

From: PARVEEN, Khalida [<mailto:parveenk@who.int>]
Sent: Friday, April 1, 2022 11:07 AM
To: Naila Nizam; raazia.rehman@ctc.org.pk
Cc: AHMAD, Shakeel Muhammad Saleem; ZAHEER, Bilal
Subject: FW: [EXT] Termination of Mr. Najeeb Ullah
Importance: High

Dear Naila,

Please proceed with the termination of Mr Najeebullah on account of unethical behaviour and workplace harassment.

Since the case is under investigation since January 2022 therefore before sharing with PTPP staff please share with PTL and Area Coordinator and then share with the concerned person.

Best Regards,

khalida

From: ZAHEER, Bilal <zaheerbi@who.int>
Sent: Friday, April 1, 2022 9:58 AM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: RE: [EXT] Termination of Mr. Najeeb Ullah
Importance: High

Dear Khalida,

Please proceed with due action ensuring process was transparent and all possible options were critically reviewed for this sensitive matter noting that there is zero tolerance on proved harassment.

Regards,

Bilal

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Tuesday, 29 March 2022 12:35 PM
To: ZAHEER, Bilal <zaheerbi@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: FW: [EXT] Termination of Mr. Najeeb Ullah

Dear Bilal sb,

Reference to the attached investigation report submitted by CTC and endorsed by PTL-Balochistan; Your kind review and further advise is requested.

- The report was conducted by two project teams of CTC (looking for PTPP project of WHO and CBV project of UNICEF) since UCDO from CBV project was also involved with UCPO in this case.
- Mr Najeeb ullah, UCPO has been involved in workplace harassment. Multiple staff members have reported that he has proposed friendship offer to them and upon refusal he has shown retaliation and has given them tough time in the field.
- Written statements were taken from the field staff which showed that Mr Najeeb has violated the workplace code of conduct. He has been in relationship with female staff member and he also helped her taking fake clusters.
- The accused UCPO and UCDO are close friends and are mutually involved in professional misconduct in the UC.
- UCPO has negated all the allegations levelled against him
- The mentioned UCDO in this case has been terminated by Unicef.
- The accused UCPO has shown workplace harassment, misuse of authority and unprofessional conduct which falls under gross misconduct.

The case was reported and investigated in January, 2022 and the report recommended his termination.

Best regards,

khalida

From: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>

Sent: Monday, March 28, 2022 4:16 PM

To: PARVEEN, Khalida <parveenk@who.int>

Subject: FW: [EXT] Termination of Mr. Najeeb Ullah

Dear Khalida ,

FYI, Kindly review

Shakeel Ahmad

From: Naila Nizam <naila.nizam@chipconsulting.org>

Sent: Monday, March 28, 2022 3:16 PM

To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>

Cc: ZAHEER, Bilal <zaheerbi@who.int>; irfan@ctc.org.pk; majid@ctc.org.pk; 'Usman Khan' <usman.khan@chipconsulting.org>; 'Raazia' <raazia.rehman@ctc.org.pk>
Subject: [EXT] Termination of Mr. Najeeb Ullah

Dear Mr. Shakeel,

This is to bring to your notice a complaint has been received against UCPO Mr. Najeeb Ullah's involvement in Workplace harassment and misuse of authority.

CTC team investigated the matter and acquired written statements from field staff. The detailed inquiry report with the annexures is attached for information. UCPO Najeeb Ullah negated all the allegations leveled against him while evidences clearly show his unprofessional behavior with his team members. The statements indicate that UCPO tries to get frank with female colleagues and offers friendships or makes immoral demands. If female staff retaliates, he gives them a hard time in the field and treats them rudely. Also, he favors/supports the females who accept his friendship offer which deteriorates the UC environment.

As per our SOPs, unethical behavior, misuse of authority, and workplace harassment falls under the red line area. Therefore, UCPO Mr. Najeeb Ullah has been recommended for termination on account of his involvement in workplace harassment, misuse of authority, and professional misconduct. PTL approval is mentioned in the email trail below.

Federal Office kind approval is requested to proceed with the termination case.

If you need any further information regarding the same, please let us know.

