally, AICs under his supervision appear disorganized and lack proper coordination.

Professional Conduct: His manner of communication, particularly with female staff and monitors, is concerning. The tone and approach observed are unprofessional and unacceptable. I will document specific instances separately via email to ensure corrective measures are taken.

Building Access and Cluster Validation: UCPO Shakeel consistently refuses to enter buildings, citing a lack of access and permission from owners. This raises concerns about how he determines and validates clusters. Upon inquiry, a few FLWs reported that he asks them to bring male family members outside the buildings instead of ensuring proper cluster identification. Moreover, during the cluster validation, his cluster was found to be out of sequence, with few households found confused if he has visited them as household stated that 2 females usually visit.

Please review these concerns as this UCPO has been a problematic one with so many performance issues and field concerns, keeping in mind this UC-Chakiwara is already a low-performing UC with many operational issues, and someone non-serious like Mr. Shakeel is making it worse.
Your support in ensuring professionalism and effective field supervision is highly appreciated.

Best regards,
Dr. Zainab Lakhani
Immunization Officer-South