

FYI.

From: KASI, Arbab Niamat Ullah [<mailto:kasia@who.int>]
Sent: Friday, November 15, 2024 2:39 PM
To: 'Victor John D'souza'
Cc: PARVEEN, Khalida; 'Ahsan Qazi'; 'Muhammad Muslehuddin'; 'Mohammad Basit Siddiqui'; 'Sundas Tariq'; DANIEL, Ambrin
Subject: Fw: [EXT] FW: Submission Final Investigation Report UC Kucklak-C for WHO-PO Approval.

Dear Victor,

Forwarded for further needful.

Regards,

A

Sent from [Outlook for Android](#)

From: KHAN, Jahanzaib <khanjahanzaib@who.int>
Sent: Friday, November 15, 2024 1:21:39 pm
To: DANIEL, Ambrin <daniela@who.int>
Cc: KASI, Arbab Niamat Ullah <kasia@who.int>; 'Victor John D'souza' <victor.john@chipconsulting.org>
Subject: RE: [EXT] FW: Submission Final Investigation Report UC Kucklak-C for WHO-PO Approval.

Approved

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

From: DANIEL, Ambrin <daniela@who.int>
Sent: Friday, November 15, 2024 10:20 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] FW: Submission Final Investigation Report UC Kucklak-C for WHO-PO Approval.

Dear Dr. Jahanzaib,

CTC requires approval on disciplinary actions recommended in investigation report.

This case has been forwarded to CTC by the respected PTL for review regarding an incident involving Area Supervisor Mr. Mujeeb ur Rehman and CHW Ms. Naila during the SNID September 2024 MC update activity in UC Kuchlak-C. The report indicates that Mr. Mujeeb and Ms. Naila engaged in an exchange of inappropriate language, with witnesses stating that Ms. Naila initiated the exchange, prompting an unprofessional response from Mr. Mujeeb. Mr. Mujeeb later expressed regret for his actions and offered an apology. Statements from UCOO Mr. Naimat and TDOSO Mr. Shahid Raza suggest that this behavior is atypical for Mr. Mujeeb, who has maintained a positive work record over the past six years. Despite his apology, the incident negatively impacted team morale and created a tense working atmosphere.

Furthermore, Area Coordinator has endorsed the investigation team's recommendations (email attached). I am copying recommendation of investigation report for ease reference.

Recommendations:

It is recommended that Mr. Mujeeb ur Rehman be reassigned to another area to restore a healthy work environment and that he undergo counseling sessions to

improve his professional conduct, especially towards female staff. As per the **Polio Third Party Personnel Service Rules (PTPPSR) 7.2.2 Disciplinary Action**

Framework Guidelines/ e. Staff capacity and disciplinary management: CTC manages staff capacity and disciplinary issues in the following ways/C. Consider

staff transfers if feasible.

Disciplinary action should be considered based on CTC policies, including a warning issued to both Mr. Mujeeb ur Rehman and Ms. Naila for using inappropriate language in the workplace. This action is aligned with the as per the Polio Third Party Personnel Service Rules (**PTPPSR**), **Annex: 7/B/ Disciplinary Issues - Yellow.**

Line Areas/ Sub-Clause: 11, which prohibits the use of foul language, shouting, and derogatory remarks.

Regards

Ambrin

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

Sent: Thursday, November 14, 2024 11:04 AM

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

Subject: FW: [EXT] FW: Submission Final Investigation Report UC Kucklak-C for WHO-PO Approval.

Dear Ambrin,

CTC requires approval on disciplinary actions recommended in investigation report.

This case has been forwarded to CTC by the respected PTL for review regarding an incident involving Area Supervisor Mr. Mujeeb ur Rehman and CHW Ms. Naila during the SNID September 2024 MC update activity in UC Kuchlak-C. The report indicates that Mr. Mujeeb and Ms. Naila engaged in an exchange of inappropriate language, with witnesses stating that Ms. Naila initiated the exchange, prompting an unprofessional response from Mr. Mujeeb. Mr. Mujeeb later expressed regret for his actions and offered an apology. Statements from UCOO Mr. Naimat and TDOSO Mr. Shahid Raza suggest that this behavior is atypical for Mr. Mujeeb, who has maintained a positive work record over the past six years. Despite his apology, the incident negatively impacted team morale and created a tense working atmosphere.

