

From: basit.saddiqui@chipconsulting.org <basit.saddiqui@chipconsulting.org>
Sent: Monday, April 22, 2024 3:36 PM
To: sundas.tariq@chipconsulting.org
Cc: 'Naila Nizam' <naila.nizam@chipconsulting.org>; m.muslehuddin@chipconsulting.org; 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>
Subject: FW: [EXT] FW: Final Report UC Tameer E Nau Quetta-Ms.Rozina Case

Dear Ms.Sundas,

Referring to the email chain below, you are kindly requested to obtain approval from WHO-FO on termination of Ms.Rozina.

Regards,

Basit

From: basit.saddiqui@chipconsulting.org <basit.saddiqui@chipconsulting.org>
Sent: Monday, April 22, 2024 2:01 PM
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' <m.muslehuddin@chipconsulting.org>
Subject: FW: [EXT] FW: Final Report UC Tameer E Nau Quetta-Ms.Rozina Case

Dear Ahsan,

Please processed accordingly,

Regards,

Basit

From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Monday, April 22, 2024 1:43 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; 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>; m.muslehuddin@chipconsulting.org
Subject: RE: [EXT] FW: Final Report UC Tameer E Nau Quetta-Ms.Rozina Case

Dear Basit,
Forwarded for needful.

Regards,

A

From: KHAN, Jahanzaib <khanjahanzaib@who.int>
Sent: Monday, 22 April 2024 1:40 pm

To: DANIEL, Ambrin <daniela@who.int>
Cc: KASI, Arbab Niamat Ullah <kasia@who.int>
Subject: Re: [EXT] FW: Final Report UC Tameer E Nau Quetta-Ms.Rozina Case

Approved

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From: DANIEL, Ambrin <daniela@who.int>
Sent: Monday, April 22, 2024 9:41:48 AM
To: KHAN, Jahanzaib <khanjahanzaib@who.int>
Cc: KASI, Arbab Niamat Ullah <kasia@who.int>
Subject: FW: [EXT] FW: Final Report UC Tameer E Nau Quetta-Ms.Rozina Case

Dear Dr. Jahanzaib

Endorsed for approval

Name	Title	Disciplinary Action Recommended by Investigation Team	Policy Reference
Ms.Rozina Bibi	CHW	Termination	Gross Misconduct - Red Line Area - Annex-7-B Clause 4-A: Theft during employment.
Ms.Samina Rafiq	AS	counseling session	

Regards

Ambrin

From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Monday, April 22, 2024 8:51 AM
To: DANIEL, Ambrin <daniela@who.int>
Subject: FW: [EXT] FW: Final Report UC Tameer E Nau Quetta-Ms.Rozina Case

Dear Ambrin,

CTC requires approval to process for further needful.

A complaint was received to CTC from the program team regarding CHW Ms. Rozina from UC Tameer e Nau. According to Ms. Rozina's supervisor, she is alleged to have stolen a mobile phone from a community member during a house visit for polio vaccination. It was reported that a family member witnessed Ms. Rozina taking the mobile phone and attempted to stop her, but she managed to escape. The following day, Area Supervisor Samina and UCOO Qayadat Zahra visited the household during their monitoring duties and were informed about the incident, which they then reported to the CBV Officer/DEOC.

Subsequently, the CTC conducted an investigation and it has been established that CHW Rozina is guilty of stealing the mobile phone. Additionally, she displayed misbehavior towards community members, her supervisors, and the investigation team, and failed to cooperate during the investigation process.

CTC Legal Manager, has also reviewed the case and recommended to terminate the contract of Ms. Rozina based on below points:

- The household members witnessed the incident that she stolen a mobile Phone and have complained that Ms. Rozina misbehaved with the members of the household and did not vaccinate the child properly.
- According to UCOO Ms. Qayadat and AS Ms. Samina, Ms. Rozina misbehaved with them and also threatened them while they were inquiring Ms.rozina about the complaint of community members.
- She did not cooperate with the CTC investigation team during the investigation and also displayed rude behavior towards the CTC team.

