

**From:** Naila Nizam [mailto:naila@ctc.org.pk]  
**Sent:** Wednesday, April 28, 2021 11:51 AM  
**To:** 'Ayesha Naeem'  
**Subject:** FW: [EXT] Termination of Ms. Nadia

**From:** PARVEEN, Khalida [mailto:parveenk@who.int]  
**Sent:** Wednesday, 28 April 2021 8:55 am  
**To:** Naila <naila@ctc.org.pk> (naila@ctc.org.pk) <naila@ctc.org.pk>  
**Cc:** ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>  
**Subject:** FW: [EXT] Termination of Ms. Nadia

Dear Naila,

Please proceed as agreed by the PTL and endorsed by the Federal Team.

Best Regards,

khalida

**From:** PERCL, Matthias <[perclm@who.int](mailto:perclm@who.int)>  
**Sent:** Tuesday, April 27, 2021 3:39 PM  
**To:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Subject:** RE: [EXT] Termination of Ms. Nadia

Dear Khalida,

We will go with CTC SOPs and their recommendation following their investigation. Approved.

Regards  
Matthias

**From:** PARVEEN, Khalida  
**Sent:** Monday, 26 April 2021 8:54 AM  
**To:** PERCL, Matthias <[perclm@who.int](mailto:perclm@who.int)>  
**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Subject:** FW: [EXT] Termination of Ms. Nadia

Dear Matthias,

Your consent is requested for the termination of UCPO Ms Nadia from Sindh on account of persistent behavioral issues. The Provincial Team Lead and PEOC has recommended the termination.

Her response to the show cause letter has been found to be unsatisfactory and her concerned AC has also provided detailed feedback on her response proving that she has failed to justify herself. ( Ms. Nadia's response and AC comments are attached for reference).

Best Regards,

khalida

**From:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Sent:** Saturday, April 24, 2021 4:18 PM  
**To:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>; [irfan@ctc.org.pk](mailto:irfan@ctc.org.pk); 'Sarah Farooqui' <[sarah@ctc.org.pk](mailto:sarah@ctc.org.pk)>; [majid@ctc.org.pk](mailto:majid@ctc.org.pk); UDDIN, Farhaj <[sheikhf@who.int](mailto:sheikhf@who.int)>; SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>; ASLAM, Shaista <[aslamsh@who.int](mailto:aslamsh@who.int)>  
**Subject:** [EXT] Termination of Ms. Nadia

Dear Ms. Khalida,

With reference to the subject matter, WHO-FO kind approval is requested to terminate UCPO Ms. Nadia on account of persistent behavioral issues.

Due to the severity of the case, Ms. Nadia has been issued suspension with show-cause letter. Her response to the show cause letter has been found to be unsatisfactory and her concerned AC has also provided detailed feedback on her response proving that she has failed to justify herself. ( Ms. Nadia's response and AC comments are attached for reference)

Furthermore, It is pertinent to mention that the staff has also been recommended for immediate termination and blacklisting from the polio program by DPO and also endorsed by PEOC and PTL.

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

Regards,  
Naila Nizam  
Project Manager  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Tel: [+92-51-111-111-920](tel:+92-51-111-111-920), Cell: [Cell:0345-8566181](tel:0345-8566181)

**From:** UDDIN, Farhaj [[mailto:sheikhf@who.int](mailto:mailto:sheikhf@who.int)]  
**Sent:** Wednesday, 21 April 2021 4:32 pm  
**To:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

**Cc:** ASLAM, Shaista <[aslams@who.int](mailto:aslams@who.int)>; SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>

**Subject:** RE: [EXT] FW: Persistence Behavioral Issues of UCPO Nadia and non-responsiveness from CTC on action taken

Dear Naila ,

The termination has been proposed by DPO South and endorsed by PEOC Sindh Core team and my self.

Please proceed with the proposed actions from PEOC Sindh

Regards

Sent from my Galaxy

----- Original message -----

**From:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

**Date:** 21/04/2021 4:28 pm (GMT+05:00)

**To:** "UDDIN, Farhaj" <[sheikh@who.int](mailto:sheikh@who.int)>

**Cc:** "ASLAM, Shaista" <[aslams@who.int](mailto:aslams@who.int)>, "SEID, Zahra" <[seidz@who.int](mailto:seidz@who.int)>

**Subject:** [EXT] FW: Persistence Behavioral Issues of UCPO Nadia and non-responsiveness from CTC on action taken

Dear Dr. Farhaj,

In continuation to below email, Your kind approval is requested to proceed with the disciplinary action against Ms. Nadia.

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

Regards,

Naila Nizam

Project Manager

CHIP Training & Consulting (Pvt) Ltd.

