

From: Maaz Malik <maazmalikctc@gmail.com>

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To: Ahsan Qazi <ahsan.qazi@chipconsulting.org>

Cc: reema.zaib <reema.zaib@chipconsulting.org>; Mohammad Basit Siddiqui <basit.saddiqui@chipconsulting.org>; Zarii Gull <zariigull669@gmail.com>; NAGI, Rizwan Mehmood <nagir@who.int>; DEOC Quetta <deocquetta@gmail.com>; Zarkoon, Safdar Khan <zarkoons@who.int>

Subject: [EXT] Stance on the Investigation against UCOO - UC Samali

Dear Mr. Ahsan,

I trust this message finds you in good health. Following our recent telephonic conversation, I would like to provide my perspective on the ongoing investigation concerning UCOO Mr. Sanaullah of UC Samali.

Upon learning of the allegations made by some CHWs and Area Supervisors against Mr. Sanaullah, it appears that UC Samali has experienced an increase in complaints against the UCOO following the termination of AS Aimal due to poor performance. Additionally, I would like to draw attention to the fact that the supervisors filing complaints have themselves been reported for either weak monitoring skills or have faced disciplinary action for absenteeism with associated salary cuts.

It is worth noting that Mr. Attal is the brother of the terminated Area Supervisor, Mr. Aimal, and has been reporting matters since then. Before that, no such issues were reported. Regarding the inappropriate video shared by Mr. Sanaullah in the operational group of supervisors, which I promptly deleted within seconds, I would like to clarify that Mr. Sanaullah immediately apologized over a phone call. He explained that he had intended to share the particular video with his personal friends but mistakenly shared it in the group, which fortunately went unnoticed at the time, and no one saw it. Area supervisors brought the matter to light after a considerable gap of several months. This suggests that if they had reservations or noticed the video, they would likely have raised the matter promptly.

Furthermore, a meeting was convened in the presence of IO Dr. Rizwan Nagi with the UC Staff of Samali and the area supervisors, namely Mr. Tanveer, Mr. Jaffar, and Mr. Attal, on 22nd November. During the meeting, Mr. Sanaullah accused them of lobbying against him. Mr. Tanveer admitted that he submitted the application at the insistence of Mr. Jaffar and Attal. This raised suspicions, and the allegations of lobbying seemed to hold ground against Mr. Sanaullah.

The meeting concluded with all participants being verbally warned to respect the hierarchy, to which they mutually agreed and promised not to repeat the matter again. Thus, it was resolved amicably.

Following this, shufflings have been proposed to improve working conditions in the UC. To begin with, Mr. Tanveer has been recommended to be shuffled to UC Baleli C, and shuffling within the UC has been requested for Mr. Jaffar and Attal.

However, CHWs have not approached me even once regarding complaints about the behavior of UCOO. But, if they have substantial evidence against UCOO, of which I am completely unaware, appropriate action should be taken as per SOPs, and vice versa.

Please feel free to reach out if you need any further clarification or information.

Regards,

Maaz Malik

Tehsil Delivery & Operations Officer – Quetta

CHIP Training & Consulting (Pvt) Ltd

Cell #: 0340-8444516