

**From:** Victor John D'souza <[victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)>  
**Sent:** Tuesday, December 31, 2024 3:56 PM  
**To:** 'Ahsan Qazi' <[ahsan.qazi@chipconsulting.org](mailto:ahsan.qazi@chipconsulting.org)>  
**Cc:** [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org); [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org); [disciplinarymatters.bl@chipconsulting.org](mailto:disciplinarymatters.bl@chipconsulting.org)  
**Subject:** FW: [EXT] Review and feedback to initiate investigation cases

Dear Ahsan

Below is the approval of WHO-PO for further processing.

Thanks & Regards

Victor John

**From:** KASI, Arbab Niamat Ullah [<mailto:kasia@who.int>]  
**Sent:** Tuesday, December 31, 2024 3:54 PM  
**To:** 'Victor John D'souza'  
**Cc:** PARVEEN, Khalida; DANIEL, Ambrin; 'Sundas Tariq'; 'Mohammad Basit Siddiqui'; [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org); 'Ahsan Qazi'; [disciplinarymatters.bl@chipconsulting.org](mailto:disciplinarymatters.bl@chipconsulting.org); HABIB, Abdul  
**Subject:** RE: [EXT] Review and feedback to initiate investigation cases

Dear Victor,

Forwarded for further needful.

Regards,

A

**From:** KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>  
**Sent:** Tuesday, 31 December 2024 3:48 pm  
**To:** KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>  
**Cc:** HABIB, Abdul <[ahabib@who.int](mailto:ahabib@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>  
**Subject:** RE: [EXT] Review and feedback to initiate investigation cases

Please go ahead as per recommended

**Dr Jahanzaib Khan** | Acting Team Leader | PEI Baluchistan, WHO | +923338009600

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

**Sent:** Tuesday, December 31, 2024 3:39 PM

**To:** KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>

**Cc:** HABIB, Abdul <[ahabib@who.int](mailto:ahabib@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>

**Subject:** FW: [EXT] Review and feedback to initiate investigation cases

Dear Dr Jahanzaib,

CTC requires approval on investigation report outcomes regarding a formal complaint received from CHW and AS against UCOO Mr. Nizam Uddin UC Ward-08, for misuse of authority. Area Coordinator has also provided his feedback (attached) to proceed with the case as per the recommendations of the investigation team.

**Background:**

Following formal complaints from team members of UC Ward-08, an investigation was initiated to evaluate allegations of unprofessional behavior, data manipulation, and a toxic work environment, which were reported to be impacting organizational harmony and team performance.

**Conclusion:**

The investigation determined that the allegations against UCOO Mr. Nizamuddin are partially substantiated, showing instances of insensitivity and lack of tact in communication. However, the most severe claims could not be conclusively proven due to insufficient evidence. Additionally, significant management issues were noted, especially concerning AS Ms. Shabana, whose actions were found to contribute to a toxic work environment and negatively affect team dynamics.

**Recommendations:**

1. **UCOO Mr. Nizamuddin:** Issue a formal warning for unprofessional remarks during contract distribution, as per PTPPSR Annex-7 B: Disciplinary/Accountability Framework (Amber Line - Unprofessional Behavior).

2. **AS Ms. Shabana:** Enforce immediate suspension and issue a show cause letter for data manipulation, misuse of authority, and unprofessional behavior, in line with PTPPSR Annex-7 B: Disciplinary/Accountability Framework (Red Line - Gross Misconduct).

Regards,

A

**From:** KASI, Arbab Niamat Ullah

**Sent:** Monday, 30 December 2024 4:49 pm

**To:** KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>

**Cc:** DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>; HABIB, Abdul <[ahabib@who.int](mailto:ahabib@who.int)>

**Subject:** FW: [EXT] Review and feedback to initiate investigation cases

Dear Dr Jahanzaib,

CTC requires approval on investigation report outcomes regarding a formal complaint received from CHW and AS against UCOO Mr. Nizam Uddin UC Ward-08, for misuse of authority. Area Coordinator has also provided his feedback (attached) to proceed with the case as per the recommendations of the investigation team.

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2. **AS Ms. Shabana:** Enforce immediate suspension and issue a show cause letter for data manipulation, misuse of authority, and unprofessional behavior, in line with PTPPSR Annex-7 B: Disciplinary/Accountability Framework (Red Line - Gross Misconduct).

Regards,

A

**From:** Victor John D'souza <[victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)>

**Sent:** Monday, 30 December 2024 4:19 PM

**To:** KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>

**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>; DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>; 'Sundas Tariq' <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>; [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org); [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org); 'Ahsan Qazi' <[ahsan.qazi@chipconsulting.org](mailto:ahsan.qazi@chipconsulting.org)>; [disciplinarymatters.bl@chipconsulting.org](mailto:disciplinarymatters.bl@chipconsulting.org)

**Subject:** FW: [EXT] Review and feedback to initiate investigation cases

Dear Arbab Sb

I am sharing the final investigation report regarding a formal complaint received from CHW and AS against UCOO Mr. Nizam Uddin UC Ward-08, for misuse of authority. The report is submitted for your review and approval by WHO-PO. Please note that the Area Coordinator has also provided his feedback (attached) to proceed with the case as per the recommendations of the investigation team.

**Background:**

Following formal complaints from team members of UC Ward-08, an investigation was initiated to evaluate allegations of unprofessional behavior, data manipulation, and a toxic work environment, which were reported to be impacting organizational harmony and team performance.

