

From: Victor John D'souza <victor.john@chipconsulting.org>
Sent: Tuesday, November 5, 2024 10:50 AM
To: 'Sundas Tariq' <sundas.tariq@chipconsulting.org>
Cc: basit.saddiqui@chipconsulting.org; 'Muhammad Muslehuddin' <m.muslehuddin@chipconsulting.org>
Subject: FW: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Dear Ms. Sundas

With reference to the email below, the CTC Quetta office has received approval from the Respected PLT-WHO-PO regarding the investigation case of Mr. Taymar Mari (UCPO - Hazar Ganji, Quetta).

You are kindly requested to share this case with WHO-FO for their review and approval. Once we receive their approval, we will proceed accordingly.

The investigation report has been attached to this email, and the evidence can be downloaded via the following link: <https://we.tl/t-6NWmvEnyNR>

Thanks and Regards

Victor John Dsouza | Project Coordinator

CHIP Training & Consulting Pvt. Ltd

Quetta– Balochistan

+923455006042

victor.john@chipconsulting.org

From: KASI, Arbab Niamat Ullah [<mailto:kasia@who.int>]

Sent: Tuesday, November 5, 2024 9:40 AM

To: 'Mohammad Basit Siddiqui'; 'Victor John D'souza'

Cc: DEHGHANI, Somayeh; PARVEEN, Khalida; DANIEL, Ambrin; sundas.tariq@chipconsulting.org; 'Muhammad Muslehuddin'; hina.gureshi@chipconsulting.org

Subject: FW: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Dear Basit,

Forwarded for further needful.

Regards,

A

From: KHAN, Jahanzaib <khanjahanzaib@who.int>

Sent: Monday, 4 November 2024 8:05 pm

To: DANIEL, Ambrin <daniela@who.int>

Cc: KASI, Arbab Niamat Ullah <kasia@who.int>

Subject: Re: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Please go ahead as per recommendation and investigation done by CTC

Jahanzaib

Get [Outlook for iOS](#)

From: DANIEL, Ambrin <daniela@who.int>

Sent: Monday, November 4, 2024 3:38:38 PM

To: KHAN, Jahanzaib <khanjahanzaib@who.int>

Cc: KASI, Arbab Niamat Ullah <kasia@who.int>

Subject: RE: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Dear Dr. Jahanzaib

Reference to the Investigation Final report and evidences in the attached link <https://we.tl/t-o4qw0WhjbT>, it is evident that the investigation and the Annex provided by CTC are supporting the recommendation and conclusion submitted by CTC.

Following are the brief fact of the case

- The complaint against Mr. Taymar was received from Ms. Arifa, CHW currently working in UC Hazar Gunji, on 26 July 2024, due to which further investigations were conducted including Ms. Zarifa who resigned in May 2024, she was called by CTC and she recorded her complaint against Mr. Taymar on 29th July 2024.
- As the case proceeded issues such as financial misconduct of payment of Transit Teams was also highlighted, Mr. Taymar used the copy of CNIC of Farahana Yousaf / Fazila Nawaz and Bib Arifa CHWs who are already on payroll of CTC, and claimed payment through DDM as Transit and Fixed Site Teams which is confirmed by DDM Finance Team
- Mr. Taymar also forcefully collected charity contribution from all workers in UC to help one of their colleague who was very sick.
- Mr. Taymar got married with Zaib ul Nisa, Area Supervisor and did not disclosed it to CTC, as Zaib ul Nisa was under direct supervision of Mr. Taymar, he also provided favor to Zain ul Nisa in her daily attendance and leaves
- Mr. Mudasar confirmed that he failed to disclose crucial information and concealed the facts regarding serious issues within the UC.

5. Recommendations: Based on the findings, it has been established that Mr. Taymer Mari has violated the SOP's, including harassment and misuse of authority, which have been supported by evidence and witness statements. His actions have endangered the safety and well-being of vulnerable staff and have gone against the ethical standards expected from someone in UC lead position. It is therefore recommended that Mr. Taymar Mari should be Terminated from his position as UCPO "as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary/Accountability Framework/Gross Misconduct - Red Line Area: Sub Clause 6: (Abuse of Authority) and Sub Clause 7: Any type of Harassment (Sexual, Discriminatory, workplace etc.)". Regarding the findings against Mr. Mudasar it has been confirmed that he failed to disclose crucial

information and concealed the facts regarding serious issues within the UC. According to Ms. Zarifa's statement, she reported all concerns to Mr. Mudasar, yet he failed to support her or report these issues. As per the statement of Ms Zaib un Nisa it is also notable that Mr. Mudasar also concealed the fact by not informing CTC about relation of Mr. Taymar and Ms. Zaib Un Nisa. His inability to take timely and effective action reflects a serious neglect of his supervisory responsibilities. Immediate action is necessary to ensure accountability and restore trust within the team. Therefore it is suggested that UCOO Mr. Mudasar be terminated from his position "as per the Polio Third Party Personnel Service Rules (PTPPSR), Annex- 6: Acts to be treated as Misconduct /Sub Clause: N. "Willful Concealment of Misconduct by Another staff".

