

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 11:17 AM

To: 'Victor John D'souza'

Cc: DANIEL, Ambrin; PARVEEN, Khalida; disciplinarymatters.bl@chipconsulting.org; 'Ahsan Qazi'; m.muslehuddin@chipconsulting.org; 'Sundas Tariq'; 'Mohammad Basit Siddiqui'; HABIB, Abdul

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

Dear Victor,

Forwarded for further needful.

Regards,

A

Sent from [Outlook for Android](#)

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

Sent: Tuesday, December 31, 2024 10:34:38 am

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

Cc: DANIEL, Ambrin <daniela@who.int>; HABIB, Abdul <ahabib@who.int>

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

Please go ahead

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From: KASI, Arbab Niamat Ullah <kasia@who.int>
Sent: Monday, December 30, 2024 4:26:49 PM
To: KHAN, Jahanzaib <khanjahanzaib@who.int>
Cc: DANIEL, Ambrin <daniela@who.int>; HABIB, Abdul <ahabib@who.int>
Subject: FW: [EXT] Review and feedback to initiate investigation cases

Dear Dr Jahanzaib,

CTC requires approval on outcomes of investigation report regarding a formal complaint received via email from Deputy Commissioner Quetta and the Area Coordinator Quetta against **UCOO Mr. Hassan Shawani, UC Qadirabad**, for *misuse of authority and workplace harassment*. Area Coordinator has also provided his feedback (attached) to proceed with the case as per the recommendations of the investigation team.

The investigation reveals conflicting testimonies regarding Mr. Hassan's behavior: While some allegations lack substantiation, others raise serious concerns about his conduct, including inappropriate remarks, potential favoritism, and unprofessional behavior. The pattern of complaints indicates both management challenges and resistance from the team due to his strict oversight style.

Investigation team has recommended: A Warning Letter should be issued to Mr. Hassan for inappropriate conduct and poor judgment in handling team dynamics. As per PTPP (PTPPSR) Annex-7 B: Disciplinary Action in case of Performance/ Capacity Issues - Amber line Areas/4. Unprofessional or Casual Behavior towards peers/colleagues. · Poor support.

Regards,
A

From: Victor John D'souza <victor.john@chipconsulting.org>
Sent: Monday, 30 December 2024 3:36 PM
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Cc: PARVEEN, Khalida <parveenk@who.int>; DANIEL, Ambrin <daniela@who.int>; basit.saddiqui@chipconsulting.org; 'Sundas Tariq' <sundas.tariq@chipconsulting.org>; m.muslehuddin@chipconsulting.org; 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>; 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 via email from Deputy Commissioner Quetta and the Area Coordinator Quetta against UCOO Mr. Hassan Shawani, UC Qadirabad, for misuse of authority and workplace harassment. 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.

1. Background:

A formal complaint was received via email from both the Deputy Commissioner (DC) and Area Coordinator (AC) regarding Mr. Hassan, UCOO. According to the email, it has been alleged that Mr. Hassan is involved in misuse of authority and workplace harassment. The DC and AC have expressed serious concerns about his behavior and have requested a thorough investigation into these claims.

1.1 Allegations

Misuse of Authority: It is claimed that Mr. Hassan has been leveraging his position inappropriately, potentially violating organizational policies and undermining the integrity of the workplace.

Workplace Harassment: The complaint specifies that Mr. Hassan's behavior towards colleagues and subordinates has been unprofessional, creating a hostile and uncomfortable working environment.

2. Conclusion

The investigation reveals conflicting testimonies regarding Mr. Hassan's behavior:

While some allegations lack substantiation, others raise serious concerns about his conduct, including inappropriate remarks, potential favoritism, and unprofessional behavior.

The pattern of complaints indicates both management challenges and resistance from the team due to his strict oversight style.

3. Recommendations:

A warning letter should be issued to Mr. Hassan for inappropriate conduct and poor judgment in handling team dynamics. **As per PTPP (PTPPSR) Annex-7 B: Disciplinary Action in case of Performance/ Capacity Issues - Amber line Areas/4. Unprofessional or Casual Behavior towards peers/colleagues. · Poor support.**

Thanks and Regards

Victor John Dsouza | Project Coordinator

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victor.john@chipconsulting.org

From: Zarkoon, Safdar Khan [<mailto:zarkoons@who.int>]
Sent: Monday, December 30, 2024 2:01 PM
To: Victor John D'souza
Cc: basit.saddiqui@chipconsulting.org; 'Ahsan Qazi'; disciplinarymatters.bl@chipconsulting.org
Subject: Re: [EXT] Review and feedback to initiate investigation cases

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

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From: Victor John D'souza <victor.john@chipconsulting.org>
Sent: Monday, December 23, 2024 10:27:05 AM
To: Zarkoon, Safdar Khan <zarkoons@who.int>
Cc: basit.saddiqui@chipconsulting.org <basit.saddiqui@chipconsulting.org>; 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>; disciplinarymatters.bl@chipconsulting.org <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. Hassan Shawani. Below is a summary of the findings and recommendations:

1. Background:

A formal complaint was received via email from both the Deputy Commissioner (DC) and Area Coordinator (AC) regarding Mr. Hassan, UCOO. According to the email, it has been alleged that Mr. Hassan is involved in misuse of authority and workplace harassment. The DC and AC have expressed serious concerns about his behavior and have requested a thorough investigation into these claims.

1.1 Allegations

Misuse of Authority: It is claimed that Mr. Hassan has been leveraging his position inappropriately, potentially violating organizational policies and undermining the integrity of the workplace.

Workplace Harassment: The complaint specifies that Mr. Hassan's behavior towards colleagues and subordinates has been unprofessional, creating a hostile and uncomfortable working environment.

2. Conclusion

The investigation reveals conflicting testimonies regarding Mr. Hassan's behavior:

While some allegations lack substantiation, others raise serious concerns about his conduct, including inappropriate remarks, potential favoritism, and unprofessional behavior.

The pattern of complaints indicates both management challenges and resistance from the team due to his strict oversight style.

3. Recommendations:

A warning letter should be issued to Mr. Hassan for inappropriate conduct and poor judgment in handling team dynamics. **As per PTPP (PTPPSR) Annex-7 B: Disciplinary Action in case of Performance/ Capacity Issues - Amber line Areas/4. Unprofessional or Casual Behavior towards peers/colleagues. · Poor support.**

Please do let me know in case you need any further details.

Thanks and Regards

Victor John Dsouza | Project Coordinator

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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; 'Ahsan Qazi'; 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>
Sent: Tuesday, 3 December 2024 6:13 pm
To: Zarkoon, Safdar Khan <zarkoons@who.int>
Cc: basit.saddiqui@chipconsulting.org; 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>; 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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