Regards,
Naila Nizam
Project Manager
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Tel: [+92-51-111-111-920](tel:+92-51-111-111-920), Cell:[0345-8566181](tel:0345-8566181)

From: BHAYO, Mukhtiar [<mailto:bhayom@who.int>]
Sent: Friday, March 25, 2022 1:12 AM
To: Usman Khan <usman.khan@chipconsulting.org>
Cc: naila@ctc.org.pk; KASI, Arbab Niamat Ullah <kasia@who.int>; Zarkoon, Safdar Khan <zarkoons@who.int>
Subject: RE: [EXT] RE: FW: Hold Cases of 13-D

Dear Usman;

If as result of your investigation Mr. Najeebullah UCPO UC 13-D is found guilty of harassment and according to CTC policy fit to be removed. Zero tolerance policy do exist in WHO in case of harassment. Go ahead implementing policies with no hesitation.

Regards

Dr. Mukhtiar Hussain Bhayo

Technical Officer-WHO

Provincial Team Lead (Acting)-WHO-PEI Balochistan

+92 3009318189

+92 3345119169

From: Usman Khan <usman.khan@chipconsulting.org>

Sent: Friday, March 25, 2022 11:18 PM

To: BHAYO, Mukhtiar <bhayom@who.int>

Cc: naila@ctc.org.pk; KASI, Arbab Niamat Ullah <kasia@who.int>

Subject: RE: [EXT] RE: FW: Hold Cases of 13-D

Dear Dr. Mukhtiar Sahb,

Concerning the below mentioned email kindly share your kind remarks and feedback for our onward proceedings.

Regards,

M. Usman Khan | Project Officer- PTPP

CHIP Training & Consulting (Pvt) Ltd.

Balochistan

Contact #: 0346-1019489

From: Usman Khan [<mailto:usman.khan@chipconsulting.org>]

Sent: Friday, March 18, 2022 7:37 PM

To: 'bhayom@who.int' <bhayom@who.int>

Cc: 'naila@ctc.org.pk' <naila@ctc.org.pk>; 'KASI, Arbab Niamat Ullah' <kasia@who.int>

Subject: RE: [EXT] RE: FW: Hold Cases of 13-D

Dear Dr. Mukhtiar Sahb,

With reference to the investigation conducted in UC 13D district Quetta on account of workplace harassment. UCPO Najeeb Ullah has been found behaving unethically with the field staff and his audio recording is also attached for your reference.

This is to inform you that AC Dr. Safder has recommended giving a Final Warning and shuffling of UCPO. However, based on this complaint, UCDO has been terminated by the concerned authorities. and it is pertinent to mention that one CHW has also resigned due to the unethical behavior of UCPO in the field.

As per our SOPs, unethical behavior with any fellow staff member by offering them friendship requests, misuse of authority, and workplace harassment falls under the red line area. CTC has a zero-tolerance policy on such issues. Therefore, we are recommending to terminate UCPO Mr. Najeeb Ullah on an immediate basis so we set forth an example for others and provide our staff with a sense of safety.

Your kind feedback and approval is requested so we can further share the decision recommended by you with WHO FO for approval.

Regards,

M. Usman Khan | Project Officer- PTPP
CHIP Training & Consulting (Pvt) Ltd.
Balochistan
Contact #: 0346-1019489

From: Zarkoon, Safdar Khan [<mailto:zarkoons@who.int>]
Sent: Thursday, March 17, 2022 9:32 PM
To: Usman Khan <usman.khan@chipconsulting.org>
Cc: BHAYO, Mukhtiar <bhayom@who.int>
Subject: Re: [EXT] RE: FW: Hold Cases of 13-D

Dear Usman,

Please proceed with issuing final warning and shuffling of UCPO Najeeb to UC Ward-8.

Regards
Safdar

Sent from my iPhone

On 16 Mar 2022, at 15:45, Usman Khan <usman.khan@chipconsulting.org> wrote:

Dear Dr. Safdar ,

Concerning the below mention email kindly share your kind remarks and feedback for our onward proceedings.

