

## FW: Re: [EXT] Fwd: Detailed case investigation of UCPO Erum



**From** Naila Nizam <naila.nizam@chipconsulting.org>  
**To** <naveed.haider@chipconsulting.org>  
**Date** 2022-08-10 11:36

Issue termination

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**From:** AHMAD, Shakeel Muhammad Saleem [mailto:ahmadsh@who.int]  
**Sent:** Wednesday, 10 August 2022 10:19 am  
**To:** Naila Nizam <naila.nizam@chipconsulting.org>  
**Cc:** PARVEEN, Khalida <parveenk@who.int>  
**Subject:** FW: Re: [EXT] Fwd: Detailed case investigation of UCPO Erum

Dear Naila,

Kindly proceed the termination of UPCO Ms. Erum UCPO Garden 2 Karachi as below requested.

Regards,  
Shakeel Ahmad

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**From:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Sent:** Wednesday, August 10, 2022 10:10 AM  
**To:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Cc:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Subject:** RE: Re: [EXT] Fwd: Detailed case investigation of UCPO Erum

Dear Khalida,

Please proceed with disciplinary actions as approved by PTL and Coordinator Polio; ensure all relevant background checks are performed with confessional statements.

Regards,

Bilal

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**From:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Sent:** Thursday, 4 August 2022 3:34 PM  
**To:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Cc:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Subject:** FW: Re: [EXT] Fwd: Detailed case investigation of UCPO Erum

Dear Bilal sb,

Below is the approved termination of a UCPO Ms Erum from Sindh. She has been found guilty of taking/collecting money from staff and she has confessed that in her attached response as well but denied of retaining that amount with her. She stated she collected the money but she had to return it to staff later. She has been asking staff to bring some amount as a penalty on "No team discovery at a zero household".

Both ADC-1 (Government Staff) and PTL Sindh has endorsed her termination on account of financial Embezzlement.

Please share your consent.

Best Regards.

Khalida

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**From:** Raazia Rehman <[raazia.rehman@chipconsulting.org](mailto:raazia.rehman@chipconsulting.org)> .  
**Sent:** Thursday, July 28, 2022 3:09 PM  
**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>; PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); Naveed Haider <[naveed.haider@chipconsulting.org](mailto:naveed.haider@chipconsulting.org)>  
**Subject:** Re: Re: [EXT] Fwd: Detailed case investigation of UCPO Erum

Dear Mr. Shakeel and Ms. Khalida,

In continuation to the below approval of PTL Sindh, this is to inform you that Ms. Erum UCPO Garden 2 was reported for Financial Embezzlement. Based on the evidences (video clip, audio clip & statements) and investigation report of her IO, she has been found guilty. Moreover, she has also confessed in her response to show cause as well as in her written statement (both attached above) that she had taken money from staff but not to retain the amount. However, her response has been found unsatisfactory by the competent authority. Therefore, it is recommended to terminate her contract on account of Financial Embezzlement.

WHO FO approval is requested to proceed with the termination case.

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

Regards,

Syeda Raazia Rehman  
Project Associate  
CHIP Training & Consulting

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**From:** Naveed Haider [<mailto:naveed.haider@chipconsulting.org>]  
**Sent:** Thursday, July 28, 2022 11:10 AM  
**To:** Naila Nizam  
**Cc:** Raazia Rehman  
**Subject:** Fwd: Re: Re: [EXT] Fwd: Detailed case investigation of UCPO Erum

Dear Madam,

Below is the approval of the PTL - Sindh for the termination of employment contract of UCPO Ms Erum on account financial embezzlement. The evidences and other details are attached with this email for your kind review.

WHO FO approval is requested in this regard.

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Regards,  
Naveed Haider  
Project Officer-PTPP  
CHIP Training & Consulting - Sindh  
Cell: 03408444500

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

**Subject:** Re: Re: [EXT] Fwd: Detailed case investigation of UCPO Erum

**Date:** 2022-07-28 10:48

**From:** "ALI, Asif" <[asifa@who.int](mailto:asifa@who.int)>

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

**Cc:** "SAHITIA, Sundeep" <[sathias@who.int](mailto:sathias@who.int)>, "DURRANI, Saima" <[durrانى@who.int](mailto:durrانى@who.int)>, Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>, Raazia Rehman <[raazia.rehman@chipconsulting.org](mailto:raazia.rehman@chipconsulting.org)>

Proceed as required.

