

From: basit.saddiqui@chipconsulting.org <basit.saddiqui@chipconsulting.org>
Sent: Tuesday, May 7, 2024 9:06 AM
To: 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>
Cc: 'Naila Nizam' <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org; 'Victor John D'souza' <victor.john@chipconsulting.org>; m.muslehuddin@chipconsulting.org
Subject: FW: [EXT] Investigation Final Report UC-Chilton-2 Quetta.

Dear Ahsan,

Please proceed accordingly.

Regards,

Basit

From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Tuesday, May 7, 2024 8:41 AM
To: 'Mohammad Basit Siddiqui' <basit.saddiqui@chipconsulting.org>
Cc: DANIEL, Ambrin <daniela@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org; m.muslehuddin@chipconsulting.org; 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>
Subject: FW: [EXT] Investigation Final Report UC-Chilton-2 Quetta.

Dear Basit,
Forwarded for needful.
Regards,
A

From: KHAN, Jahanzaib <khanjahanzaib@who.int>
Sent: Monday, 6 May 2024 10:52 pm
To: DANIEL, Ambrin <daniela@who.int>
Cc: KASI, Arbab Niamat Ullah <kasia@who.int>
Subject: Re: [EXT] Investigation Final Report UC-Chilton-2 Quetta.

Please proceed as per recommendations of CTC

Jahanzaib

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From: DANIEL, Ambrin <daniela@who.int>
Sent: Monday, May 6, 2024 3:25:29 PM
To: KHAN, Jahanzaib <khanjahanzaib@who.int>
Cc: KASI, Arbab Niamat Ullah <kasia@who.int>
Subject: FW: [EXT] Investigation Final Report UC-Chilton-2 Quetta.

Dear Dr. Jahanzaib

Endorsed for approval to CTC on recommendation of investigation team against complaint received from two AS in UC-Chilton-2 Quetta.

A complaint filed by two area supervisors, Ms. Basria and Ms. Zeenat, against the TDOSO Mr. Shahid Raza and UCSP Mr. Israr of UC Chiltan-1, The allegations by Ms. Basria and Ms. Zeenat and related documents are attached.

Upon receiving these complaints, the CTC investigation team conducted a thorough review and concluded that the issues primarily stem from miscommunication between UC staff and their supervisors, compounded by a general lack of understanding of the SOPs. The team recommends that counseling sessions be initiated within the UCs, focusing on enhancing communication skills and program related SOPs.

Regards
Ambrin

From: DANIEL, Ambrin
Sent: Friday, May 03, 2024 10:52 AM
To: KHAN, Jahanzaib <khanjahanzaib@who.int>
Cc: KASI, Arbab Niamat Ullah <kasia@who.int>
Subject: FW: [EXT] Investigation Final Report UC-Chilton-2 Quetta.

Dear Dr. Jahanzaib

Endorsed for approval to CTC on recommendation of investigation team against complaint received from two AS in UC-Chilton-2 Quetta.

A complaint filed by two area supervisors, Ms. Basria and Ms. Zeenat, against the TDOSO Mr. Shahid Raza and UCSP Mr. Israr of UC Chiltan-1, The allegations by Ms. Basria and Ms. Zeenat and related documents are attached.

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Regards
Ambrin

From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Friday, May 03, 2024 9:47 AM
To: DANIEL, Ambrin <daniela@who.int>
Subject: FW: [EXT] Investigation Final Report UC-Chilton-2 Quetta.

Dear Ambrin,

CTC requires approval on recommendation of CTC investigation team against complaint received from two AS in UC-Chilton-2 Quetta.

A complaint filed by two area supervisors, Ms. Basria and Ms. Zeenat, against the TDOSO Mr. Shahid Raza and UCSP Mr. Israr of UC Chiltan-1, The allegations by Ms. Basria and Ms. Zeenat and related documents are attached.

Upon receiving these complaints, the CTC investigation team conducted a thorough review and concluded that the issues primarily stem from miscommunication between UC staff and their supervisors, compounded by a general lack of understanding of the SOPs. The team recommends that counseling sessions be initiated within the UCs, focusing on enhancing communication skills and program related SOPs.

Regards,

A

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

Sent: Thursday, 2 May 2024 6:27 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; m.muslehuddin@chipconsulting.org; 'Ahsan Qazi'

<ahsan.qazi@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>

Subject: [EXT] Investigation Final Report UC-Chilton-2 Quetta.

Dear Arbab Sb,

I hope this message finds you well. I am writing to inform you of that a complaint filed by two area supervisors, Ms. Basria and Ms. Zeenat, against the TDOSO Mr. Shahid Raza and UCSP Mr. Israr of UC Chiltan-1, The allegations by Ms. Basria and Ms. Zeenat are mention below and related documents are with this email for you convenience.

- Unfair and inappropriate conduct by TDOSO Mr. Shahid Raza, UCSP Mr. Israr, and UCOO Ms. Sania.
- The issuance of a disciplinary letter to Ms. Basria without proper explanation.
- Unauthorized shuffling of teams, leading to management and support difficulties.
- Creation of a toxic workplace environment.

Upon receiving these complaints, the CTC investigation team conducted a thorough review and concluded that the issues primarily stem from miscommunication between UC staff and their supervisors, compounded by a general lack of understanding of the SOPs. The team recommends that counseling sessions be initiated within the UCs, focusing on enhancing communication skills and program related SOPs.

Mr. Israr's case was not investigated as he does not fall under the CTC contract, and the team was unable to document his stance on these allegations.

Based on the committee's recommendations, we seek approval from WHO-PO to proceed further.

Regards,

Basit