Furthermore, Area Coordinator has endorsed the investigation team's recommendations (email attached). I am copying recommendation of investigation report for ease reference.

Recommendations:

It is recommended that Mr. Mujeeb ur Rehman be reassigned to another area to restore a healthy work environment and that he undergo counseling sessions to

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staff transfers if feasible.

Disciplinary action should be considered based on CTC policies, including a warning issued to both Mr. Mujeeb ur Rehman and Ms. Naila for using inappropriate language in the workplace. This action is aligned with the as per the Polio Third Party Personnel Service Rules (**PTPPSR**), **Annex: 7/B/ Disciplinary Issues - Yellow.**

Line Areas/ Sub-Clause: 11, which prohibits the use of foul language, shouting, and derogatory remarks.

Regards,

A

From: Victor John D'souza <victor.john@chipconsulting.org>
Sent: Wednesday, 13 November 2024 6:36 pm
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Cc: PARVEEN, Khalida <parveenk@who.int>; DANIEL, Ambrin <daniela@who.int>; 'Sundas Tariq' <sundas.tariq@chipconsulting.org>; basit.saddiqui@chipconsulting.org; 'Muhammad Muslehuddin' <m.muslehuddin@chipconsulting.org>; 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>
Subject: [EXT] FW: Submission Final Investigation Report UC Kucklak-C for WHO-PO Approval.

Dear Arbab Sb

This case has been forwarded to CTC by the respected PTL for review regarding an incident involving Area Supervisor Mr. Mujeeb ur Rehman and CHW Ms. Naila during the SNID September 2024 MC update activity in UC Kuchlak-C. The report indicates that Mr. Mujeeb and Ms. Naila engaged in an exchange of inappropriate language, with witnesses stating that Ms. Naila initiated the exchange, prompting an unprofessional response from Mr. Mujeeb. Mr. Mujeeb later expressed regret for his actions and offered an apology. Statements from UCOO Mr. Naimat and TDOSO Mr. Shahid Raza suggest that this behavior is atypical for Mr. Mujeeb, who has maintained a positive work record over the past six years. Despite his apology, the incident negatively impacted team morale and created a tense working atmosphere.

Recommendations:

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Disciplinary action should be considered based on CTC policies, including a warning issued to both Mr. Mujeeb ur Rehman and Ms. Naila for using inappropriate language in the workplace. This action is

aligned with the as per the Polio Third Party Personnel Service Rules (PTPPSR), Annex: 7/B/ Disciplinary Issues - Yellow.

Line Areas/ Sub-Clause: 11, which prohibits the use of foul language, shouting, and derogatory remarks.

Furthermore, feedback from the Area Coordinator on the investigation report has been obtained, and the Area Coordinator has endorsed the investigation team's recommendations (see attached email).

Please review the investigation report and provide the WHO-PO's approval.

Thanks and Regards

Victor John Dsouza | Project Coordinator

CHIP Training & Consulting Pvt. Ltd

Quetta– Balochistan

+923455006042

victor.john@chipconsulting.org

From: ahsan.gazi@chipconsulting.org [<mailto:ahsan.gazi@chipconsulting.org>]

Sent: Wednesday, November 13, 2024 3:06 PM

To: 'Victor John D'souza'

Cc: basit.saddiqui@chipconsulting.org; sundas.tariq@chipconsulting.org; 'Muhammad Muslehuddin'; hina.queshi@chipconsulting.org

Subject: Submission Final Investigation Report UC Kucklak-C for WHO-PO Approval.

Dear Sir,

Enclosed, please find the final investigation report complaint against AS Mr. Mujeeb Ur Rehman in UC Kuchlak-C in district Quetta for your review. Kindly share it with WHO-PO for approval.

Regards,

Ahsan Qazi | Project Officer

CHIP Training & Consulting Pvt. Ltd

Quetta– Balochistan

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