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

Tel: [+92-51-111-111-920](tel:+92-51-111-111-920), Cell: [Cell:0345-8566181](tel:0345-8566181)

**From:** Naila Nizam [<mailto:naila@ctc.org.pk>]

**Sent:** Wednesday, 21 April 2021 2:50 pm

**To:** 'ASLAM, Shaista' <[aslams@who.int](mailto:aslams@who.int)>

**Cc:** 'SEID, Zahra' <[seidz@who.int](mailto:seidz@who.int)>; 'ALI, Syed Imran' <[alisyed@who.int](mailto:alisyed@who.int)>' <ALI>; 'ALI, Syed Imran'

<[alisyed@who.int](mailto:alisyed@who.int)>; 'ARAIN, Asma Waheed' <[araina@who.int](mailto:araina@who.int)>; 'irfan@ctc.org.pk' <[irfan@ctc.org.pk](mailto:irfan@ctc.org.pk)>; 'Sarah Farooqui' <[sarah@ctc.org.pk](mailto:sarah@ctc.org.pk)>; 'majid@ctc.org.pk' <[majid@ctc.org.pk](mailto:majid@ctc.org.pk)>

**Subject:** RE: Persistence Behavioral Issues of UCPO Nadia and non-responsiveness from CTC on action taken

Dear Ms. Shaista,

With reference to the below email and keeping the track record of the persistence behavioral issue of Ms. Nadia, it is recommended to issue her show cause with suspension letter followed by termination. WHO PO kind approval and feedback is requested in this matter.

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

Regards,

Naila Nizam

Project Manager

CHIP Training & Consulting (Pvt) Ltd.

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

Tel: [+92-51-111-111-920](tel:+92-51-111-111-920), Cell: [Cell:0345-8566181](tel:0345-8566181)

**From:** ASLAM, Shaista [<mailto:aslamsh@who.int>]

**Sent:** Wednesday, 21 April 2021 9:27 am

**To:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

**Cc:** ASLAM, Shaista <[aslamsh@who.int](mailto:aslamsh@who.int)>; SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>; ALI, Syed Imran <[alisyed@who.int](mailto:alisyed@who.int)> <ALI>; ALI, Syed Imran <[alisyed@who.int](mailto:alisyed@who.int)>; ARAIN, Asma Waheed <[araina@who.int](mailto:araina@who.int)>

**Subject:** FW: Persistence Behavioral Issues of UCPO Nadia and non-responsiveness from CTC on action taken

Dear Naila,

As discussed please look into the matter on priority.

Regards,

**Shaista Aslam** | Prov.HR Assistant | WHO PEI Sindh | Cell: 03008384732

Web: [www.who.int](http://www.who.int)

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**From:** ARAIN, Asma Waheed <[araina@who.int](mailto:araina@who.int)>

**Sent:** Saturday, April 17, 2021 12:55 PM

**To:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>; UDDIN, Farhaj <[sheikhf@who.int](mailto:sheikhf@who.int)>

**Cc:** ASLAM, Shaista <[aslamsh@who.int](mailto:aslamsh@who.int)>; SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>; ALI, Syed Imran <[alisyed@who.int](mailto:alisyed@who.int)>

**Subject:** Persistence Behavioral Issues of UCPO Nadia and non-responsiveness from CTC on action taken

Dear Sir,

Hope this email finds you well.

UCPO Nadia performance and behavioral issues has been reported from 1<sup>st</sup> Oct,2020 to CTC by first level supervisor but no any action has been taken by CTC against her.(email attached)

Reminder given to CTC on 27<sup>th</sup> Oct. but remain unresolved. 3 ALSM resigned due to poor behavior of UCPO Nadia the same as communicated to CTC. UCMO Ruqayya(application attached) & UCMO Ameer and Dr. Santosh submitted complaint against her extreme behavioral issue.

The case was discussed in meeting lead by District Polio Officer(Additional Deputy Commissioner-I South). Due to her unsatisfactory response the Chair recommended conclusion of contract. Details of all issues in attached email.

All AICs of Old Haji camp visited DHO office & All three ALSMs come to DEOC to protest against her. Despite no action from CTC DDPO & DHO focal person counseled her to improve her behavior on 27<sup>th</sup> March 2021 but she again got into conflict with all AIC and UCMOs(both Dr. Santosh & Ameer Ali) on day-5 of campaign.

During Day-5 ERM at district level(NID-March) , The AICs refused to work for catch-up in the UC due to language and behavioral issues of UCPO Nadia. District Polio Officer(Additional Deputy Commissioner South-I) recommend ed immediate suspension of UCPO from her service and counselled all AICs and both UCMOs for work.

During counselling session by DDPO & Acting-IO she threatened that if someone will remove her she will commit suicide.

All of the above mentioned issues are documented. This case came under discussion in 2019 as well and reported to CTC(email attached) but till now not even single action taken has been shared with district in this particular case.

Kindly look into this matter. This UC has been failed in **Problem-Exist Category** due a lot of un resolved coordination issues.

Regards  
Dr. Asma