

**From:** PARVEEN, Khalida <parveenk@who.int>  
**Sent:** Tuesday, February 13, 2024 4:45 PM  
**To:** saqib.ali@chipconsulting.org; Hina Qureshi  
**Cc:** ZAHEER, Bilal; DEHGHANI, Somayeh; Naila Nizam; sundas.tariq@chipconsulting.org  
**Subject:** FW: [EXT] Investigation - Haris Sultan

Dear Saqib,

After thoroughly reviewing the report, you are advised to proceed with recommendation A below:

a) Reinstate him on his previous position. However, as he has used improper language while referring to his work colleague, it is suggested to issue him a warning letter. Moreover, it is also suggested that a counseling session may be conducted with Haris to sensitize over his inappropriate choice of words in formal communication and the social and ethical standards expected from the CTC staff while at work.

It is also advised to keep his performance and behavior under close monitoring, therefore, when sharing the warning please copy his supervisors. By end of March , please take feedback from his supervisors on his performance.

Best Regards,  
khalida

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

From: saqib.ali@chipconsulting.org <saqib.ali@chipconsulting.org>  
Sent: Monday, January 22, 2024 6:42 PM  
To: PARVEEN, Khalida <parveenk@who.int>  
Cc: Irfan <irfan@chipconsulting.org>; Naila Nizam <naila.nizam@chipconsulting.org>; ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; DEHGHANI, Somayeh <dehghanis@who.int>; Hina Qureshi <hina.queshi@chipconsulting.org>  
Subject: Fwd: RE: [EXT] Investigation - Haris Sultan

Dear Khalida,

Greetings from CTC

This is with reference to the investigation conducted by CTC with regard to the unprofessional attitude of Haris Sultan working as TPO at Islamabad.

Please find the attached updated Investigation Report along with supporting documents for your kind review and comments

If you need any further information regarding the report, please let me know.

Regards,

Saqib Ali Mumtaz

Manager Legal

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

From: hina.queshi@chipconsulting.org

[mailto:hina.queshi@chipconsulting.org]

Sent: Wednesday, January 17, 2024 1:28 PM

To: 'PARVEEN, Khalida'

Cc: 'naila.nizam@chipconsulting.org'; 'Sundas Tariq'; 'saqib.ali@chipconsulting.org'; 'sarah@chipconsulting.org'; 'irfan@chipconsulting.org'

Subject: RE: [EXT] Investigation - Haris Sultan

Dear Ms Khalida

Greetings from CTC

With reference to your below email, Please find attached the Investigation Report of TPO Haris Sultan on account of Unprofessional Attitude along with annexures for your kind review and comments

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

Regards,

Hina Qureshi

Project Officer

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Cell: 03497760756

From: PARVEEN, Khalida [mailto:parveenk@who.int]

Sent: Wednesday, January 17, 2024 12:16 PM

To: hina.queshi@chipconsulting.org

Cc: naila.nizam@chipconsulting.org; Sundas Tariq; saqib.ali@chipconsulting.org; sarah@chipconsulting.org; irfan@chipconsulting.org

Subject: RE: [EXT] Investigation - Haris Sultan

Importance: High

Dear Hina,

As requested earlier, we need the final report of below case asap.

Coordinator Polio needs a brief on that.

Best Regards,

khalida

From: ALI, Musharaf

Sent: Monday, January 15, 2024 9:09 AM

To: hina.queshi@chipconsulting.org

Cc: naila.nizam@chipconsulting.org; Sundas Tariq <sundas.tariq@chipconsulting.org>; PARVEEN, Khalida <parveenk@who.int>; GOHAR, Iman <gohari@who.int>

Subject: Re: [EXT] Investigation - Haris Sultan

Dear Hina,

I hope you are doing well. In addition to previous screenshots, I would like to share other important information necessary for the below mentioned investigation. I will remain concise and to the point and try to elaborate my stance in bullet points.

- \* Frequent usages of abusive language and derogatory remarks on others at workplace
- \* Creating conflicts and misunderstanding within the team
- \* Supporting/concealing ongoing corruption within polio program
- \* Habitual slacker always trying to remain in his comfort zones
- \* Trying to influence hiring out of his area and hiring of his like minded people within polio program

Furthermore, there many other colleagues who have had lot of complaints against him on his non-serious and unprofessional behavior and they are ready for personal hearing.

Regards,

Musharaf Ali

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From: hina.queshi@chipconsulting.org <hina.queshi@chipconsulting.org>

Sent: Friday, January 12, 2024 2:57 PM

To: ALI, Musharaf <jhatialm@who.int>

Cc: Sundas Tariq <sundas.tariq@chipconsulting.org>

Subject: [EXT] Investigation - Haris Sultan

Dear Dr Musharraf

Greetings form CTC

CTC have received complaint against misbehavior of Haris Sultan. CTC is conducting investigation on the case. In order to proceed with the investigation, please provide us screenshot along with the dates of whatsapp message.

Your coopertaion in this regard will be highly appreciated.

Regards,

Hina Qureshi

Project Officer

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Cell: 03497760756