

umaima shahid

From: Muhammad Basharat <muhammad.basharat@chipconsulting.org>
Sent: Thursday, March 27, 2025 10:48 AM
To: disciplinaryassociate.sindh@chipconsulting.org
Cc: 'Muhammad Muzzamil Shaikh'; disciplinarymatters.karachi@chipconsulting.org
Subject: FW: [EXT] FW: Explanation regarding Issues with UCMO Safia Channa

Please initiate the termination of UCPO Shakeel.

From: PARVEEN, Khalida [<mailto:parveenk@who.int>]
Sent: Thursday, March 27, 2025 10:38 AM
To: sundas.tariq@chipconsulting.org
Cc: ANDE, Esayas <andee@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; Irfan Farid <irfan@chipconsulting.org>; sarah@chipconsulting.org
Subject: FW: [EXT] FW: Explanation regarding Issues with UCMO Safia Channa

Dear Sundas,

Please proceed for the termination of Mr Shakeel UCPO of UC Chakiwara, Lyari-Karachi South based on the investigation completed by CTC.

Best Regards,
Khalida

From: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>
Sent: Wednesday, 26 March 2025 2:04 pm
To: ALI, Asif <asifa@who.int>; PARVEEN, Khalida <parveenk@who.int>
Cc: ANDE, Esayas <andee@who.int>
Subject: RE: [EXT] FW: Explanation regarding Issues with UCMO Safia Channa

Thank you,

Go ahead with recommendation.

Soghaier

From: ALI, Asif <asifa@who.int>
Sent: Wednesday, March 26, 2025 1:13 PM
To: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>; PARVEEN, Khalida <parveenk@who.int>
Cc: ANDE, Esayas <andee@who.int>
Subject: RE: [EXT] FW: Explanation regarding Issues with UCMO Safia Channa

Dear Dr Soghair,

With reference to subject matter, Mr. Shakeel has remained engaged in politics and lobby-making and continuously creating trouble for his supervisors and putting them in awkward situations. Secondly, specifically on the incident of harassment he has tried to physically assault the LHS-UCMO Safia and used inappropriate language against her.

Deputy Commissioner himself is aware of the matter where all aspects and evidence are against Mr. Shakeel.

Hence, I suggest to proceed with recommended action from PO, until and unless if there is any need to engage CTC for re-validating the available facts on incident.

Best Regards,

Asif

From: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>
Sent: Tuesday, 25 March 2025 1:40 pm
To: PARVEEN, Khalida <parveenk@who.int>
Cc: ANDE, Esayas <andee@who.int>; ALI, Asif <asifa@who.int>
Subject: Re: [EXT] FW: Explanation regarding Issues with UCMO Safia Channa

Thank you,

I allow Dr Asif to comment. Then we may go ahead with recommendations form CTC.

Regards

Regards

Soghaier

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Tuesday, March 25, 2025 1:14:14 PM
To: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>
Cc: ANDE, Esayas <andee@who.int>; ALI, Asif <asifa@who.int>
Subject: FW: [EXT] FW: Explanation regarding Issues with UCMO Safia Channa

Dear Dr. Soghaier,

I seek your concurrence on issuing a final warning to Mr. Shakeel, UCPO of UC Chakiwara, Lyari-Karachi South, regarding the workplace harassment allegations made against him by UCMO Ms. Safia.

A detailed investigation conducted by the CTC team confirmed that Mr. Shakeel was found guilty of the reported misconduct. His use of disrespectful language and an attempt to raise his hands in a threatening manner constitute violation of workplace ethics and professional conduct. Given this, the CTC has classified this as serious misconduct, which contravenes workplace policies. Consequently, the Provincial Team Lead-Sindh, along with both first and second-level supervisors, have recommended his termination.

However, upon reviewing the investigation report and annexed documents, it cannot be conclusively determined that Mr. Shakeel was the sole party at fault. There is a possibility that Ms. Safia also engaged in authoritative and disrespectful language during the exchange. Ms Safia could not be interrogated during this investigation since she is a government staff, not under CTC contract. Given that the provided evidence does not strongly justify termination, I request your approval to issue a final warning letter to Mr. Shakeel for his unprofessional behavior. Additionally, the CTC team will be advised to closely monitor his conduct over the next two months, with support from his supervisors, and provide feedback to the WHO Provincial Office.

I have also copied Dr. Asif here, in case if he has some detailed information which can be of helpful in taking right decision by the management.

Your guidance and approval on above matter would be appreciated.

