

Ok good

From: javeria.khattak@chipconsulting.org [<mailto:javeria.khattak@chipconsulting.org>]
Sent: Friday, 16 December 2022 10:08 am
To: 'Naila Nizam' <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org
Subject: RE: [EXT] Investigation report UC Lala Kalay. UCPO Mr. Muhammad Nadeem

Respected Ma'am Naila,
Termination letter has been issued to Mr. Nadeem.

From: Naila Nizam <naila.nizam@chipconsulting.org>
Sent: Wednesday, December 14, 2022 9:31 PM
To: javeria.khattak@chipconsulting.org; sundas.tariq@chipconsulting.org
Subject: FW: [EXT] Investigation report UC Lala Kalay. UCPO Mr. Muhammad Nadeem

Javeria Generate his termination. And also update the attachments in investigation modules as well

From: AHMAD, Shakeel Muhammad Saleem [<mailto:ahmadsh@who.int>]
Sent: Wednesday, 14 December 2022 3:58 pm
To: Naila Nizam <naila.nizam@chipconsulting.org>
Cc: PARVEEN, Khalida <parveenk@who.int>; sundas.tariq@chipconsulting.org
Subject: FW: [EXT] Investigation report UC Lala Kalay. UCPO Mr. Muhammad Nadeem

Dear Naila ,

Kindly proceed termination of UCPO Mr Nadeem UC Kalay Peshawar based on investigation.

Regards,
Shakeel Ahmad
From: ZAHEER, Bilal <zaheerbi@who.int>
Sent: Wednesday, December 14, 2022 3:28 PM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: RE: [EXT] Investigation report UC Lala Kalay. UCPO Mr. Muhammad Nadeem

Dear Khalida,

Please proceed with below proposed and approved disciplinary action.

Also seek details of actions taken against other accused TTM and CHW

Regards,

Bilal

From: PARVEEN, Khalida
Sent: Tuesday, December 13, 2022 10:44 AM
To: ZAHEER, Bilal <zaheerbi@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: FW: [EXT] Investigation report UC Lala Kalay. UCPO Mr. Muhammad Nadeem
Importance: High

Dear Bilal sb,

Kindly share your consent for the termination of Mr M. Nadeem, UC Kalay.

There was an issue of harassment between TTM and CHW (both are not PTPP staff) in the field, Peshawar. During the course of investigation it came as an evidence that UCPO, Mr M Nadeem was instigating the other male colleagues in the field for immoral activities. The audio recording of him is attached with the translation of that voice message. The investigation was jointly done by CTC & People's team.

Mr Nadeem was also responsible for poor management skills; he was aware of the hostile situation in the field but he still did not restrain the concerned TTM (whose contract was ended) for visiting the Civil Dispensary and gossiping with female CHWs.

The PTL has endorsed his termination.

Best Regards,

khalida

From: Naila Nizam <naila.nizam@chipconsulting.org>
Sent: Wednesday, November 30, 2022 6:20 PM
To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; PARVEEN, Khalida <parveenk@who.int>
Cc: ZAHEER, Bilal <zaheerbi@who.int>; 'Irfan Farid' <irfan@chipconsulting.org>; Sundas.tariq@chipconsulting.org; 'Majid Ali Shah' <majid@chipconsulting.org>
Subject: FW: [EXT] Investigation report UC Lala Kalay. UCPO Mr. Muhammad Nadeem
Importance: High

Dear Mr. Shakeel and Ms. Khalida,

This is to inform you that UCPO Mr. Muhammad Nadeem – UC Lala Kalay was reported for sexual harassment and an investigation was conducted in this regard.

Based on the findings, he was found guilty and recommended for termination on account of Professional Misconduct (instigating male colleagues to sexually exploit female colleagues at the CD.) The recommendation has also been endorsed by WHO PO and mentioned in the thread email below.

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,
Naila Nizam
Senior 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)

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Wednesday, 30 November 2022 5:26 pm
To: Naila Nizam <naila.nizam@chipconsulting.org>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>
Subject: FW: [EXT] Investigation report UC Lala Kalay. UCPO Mr. Muhammad Nadeem
Importance: High

Dear Naila,

Please proceed with immediate effect.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Wednesday, 30 November 2022 5:21 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>
Subject: RE: [EXT] Investigation report UC Lala Kalay. UCPO Mr. Muhammad Nadeem

Dear Colleagues

Pls proceed with disciplinary procedure against the concerned.

