

From: Victor John D'souza [<mailto:victor.john@chipconsulting.org>]
Sent: Tuesday, November 19, 2024 1:12 PM
To: 'Ahsan Qazi'
Cc: 'Sundas Tariq'; 'basit.saddiqui@chipconsulting.org'; 'Muhammad Muslehuddin'; 'disciplinarymatters.bl@chipconsulting.org'
Subject: FW: [EXT] RE: Subject: Submission of Final Investigation Report Against UCOO Mr. Ibrar (UC 13-D) - District Quetta.

Dear Mr. Ahsan

WHO-P approval on investigation report UC 13-D is for your information and further action, please.

Thanks & Regards

Victor John

From: KASI, Arbab Niamat Ullah [<mailto:kasia@who.int>]
Sent: Tuesday, November 19, 2024 12:30 PM
To: 'Victor John D'souza'
Cc: PARVEEN, Khalida; DANIEL, Ambrin; sundas.tariq@chipconsulting.org; hina.gureshi@chipconsulting.org; 'Muhammad Muslehuddin'; 'Ahsan Qazi'; 'Mohammad Basit Siddiqui'
Subject: FW: [EXT] RE: Subject: Submission of Final Investigation Report Against UCOO Mr. Ibrar (UC 13-D) - District Quetta.

Dear Victor,

Forwarded for further needful.

Regards,

A

From: KHAN, Jahanzaib <khanjahanzaib@who.int>
Sent: Tuesday, 19 November 2024 12:25 PM
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Cc: DANIEL, Ambrin <daniela@who.int>

Subject: RE: [EXT] RE: Subject: Submission of Final Investigation Report Against UCOO Mr. Ibrar (UC 13-D)
- District Quetta.

Please go as per Area coordinator recommendation

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

From: KHAN, Jahanzaib <khanjahanzaib@who.int>
Sent: Monday, November 18, 2024 6:02 PM
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Cc: DANIEL, Ambrin <daniela@who.int>
Subject: Re: [EXT] RE: Subject: Submission of Final Investigation Report Against UCOO Mr. Ibrar (UC 13-D)
- District Quetta.

Approved

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From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Monday, November 18, 2024 11:33:14 AM
To: KHAN, Jahanzaib <khanjahanzaib@who.int>
Cc: DANIEL, Ambrin <daniela@who.int>
Subject: FW: [EXT] RE: Subject: Submission of Final Investigation Report Against UCOO Mr. Ibrar (UC 13-D) - District Quetta.

Dear Dr Jahanzaib,

Your approval required on below email.

Regards,

A

From: DANIEL, Ambrin <daniela@who.int>
Sent: Wednesday, 13 November 2024 10:30 AM
To: KHAN, Jahanzaib <khanjahanzaib@who.int>
Cc: KASI, Arbab Niamat Ullah <kasia@who.int>; 'Victor John D'souza' <victor.john@chipconsulting.org>

Subject: FW: [EXT] RE: Subject: Submission of Final Investigation Report Against UCOO Mr. Ibrar (UC 13-D) - District Quetta.

Dear Dr. Jahanzaib

Two anonymous complaints were received by CTC from CHWs from UC 13-D on 1st Sep 2024, via email, reporting severe distress due to harassment by UCOO Mr. Ibrar Ahmed and UCSP. Both complainants expressed frustration and humiliation, stating that the UCOO frequently threatens them with job loss, making their work environment unbearable despite their dedication and hard work. CTC investigation team conducted a thorough investigation into this matter. I am copying recommendation of CTC investigation for reference. (Annexes attached).

Forward for your perusal and approval for one of the below as CTC and Area Coordinator have different recommendation for disciplinary action against Mr. Ibrar Ahmed

CTC Recommendation

In light of the investigation committee's findings, the committee recommends:

- Verbal warnings should be given to Mr. Taj Muhammad, Ms. Gulzameen, and AS Ms. Shahzameen and she should be shuffled to UC Sirki.
- Mr. Ibrar should be reassigned to a different UC, issued a Warning Letter, and placed on a one-month probationary contract 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: “**Unprofessional or Casual Behavior towards peers/colleagues and Poor supportive supervision**”.
- To resolve the personal conflicts exacerbating the situation, counseling sessions should be arranged for all UC Staff. The goal is to help everyone feel respected and valued in their roles. By focusing on creating a positive work environment, we can improve the overall atmosphere and help staff work better together in UC 13-D.

Area Coordinator

Verbal warning as recognizing his dedication to his work

Regards

Ambrin

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

Sent: Wednesday, November 13, 2024 10:08 AM

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

Subject: FW: [EXT] RE: Subject: Submission of Final Investigation Report Against UCOO Mr. Ibrar (UC 13-D) - District Quetta.

Dear Ambrin,

CTC requires approval on disciplinary actions recommended in investigation report.

Two anonymous complaints were received by CTC from CHWs from UC 13-D on 1st Sep 2024, via email, reporting severe distress due to harassment by UCOO Mr. Ibrar Ahmed and UCSP. Both complainants expressed frustration and humiliation, stating that the UCOO frequently threatens them with job loss, making their work environment unbearable despite their dedication and hard work. CTC investigation team conducted a thorough investigation into this matter. I am copying recommendation of CTC investigation for reference. (Annexes attached).

