

## Naveed Haider

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**From:** naila.nizam@chipconsulting.org  
**Sent:** Friday, March 25, 2022 11:17 AM  
**To:** Naveed Haider; raazia.rehman  
**Subject:** Fwd: FW: [EXT] Confidential Report: Unpleasant Work Environment  
**Attachments:** image001.jpg; image002.jpg

Sent from myMail for iOS

----- Forwarded message -----

**From:** PARVEEN, Khalida <parveenk@who.int>  
**To:** Naila Nizam <naila@ctc.org.pk>, ZAHEER, Bilal <zaheerbi@who.int>, AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>, raazia.rehman@ctc.org.pk <raazia.rehman@ctc.org.pk>  
**Cc:** ZAHEER, Bilal <zaheerbi@who.int>, AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>, raazia.rehman@ctc.org.pk <raazia.rehman@ctc.org.pk>  
**Date:** Tuesday, 22 March 2022, 2:52 PM +0500  
**Subject:** FW: [EXT] Confidential Report: Unpleasant Work Environment

Dear Naila,

Please proceed for transfer request in case of Ms Musfira to UC Nai Abadi 4. However, after reviewing the investigation report she must have been issued with Final Warning letter. Also please go through the below email from Mr Bilal to ensure improvement is recorded in her case.

Best Regards,

khalida

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**From:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Sent:** Tuesday, March 22, 2022 2:41 PM  
**To:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Cc:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Subject:** RE: [EXT] Confidential Report: Unpleasant Work Environment

Dear Khalida,

Please proceed with supervisor and PTL recommendation in compliance to all SOPs; based on background and completed review a warning letter must also be issued with clarity given to the Ms Musfira on the areas of weakness and expected improvements.

Supervisor (s) have to take a lead in reassuring personnel and highlighting areas of improvement to ensure suitable working environment for all.

Regards,

Bilal

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**From:** PARVEEN, Khalida  
**Sent:** Friday, March 11, 2022 11:31 AM  
**To:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Cc:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Subject:** FW: [EXT] Confidential Report: Unpleasant Work Environment  
**Importance:** High

Dear Bilal sb,

Kindly share your consent on below:

Attached investigation report was shared previously by CTC on the complaints received against UCPO Ms Musfira, UC Nai Abadi 4 District Karachi Kamari.

Ms Musfira was found guilty on account of unprofessional attitude however below were some recommendations:

1. Issue a final warning to the UCPO Ms. Musfira on account of unprofessional attitude.
2. CTC will conclude her contract if any issue is reported against her in the future.
3. Transfer UCPO Ms. Musfira from current UC to another district

***CTC has now requested to transfer Ms Musfira from her current UC (UC Nai abadi) to the vacant UCPO Position in UC Songal 5 District West Karachi. Also CTC will issue her a final Warning Letter with this transfer letter.***

PTL-Sindh has shared his consent.

Best Regards,

khalida

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

**Sent:** Thursday, March 10, 2022 6:08 PM

**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>; PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>

**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; [irfan@ctc.org.pk](mailto:irfan@ctc.org.pk); 'Raazia' <[raazia.rehman@ctc.org.pk](mailto:raazia.rehman@ctc.org.pk)>; 'Naveed Haider' <[naveed@ctc.org.pk](mailto:naveed@ctc.org.pk)>

**Subject:** FW: [EXT] Confidential Report: Unpleasant Work Environment

Dear Mr. Shakeel and Ms. Khalida,

This is in reference to the investigation conducted on the complaints reported against UCPO Ms. Musfira. Based on the investigation report, UCPO Ms. Musfira has been found guilty on account of unprofessional Attitude. Hence, recommended to transfer her to any out-of-district UC with a final warning. Approval of PTL is mentioned in the email trail below.

WHO FO approval is requested to transfer Ms. Musfira to the vacant position in UC Nai Abadi- 4 District Karachi Kamari From UC Songal 5 District West Karachi on a priority basis.

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:[0345-8566181](tel:0345-8566181)

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**From:** SEID, Zahra [<mailto:seidz@who.int>]

**Sent:** Tuesday, 8 March 2022 3:19 pm

**To:** Naveed Haider <[naveed@ctc.org.pk](mailto:naveed@ctc.org.pk)>

**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>; DURRANI, Saima <[durrانى@who.int](mailto:durrانى@who.int)>; ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>; [naila@ctc.org.pk](mailto:naila@ctc.org.pk); [majid@ctc.org.pk](mailto:majid@ctc.org.pk); [irfan@ctc.org.pk](mailto:irfan@ctc.org.pk); AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>

**Subject:** RE: [EXT] Confidential Report: Unpleasant Work Environment

It is fine for me

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**From:** Naveed Haider <[naveed@ctc.org.pk](mailto:naveed@ctc.org.pk)>

**Sent:** Wednesday, 9 March 2022 4:12 AM

**To:** SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>

**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>; DURRANI, Saima <[durrانى@who.int](mailto:durrانى@who.int)>; ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>; [naila@ctc.org.pk](mailto:naila@ctc.org.pk); [majid@ctc.org.pk](mailto:majid@ctc.org.pk); [irfan@ctc.org.pk](mailto:irfan@ctc.org.pk); AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>

**Subject:** RE: [EXT] Confidential Report: Unpleasant Work Environment

Dear Dr Zahra,

Your Kind feedback is awaited in the below appended email.

