

From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Monday, March 25, 2024 12:37 PM
To: 'Mohammad Basit Siddiqui' <basit.saddiqui@chipconsulting.org>
Cc: DANIEL, Ambrin <daniela@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org; 'Victor John D'souza' <victor.john@chipconsulting.org>; ahsan.qazi@chipconsulting.org
Subject: FW: [EXT] Final Investigation UC Shadenzai Report and Annexes and evidence

Dear Basit,
Forwarded for your needful.
Regards,
A

From: KHAN, Jahanzaib <khanjahanzaib@who.int>
Sent: Monday, 25 March 2024 12:34 pm
To: DANIEL, Ambrin <daniela@who.int>
Cc: KASI, Arbab Niamat Ullah <kasia@who.int>
Subject: Re: [EXT] Final Investigation UC Shadenzai Report and Annexes and evidence

Please go ahead

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From: DANIEL, Ambrin <daniela@who.int>
Sent: Monday, March 25, 2024 11:02:29 AM
To: KHAN, Jahanzaib <khanjahanzaib@who.int>
Cc: KASI, Arbab Niamat Ullah <kasia@who.int>
Subject: FW: [EXT] Final Investigation UC Shadenzai Report and Annexes and evidence

Dear Dr. Jahanzaib

Forward for approval below action

S.No	Name	Title	Action Recommended by Committee
1	Ms. Sajida	UCOO	Termination is recommended based on evidence and as per policy Ref:7-B6 & 7-B11
2	Ms. Harsa	CHW	Termination is recommended based on evidence and as per policy Ref:7-B5
3	Mr. Saddam	UCPO	Show cause is recommended by committee as per policy Ref:7-B6

Regards

Ambrin

From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Monday, March 25, 2024 10:56 AM
To: DANIEL, Ambrin <daniela@who.int>
Subject: FW: [EXT] Final Investigation UC Shadenzai Report and Annexes and evidence

Dear Ambrin,

CTC has shared the update on the complaint lodged by CTC former employee, Ms. Farah Ameen, against the UCOO, Ms. Sajida. The allegations were as follows:

- Abuse of authority, particularly wrongful communication concerning the complainant's termination.
- Unauthorized replacement of the complainant with another individual under her employment ID.
- Concealment of fraudulent National Identity Cards (CNICs) for workers under Ms. Sajida's supervision.

Upon receiving these serious allegations, the CTC Investigation committee initiated a thorough investigation. The findings confirm the validity of all accusations against Ms. Sajida. Moreover, it has been uncovered that another current employee CHW, Ms. Harsa, was complicit in these activities. It was also determined that the UCPO, Mr. Saddam, was aware of these issues but failed to report them to his supervisors.

In light of these findings and based on the evidence collected, the CTC investigation committee recommends specific actions be taken against the involved parties. However, before proceeding further, approval from WHO-PO is required, All the evidence and final report is attached with this email for your convenience.

S.No	Name	Title	Action Recommended by Committee
1	Ms. Sajida	UCOO	Termination is recommended based on evidence and as per policy Ref:7-B6 & 7-B11
2	Ms. Harsa	CHW	Termination is recommended based on evidence and as per policy Ref:7-B5
3	Mr. Saddam	UCPO	Show cause is recommended by committee as per policy Ref:7-B6

Regards,
A

From: basit.saddiqui@chipconsulting.org <basit.saddiqui@chipconsulting.org>
Sent: Friday, 22 March 2024 4:06 pm
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Cc: DANIEL, Ambrin <daniela@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org; 'Victor John D'souza' <victor.john@chipconsulting.org>; ahsan.gazi@chipconsulting.org
Subject: [EXT] Final Investigation UC Shadenzai Report and Annexes and evidence

Dear Arbab Sb,

I am writing to provide an update on the complaint lodged by our former employee, Ms. Farah Ameen, against the UCOO, Ms. Sajida. The allegations are detailed as follows:

- Abuse of authority, particularly wrongful communication concerning the complainant's termination.
- Unauthorized replacement of the complainant with another individual under her employment ID.
- Concealment of fraudulent National Identity Cards (CNICs) for workers under Ms. Sajida's supervision.

Upon receiving these serious allegations, the CTC Investigation committee initiated a thorough investigation. The findings confirm the validity of all accusations against Ms. Sajida. Moreover, it has been uncovered that another current employee, Ms. Harsa, was complicit in these activities. It was also determined that the UCPO, Mr. Saddam, was aware of these issues but failed to report them to his supervisors.

In light of these findings and based on the evidence collected, the investigation committee recommends specific actions be taken against the involved parties. However, before proceeding further, approval from WHO-PO is required, All the evidence and final report is attached with this email for your convenience.

S.No	Name	Title	Action Recommended by Committee
1	Ms. Sajida	UCOO	Termination is recommended on the basis of evidences and as per policy Ref:7-B6 & 7-B11
2	Ms. Harsa	CHW	Termination is recommended on the basis of evidences and as per policy Ref:7-B5
3	Mr. Saddam	UCPO	Show cause is recommended by committee as per policy Ref:7-B6

Regards,