As per the CTC Legal Manager this behavior could negatively impact the program's reputation within the community. Following the incident, community members will not be allowed her to visit their area, which could affect the program's activities. Consequently, the CTC DA Matters department has decided to terminate her contract to ensure the smooth operation of the project in this area.

Attached are the final investigation report detailing the stances of staff and community members, and the final recommendations of the CTC Investigation Committee is mentioned below:

Name	Title	Disciplinary Action Recommended by Investigation Team	Policy Reference
Ms.Rozina Bibi	CHW	Termination	Gross Misconduct - Red Line Area - Annex-7-B Clause 4-A: Theft

			during employment.
Ms.Samina Rafiq	AS	counseling session	

Regards,

A

From: basit.saddiqui@chipconsulting.org <basit.saddiqui@chipconsulting.org>
Sent: Friday, 19 April 2024 4:50 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; 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>; m.muslehuddin@chipconsulting.org
Subject: [EXT] FW: Final Report UC Tameer E Nau Quetta-Ms.Rozina Case

Dear Arbab Sb,

I am writing to update you regarding your query. I have discussed the matter with the Legal Manager at CTC, and based on the points mentioned below, the decision has been made to terminate the contract of Ms. Rozina:

- The household members witnessed the incident that she stolen a mobile Phone and have complained that Ms. Rozina misbehaved with the members of the household and did not vaccinate the child properly.
- According to UCOO Ms. Qayadat and AS Ms. Samina, Ms. Rozina misbehaved with them and also threatened them while they were inquiring Ms.rozina about the complaint of community members.
- She did not cooperate with the CTC investigation team during the investigation and also displayed rude behavior towards the CTC team.

As per the Legal Manager – CTC this behavior could negatively impact the program's reputation within the community. Following the incident, community members will not be allowed her to visit their area, which could affect the program's activities. Consequently, the DA Matters department has decided to terminate her contract to ensure the smooth operation of the project in this area.

Please let me know if any other information is required,

Regards,

Basit

From: basit.saddiqui@chipconsulting.org <basit.saddiqui@chipconsulting.org>
Sent: Thursday, April 18, 2024 3:23 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' <sundas.tariq@chipconsulting.org>; 'Ahsan Qazi'
<ahsan.qazi@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>;
'm.muslehuddin@chipconsulting.org' <m.muslehuddin@chipconsulting.org>
Subject: Final Report UC Tameer E Nau Quetta-Ms.Rozina Case

Dear Arbab Sb,

I hope you are doing well. I am writing to update you on a complaint received from the program team regarding CHW Ms. Rozina from UC Tameer e Nau. According to Ms. Rozina's supervisor, she is alleged to have stolen a mobile phone from a community member during a house visit for polio vaccination. It was reported that a family member witnessed Ms. Rozina taking the mobile phone and attempted to stop her, but she managed to escape. The following day, Area Supervisor Samina and UCOO Qayadat Zahra visited the household during their monitoring duties and were informed about the incident, which they then reported to the CBV Officer/DEOC.

Subsequently, the CTC conducted an investigation and it has been established that CHW Rozina is guilty of stealing the mobile phone. Additionally, she displayed misbehavior towards community members, her supervisors, and the investigation team, and failed to cooperate during the investigation process.

Attached to this email are the final report detailing the stances of staff and community members, and the final recommendations of the CTC Investigation Committee is mention below, which are submitted for the approval of WHO-PO.

Name	Title	Disciplinary Action Recommended by Investigation Team	Policy Reference
Ms.Rozina Bibi	CHW	Termination	Gross Misconduct - Red Line Area - Annex-7-B Clause 4-A: Theft during employment.
Ms.Samina Rafiq	AS	counseling session	

Please let me know if any other information is required.

Regards,

Basit