Regards,

Naveed Haider

Project Officer-PTPP

CTC - Sindh

Cell: 03408444500

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**From:** Naila Nizam [<mailto:naila.nizam@chipconsulting.org>]

**Sent:** Tuesday, March 1, 2022 10:28 PM

**To:** 'SEID, Zahra'

**Cc:** 'PARVEEN, Khalida'; 'DURRANI, Saima'; 'ALI, Asif'; [naila@ctc.org.pk](mailto:naila@ctc.org.pk); 'Naveed Haider'; [majid@ctc.org.pk](mailto:majid@ctc.org.pk); [irfan@ctc.org.pk](mailto:irfan@ctc.org.pk); 'AHMAD, Shakeel Muhammad Saleem'

**Subject:** RE: [EXT] Confidential Report: Unpleasant Work Environment

Dear Dr. Zahra,

Please find the attached investigation report on the complaints reported against Ms. Musfira. Based on the investigation report, UCPO Ms. Musfira has been found guilty on account of unprofessional Attitude. Hence, recommended to transfer her to any out-of-district UC with a final warning.

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:[0345-8566181](tel:0345-8566181)

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**From:** Naveed Haider [<mailto:naveed@ctc.org.pk>]

**Sent:** Tuesday, 22 February 2022 4:52 am

**To:** 'SEID, Zahra' <[seidz@who.int](mailto:seidz@who.int)>

**Cc:** 'KHALID, Nadia' <[nkhalid@who.int](mailto:nkhalid@who.int)>; 'MURSAL, Hassan Mohamed' <[mursalh@who.int](mailto:mursalh@who.int)>; 'SOGHAIER, Mohammed Ahmed' <[soghaierm@who.int](mailto:soghaierm@who.int)>; 'KHAN, Zainul Abedin' <[khanzai@who.int](mailto:khanzai@who.int)>; 'DURRANI, Saima' <[durranisa@who.int](mailto:durranisa@who.int)>; 'ALI, Asif' <[asifa@who.int](mailto:asifa@who.int)>; [naila@ctc.org.pk](mailto:naila@ctc.org.pk)

**Subject:** RE: [EXT] Confidential Report: Unpleasant Work Environment

Dear Dr Zahra,

Very well noted

The subject matter will be thoroughly investigated as per SOP on priority basis.

Regards,

Naveed Haider

Project Officer-PTPP

CTC - Sindh

Cell: 03408444500

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**From:** SEID, Zahra [<mailto:seidz@who.int>]

**Sent:** Monday, February 21, 2022 2:07 AM

**To:** Naveed Haider; 'Naila Nizam'

**Cc:** KHALID, Nadia; MURSAL, Hassan Mohamed; SOGHAIER, Mohammed Ahmed; KHAN, Zainul Abedin; DURRANI, Saima; ALI, Asif

**Subject:** FW: [EXT] Confidential Report: Unpleasant Work Environment

Dear Naveed

See below the email from the UNICEF third party and attached the investigation report. As our UCPO is involved I am forwarding to you to review and investigate. The incidence happened in Baldia town UC 4 Nai Abadi Kemari

Best Regards,

**Dr Zahra Seid, (MD, MPH)**

Medical Officer/ Provincial Team Leader (ai)

WHO PEI Sindh

Karachi, Pakistan

Office: 0092135223541-44

Mobile: 00923000501817

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

Follow WHO on [Facebook](#) | [Twitter](#) | [YouTube](#) | [Instagram](#)



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**From:** Azeem Khowaja <[akhowaja@unicef.org](mailto:akhowaja@unicef.org)>  
**Sent:** Monday, February 21, 2022 1:20 PM  
**To:** Shoukat Ali <[shoali@unicef.org](mailto:shoali@unicef.org)>; SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>  
**Cc:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>  
**Subject:** [EXT] Confidential Report: Unpleasant Work Environment

Dear UNICEF and WHO Teal Leads,

Please find the attached email reported from anonyms and inquiry report from Harassment team is attached for your review.

I am suggesting to jointly review and take a decision.

As country office is expecting from us to share all harassment cases and decision taken from provincial side.

