

From: basit.saddiqui@chipconsulting.org <basit.saddiqui@chipconsulting.org>
Sent: Tuesday, January 2, 2024 3:36 PM
To: ahsan.qazi@chipconsulting.org
Subject: FW: [EXT] FW: Preliminary Assessment Report for Review.

Please processed accordingly.

From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Tuesday, January 2, 2024 1:46 PM
To: 'Mohammad Basit Siddiqui' <basit.saddiqui@chipconsulting.org>
Cc: DANIEL, Ambrin <daniela@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>; ahsan.qazi@chipconsulting.org
Subject: FW: [EXT] FW: Preliminary Assessment Report for Review.

Dear Basit,
Forwarded for needful.
Regards,
A

From: KHAN, Jahanzaib <khanjahanzaib@who.int>
Sent: Tuesday, 2 January 2024 1:30 pm
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Cc: DANIEL, Ambrin <daniela@who.int>
Subject: Re: [EXT] FW: Preliminary Assessment Report for Review.

Go ahead

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From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Tuesday, January 2, 2024 1:17:41 PM
To: KHAN, Jahanzaib <khanjahanzaib@who.int>
Cc: DANIEL, Ambrin <daniela@who.int>
Subject: FW: [EXT] FW: Preliminary Assessment Report for Review.

Dear Dr Jahanzaib,

Your approval requested by CTC on attached investigation report for further needful.

A complaint was launched by Jaffar, Attal, and Tanveer, Area Supervisors of UC Samali District Quetta against UCDO Sana Ullah highlighted allegations of abusive and unethical language by UCDO Sana Ullah. CTC has conducted a investigation on matter and attached report is shared. Below Background, conclusion and recommendation is copied from report for your easy reference.

Background:

A complaint was received via email by Zarina CBV officer Quetta dated 28-10-2023 whereby it was reported that the behavior of UCOO Sana Ullah is very abusive and threatening. The complaint was filed by Jaffar, Attal, and Tanveer, Area Supervisors of UC Samali District Quetta-Baluchistan who pointed out

to the use of abusive and unethical language by UCOO Sana Ullah which has a negative impact on the working environment.

Conclusion:

Following a thorough investigation, we obtained statements from UCPO, CHW, UCOO, and TDOSO. AS's and CHW failed to provide concrete evidence, with CHW merely presenting a stance without supporting documentation. On the contrary, UCOO not only submitted its stance but also provided evidence refuting the allegations. Considering the supervisor's perspective and our assessment of UCPO's stance, we found no grounds for misconduct.

Recommendations:

Following a thorough investigation into recent operational matters it is suggested to initiate a counseling session within the UC teams to address underlying conflicts and seek supervisor intervention for a comprehensive team counseling session. This approach aims to resolve the issue and promote a harmonious working environment.

Regards,
A

From: KASI, Arbab Niamat Ullah

Sent: Thursday, 28 December 2023 9:43 pm

To: KHAN, Jahanzaib <khanjahanzaib@who.int>

Cc: DANIEL, Ambrin <daniela@who.int>

Subject: FW: [EXT] FW: Preliminary Assessment Report for Review.

Dear Dr Jahanzaib,

Your approval requested by CTC on attached investigation report for further needful.

A complaint was launched by Jaffar, Attal, and Tanveer, Area Supervisors of UC Samali District Quetta against UCDO Sana Ullah highlighted allegations of abusive and unethical language by UCDO Sana Ullah. CTC has conducted a investigation on matter and attached report is shared. Below Background, conclusion and recommendation is copied from report for your easy reference.

Background:

A complaint was received via email by Zarina CBV officer Quetta dated 28-10-2023 whereby it was reported that the behavior of UCOO Sana Ullah is very abusive and threatening. The complaint was filed by Jaffar, Attal, and Tanveer, Area Supervisors of UC Samali District Quetta-Baluchistan who pointed out to the use of abusive and unethical language by UCOO Sana Ullah which has a negative impact on the working environment.

Conclusion:

Following a thorough investigation, we obtained statements from UCPO, CHW, UCOO, and TDOSO. AS's and CHW failed to provide concrete evidence, with CHW merely presenting a stance without supporting documentation. On the contrary, UCOO not only submitted its stance but also provided evidence refuting the allegations. Considering the supervisor's perspective and our assessment of UCPO's stance, we found no grounds for misconduct.

Recommendations:

Following a thorough investigation into recent operational matters it is suggested to initiate a counseling session within the UC teams to address underlying conflicts and seek supervisor intervention for a comprehensive team counseling session. This approach aims to resolve the issue and promote a harmonious working environment.