Regards,

M. Usman Khan | Project Officer- PTPP
CHIP Training & Consulting (Pvt) Ltd.
Balochistan
Contact #: 0346-1019489

From: Usman Khan [<mailto:usman.khan@chipconsulting.org>]
Sent: Thursday, March 10, 2022 11:35 AM
To: 'zarkoons@who.int' <zarkoons@who.int>
Cc: 'bhayom@who.int' <bhayom@who.int>
Subject: RE: FW: Hold Cases of 13-D

Dear Dr. Safdar ,

Concerning the below mention email kindly share your kind remarks and feedback for our onward proceedings.

Regards,

M. Usman Khan | Project Officer- PTPP
CHIP Training & Consulting (Pvt) Ltd.
Balochistan
Contact #: 0346-1019489

From: Mohammad Usman Khan [<mailto:m.usman@ctc.org.pk>]
Sent: Monday, February 21, 2022 9:32 PM
To: 'zarkoons@who.int' <zarkoons@who.int>
Cc: 'bhayom@who.int' <bhayom@who.int>
Subject: FW: Hold Cases of 13-D

Dear Dr. Safdar,

This refers to the case inquiry of UC 13D district Quetta, please find attached detailed report along with relevant annexes for your kind information and feedback for our onward proceeding.

Regards,

M. Usman Khan | Project Officer- PTPP
CHIP Training & Consulting (Pvt) Ltd.
Balochistan
Contact #: 0346-1019489

From: Mohammad Usman Khan [<mailto:m.usman@ctc.org.pk>]
Sent: Monday, February 21, 2022 1:11 PM
To: 'bhayom@who.int'
Cc: 'BUGTI, Muhammad Anwar'; 'KASI, Arbab Niamat Ullah'; 'Dehani, Aasiya Bano'; 'naila@ctc.org.pk'
Subject: FW: FW: Hold Cases of 13-D

Dear DR. Mukhtiar,

Concerning the below mention email kindly share your kind remarks and feedback for our onward proceedings.

Regards,

M. Usman Khan | Project Officer- PTPP
CHIP Training & Consulting (Pvt) Ltd.
Balochistan
Contact #: 0346-1019489

From: asif@ctc.org.pk [<mailto:asif@ctc.org.pk>]
Sent: Monday, January 31, 2022 10:42 AM
To: 'BHAYO, Mukhtiar Hussain'
Cc: 'KASI, Arbab Niamat Ullah'; 'Dehani, Aasiya Bano'; 'BUGTI, Muhammad Anwar'; 'Naila Nizam'; faysal@ctc.org.pk; m.usman@ctc.org.pk
Subject: RE: FW: Hold Cases of 13-D

Dear Dr. Sb,

This refers to the case inquiry of UC 13D, please find attached detailed report along with relevant annexes for your kind information and feedback for our onward proceeding.

Regards,

Asif Khan

From: asif@ctc.org.pk <asif@ctc.org.pk>
Sent: Monday, January 10, 2022 8:58 AM
To: 'Mukhtiar Bhayo' <bhayo_6@hotmail.com>; 'BHAYO, Mukhtiar Hussain' <bhayom@who.int>
Cc: 'KASI, Arbab Niamat Ullah' <kasia@who.int>; 'Dehani, Aasiya Bano' <dehania@who.int>; 'BUGTI, Muhammad Anwar' <bugtim@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; 'faysal@ctc.org.pk' <faysal@ctc.org.pk>; 'm.usman@ctc.org.pk' <m.usman@ctc.org.pk>
Subject: RE: FW: Hold Cases of 13-D

Dear Dr. Sb,

Thank you for the kind feedback. After following due investigation process, a detailed report will be shared accordingly.

Regards,

Asif Khan | Regional Coordinator - PTPP
CHIP Training & Consulting Pvt. Ltd
Balochistan
www.ctc.org.pk

From: Mukhtiar Bhayo <bhayo_6@hotmail.com>
Sent: Sunday, January 9, 2022 11:54 AM
To: asif@ctc.org.pk; 'BHAYO, Mukhtiar Hussain' <bhayom@who.int>
Cc: 'KASI, Arbab Niamat Ullah' <kasia@who.int>; 'Dehani, Aasiya Bano' <dehania@who.int>; 'BUGTI, Muhammad Anwar' <bugtim@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; faysal@ctc.org.pk; m.usman@ctc.org.pk
Subject: Re: FW: Hold Cases of 13-D

Thanks for contacting me. As DEOC Quetta requested, kindly enquire as soon as possible and outcome may be shared to DEOC and this office for decision.

