

FYI.

**From:** Victor John D'souza [<mailto:victor.john@chipconsulting.org>]  
**Sent:** Monday, November 18, 2024 12:25 PM  
**To:** 'Ahsan Qazi'  
**Cc:** 'Sundas Tariq'; 'Mohammad Basit Siddiqui'; 'Muhammad Muslehuddin'  
**Subject:** FW: [EXT] Submission Final Investigation Report UC Chota Ghawadar for WHO-PO Approval.

Dear Mr. Ahsan

Approval of WHO-PO on investigation UC Chota Gawadar is for your information and further actions, please.

Thanks & Regards

Victor John

**From:** KASI, Arbab Niamat Ullah [<mailto:kasia@who.int>]  
**Sent:** Monday, November 18, 2024 11:52 AM  
**To:** 'Victor John D'souza'  
**Cc:** PARVEEN, Khalida; DANIEL, Ambrin; 'Sundas Tariq'; 'Mohammad Basit Siddiqui'; 'Muhammad Muslehuddin'; [hina.gureshi@chipconsulting.org](mailto:hina.gureshi@chipconsulting.org); 'Ahsan Qazi'  
**Subject:** FW: [EXT] Submission Final Investigation Report UC Chota Ghawadar for WHO-PO Approval.

Dear Victor,

Forwarded for further needful.

Regards,

A

**From:** KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>  
**Sent:** Monday, 18 November 2024 11:34 AM  
**To:** KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>  
**Cc:** DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>  
**Subject:** RE: [EXT] Submission Final Investigation Report UC Chota Ghawadar for WHO-PO Approval.

Please go ahead as per recommendations

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

**From:** KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>  
**Sent:** Monday, November 18, 2024 11:31 AM  
**To:** KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>  
**Cc:** DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>  
**Subject:** FW: [EXT] Submission Final Investigation Report UC Chota Ghawadar for WHO-PO Approval.

Dear Dr Jahanzaib,

Your approval required on below email.

Regards,

A

**From:** DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>  
**Sent:** Wednesday, 13 November 2024 10:45 AM  
**To:** KHAN, Jahanzaib <[khanjahanzaib@who.int](mailto:khanjahanzaib@who.int)>  
**Cc:** KASI, Arbab Niamat Ullah <[kasia@who.int](mailto:kasia@who.int)>; 'Victor John D'souza' <[victor.john@chipconsulting.org](mailto:victor.john@chipconsulting.org)>  
**Subject:** FW: [EXT] Submission Final Investigation Report UC Chota Ghawadar for WHO-PO Approval.

Dear Dr. Jahanzaib

CTC requires approval on disciplinary actions recommended in investigation report.

CHW Ms. Sajida has filed a formal complaint alleging the misuse of authority and inappropriate behavior by Mr. Aurangzeb, her Area Supervisor. She also alleges that UCOO Mr. Hikmat Ullah and TDOS Mr. Muhammad Taj did not take her complaints seriously and failed to support her in the field.

Area Coordinator feedback is also attached to proceed as per policy. I am copying recommendation of CTC investigation for reference. (Annexes attached).

\*\*\*

**Recommendations:**

Based on the findings, it is recommended that no further action be taken regarding the claims against Mr. Aurangzeb, as there was insufficient evidence to substantiate the allegations of harassment or misconduct, and the issues appear to be work-related frustrations.

However, Ms. Sajida's concerns about certain work practices should be acknowledged and addressed to prevent future misunderstandings. It is also recommended that Mr. Aurangzeb receive a warning and attend a counseling session to improve his interpersonal skills and avoid future conflicts and as per the Polio Third Party Personnel Service Rules (PTPPSR), Annex – 7-B: Disciplinary Action in Case of Performance/Capacity Issues - Amber line Areas: Sub Clause 4: Poor supportive supervision.

Regarding UCOO Mr. Hikmat, it was found that he falsely reported Ms. Sajida as illiterate despite her demonstrated competence, as evidenced in the action sheet. Therefore, as per policy, action should be taken against Mr. Hikmat for false reporting against staff, which could lead to a show-cause notice and potential termination 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 1: Fake Reporting.

Regards

Ambrin

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

**Sent:** Tuesday, November 12, 2024 9:51 AM

**To:** DANIEL, Ambrin <[daniela@who.int](mailto:daniela@who.int)>

**Subject:** FW: [EXT] Submission Final Investigation Report UC Chota Ghawadar for WHO-PO Approval.

Dear Ambrin,

CTC requires approval on disciplinary actions recommended in investigation report.

CHW Ms. Sajida has filed a formal complaint alleging the misuse of authority and inappropriate behavior by Mr. Aurangzeb, her Area Supervisor. She also alleges that UCOO Mr. Hikmat Ullah and TDOS Mr. Muhammad Taj did not take her complaints seriously and failed to support her in the field.

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\*\*\*

Regards,

A

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

**Sent:** Monday, 11 November 2024 2:05 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); 'Muhammad Muslehuddin' <[m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org)>; [hina.queshi@chipconsulting.org](mailto:hina.queshi@chipconsulting.org); 'Ahsan Qazi' <[ahsan.qazi@chipconsulting.org](mailto:ahsan.qazi@chipconsulting.org)>

**Subject:** [EXT] Submission Final Investigation Report UC Chota Ghawadar for WHO-PO Approval.

Dear Arbab Sb

We have obtained the Area Coordinator's remarks on the investigation report regarding the complaint against AS Aurangzeb from UC Chota Gwadar. Based on the feedback provided, the Area Coordinator has recommended proceeding with a decision as per policy.

For your convenience, all relevant documents are attached along with the investigation report. We kindly request that you review the report and provide WHO-PO's feedback for further processing.

Thanks and Regards

**Victor John Dsouza | Project Coordinator**

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