Forward for your kind perusal

Regards

Ambrin

From: KHAN, Jahanzaib <khanjahanzaib@who.int>

Sent: Monday, November 04, 2024 2:10 PM

To: DANIEL, Ambrin <daniela@who.int>

Cc: KASI, Arbab Niamat Ullah <kasia@who.int>

Subject: RE: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Please go through it and share me only one paragraph if investigation is done properly and it proves the allegation based on evidences

From: DANIEL, Ambrin <daniela@who.int>

Sent: Friday, November 1, 2024 10:20 AM

To: KHAN, Jahanzaib <khanjahanzaib@who.int>

Cc: KASI, Arbab Niamat Ullah <kasia@who.int>

Subject: FW: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Importance: High

Dear Dr. Jahanzaib

Reference to Investigation against Mr. Taymar UCPO the final recommendation from CTC Mr. Taymar UCPO and Mr. Mudasar UCOO, should be Terminated below is detailed email for reference .Forwarded for your approval

Regards

Ambrin

As Per CTC HO instruction, the complaint will be shared exclusively with WHO-PO and WHO-FO to maintain the confidentiality and security of the complainants.

Recommendations Copied from report for reference:

Based on the findings, it has been established that Mr. Taymer Mari has violated the SOP's, including harassment and misuse of authority, which have been supported by evidence and witness statements. His actions have endangered the safety and well-being of vulnerable staff and have gone against the ethical standards expected from someone in UC lead position.

It is therefore recommended that Mr. Taymar Mari should be Terminated from his position as UCPO **“as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary/Accountability Framework/Gross Misconduct - Red Line Area: Sub Clause 6: (Abuse of Authority) and Sub Clause 7: Any type of Harassment (Sexual, Discriminatory, workplace etc.)”**.

Regarding the findings against Mr. Mudasar it has been confirmed that he failed to disclose crucial information and concealed the facts regarding serious issues within the UC. According to Ms. Zarifa's statement, she reported all concerns to Mr. Mudasar, yet he failed to support her or

report these issues. As per the statement of Ms Zaib un Nisa it is also notable that Mr. Mudasar also concealed the fact by not informing CTC about relation of Mr. Taymar and Ms. Zaib Un Nisa. His inability to take timely and effective action reflects a serious neglect of his supervisory responsibilities. Immediate action is necessary to ensure accountability and restore trust within the team.

Therefore it is suggested that UCOO Mr. Mudasar be terminated from his position **“as per the Polio Third Party Personnel Service Rules (PTPPSR), Annex- 6: Acts to be treated as Misconduct /Sub Clause: N. “Willful Concealment of Misconduct by Another staff”**.

From: KASI, Arbab Niamat Ullah <kasia@who.int>

Sent: Thursday, October 31, 2024 1:47 PM

To: DANIEL, Ambrin <daniela@who.int>

Subject: FW: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Importance: High

Dear Ambrin,

CTC requires approval on recommendations of final investigation report on complaint of Ms Arifa CHW Quetta and Ms Zarifa Ex-AS Quetta against Mr Taymar UCPO Quetta.

On 26th July, Ms. Arifa, a current CHW, filed a harassment complaint against Mr. Taymar to CTC, alleging unwanted advances, deceptive meetings, and financial demands, accompanied by threats to terminate her employment and that of her sister. Ms. Arifa also reported that other current and ex-staff face similar harassment but are unwilling to speak out due to fear of retaliation. Additionally, on 29th July 2024, a former Area Supervisor, Ms. Zarifa, accused UCPO Mr. Taymar of harassment, citing inappropriate advances and pressure to secure her position through personal favors. Despite reporting these incidents to her supervisor UCOO Mr. Mudassar no action has been taken.

Furthermore, The CTC investigation committee has conducted a comprehensive review of the harassment allegations against Mr. Taymar and investigation committee included all the victims and witnesses and Below are the committee's findings. All relevant statements and evidence related to this case can be downloaded from link <https://we.tl/t-GNcKKBNSW> for your convenience. (link will expire in 3 days).