Area Coordinator feedback is also attached and recommending a verbal warning rather warning letter and one-month probationary contract for Mr. Ibrar Ahmed, recognizing his dedication to his work. Actions for other involved staff are endorsed by Area Coordinator as per the recommendation of the investigation report.

Recommendations:

In light of the investigation committee's findings, the committee recommends:

- Verbal warnings should be given to Mr. Taj Muhammad, Ms. Gulzameen, and AS Ms. Shahzameen and she should be shuffled to UC Sirki.
- Mr. Ibrar should be reassigned to a different UC, issued a Warning Letter, and placed on a one-month probationary contract 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: “**Unprofessional or Casual Behavior towards peers/colleagues and Poor supportive supervision**”.
- To resolve the personal conflicts exacerbating the situation, counseling sessions should be arranged for all UC Staff. The goal is to help everyone feel respected and valued in their roles. By focusing on creating a positive work environment, we can improve the overall atmosphere and help staff work better together in UC 13-D.

Regards,

A

From: Victor John D'souza <victor.john@chipconsulting.org>
Sent: Tuesday, 12 November 2024 10:39 am
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Cc: PARVEEN, Khalida <parveenk@who.int>; DANIEL, Ambrin <daniela@who.int>; sundas.tariq@chipconsulting.org; hina.queshi@chipconsulting.org; 'Muhammad Muslehuddin' <m.muslehuddin@chipconsulting.org>; 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>; basit.saddiqui@chipconsulting.org
Subject: [EXT] RE: Subject: Submission of Final Investigation Report Against UCOO Mr. Ibrar (UC 13-D) - District Quetta.

Dear Arbab Sb

As per the instructions from WHO-PO, we have obtained the Area Coordinator's remarks on the investigation report regarding the complaint against UCOO Mr. Ibrar Ahmed from UC-13D. Based on the feedback provided, the Area Coordinator has recommended a verbal warning for Mr. Ibrar Ahmed, recognizing his dedication to his work. **Actions for other involved staff are endorsed by Area Coordinator as per the recommendation of the investigation report.**

For your convenience, we have attached the endorsement from the Area Coordinator along with other investigation documents.

Thanks & Regards

Victor John

From: Victor John D'souza [<mailto:victor.john@chipconsulting.org>]
Sent: Monday, November 11, 2024 1:24 PM
To: 'KASI, Arbab Niamat Ullah'
Cc: 'PARVEEN, Khalida'; 'DANIEL, Ambrin'; 'sundas.tariq@chipconsulting.org'; 'hina.queshi@chipconsulting.org'; 'Muhammad Muslehuddin'; 'Ahsan Qazi'; 'basit.saddiqui@chipconsulting.org'
Subject: RE: Subject: Submission of Final Investigation Report Against UCOO Mr. Ibrar (UC 13-D) - District Quetta.

Dear Arbab Sb

As per the instruction from WHO-PO, we have obtained the Area Coordinator's remarks on the investigation report regarding the complaint against UCOO Mr. Ibrar Ahmed from UC-13D. Based on the feedback provided, the Area Coordinator has recommended a verbal warning for Mr. Ibrar Ahmed, recognizing his dedication to his work.

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

Thanks & Regards

Victor John

From: basit.saddiqui@chipconsulting.org [<mailto:basit.saddiqui@chipconsulting.org>]

Sent: Monday, October 28, 2024 7:06 PM

To: 'KASI, Arbab Niamat Ullah'

Cc: 'DANIEL, Ambrin'; sundas.tariq@chipconsulting.org; hina.queeshi@chipconsulting.org; 'Muhammad Muslehuddin'; victor.john@chipconsulting.org; 'Ahsan Qazi'

Subject: FW: Subject: Submission of Final Investigation Report Against UCOO Mr. Ibrar (UC 13-D) - District Quetta.

Dear Arbab Sb,

Hope you are well,

Just to bring into your notice that two anonymous complaints were received from Community Health Workers-CHWs from UC 13-D on September 1, 2024 via email, reporting severe distress due to harassment by UCOO Mr. Ibrar Ahmed and UCSP. Both complainants expressed frustration and humiliation, stating that the UCOO frequently threatens them with job loss, making their work environment unbearable despite their dedication and hard work. They urgently request intervention to address these ongoing issues, highlighting the need for a safer and more supportive workplace.

Furthermore, the CTC investigation team conducted a thorough investigation into this matter. The committee's findings are detailed below for approval by WHO-PO. Additionally, all relevant documents and a comprehensive report are attached to this email for your convenience. More evidence can be shared upon request via a secure link.

Recommendations:

- Verbal warnings should be given to Mr. Taj Muhammad-TDOSO, Ms. Gulzameen-TF and AS Ms. Shahzameen and she should be shuffled to UC Sirki.

- Mr. Ibrar should be reassigned to a different UC, issued a Warning Letter, and placed on a one-month probationary contract 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: “ Unprofessional or Casual Behavior towards peers/colleagues and Poor supportive supervision”.

- To resolve the personal conflicts exacerbating the situation, counseling sessions should be arranged for all UC Staff. The goal is to help everyone feel respected and valued in their roles. By focusing on creating a positive work environment, we can improve the overall atmosphere and help staff work better together in UC 13-D.

Regards,

Basit