

From: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>
Sent: Wednesday, April 24, 2024 10:59 AM
To: m.muslehuddin@chipconsulting.org; ahsan.qazi@chipconsulting.org
Cc: basit.saddiqui@chipconsulting.org
Subject: FW: [EXT] FW: Final Report UC Tameer E Nau Quetta-Ms.Rozina Case

Do the needful

From: PARVEEN, Khalida [<mailto:parveenk@who.int>]
Sent: Wednesday, April 24, 2024 10:41 AM
To: sundas.tariq@chipconsulting.org
Cc: ZAHEER, Bilal <zaheerbi@who.int>; DEGHANI, Somayeh <deghanis@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; irfan@chipconsulting.org; Sarah Farooqui <sarah@chipconsulting.org>; naila.nizam@chipconsulting.org; KASI, Arbab Niamat Ullah <kasia@who.int>; DANIEL, Ambrin <daniela@who.int>; KHAN, Jahanzaib <khanjahanzaib@who.int>; KAKAR, Ibrahim <kakari@who.int>; Zarkoon, Safdar Khan <zarkoons@who.int>; BALOCH, Muhammad Naeem <mbaloch@who.int>
Subject: RE: [EXT] FW: Final Report UC Tameer E Nau Quetta-Ms.Rozina Case

Dear Sundas,

Based on the committee's recommendation and the consent of Provincial Team Lead, the CHW involved must be terminated.

However, reviewing this case, I would suggest some additional measures such as particular sessions on individual's personal conduct while performing official duties during campaign days training to be taken to reinforce accountability and integrity within the Front Line workers to prevent such incidents from occurring.

WHO Polio Program has remained committed in upholding the trust and confidence of the community which it serves.

Thank you for the understanding.

Best Regards,

khalida

From: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>
Sent: Monday, April 22, 2024 5:35 PM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: ZAHEER, Bilal <zaheerbi@who.int>; DEGHANI, Somayeh <deghanis@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; irfan@chipconsulting.org; Sarah Farooqui <sarah@chipconsulting.org>; naila.nizam@chipconsulting.org
Subject: FW: [EXT] FW: Final Report UC Tameer E Nau Quetta-Ms.Rozina Case

Dear Ms Khalida,

Greetings from CTC!

A complaint was lodged by the program team concerning CHW Rozina from UC Tameer e Nau. Allegedly, she stole a mobile phone from a community member during a house visit for polio vaccination, as reported by her supervisor. It was further reported that a family member witnessed Rozina taking the mobile phone and attempted to intervene, but she managed to escape. The following day, during their monitoring duties, Area Supervisor Samina and UCOO Qayadat Zahra visited the household and were briefed on the incident, which they subsequently reported to the CBV Officer/DEOC.

Subsequently, an investigation conducted by the CTC determined that CHW Rozina is guilty of stealing the mobile phone. Additionally, she exhibited misconduct towards community members, supervisors, and the investigation team, and failed to cooperate during the investigation process.

- Household members witnessed the incident and lodged complaints alleging that Ms. Rozina mistreated them and failed to properly vaccinate the child.
- According to UCOO Ms. Qayadat and AS Ms. Samina, Ms. Rozina exhibited misconduct towards them and issued threats while they were inquiring about the community members' complaint against her.
- She failed to cooperate with the CTC investigation team and displayed rude behavior towards them.

Hence, it has been recommended to terminate her contract with immediate effect.

WHO PO approval is in the email below.

WHO FO approval is requested in this regard.

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

Regards,
Sundas Tariq
Project Manager
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Cell:[0349-7760580](tel:0349-7760580)

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
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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	
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Please let me know if any other information is required.

Regards,

Basit