Regards,
A

From: KASI, Arbab Niamat Ullah

Sent: Wednesday, 27 December 2023 12:36 PM

To: KHAN, Jahanzaib <khanjahanzaib@who.int>

Cc: DANIEL, Ambrin <daniela@who.int>

Subject: FW: [EXT] FW: Preliminary Assessment Report for Review.

Dear Dr Jahanzaib,

Your approval requested by CTC on attached investigation report for further needful.

A complaint was launched by Jaffar, Attal, and Tanveer, Area Supervisors of UC Samali District Quetta against UCDO Sana Ullah highlighted allegations of abusive and unethical language by UCDO Sana Ullah. CTC has conducted a investigation on matter and attached report is shared. Below Background, conclusion and recommendation is copied from report for your easy reference.

Background:

A complaint was received via email by Zarina CBV officer Quetta dated 28-10-2023 whereby it was reported that the behavior of UCOO Sana Ullah is very abusive and threatening. The complaint was filed by Jaffar, Attal, and Tanveer, Area Supervisors of UC Samali District Quetta-Baluchistan who pointed out to the use of abusive and unethical language by UCOO Sana Ullah which has a negative impact on the working environment.

Conclusion:

Following a thorough investigation, we obtained statements from UCPO, CHW, UCOO, and TDOSO. AS's and CHW failed to provide concrete evidence, with CHW merely presenting a stance without supporting documentation. On the contrary, UCOO not only submitted its stance but also provided evidence refuting the allegations. Considering the supervisor's perspective and our assessment of UCPO's stance, we found no grounds for misconduct.

Recommendations:

Following a thorough investigation into recent operational matters it is suggested to initiate a counseling session within the UC teams to address underlying conflicts and seek supervisor intervention for a comprehensive team counseling session. This approach aims to resolve the issue and promote a harmonious working environment.

Regards,
A

From: basit.saddiqui@chipconsulting.org <basit.saddiqui@chipconsulting.org>
Sent: Wednesday, 27 December 2023 11:51 am
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Cc: DANIEL, Ambrin <daniela@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>; ahsan.qazi@chipconsulting.org
Subject: RE: [EXT] FW: Preliminary Assessment Report for Review.

Dear Arbab Sb,

This email is to inform you that the investigation case against UCOO-Sanaullah UC Samli has been conducted by CTC, and the final report is attached for your information.as per the report Counselling sessions of UC staff has been recommended.

Regards,

Basit

From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Wednesday, November 22, 2023 1:37 PM
To: 'Mohammad Basit Siddiqui' <basit.saddiqui@chipconsulting.org>
Cc: DANIEL, Ambrin <daniela@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>; ahsan.qazi@chipconsulting.org
Subject: RE: [EXT] FW: Preliminary Assessment Report for Review.

Dear Basit,
Forwarded for your information and needful.
Regards,
A

From: DANIEL, Ambrin <daniela@who.int>
Sent: Wednesday, 22 November 2023 1:27 pm
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Subject: RE: [EXT] FW: Preliminary Assessment Report for Review.

Dear Arbab
Advise them to go ahead as per SOPs

Regards
Ambrin

From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Wednesday, November 22, 2023 1:09 PM
To: DANIEL, Ambrin <daniela@who.int>
Subject: FW: [EXT] FW: Preliminary Assessment Report for Review.

Dear Ambrin,
CTC requires approval from WHO PO to start thorough investigation on matter.

A complaint has been launched by Jaffar, Attal, and Tanveer, Area Supervisors of UC Samali District Quetta against UCDO Sana Ullah highlighted allegations of abusive and unethical language by UCDO Sana Ullah. (attached preliminary assessment report and applications).

Regards,

A

From: basit.saddiqui@chipconsulting.org <basit.saddiqui@chipconsulting.org>

Sent: Wednesday, 22 November 2023 12:33 pm

To: KASI, Arbab Niamat Ullah <kasia@who.int>

Cc: DANIEL, Ambrin <daniela@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>; 'ahsan.qazi' <ahsan.qazi@chipconsulting.org>

Subject: [EXT] FW: Preliminary Assessment Report for Review.

Dear Arbab Sb,

Greeting from CTC.

Hope this message finds you well. Please find attached the preliminary assessment report on the case reported against the UCOO Samli , Mr. Sanullah. Further approval from WHO-PO is requested to proceed with the investigation in this case.

Regards,

Basit