Regards

Dr Azeem Khowaja

Health Specialist – PEI

UNICEF Pakistan

[akhowaja@unicef.org](mailto:akhowaja@unicef.org)

+923333625529

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**From:** Oreeba Shamim <[oreeba.shamim@projectkhi.com](mailto:oreeba.shamim@projectkhi.com)>

**Sent:** Friday, February 18, 2022 10:58 AM

**To:** Azeem Khowaja <[akhowaja@unicef.org](mailto:akhowaja@unicef.org)>

**Cc:** Seifu Ali <[seali@unicef.org](mailto:seali@unicef.org)>; Raabya Abu Zafar <[rabuzafar@unicef.org](mailto:rabuzafar@unicef.org)>; samia.zuberi@sidathyder.com.pk; 'Erum Rashid' <[erum.rashid@projectkhi.com](mailto:erum.rashid@projectkhi.com)>; Shoukat Ali <[shoali@unicef.org](mailto:shoali@unicef.org)>

**Subject:** RE: Unpleasant Work Environment

Dear Dr Azeem,

Hope you are in great health,

Please find attached our investigation report on Anonymous Complaint against TDOSO Tauheed & UCPO Musfira and another complaint received by AS Nazia Muneer against UCPO Musfira, Baldia Town, UC 4 (Nai Abadi)

We look forward to your comments on our recommended action.



Regards,

Oreeba Shamim

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**From:** Shoukat Ali [<mailto:shoali@unicef.org>]  
**Sent:** Thursday, February 10, 2022 6:58 PM  
**To:** Oreeba Shamim  
**Cc:** Seifu Ali; Raabya Abu Zafar; [samia.zuberi@sidathyder.com.pk](mailto:samia.zuberi@sidathyder.com.pk); 'Erum Rashid'  
**Subject:** RE: Unpleasant Work Environment

Dear Oreeba,

Kindly proceed as per SOPs and suggest to share this with Dr.Azeem so as he can also share with core team at PEOC.

Regards

Shoukat

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**From:** Oreeba Shamim <[oreeba.shamim@projectkhi.com](mailto:oreeba.shamim@projectkhi.com)>  
**Sent:** Thursday, February 10, 2022 9:57 AM  
**To:** Shoukat Ali <[shoali@unicef.org](mailto:shoali@unicef.org)>  
**Cc:** Seifu Ali <[seali@unicef.org](mailto:seali@unicef.org)>; Raabya Abu Zafar <[rabuzafar@unicef.org](mailto:rabuzafar@unicef.org)>; [samia.zuberi@sidathyder.com.pk](mailto:samia.zuberi@sidathyder.com.pk); 'Erum Rashid' <[erum.rashid@projectkhi.com](mailto:erum.rashid@projectkhi.com)>  
**Subject:** RE: Unpleasant Work Environment

Dear Dr Shoukat,

Please provide a follow-up

Regards,

Oreeba Shamim

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**From:** Oreeba Shamim [<mailto:oreeba.shamim@projectkhi.com>]  
**Sent:** Thursday, January 20, 2022 10:41 AM  
**To:** 'Shoukat Ali'  
**Cc:** 'Seifu Ali'; 'Raabya Abu Zafar'; [samia.zuberi@sidathyder.com.pk](mailto:samia.zuberi@sidathyder.com.pk); 'Erum Rashid'  
**Subject:** RE: Unpleasant Work Environment

Dear Dr Shoukat,

Hope you are in great health,

Please find attached our investigation report on Anonymous Complaint against TDOSO Tauheed & UCPO Musfira and another complaint received by AS Nazia Muneer against UCPO Musfira, Baldia Town, UC 4 (Nai Abadi)

We also apologize for the late submission of the report due to detailed investigation from the field.

We look forward to your comments on our recommended action.

Regards,

Oreeba Shamim

**From:** Ashfaque Umrani <[ashfaqueumni@gmail.com](mailto:ashfaqueumni@gmail.com)>

**Sent:** Friday, October 29, 2021 7:07 PM

**To:** [sindh.eoc@gmail.com](mailto:sindh.eoc@gmail.com)

**Cc:** [imran.ali@ctc.org.pk](mailto:imran.ali@ctc.org.pk); [akhowaja@unicef.org](mailto:akhowaja@unicef.org); [asifa@who.int](mailto:asifa@who.int); [drshaikh64@hotmail.com](mailto:drshaikh64@hotmail.com); [murad.shah@sidathyder.com.pk](mailto:murad.shah@sidathyder.com.pk); [tayyab@ctc.org.pk](mailto:tayyab@ctc.org.pk)

**Subject:** Unpleasant Work Environment

Respected Sir,

I want to drag your attention toward a significant matter which may have serious consequences in future on our polio program. A serious violation of workplace ethics done by TDOSO Toheed Kichi and UC Polio officer Musfira. They both are involved in coitus activities. Their actions are known by all Baldia town and effecting the environment of the work. They both have been seen travelling together during duty time by the staff and even seen doing canoodle and other private activities even at Town office and TSCs which gives a very negative impression and this type of actions must be investigated and dealt with strict actions. The abuse of power by both of them also discourages and defames other employees who are loyal to their work.

I request you to take this email as top priority and take necessary actions accordingly.

Thanks and Regards