Regards

Dr. Mukhtiar Hussain

MCPH (Australia), MBBS (Pak)

National Campaign Coordinator -WHO

@ WHO Pakistan country office/ @ NEOC

Contact, Pak: +92 3009318189--03345119169

From: asif@ctc.org.pk <asif@ctc.org.pk>

Sent: Friday, January 7, 2022 4:53 PM

To: 'BHAYO, Mukhtiar Hussain' <bhayom@who.int>; bhayo_6@hotmail.com <bhayo_6@hotmail.com>

Cc: 'KASI, Arbab Niamat Ullah' <kasia@who.int>; 'Dehani, Aasiya Bano' <dehania@who.int>; 'BUGTI, Muhammad Anwar' <bugtim@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; faysal@ctc.org.pk <faysal@ctc.org.pk>; m.usman@ctc.org.pk <m.usman@ctc.org.pk>

Subject: FW: FW: Hold Cases of 13-D

Dear Dr. Sb,

This refers to the email below forwarded by DEOC-Quetta, in which UCPO Mr. Najeeb of UC 13-D is alleged for workplace harassment. It is 'therefore' your good-self is requested to allow to inquire into the case jointly with CBV Project team.

Regards,

[Asif Khan | Regional Coordinator - PTPP](mailto:Asif.Khan@ctc.org.pk)
CHIP Training & Consulting Pvt. Ltd
Balochistan
www.ctc.org.pk

From: DEOC Quetta <deocquetta@gmail.com>

Sent: Friday, January 7, 2022 10:21 AM

To: masood <masood@ctc.org.pk>; Asif Khan <asif@ctc.org.pk>

Subject: Re: FW: Hold Cases of 13-D

Dear Asif and Masood

Thanks alot for your all support for establishing a good system which we can trust.

I had received some work place harresment information from my UC and Tehsil team which they requested their names to be confidential for.

Kindly proceed for investigation against work place assaults and harassment issues for following staff

1. Mr Shahid TDO
verses
AS Parveen 13 F

2. Mr Najeeb UCPO
3. Mr Israr UCDO.

Mr Najeeb and Israr are having litigation for work place harassment

1. Najeeb vs AS Farah Mengal
2. Israr With AS Bakhrawar and AS Ana Hameed.

Mr Najeeb and Israr are also reported to carry Gun with them during duty hours .

Kindly investigate so we should take appropriate action for these redline issues.

Regards
DEOC

On Fri, Jan 7, 2022, 9:57 AM <masood@ctc.org.pk> wrote:
Dear DEOC-Quetta,

As per our discussion yesterday on 13 series investigation, attached are the 02 cases reported from the UC 13-D against the CHW misbehavior and the other one is on regular studies of some AS and CHWs. As the cases were on hold due to investigation, that was supposed to be processed after the campaign.

However, after the campaign we received the email for investigation of the same UCs and the same staff stances will be also required in the case. Therefore the previous allegations are on hold and will be processed with the investigation after the findings.

Email is being forwarded for your information and notice.

Thanks & Regards,

Masood-Ur-Rehman
Field Project Manager-Quetta
CHIP Training & Consulting Pvt. Ltd
P h: +92-345-5009311

----- Forwarded message -----

From: <masood@ctc.org.pk>

To: "Samreen" <samreen@ctc.org.pk>

Cc: <reemazaibofficial@gmail.com>

Bcc:

Date: Tue, 7 Dec 2021 13:22:24 +0500

Subject: FW: [EXT] Fwd: Chw Zareena code 1196 A Mis Behave With Uc Staff Uc 13 D

Dear Samreen,

FYI and action.