Best Regards

Dr. Sarfaraz Khan Afridi
MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)
D.T.M & H (Lond), D.Clin.Paeds (Lond)
Team Leader – WHO - PEI

World Health Organization – Pakistan

Khyber Pakhtunkhwa - Peshawar

Mb.Cont: +92 - 300-590-8373

E-Mail Office: afridis@who.int

E-Mail Personal: drskafridi@gmail.com

From: ABBAS, Waseem <wabbas@who.int>

Sent: Wednesday, November 30, 2022 4:57 PM

To: AFRIDI, Sarfaraz Khan <afridis@who.int>

Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>

Subject: FW: [EXT] Investigation report UC Lala Kalay. UCPO Mr. Muhammad Nadeem

Dear Sir,

Your approval is requested.

Regards

Waseem Abbas

From: KHAN, Faizan <khanfai@who.int>

Sent: Tuesday, 8 November 2022 9:55 AM

To: AFRIDI, Sarfaraz Khan <afridis@who.int>

Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHAN, Saifullah <skhan@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>

Subject: FW: [EXT] Investigation report UC Lala Kalay. UCPO Mr. Muhammad Nadeem

Dear Sir

CTC is recommending termination of UCPO Mr. Muhammad Nadeem (UC Lala Kalay, Peshawar) on account of professional misconduct (*instigating male colleagues to sexually exploit female colleagues at the CD*).

Your kind approval is required to terminate his contract with immediate effect.

Regards

Faizan Khan

From: ishtiaq.hussain@chipconsulting.org <ishtiaq.hussain@chipconsulting.org>

Sent: Tuesday, 8 November 2022 8:46 AM

To: KHAN, Faizan <khanfai@who.int>

Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>; KAMRAN, Waheed <kamranw@who.int>; naila.nizam@chipconsulting.org

Subject: RE: [EXT] Investigation report UC Lala Kalay. UCPO Mr. Muhammad Nadeem

Dear Mr Faizan,

Please note that the following audio message was forwarded by the PEOPLES team, furthermore the recording was forwarded to them by the CHW who is also the complainant. Please also find the attached written statement of the UCPO Mr M Nadeem taken at the CTC PO on the 7-11-22 in order to verify if the audio message actually belonged to the UCPO. Please also note that the UCPO has mentioned in his written statement that the he was very ashamed of whatever he has said in the Audio message and further he also apologized for his words in the following statement. Please let me know if your good office requires any further information.

Regards

Syed Ishtiaq Hussain

Chip Training and Consulting

Regional Coordinator - KP

CHIP Training & Consulting Pvt. Ltd

Peshawar ishtiaq.hussain@chipconsulting.org

Contact:0349-7760730

From: KHAN, Faizan [<mailto:khanfai@who.int>]

Sent: Wednesday, October 26, 2022 1:07 PM

To: ishtiaq.hussain@chipconsulting.org

Cc: ABBAS, Waseem; AURANGZEB KHAN, Mazhar; KHURSHID, Muhammad Naveed; KHAN, Saifullah; KAMRAN, Waheed

Subject: FW: [EXT] Investigation report UC Lala Kalay. UCPO Mr. Muhammad Nadeem

Dear Ishtiaq

As discussed, please share the source of the voice message or any other evidence of confirmation as his termination is based on the voice recording.

Regards

Faizan Khan

From: ishtiaq.hussain@chipconsulting.org <ishtiaq.hussain@chipconsulting.org>

Sent: Tuesday, 25 October 2022 3:09 PM

To: ABBAS, Waseem <wabbas@who.int>

Cc: naila.nizam@chipconsulting.org; KHAN, Faizan <khanfai@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: [EXT] Investigation report UC Lala Kalay. UCPO Mr. Muhammad Nadeem

Dear Mr. Waseem,

Please find the attached Inquiry report UC Lala Kalay along with the Annexure. For a brief summary kindly refer to the table below.

Name	UC	Allegation	Findings	Recommendations
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Mr. Muhammad Nadeem	Lala Kalay	Sexual Harassment	Guilty (Instigating others to engage into immoral Activities)	Termination on account of Professional Misconduct (instigating male colleagues to sexually exploit female colleagues at the CD.)
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Kindly let me know if your good office requires any further information regarding the subject matter.

Regards

Syed Ishtiaq Hussain

Chip Training and Consulting

Regional Coordinator - KP

CHIP Training & Consulting Pvt. Ltd

Peshawar ishtiaq.hussain@chipconsulting.org

Contact:0349-7760730