It is verified from WHO Finance team that payment to three staff is done through DDM in 2023 (email attached). Evidence shows that Mr. Taymar Mari asked them to come to the bank, withdraw the transit team payments, and hand the money over to him. Mr. Taymar has denied this allegation and requested CTC to clarify this matter with the UCMO, claiming he had given the money to the UCMO to pay the transit teams. As CTC's investigation is limited and cannot include statements from the UCMO, the investigation team has asked the Area Coordinator to verify the transit team payments with the concerned UCMO. A response from the Area Coordinator is still awaited.

As Per CTC HO instruction, the complaint will be shared exclusively with WHO-PO and WHO-FO to maintain the confidentiality and security of the complainants.

Recommendations Copied from report for reference:

Based on the findings, it has been established that Mr. Taymer Mari has violated the SOP's, including harassment and misuse of authority, which have been supported by evidence and witness statements. His actions have endangered the safety and well-being of vulnerable staff and have gone against the ethical standards expected from someone in UC lead position.

It is therefore recommended that Mr. Taymar Mari should be Terminated from his position as UCPO **"as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary/Accountability Framework/Gross Misconduct - Red Line Area: Sub Clause 6: (Abuse of Authority) and Sub Clause 7: Any type of Harassment (Sexual, Discriminatory, workplace etc.)"**.

Regarding the findings against Mr. Mudasar it has been confirmed that he failed to disclose crucial information and concealed the facts regarding serious issues within the UC. According to Ms. Zarifa's statement, she reported all concerns to Mr. Mudasar, yet he failed to support her or report these issues. As per the statement of Ms Zaib un Nisa it is also notable that Mr. Mudasar also concealed the fact by not informing CTC about relation of Mr. Taymar and Ms. Zaib Un Nisa. His inability to take timely and effective action reflects a serious neglect of his supervisory responsibilities. Immediate action is necessary to ensure accountability and restore trust within the team.

Therefore it is suggested that UCOO Mr. Mudasar be terminated from his position **“as per the Polio Third Party Personnel Service Rules (PTPPSR), Annex- 6: Acts to be treated as Misconduct /Sub Clause: N. “Willful Concealment of Misconduct by Another staff”**.

Regards ,

A

From: basit.saddiqui@chipconsulting.org <basit.saddiqui@chipconsulting.org>
Sent: Thursday, 31 October 2024 11:58 am
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Cc: DEGHANI, Somayeh <dehghanis@who.int>; PARVEEN, Khalida <parveen@who.int>; DANIEL, Ambrin <daniela@who.int>; sundas.tariq@chipconsulting.org; 'Muhammad Muslehuddin' <m.muslehuddin@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>; hina.queshi@chipconsulting.org
Subject: RE: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Dear Arbab Sb,

Please find the link below containing all the evidence and the updated report.

<https://we.tl/t-GNcKKBNJSW>

Let me know if any additional information is required.

Regards,

Basit

From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Thursday, October 31, 2024 11:12 AM
To: basit.saddiqui@chipconsulting.org
Cc: DEGHANI, Somayeh <dehghanis@who.int>; PARVEEN, Khalida <parveenk@who.int>; DANIEL, Ambrin <daniela@who.int>; sundas.tariq@chipconsulting.org; 'Muhammad Muslehuddin' <m.muslehuddin@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>; hina.queshi@chipconsulting.org
Subject: RE: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Dear Basit,

Thanks. Please shared revised report (point 5 mentioned in my below email and do mention DDM case under final misconduct) and all annexes link.

Regards,

A

From: basit.saddiqui@chipconsulting.org <basit.saddiqui@chipconsulting.org>
Sent: Wednesday, 30 October 2024 9:55 pm
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Cc: DEGHANI, Somayeh <dehghanis@who.int>; PARVEEN, Khalida <parveenk@who.int>; DANIEL, Ambrin <daniela@who.int>; sundas.tariq@chipconsulting.org; 'Muhammad Muslehuddin' <m.muslehuddin@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>; hina.queshi@chipconsulting.org
Subject: FW: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Dear Arbab Sb,

Hope you are well.

The investigation report has been updated according to the points mentioned below. Regarding Point 1, discussions have been held with WHO-FO, and we will proceed accordingly after receiving their instructions. As Per CTC HO instruction, the complaint will be shared exclusively with WHO-PO and WHO-FO to maintain the confidentiality and security of the complainants.

