

From: Muhammad Basharat <muhammad.basharat@chipconsulting.org>
Sent: Thursday, March 20, 2025 1:50 PM
To: ahsan.qazi@chipconsulting.org
Cc: victor.john@chipconsulting.org
Subject: FW: [EXT] FW: Final investigation report UCPO Main Ghundi

FYI

From: Sundas Tariq [<mailto:sundas.tariq@chipconsulting.org>]
Sent: Thursday, March 20, 2025 1:17 PM
To: Muhammad Basharat
Subject: FW: [EXT] FW: Final investigation report UCPO Main Ghundi

From: PARVEEN, Khalida [<mailto:parveenk@who.int>]
Sent: Thursday, March 20, 2025 1:07 PM
To: sundas.tariq@chipconsulting.org
Cc: ANDE, Esayas <andee@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: FW: [EXT] FW: Final investigation report UCPO Main Ghundi

Dear Sundas,

Please proceed as recommended by CTC in case of Mr. Sana Ullah- UCPO.

Best Regards,

Khalida

From: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>
Sent: Thursday, 20 March 2025 1:06 pm
To: PARVEEN, Khalida <parveenk@who.int>
Cc: ANDE, Esayas <andee@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: RE: [EXT] FW: Final investigation report UCPO Main Ghundi

Go ahead with recommended.

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Thursday, March 20, 2025 10:55 AM
To: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>
Cc: ANDE, Esayas <andee@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: FW: [EXT] FW: Final investigation report UCPO Main Ghundi

Dear Dr Soghaier,

This is to seek your concurrence on the termination of Mr Mr. Sana Ullah- UCPO, Quetta who was alleged of creating a toxic work environment by engaging in manipulation, threats, blackmail, and spreading false accusations against an Area supervisor- Ms Saeeda Nawaz.

CTC has investigated the case thoroughly and have found substantiated evidence to proceed with the termination of his contract as per the Polio Third Party Personnel Service Rules (PTPPSR), Annex-8, under "Degrees of Harassment – SEVERE".

The Provincial Team Lead has shared his endorsement with this recommendation of CTC.

Best regards,

Khalida

From: Sundas Tariq <sundas.tariq@chipconsulting.org>
Sent: Thursday, 20 March 2025 9:39 am
To: PARVEEN, Khalida <parveenk@who.int>
Cc: ANDE, Esayas <andee@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; 'Irfan Farid' <irfan@chipconsulting.org>; sarah@chipconsulting.org
Subject: FW: [EXT] FW: Final investigation report UCPO Main Ghundi

Dear Ms. Khalida,

Greetings from CTC!

With reference to the emails below, an investigation was conducted in UC Mian Ghundi, Quetta, Balochistan, regarding complaints of workplace harassment and abuse of authority. The details of the case are as below.

Background:

Ms. Saeeda Nawaz, an Area Supervisor at UC Mian Ghundi, has reported that UCPO Mr. Sana Ullah has created a toxic work environment by engaging in manipulation, threats, blackmail, and spreading false accusations against her. His behavior has resulted in workplace stress, lowered morale, and conflicts within the team.

Key Allegations:

- **Manipulation & Threats** – Forcing Ms. Saeeda to report against her team and threatening her position.
- **Blackmail & Recording** – Secretly recording conversations for manipulation.
- **Spreading False Accusations** – Damaging the complainant's reputation by spreading rumors.

- **Harassment & Intimidation** – Using abusive language and threats, particularly towards female staff.
- **Misuse of Authority** – Unfairly targeting the complainant while favoring others.
- **External Influence** – Allegedly influencing a monitor to find faults in the complainant's work.
- **Creating a Hostile Work Environment** – Instilling fear and favoritism among staff.

Conclusion:

The investigation committee, based on multiple witness testimonies and evidence, has found the allegations against Mr. Sana Ullah to be credible. His behavior, including workplace harassment, abuse of authority, and misconduct, has created a toxic work environment. Although Mr. Sana Ullah denied the allegations, he failed to provide any evidence to refute them.

Recommendations:

Given the severity of the findings, the committee recommends Mr. Sana Ullah's immediate termination as per the Polio Third Party Personnel Service Rules (PTPPSR), Annex-8, under "Degrees of Harassment – SEVERE." His termination should be without an experience certificate.

WHO-FO Approval is required to proceed with the termination.

Regards

Sundas Tariq

Project Manager

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Cell:0349-7760580

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

Sent: Wednesday, March 19, 2025 1:05 PM

To: KASI, Arbab Niamat Ullah

Cc: DANIEL, Ambrin; 'Victor John D'souza'

Subject: Re: [EXT] FW: Final investigation report UCPO Main Ghundi

Please go ahead with AC recommendations

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

Sent: Wednesday, March 19, 2025 11:44:45 AM

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

Cc: DANIEL, Ambrin <daniela@who.int>; 'Victor John D'souza' <victor.john@chipconsulting.org>

Subject: FW: [EXT] FW: Final investigation report UCPO Main Ghundi

Dear Dr Jahanzaib,

Your approval requested by CTC, feedback of Area Coordinator Quetta is attached for information.