Regards,  
Asif

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**From:** Naveed Haider <[naveed.haider@chipconsulting.org](mailto:naveed.haider@chipconsulting.org)>  
**Sent:** Tuesday, July 26, 2022 3:36 PM  
**To:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>  
**Cc:** SAHITIA, Sundeep <[sathias@who.int](mailto:sathias@who.int)>; DURRANI, Saima <[durranisa@who.int](mailto:durranisa@who.int)>; Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; Raazia Rehman <[raazia.rehman@chipconsulting.org](mailto:raazia.rehman@chipconsulting.org)>  
**Subject:** Fwd: Re: [EXT] Fwd: Detailed case investigation of UCPO Erum

Dear Dr Asif,

Your kind response is awaited in the below email.

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Regards,

Naveed Haider

Project Officer-PTPP

CHIP Training & Consulting - Sindh

Cell: 03408444500

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

**Subject:**Re: [EXT] Fwd: Detailed case investigation of UCPO Erum

**Date:**2022-07-22 14:54

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

**To:**"ALI, Asif" <[asifa@who.int](mailto:asifa@who.int)>

**Cc:**"SAHITIA, Sundeep" <[sathias@who.int](mailto:sathias@who.int)>, "DURRANI, Saima" <[durranisa@who.int](mailto:durranisa@who.int)>, Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>, Raazia Rehman <[raazia.rehman@chipconsulting.org](mailto:raazia.rehman@chipconsulting.org)>

Dear Dr Asif,

In the continuation to the below email, UCPO Ms Erum has confessed that she has taken amount Rs. 2000 from worker for punishment but not to retain the amount. Her IO has marked her response as unsatisfactory and has shared an video clip and audio clip of the UCPO which are attached with this email for your kind reference. The response of the UCPO and IO feedback, written statement of UCPO and AICs, ADC recommendation letter, and IO investigation report is also attached here with this email.

Therefore, based on the evidences it is recommended to conclude her employment contract on account of financial embezzlement as its a gross misconduct.

Your kind approval/feedback is requested in this regard.

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Regards,

Naveed Haider

Project Officer-PTPP

CHIP Training & Consulting - Sindh

Cell: 03408444500

On 2022-07-18 17:55, ALI, Asif wrote:

Dear Naveed,

Proceed.

Regards

Asif

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

**Sent:** Friday, 15 July 2022 3:44 pm

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

**Cc:** SAHITIA, Sundeep <[sathias@who.int](mailto:sathias@who.int)>; DURRANI, Saima <[durranisa@who.int](mailto:durranisa@who.int)>; Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; Raazia Rehman <[raazia.rehman@chipconsulting.org](mailto:raazia.rehman@chipconsulting.org)>

**Subject:** [EXT] Fwd: Detailed case investigation of UCPO Erum

Dear Dr Asif,

It has been reported by IO of District South Karachi that UCPO Ms Erum was involved in financial corruption. Written statement of UCPO and two AICs along with investigation report by IO is attached with this email. There is termination recommendation by the ADC-1, however it is recommended to issue her a show cause letter on account of financial embezzlement to get her stance in the subject matter leads to strict disciplinary action.

Your kind approval / feedback is requested in this regard.

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Regards,

Naveed Haider

Project Officer-PTPP

CHIP Training & Consulting - Sindh

Cell: 03408444500

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

**Subject:**Detailed case investigation of UCPO Erum

**Date:**2022-07-14 22:22

**From:**"TARIQ, Najma" <[tariqn@who.int](mailto:tariqn@who.int)>

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

**Cc:**"ARAIN, Asma Waheed" <[araina@who.int](mailto:araina@who.int)>, "ALI, Asif" <[asifa@who.int](mailto:asifa@who.int)>, "SAHITIA, Sundeep" <[sathias@who.int](mailto:sathias@who.int)>, "[Adc1.south@gmail.com](mailto:Adc1.south@gmail.com)" <[Adc1.south@gmail.com](mailto:Adc1.south@gmail.com)>, "[mabubakar.pas47@gmail.com](mailto:mabubakar.pas47@gmail.com)" <[mabubakar.pas47@gmail.com](mailto:mabubakar.pas47@gmail.com)>

Dear Naveed,

Please find attached herewith the report about Ms. Erum, UCPO regarding the investigation against her. The report was presented to ADC-1 as an admin case .The decision to terminate Ms. Erum's services with immediate effect was issued by ADC - 1.

Please review the enclosed documents and proceed the case in accordance to HR guidelines/policy.

PS: Audio and Video with description can be provide for further investigation.

Warm regards

Dt. Najma Tariq

IO-South