Additionally, you are kindly requested to review the report and attached evidence related to harassment, misuse of authority, and financial embezzlement, which have been highlighted and pointed out for your convenience.

Recommendations:

Based on the findings, it has been established that Mr. Taymer Mari has violated the SOP's, including harassment and misuse of authority, which have been supported by evidence and witness statements. His actions have endangered the safety and well-being of vulnerable staff and have gone against the ethical standards expected from someone in UC lead position.

It is therefore recommended that Mr. Taymar Mari should be Terminated from his position as UCPO **“as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary/Accountability Framework/Gross Misconduct - Red Line Area: Sub Clause 6: (Abuse of Authority) and Sub Clause 7: Any type of Harassment (Sexual, Discriminatory, workplace etc.)”**.

Regarding the findings against Mr. Mudasar it has been confirmed that he failed to disclose crucial information and concealed the facts regarding serious issues within the UC. According to Ms. Zarifa's statement, she reported all concerns to Mr. Mudasar, yet he failed to support her or report these issues. As per the statement of Ms Zaib un Nisa it is also notable that Mr. Mudasar also concealed the fact by not informing CTC about relation of Mr. Taymar and Ms. Zaib Un Nisa. His inability to take timely and effective action reflects a serious neglect of his supervisory responsibilities. Immediate action is necessary to ensure accountability and restore trust within the team.

Therefore it is suggested that UCOO Mr. Mudasar be terminated from his position **“as per the Polio Third Party Personnel Service Rules (PTPPSR), Annex- 6: Acts to be treated as Misconduct /Sub Clause: N. “Willful Concealment of Misconduct by Another staff”**.

Best regards,

Basit

From: KASI, Arbab Niamat Ullah <kasia@who.int>

Sent: Wednesday, October 30, 2024 3:29 PM

To: basit.saddiqui@chipconsulting.org

Cc: DEHGHANI, Somayeh <dehghanis@who.int>; PARVEEN, Khalida <parveenk@who.int>; DANIEL, Ambrin <daniela@who.int>; sundas.tariq@chipconsulting.org; 'Muhammad Muslehuddin' <m.muslehuddin@chipconsulting.org>; hina.queshi@chipconsulting.org; 'Victor John D'souza' <victor.john@chipconsulting.org>

Subject: RE: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Dear Basit,

Please review following points

1. Please take general feedback from IO and AC on CTC staff specifically Mr Taymar, Ms Arifa, Ms Zarifa and UC level staff on subject matter and their performance in field
2. Ms Arifa, who is current staff should be the first complaint and her statement followed by Ms Zarifa statement
3. What action point is recommended for Ms Arifa in dealing the matter
4. Zaib Un Nisa 2nd wife of Mr Taymar statement regarding her absence should also be taken
5. In Conclusion: Final Misconduct, personal contribution for colleague medical treatment is mentioned, as discussed it should fall under Abuse of Authority category
6. Attach the verified attendance of Zaib Un Nisa during the period mentioned in complain

Regards,

A

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

Sent: Wednesday, 30 October 2024 12:32 pm

To: KASI, Arbab Niamat Ullah <kasia@who.int>

Cc: DEHGHANI, Somayeh <dehghanis@who.int>; PARVEEN, Khalida <parveenk@who.int>; DANIEL, Ambrin <daniela@who.int>; sundas.tariq@chipconsulting.org; 'Muhammad Muslehuddin' <m.muslehuddin@chipconsulting.org>; hina.queshi@chipconsulting.org; 'Victor John D'souza' <victor.john@chipconsulting.org>

Subject: RE: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Dear Arbab Sb,

Please find attached updated Annexes.

Regards,

Basit

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

Sent: Wednesday, October 30, 2024 10:07 AM

To: 'KASI, Arbab Niamat Ullah' <kasia@who.int>

Cc: 'DEHGHANI, Somayeh' <dehghanis@who.int>; 'PARVEEN, Khalida' <parveenk@who.int>;

'DANIEL, Ambrin' <daniela@who.int>; 'sundas.tariq@chipconsulting.org'

<sundas.tariq@chipconsulting.org>; 'Muhammad Muslehuddin'

<m.muslehuddin@chipconsulting.org>; 'hina.queshi@chipconsulting.org'

<hina.queshi@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>

Subject: RE: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Dear Arbab Sb,

Please find below the link of Annex as you required.