Best Regards,

khalida

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

Sent: Thursday, 20 March 2025 10:55 am

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

Cc: ANDE, Esayas <andee@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; 'Irfan Farid' <irfan@chipconsulting.org>; sarah@chipconsulting.org

Subject: FW: [EXT] FW: Explanation regarding Issues with UCMO Safia Channa

Dear Ms. Khalida,

Greetings from CTC!

This is with reference to the complaint received from IO Dr. Zainab regarding an incident of workplace harassment involving UCPO Mr. Shakeel of UC-Chakiwara, Lyari, South, Karachi. The complaint, filed by UCMO Ms. Safia, alleged that UCPO Mr. Shakeel exhibited unprofessional conduct, including physical intimidation and the use of inappropriate language, during an incident on 25 February 2025.

To address the complaint, CTC promptly initiated an investigation to verify the details. The inquiry involved:

- Summoning UCPO Mr. Shakeel to the CTC office for questioning
- Conducting a field inquiry, collecting statements from UC-level staff
- Gathering testimonies from UCPO Mr. Shakeel and eyewitness UCPO Mr. Sajjad (attached as annexures)

Based on the available statements and evidence, it is evident that UCPO Mr. Shakeel Askani is guilty of the allegations leveled against him. The detailed account provided by UCPO Sajjad corroborates the claims of misconduct and inappropriate behavior by UCPO Mr. Shakeel towards UCMO Ms. Safia Channa.

Given the gravity of the misconduct and its impact on maintaining a safe and respectful work environment, it is concluded that UCPO Mr. Shakeel's actions are unacceptable and warrant strict disciplinary measures. Therefore, we recommend terminating UCPO Mr. Shakeel from his position. This decision aims to reinforce the organization's commitment to maintaining a professional and respectful work environment and to prevent any further harm to its reputation.

The investigation report along with all the annexures that include the statement of the Eyewitnessed UCPO Sajjad, statement of UCPO Shakeel and the initial complaint are attached to this email.

WHO-PO approval is in the below email.

WHO-FO approval is required to proceed for the termination.

Regards
Sundas Tariq
Project Manager
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Cell:0349-7760580

From: LALANI, Afshan [<mailto:lalania@who.int>]
Sent: Monday, March 17, 2025 11:28 PM
To: Disciplinarymatters.karachi@chipconsulting.org
Cc: 'Mohammad Basit Siddiqui'; 'Muhammad Basharat'; disciplinaryassociate.sindh@chipconsulting.org; ALI, Asif
Subject: RE: [EXT] FW: Explanation regarding Issues with UCMO Safia Channa

Dear CTC Team,

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

Regards,

Afshan Lalani

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

From: Disciplinarymatters.karachi@chipconsulting.org <Disciplinarymatters.karachi@chipconsulting.org>

Sent: Friday, March 7, 2025 12:29 PM

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

Cc: 'Mohammad Basit Siddiqui' <basit.saddiqui@chipconsulting.org>; 'Muhammad Basharat' <muhammad.basharat@chipconsulting.org>; disciplinaryassociate.sindh@chipconsulting.org

Subject: RE: [EXT] FW: Explanation regarding Issues with UCMO Safia Channa

Dear Ms. Afshan,

Greetings from CTC!

This is with reference to the complaint received from IO Dr. Zainab regarding an incident of workplace harassment involving UCPO Mr. Shakeel of UC-Chakiwara, Lyari, South, Karachi. The complaint, filed by UCMO Ms. Safia, alleged that UCPO Mr. Shakeel exhibited unprofessional conduct, including physical intimidation and the use of inappropriate language, during an incident on 25 February 2025.

To address the complaint, CTC promptly initiated an investigation to verify the details. The inquiry involved:

- Summoning UCPO Mr. Shakeel to the CTC office for questioning
- Conducting a field inquiry, collecting statements from UC-level staff
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Based on the available statements and evidence, it is evident that UCPO Mr.

Shakeel Askani is guilty of the allegations leveled against him. The detailed account provided by UCPO Sajjad corroborates the claims of misconduct and inappropriate behavior by UCPO Mr. Shakeel towards UCMO Ms.

Safia Channa.

Given the gravity of the misconduct and its impact on maintaining a safe and respectful work environment, it is concluded that UCPO Mr. Shakeel's actions are unacceptable and warrant strict disciplinary measures. Therefore, we recommend terminating UCPO Mr. Shakeel from his position. This decision aims to reinforce the organization's commitment to maintaining a professional and respectful work environment and to prevent any further harm to its reputation.