Thanks & Regards,

Masood-Ur-Rehman

Field Project Manager-Quetta

CHIP Training & Consulting Pvt. Ltd

P h: +92-345-5009311

From: DEOC Quetta <deocquetta@gmail.com>

Sent: Tuesday, December 7, 2021 1:18 PM

To: masood <masood@ctc.org.pk>

Cc: Lubna Adnan RAKHSHANI <rakhshanil@who.int>; Samreen <samreen@ctc.org.pk>;

shahid raza <shahidraza.ctc@gmail.com>; Zarii Gull <zariigull669@gmail.com>

Subject: Re: [EXT] Fwd: Chw Zareena code 1196 A Mis Behave With Uc Staff Uc 13 D

Dear Masood,

Proceed with show cause issuance,

Regards,

DEOC, Quetta

On Mon, 6 Dec 2021 at 13:39, Zarii Gull <zariigull669@gmail.com> wrote:

Dear DEOC,

Show cause has been recommended by TDO and DDO to CHW Zareena due to misbehaving with UC Lead.

Please share your feedback for further action.

On Fri, 3 Dec 2021 at 4:22 pm, Lubna Adnan RAKHSHANI <rakhshanil@who.int> wrote:

Recommended for show cause.

Regards,

Dr Lubna Adnan

From: shahid raza [mailto:shahidraza.ctc@gmail.com]

Sent: Thursday, November 25, 2021 3:12 PM

To: Lubna Adnan RAKHSHANI <rakhshanil@who.int>

Cc: Samreen <samreen@ctc.org.pk>; Zarii Gull <zariigull669@gmail.com>

Subject: [EXT] Fwd: Chw Zareena code 1196 A Mis Behave With Uc Staff Uc 13 D

Dear Madam,

Please issue her show cause letter for misbehaving with the UC lead. She was warned several times by myself but she is not taking our requests seriously.

It is required she may receive disciplinary letter for such attitude.

Regards

----- Forwarded message -----

From: Najeeb ullah <najeebbughti@gmail.com>

Date: Thu, 25 Nov 2021, 9:37 am

Subject: Re: Chw Zareena code 1196 A Mis Behave With Uc Staff Uc 13 D

To: Israr haq <smghousaabad13.ctc@gmail.com>

Cc: shahid raza <shahidraza.ctc@gmail.com>, DEOC Quetta <deocquetta@gmail.com>, Lubna Adnan RAKHSHANI <rakhshanil@who.int>, Samreen <Samreen@ctc.org.pk>, <aiqbal@who.int>, <arsalanlehri601@gmail.com>

Respected sir,

It is Inform you that Chw Zareena code 1196 a in non serious in her work and She Mis behave many time with us in front of community we reported before no action take against her that why she insulting us.

Kindly look after this Matter Serious .

Regards,
Najeeb Ullah
UC Lead 13D

On Wed, Nov 24, 2021, 4:47 PM Israr haq <smghousaabad13.ctc@gmail.com> wrote:

Respected Sir,

It is Inform you that Chw Zareena Code 1196 A is Mis Behaving With Ucpo Najeeb Bughti & With Me In Front off community and Govt Skilled Person She Is Threatening us that She will inform ever think of our Uc to Other Person.

Kindly take Strick Action Against Her because She Is third time She Is Mis Behaving with Us.

Kind Regards

UCDO 13 D

Israr Ul Haq

--

Regads

Israr Ul Haque
Union Council Supervisor
Email smghousaabad13.ctc@gmail.com
Mobile:03133733232
:03455009657

--

Best Regards,

Zareena Changezi
CBV Officer Quetta
Cell : 03408444553

----- Forwarded message -----

From: <masood@ctc.org.pk>

To: "'Samreen Shams'" <samreen@ctc.org.pk>, <maneel@ctc.org.pk>

Cc:

Bcc:

Date: Tue, 30 Nov 2021 14:10:41 +0500

Subject: FW: [EXT] Re: Complain against 3 Regular Student & 2 irresponsible As Uc 13 D

Dear Samreen & Maneel,

FYI and action.