Regards,

A

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

Sent: Monday, 17 March 2025 11:53 am

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

Cc: KASI, Arbab Niamat Ullah <kasia@who.int>; 'Victor John D'souza' <victor.john@chipconsulting.org>

Subject: RE: [EXT] FW: Final investigation report UCPO Main Ghundi

Dear Dr. Jahanzaib

Area Coordinator feedback was taken and is attached

Regards

Ambrin

From: KHAN, Jahanzaib <khanjahanzaib@who.int>
Sent: Monday, March 17, 2025 11:50 AM
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: Final investigation report UCPO Main Ghundi

Please share with area coordinator Quetta and get his feedback as well

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From: DANIEL, Ambrin <daniela@who.int>
Sent: Monday, March 17, 2025 11:21:32 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: Final investigation report UCPO Main Ghundi

Dear Dr. Jahanzaib

Forward for approval **Recommendations** Given the severity of the findings, the committee recommends Mr. Sana Ullah's immediate termination as per the Polio Third Party Personnel Service Rules (PTPPSR), Annex-8, under "Degrees of Harassment – SEVERE." His termination should be without an experience certificate.

Brief of Case

CTC requires approval on *termination of UCPO Sana Ullah* against him creating a toxic work environment by engaging in manipulation, threats, blackmail, and spreading false accusations against AS Saeeda Nawaz.

AS Saeeda Nawaz UC Mian Ghundi, has reported that UCPO Sana Ullah has created a toxic work environment by engaging in manipulation, threats, blackmail, and spreading false accusations against her. His behavior has resulted in workplace stress, lowered morale, and conflicts within the team. (relevant documents/evidence and a detailed investigation report are attached)

CTC investigation committee has found the allegations against Sana Ullah to be credible. His behavior, including workplace harassment, abuse of authority, and misconduct, has created a toxic work environment. Although Sana Ullah denied the allegations, he failed to provide any evidence to refute them.

Regards

Ambrin

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

Sent: Friday, March 14, 2025 12:51 PM

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

Subject: FW: [EXT] FW: Final investigation report UCPO Main Ghundi

Dear Ambrin,

CTC requires approval on *termination of UCPO Sana Ullah* against him creating a toxic work environment by engaging in manipulation, threats, blackmail, and spreading false accusations against AS Saeeda Nawaz.

AS Saeeda Nawaz UC Mian Ghundi, has reported that UCPO Sana Ullah has created a toxic work environment by engaging in manipulation, threats, blackmail, and spreading false accusations against her. His behavior has resulted in workplace stress, lowered morale, and conflicts within the team. (relevant documents/evidence and a detailed investigation report are attached)

CTC investigation committee has found the allegations against Sana Ullah to be credible. His behavior, including workplace harassment, abuse of authority, and misconduct, has created a

toxic work environment. Although Sana Ullah denied the allegations, he failed to provide any evidence to refute them.

Recommendations:

Given the severity of the findings, the committee recommends Mr. Sana Ullah's immediate termination as per the Polio Third Party Personnel Service Rules (PTPPSR), Annex-8, under "Degrees of Harassment – SEVERE." His termination should be without an experience certificate.

Regards,

A

From: Victor John D'souza <victor.john@chipconsulting.org>
Sent: Friday, 14 March 2025 10:40 am
To: KASI, Arbab Niamat Ullah <kasia@who.int>
Subject: [EXT] FW: Final investigation report UCPO Main Ghundi

FYI&A.

From: Victor John D'souza [<mailto:victor.john@chipconsulting.org>]
Sent: Monday, March 3, 2025 12:11 PM
To: 'MOHAMMAD, Nazar'
Cc: 'DANIEL, Ambrin'; 'KASI, Arbab Niamat Ullah'; 'basit.saddiqui@chipconsulting.org'; 'Sundas Tariq'; 'muhammad.basharat@chipconsulting.org'; 'Ahsan Qazi'; 'disciplinarymatters.bl@chipconsulting.org'
Subject: Final investigation report UCPO Main Ghundi

Dear Nazar Sb

Please find below a summary of the investigation report against UCPO Mr. Sana Ullah you are requested to review the report/evidence and provide the feedback from WHO-PO for further processing. All relevant documents/evidence and a detailed investigation report are attached.

Background:

Ms. Saeeda Nawaz, an Area Supervisor at UC Mian Ghundi, has reported that UCPO Mr. Sana Ullah has created a toxic work environment by engaging in manipulation, threats, blackmail, and

spreading false accusations against her. His behavior has resulted in workplace stress, lowered morale, and conflicts within the team.

Key Allegations:

- **Manipulation & Threats** – Forcing Ms. Saeeda to report against her team and threatening her position.
- **Blackmail & Recording** – Secretly recording conversations for manipulation.
- **Spreading False Accusations** – Damaging the complainant's reputation by spreading rumors.
- **Harassment & Intimidation** – Using abusive language and threats, particularly towards female staff.
- **Misuse of Authority** – Unfairly targeting the complainant while favoring others.
- **External Influence** – Allegedly influencing a monitor to find faults in the complainant's work.
- **Creating a Hostile Work Environment** – Instilling fear and favoritism among staff.

Conclusion:

The investigation committee, based on multiple witness testimonies and evidence, has found the allegations against Mr. Sana Ullah to be credible. His behavior, including workplace harassment, abuse of authority, and misconduct, has created a toxic work environment. Although Mr. Sana Ullah denied the allegations, he failed to provide any evidence to refute them.

Recommendations:

Given the severity of the findings, the committee recommends Mr. Sana Ullah's immediate termination as per the Polio Third Party Personnel Service Rules (PTPPSR), Annex-8, under "Degrees of Harassment – SEVERE." His termination should be without an experience certificate.

Thanks and Regards

Victor John Dsouza | Project Coordinator

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