**Conclusion:**

The investigation determined that the allegations against UCOO Mr. Nizamuddin are partially

substantiated, showing instances of insensitivity and lack of tact in communication. However, the most severe claims could not be conclusively proven due to insufficient evidence. Additionally, significant management issues were noted, especially concerning AS Ms. Shabana, whose actions were found to contribute to a toxic work environment and negatively affect team dynamics.

**Recommendations:**

1. **UCOO Mr. Nizamuddin:** Issue a formal warning for unprofessional remarks during contract distribution, as per PTPPSR Annex-7 B: Disciplinary/Accountability Framework (Amber Line - Unprofessional Behavior).
2. **AS Ms. Shabana:** Enforce immediate suspension and issue a show cause letter for data manipulation, misuse of authority, and unprofessional behavior, in line with PTPPSR Annex-7 B: Disciplinary/Accountability Framework (Red Line - Gross Misconduct).

Thanks and Regards

**Victor John Dsouza | Project Coordinator**

CHIP Training & Consulting Pvt. Ltd

Quetta– Balochistan

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[victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)

**From:** Zarkoon, Safdar Khan [<mailto:zarkoons@who.int>]

**Sent:** Monday, December 30, 2024 2:03 PM

**To:** Victor John D'souza

**Cc:** [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org); 'Ahsan Qazi'; [disciplinarymatters.bl@chipconsulting.org](mailto:disciplinarymatters.bl@chipconsulting.org)

**Subject:** Re: [EXT] Review and feedback to initiate investigation cases

Agreed with the findings of committee, please proceed as per recommendations of committee.

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**From:** Victor John D'souza <[victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)>  
**Sent:** Thursday, December 19, 2024 2:14 PM  
**To:** Zarkoon, Safdar Khan <[zarkoons@who.int](mailto:zarkoons@who.int)>  
**Cc:** [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org) <[basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org)>; 'Ahsan Qazi' <[ahsan.qazi@chipconsulting.org](mailto:ahsan.qazi@chipconsulting.org)>; [disciplinarymatters.bl@chipconsulting.org](mailto:disciplinarymatters.bl@chipconsulting.org) <[disciplinarymatters.bl@chipconsulting.org](mailto:disciplinarymatters.bl@chipconsulting.org)>  
**Subject:** RE: [EXT] Review and feedback to initiate investigation cases

Dear Dr. Sb

Your kind review and feedback are requested on the investigation conducted regarding allegations against UCOO Mr. Nizamuddin and AS Ms. Shabana. Below is a summary of the findings and recommendations:

**Background:**

Following formal complaints from team members of UC Ward-08, an investigation was initiated to evaluate allegations of unprofessional behavior, data manipulation, and a toxic work environment, which were reported to be impacting organizational harmony and team performance.

**Conclusion:**

The investigation determined that the allegations against UCOO Mr. Nizamuddin are partially substantiated, showing instances of insensitivity and lack of tact in communication. However, the most severe claims could not be conclusively proven due to insufficient evidence. Additionally, significant management issues were noted, especially concerning AS Ms. Shabana, whose actions were found to contribute to a toxic work environment and negatively affect team dynamics.

**Recommendations:**

1. **UCOO Mr. Nizamuddin:** Issue a formal warning for unprofessional remarks during contract distribution, as per PTPPSR Annex-7 B: Disciplinary/Accountability Framework (Amber Line - Unprofessional Behavior).
2. **AS Ms. Shabana:** Enforce immediate suspension and issue a show cause letter for data manipulation, misuse of authority, and unprofessional behavior, in line with PTPPSR Annex-7 B: Disciplinary/Accountability Framework (Red Line - Gross Misconduct).

Please feel free to reach out if you require further details or clarifications regarding the investigation report, please feel free to reach out.

Thanks and Regards

**Victor John Dsouza | Project Coordinator**

CHIP Training & Consulting Pvt. Ltd

Quetta– Balochistan

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[victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)

**From:** Zarkoon, Safdar Khan [<mailto:zarkoons@who.int>]  
**Sent:** Thursday, December 5, 2024 12:46 PM  
**To:** Victor John D'souza  
**Cc:** [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org); 'Ahsan Qazi'; [disciplinarymatters.bl@chipconsulting.org](mailto:disciplinarymatters.bl@chipconsulting.org)  
**Subject:** RE: [EXT] Review and feedback to initiate investigation cases

Please proceed as per SOPs

**From:** Victor John D'souza <[victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)>  
**Sent:** Tuesday, 3 December 2024 6:13 pm  
**To:** Zarkoon, Safdar Khan <[zarkoons@who.int](mailto:zarkoons@who.int)>  
**Cc:** [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org); 'Ahsan Qazi' <[ahsan.qazi@chipconsulting.org](mailto:ahsan.qazi@chipconsulting.org)>; [disciplinarymatters.bl@chipconsulting.org](mailto:disciplinarymatters.bl@chipconsulting.org)  
**Subject:** [EXT] Review and feedback to initiate investigation cases

Dear Dr. Sb

Attached is the summary report of complaints received at the CTC office, you are requested to please review the nature of the cases and provide your feedback to start the process of investigations.

Please do let me know if you need any further details of these cases.

Thanks and Regards

**Victor John Dsouza | Project Coordinator**

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