Thanks & Regards,

Masood-Ur-Rehman

Field Project Manager-Quetta

CHIP Training & Consulting Pvt. Ltd

P h: +92-345-5009311

From: DEOC Quetta <deocquetta@gmail.com>

Sent: Tuesday, November 30, 2021 12:12 PM

To: masood <masood@ctc.org.pk>

Cc: Israr haq <smghousaabad13ctc@gmail.com>; Lubna Adnan RAKHSHANI

<rakhshani@who.int>; Samreen <samreen@ctc.org.pk>; faryal khan

<faryalqureshi201@gmail.com>; Najeeb ullah <najeebbughti@gmail.com>; shahid raza

<shahidraza.ctc@gmail.com>; Zarii Gull <zariigull669@gmail.com>

Subject: Re: [EXT] Re: Complain against 3 Regular Student & 2 irresponsible As Uc 13 D

Dear Masood ,

Proceed with proposed investigation .

Regards

DEOC

On Mon, Nov 29, 2021, 11:07 AM Zarii Gull <zariigull669@gmail.com> wrote:

Dear DEOC,

Your kind feedback is still awaited.

On Tue, 26 Oct 2021 at 9:52 pm, Zarii Gull <zariigull669@gmail.com> wrote:

Dear DEOC,

Please share your feedback for further action.

On Tue, 26 Oct 2021 at 12:08 pm, Lubna Adnan RAKHSHANI <rakhshanil@who.int> wrote:

Endorsed TDO comments. Recommended for warning.

Regards,

Dr Lubna Adnan

From: shahid raza [mailto:shahidraza.ctc@gmail.com]

Sent: Wednesday, October 20, 2021 11:27 PM

To: Lubna Adnan RAKHSHANI <rakhshanil@who.int>

Cc: najebughti@gmail.com; DEOC Quetta <deocquetta@gmail.com>; Samreen

<Samreen@ctc.org.pk>; Zarii Gull <zariigull669@gmail.com>; faryal khan

<faryalqureshi201@gmail.com>; Israr haq <smghousaabad13ctc@gmail.com>

Subject: [EXT] Re: Complain against 3 Regular Student & 2 irresponsible As Uc 13 D

Dear madam,

It is requested ctc may be asked to investigate the matter of regular studies of chws and I will also suggest that both AS may be issued warning letters for their non professional attitude in the uc.

I have personally tried to sensitize them but they remained still no serious.

Regards

On Mon, 11 Oct 2021, 10:28 pm Israr haq, <smghousaabad13.ctc@gmail.com> wrote:

Respected Sir,

It is to inform you that area Supervisor Razia Code 2299 reported us that about her chw amina code 1178 .As called her chw amina to go to ctc office for area supervisor test she replied she can not work for two months because of metric papers.Area Supervisor is saying I was in Doubt that she is regular student but now I am confirm she is Regular student.

When we send amina for area supervisor test to Boyz scout before As reporting she said i am metric pass since 2018.We investigate about amina we come to know that she is 9th class pass and regular student of metric In Govt Girls School Khushal Road . Chw Asia code 1188 Under the supervisor of As Naila Code 2301 Chw Asia sister or area supervisor razia is the Class follow of Chw amina ,they are resident of same Colony.How Area supervisor dont know about their chw ?both Chws are working since two year.As Raziya Code 2299 and As Naila

Code 2301 were well known about their Chws and were supporting them As Raziya Reported us yesterday and As Naila Not reported yet. When we asked Razia Chw Amina is Working for two years how would you don't know about her she said when i called her for work she was always punctual. Area Supervisor Faisal code 2302 informed us that his one chw Ghazala Code 1191 Is Regular student of University.

I am shuffled from two month in Uc 13 D because of this issues I am Facing many problems. Kindly take Strict action against their and Investigate about.

1:As Razia Code 2299

2:As Naila Code 2301

3:Chw Amina Code 1178

4:Chw Asia Code 1188

5: Chw Ghazala Code 1191

Waiting for Further Instructions.

Below are Attached As Complain letter & Group Msg Screen Shot.

Kind Regards

UCDO 13 D

Israr Ul Haq

--

Regads

Israr Ul Haque
Union Council Supervisor
Email smghousaabad13.ctc@gmail.com
Mobile:03133733232
:03455009657

--

Best Regards,

Zareena Changezi
CBV Officer Quetta
Cell : 03408444553

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Best Regards,

Zareena Changezi
CBV Officer Quetta
Cell : 03408444553