The investigation report along with all the annexures that include the statement of the Eyewitnessed UCPO Sajjad, statement of UCPO Shakeel and the initial complaint are attached to this email.

If you need any further information regarding the same, please let us know.

BEST REGARDS:

Disciplinary Team

CHIP Training and Consulting Pvt. Ltd

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

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

Sent: Thursday, March 6, 2025 8:24 AM

To: Disciplinarymatters.karachi@chipconsulting.org

Cc: 'Mohammad Basit Siddiqui' <basit.saddiqui@chipconsulting.org>; 'Muhammad Basharat' <muhammad.basharat@chipconsulting.org>;

disciplinaryassociate.sindh@chipconsulting.org

Subject: RE: [EXT] FW: Explanation regarding Issues with UCMO Safia Channa

Dear CTC Team,

Kindly share your report regarding UCPO Shakeel.

Regards,

Afshan Lalani

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

From: Disciplinarymatters.karachi@chipconsulting.org

<Disciplinarymatters.karachi@chipconsulting.org>

Sent: Wednesday, March 5, 2025 11:13 AM

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

Cc: 'Mohammad Basit Siddiqui' <basit.saddiqui@chipconsulting.org>; 'Muhammad Basharat' <muhammad.basharat@chipconsulting.org>;
disciplinaryassociate.sindh@chipconsulting.org

Subject: [EXT] FW: Explanation regarding Issues with UCMO Safia Channa

Dear Ms. Afshan,

Please find below the statement of UCPO Shakeel Askani, along with the attached eyewitness statement of UCPO Sajjad for your review.

We would appreciate your guidance on how to proceed further with this investigation.

If you need any further information regarding the same, please let us know.

BEST REGARDS:

Disciplinary Team

CHIP Training and Consulting Pvt. Ltd

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

From: shakeel@ctc.org.pk <shakeel@ctc.org.pk>

Sent: Tuesday, March 4, 2025 6:22 PM

To: muzzamil.shaikh@chipconsulting.org

Cc: Disciplinarymatters Karachi

<disciplinarymatters.karachi@chipconsulting.org>

Subject: Explanation regarding Issues with UCMO Safia Channa

Explanation regarding issue faced with UCMO Safia Channa on dated

26-02-2025

As discussed with you during todays meeting at CTC Office it is bring into your kind knowledge that all of this issue occurred due to extreme misbehaving of UCMO Safia Channa with me (UCPO Shakeel Askani), It's not a first time she is treating me like this, All of the issue started during December OPV campaign when she order workers and area In-charges for registration for BCU campaign but after discussion with I.O Dr. Zainab & DDPO Dr. Asma she prohibited me not to allow any other work during polio campaign but UCMO SAFIA Channa blamed me that I myself is not allowing Polio team for do this activity during campaign (SS

Attached)

She always use to threat polio teams that you don't Obey my instructions I will fire you from polio, but as per directives of DEOC I always told UCMO Safia that firing of staff from polio is under jurisdiction of DEOC and ADC Sahab UC Level can't fire any Polio Staff rather UCPO, CBO or UCMO

For 25 Feb,2025 few Area In-charges and workers again refused to work during Ramadan in fIPV she again shouted at me that because of you Staff is not obeying my orders, first I calmly explained to her that they all are responsible for themselves to work in any other activity then polio, it's up to them to work or not but again again to use high tune and harsh language with me, even stand up to hit me for which I also quarreled with her that why you are blaming me and being using harsh behavior against me again, I am just only following DEOC instruction which are cleared to you also.

Sir she is always pressuring me that why you involved DEOC instruction between my work it's up to me whether to hear them or fire them you just don't tell these things to doc all to your seniors

Recently for the last BCU they were manipulating in the DDM card which I discussed during meeting with IO doctor Zainab and DDPO Dr. Asma who clearly restricted UCMO and other UC level that payment will be only receive by the staff who is working in the field

Sir she is always using rude behavior to me due to the reason I mentioned above your kind request to look in this matter and always blaming me

I am working in same UC since 2020 and as a UCPO in Program since 2018, no any issue of misbehaving or any other never reported in my working experience, the said incident is just a matter of imposing guidelines of DEOC which was not acceptable to UCMO and the incident occurred

Several times I have verbally communicated to my Seniors about harsh behavior of UCMO and as well overlapping DEOC/EOC instructions but in result they have just ignored it, resulting UCMO have misbehaved with me for the reasons I have mentioned above.