<https://we.tl/t-ZS7c2NwcUZ>

Regards,

Basit

From: KASI, Arbab Niamat Ullah <kasia@who.int>

Sent: Wednesday, October 30, 2024 9:58 AM

To: basit.saddiqui@chipconsulting.org

Cc: DEGHANI, Somayeh <dehghanis@who.int>; PARVEEN, Khalida <parveenk@who.int>; DANIEL, Ambrin <daniela@who.int>; sundas.tariq@chipconsulting.org; 'Muhammad Muslehuddin' <m.muslehuddin@chipconsulting.org>; hina.gureshi@chipconsulting.org; 'Victor John D'souza' <victor.john@chipconsulting.org>

Subject: RE: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Dear Basit,

Can you please resend link as subfolder of annexes is not opening.

Regards,

A

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

Sent: Tuesday, 29 October 2024 7:04 pm

To: KASI, Arbab Niamat Ullah <kasia@who.int>

Cc: DEGHANI, Somayeh <dehghanis@who.int>; PARVEEN, Khalida <parveenk@who.int>; DANIEL, Ambrin <daniela@who.int>; sundas.tariq@chipconsulting.org; 'Muhammad Muslehuddin' <m.muslehuddin@chipconsulting.org>; hina.gureshi@chipconsulting.org; 'Victor John D'souza' <victor.john@chipconsulting.org>

Subject: [EXT] FW: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Dear Arbab Sb,

The following email was rejected due to server limitations at WHO server. You can now download all evidence related to the case via the link provided below. Please note that the link will expire in 3 days, so kindly download the evidence upon receiving this email.

<https://we.tl/t-DOYrz34pDm>

Regards,

Basit

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

Sent: Tuesday, October 29, 2024 5:01 PM

To: 'KASI, Arbab Niamat Ullah' <kasia@who.int>

Cc: 'DEHGHANI, Somayeh' <dehghanis@who.int>; 'PARVEEN, Khalida' <parveenk@who.int>;

'DANIEL, Ambrin' <daniela@who.int>; 'sundas.tariq@chipconsulting.org'

<sundas.tariq@chipconsulting.org>; 'Muhammad Muslehuddin'

<m.muslehuddin@chipconsulting.org>; 'Victor John D'souza' <victor.john@chipconsulting.org>;

'hina.qureshi@chipconsulting.org' <hina.qureshi@chipconsulting.org>

Subject: Final Investigation Report - UC Hazar Ganji Mr.Taymar Marri UCPO

Dear Arbab Sb,

Hope you are well,

On 26th July, Ms. Arifa, a current CHW, filed a harassment complaint against Mr. Taymar, alleging unwanted advances, deceptive meetings, and financial demands, accompanied by threats to terminate her employment and that of her sister. Ms. Arifa also reported that other current and ex-staff face similar harassment but are unwilling to speak out due to fear of retaliation. Additionally, on 29th July 2024, a former Area Supervisor, Ms. Zarifa, accused UCPO Mr. Taymar of harassment, citing inappropriate advances and pressure to secure her position through personal favors. Despite reporting these incidents to her supervisor UCOO Mr. Mudassir no action has been taken.

Furthermore, The CTC investigation committee has conducted a comprehensive review of the harassment allegations against Mr. Taymar and investigation committee included all the victims and witnesses and Below are the committee's findings for your review and approval. Upon WHO-PO's approval, we will forward this report to WHO-FO for final approval. All relevant statements and evidence related to this case are attached to this email for your convenience.

Recommendations:

Based on the findings, it is recommended that **Mr. Taymar Mari** be terminated from his position as UCPO due to multiple violations of organizational policies, including harassment and financial misconduct, as corroborated by evidence and witness statements. His actions have compromised the safety and well-being of the staff and have breached the ethical standards expected of someone in his role **“as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance, Table 1: Disciplinary/Accountability Framework/Gross Misconduct - Red Line Area: Sub Clause 6: (Abuse of Authority) and Sub Clause 7: Any type of Harassment (Sexual, Discriminatory, workplace etc.)”**.

Additionally, a formal warning should be issued to **UCOO Mr. Mudasar** for his lack of awareness regarding the serious issues within the UC and the challenges faced by the staff. His failure to address these problems in a timely and effective manner reflects negligence in his supervisory responsibilities. Immediate action on both fronts is necessary to ensure accountability and restore confidence within the team **“as per the Polio Third Party Personnel Service Rules (PTPPSR) Annex – 7-B: Disciplinary Action in Case of Performance/ Capacity Issues - Amber line Areas/ Clause 4: Poor supportive supervision”**.

Regards,

Basit