

Dear Ahsan

With reference to the feedback of PTL, please proceed as per policy.

Thanks & Regards

Victor John

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

Sent: Friday, March 7, 2025 3:30 PM

To: DANIEL, Ambrin

Cc: MOHAMMAD, Nazar; 'Victor John D'souza'

Subject: RE: [EXT] Final Investigation report against AS Kuchlak-B

Please proceed as per policy and comments from Area coordinator

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

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

Sent: Friday, March 7, 2025 11:13 AM

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

Cc: MOHAMMAD, Nazar <nmohammad@who.int>; 'Victor John D'souza' <victor.john@chipconsulting.org>

Subject: FW: [EXT] Final Investigation report against AS Kuchlak-B

Dear Dr. Jahanzaib

Forward for your kind approval

Below is final investigation report against AS Khuchlak-B . Approval of PTL is required for below report approved from Area Coordinator inputs Dr Safdar as well.

Background: Allegations of misconduct were lodged against Mr. Mirwise, AS of UC Kuchlak-B, for harassment and inappropriate behavior toward female colleagues, including messaging and unprofessional conduct.

Allegations: Claims included sending inappropriate messages after a rejected marriage proposal, frequent sightings with Ms. Qutibya raising community concerns, and misbehavior with the UC Lead.

Additional Claims: Further allegations came from Mr. Shahid (Ex-TDOSO) and Mr. Safdar (Area Coordinator), alongside reports of inappropriate messages received by the complainant.

Investigation Conclusion: No evidence supported the allegations; they were likely driven by personal disputes over unpaid loans from Mr. Mirwise.

Misinformation: UCPO Ms. Fareeda falsely claimed cases were reported against Mr. Mirwise, escalating tensions.

Recommendation for Mr. Mirwise: He will receive a warning for inappropriate behavior toward his supervisor, per SOP PTPPSR harassment guidelines.

Recommendation for Ms. Fareeda: She faces a final warning and possible contract termination for false accusations, compounded by prior performance issues.

Recommendation for Ms. Maria and Ms. Jozia: Both will be warned and counseled for baseless accusations, aligning with SOP PTPPSR misconduct policies.

Regards

Ambrin

From: MOHAMMAD, Nazar <nmohammad@who.int>

Sent: Friday, March 07, 2025 10:37 AM

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

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

Subject: FW: [EXT] Final Investigation report against AS Kuchlak-B

Dear Miss.Ambrin,

Greetings!

Below is final investigation report against AS Khuchlak-B . Approval of PTL is required for below report approved from Area Coordinator inputs Dr Safdar as well.

Background: Allegations of misconduct were lodged against Mr. Mirwise, AS of UC Kuchlak-B, for harassment and inappropriate behavior toward female colleagues, including messaging and unprofessional conduct.

Allegations: Claims included sending inappropriate messages after a rejected marriage proposal, frequent sightings with Ms. Qutibya raising community concerns, and misbehavior with the UC Lead.

Additional Claims: Further allegations came from Mr. Shahid (Ex-TDOSO) and Mr. Safdar (Area Coordinator), alongside reports of inappropriate messages received by the complainant.

Investigation Conclusion: No evidence supported the allegations; they were likely driven by personal disputes over unpaid loans from Mr. Mirwise.

Misinformation: UCPO Ms. Fareeda falsely claimed cases were reported against Mr. Mirwise, escalating tensions.

Recommendation for Mr. Mirwise: He will receive a warning for inappropriate behavior toward his supervisor, per SOP PTPSR harassment guidelines.

Recommendation for Ms. Fareeda: She faces a final warning and possible contract termination for false accusations, compounded by prior performance issues.

Recommendation for Ms. Maria and Ms. Jozia: Both will be warned and counseled for baseless accusations, aligning with SOP PTPSR misconduct policies.

Best Regards

Nazar Mohammad | Provincial ICT Assistant | WHO/PEI Balochistan | Quetta | Ph: 081 2830144
| Cell: 0344 4554577

From: Victor John D'souza <victor.john@chipconsulting.org>

Sent: Monday, March 3, 2025 2:52 PM

To: MOHAMMAD, Nazar <nmohammad@who.int>

Cc: DANIEL, Ambrin <daniela@who.int>; KASI, Arbab Niamat Ullah <kasia@who.int>; basit.saddiqui@chipconsulting.org; 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>; disciplinarymatters.bl@chipconsulting.org; muhammad.basharat@chipconsulting.org

Subject: [EXT] Final Investigation report against AS Kuchlak-B

Dear Nazar Sb

Please find below a summary of the investigation report against Area Supervisor Mr. Mirwise UC Kuchlak-B you are requested to review the attached report/evidence and provide feedback from WHO-PO for further processing.

Other relevant evidence can be downloaded through the link given below:

<https://we.tl/t-rdINLqtLy6>

Background:

This report addresses allegations of misconduct involving Mr. Mirwise, AS of UC Kuchlak-B, particularly regarding inappropriate behavior towards female colleagues. Complaints include harassment, inappropriate messaging, and professional misconduct.

Allegations:

- Mr. Mirwise allegedly sent inappropriate messages in the data group after a rejected marriage proposal.
- Ms. Qutibya and Mr. Mirwise were frequently seen together, raising community concerns.
- He misbehaved with the UC Lead, causing workplace conflicts.
- The complainant reported receiving inappropriate messages from Mr. Mirwise, with additional allegations brought forward by Mr. Shahid (Ex-TDOSO) and Area Coordinator Mr. Safdar.

Conclusion:

The investigation found the allegations against Mr. Mirwise to be **unfounded**. The complaint appears to have been motivated by personal disputes, particularly involving borrowed money from Mr. Mirwise that was not repaid. No substantial evidence supports the claims against him.

Testimonies further indicate that UCPO Ms. Fareeda spread misinformation, falsely stating that cases had been reported against Mr. Mirwise.

Recommendations:

Based on the findings of the investigation, the following actions are to be implemented immediately to address the concerns raised and ensure a safe working environment for all staff:

AS Mr. Mirwise is to be issued a warning due to his inappropriate behavior towards his supervisor. He should refrain from bringing personal issues into the workplace. **As per SOP (PTPPSR) Annex – 8: Degrees of Harassment Degrees of Harassment/Grievances/ LOW/ -An argument between two members of the staff where there is yelling/Abusive Language.**

UCPO Ms. Fareeda is to be issued a final warning and face disciplinary proceedings for making false accusations and spreading rumors. Additionally, Ms. Fareeda is already on a final warning due to performance issues. As per policy, her contract conclusion would be justified. **As per SOP (PTPPSR) Annex – 6: Acts to be treated as Misconduct/Sub Clause: (I) Riotous, disorderly or irresponsible behavior during working hours at the establishment, or any act subversive of discipline/ Annex – 8: Degrees of Harassment Degrees of Harassment/Grievances/ LOW/ -An argument between two members of the staff where there is yelling/Abusive Language.**

AS Ms. Maria and Ms. Jozia are to receive a warning and counseling for making accusations without any evidence or witnesses. **As per SOP (PTPPSR) Annex – 6: Acts to be treated as Misconduct/Sub Clause: (K) Frequent repetition of any act or omission like orders, improper behavior or misleading statement, careless or wasteful.**

Thanks and Regards

Victor John Dsouza | Project Coordinator

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