

From: AHMAD, Shakeel Muhammad Saleem [mailto:ahmadsh@who.int]
Sent: Friday, 19 August 2022 11:36 am
To: Naila Nizam <naila.nizam@chipconsulting.org>
Cc: Naila Nizam <naila.nizam@chipconsulting.org>
Subject: FW: [EXT] Explanation of allegations made by Higher ups
Importance: High

Dear Naila,

Kindly proceed termination of Mr. Inayat UCPO Naseeabad, as based on reported for persistent absenteeism and casual attitude .

Regards,
Shakeel Ahmad
From: ZAHEER, Bilal <zaheerbi@who.int>
Sent: Friday, August 19, 2022 11:09 AM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: RE: [EXT] Explanation of allegations made by Higher ups
Importance: High

Dear Khalida,

In reference to below review of case and recommendations in line with SOP's on unreported absenteeism; please proceed with actions as approved by respective supervisors.

Regards,

Bilal

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Wednesday, 17 August 2022 3:37 PM
To: ZAHEER, Bilal <zaheerbi@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: FW: [EXT] Explanation of allegations made by Higher ups

Dear Bilal sb,

Kindly share your consent on the termination of Mr Inayat UCPO Naseerabad, Islamabad.

- He is reported for persistent absenteeism and casual attitude .He remained absent from field from 14th June 22 till 26th June 2022 and again from 7th July 2022 till date without any prior approval

- An inquiry was conducted on 6 Jul 2022 in this regard by IPCR committee members in presence of DC and ADC Islamabad; he failed to provide any plausible explanation for his behaviour. the inquiry committee has recommended a warning letter to him.
- CTC issued a warning letter to him on 28th July 2022. He replied to the letter on and stated that he had been gone through anxiety and depression because of the rude behaviour of a UCMO staff (Field Polio staff) and therefore he didn't use any mobile phone and could not reach back to the supervisor's calls. He also said that this kind of behaviour and situation in the field has compelled him to think about presenting a resignation.
- As per policy uninformed absenteeism above 5 days in pre & post campaign is a violation of SOPs. Therefore, it is recommended to terminate his contract on account of persistent absenteeism.
- Area Coordinator Islamabad and Dr Hamid Momand both have endorsed the closure of his contract.
- Inquiry committee report; show cause and response to show cause are attached.

Best Regards,
khalida

From: Raazia Rehman <raazia.rehman@chipconsulting.org>

Sent: Friday, August 12, 2022 6:05 PM

To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; PARVEEN, Khalida <parveenk@who.int>

Cc: naila.nizam@chipconsulting.org

Subject: RE: [EXT] Explanation of allegations made by Higher ups

Dear Mr. Shakeel and Ms. Khalida,

In continuation to the below approval of PTL Islamabad, this is to inform you that Mr. Inayat UCPO Naseebad was reported for Persistent Absenteeism and Casual Attitude. He remained absent from field from 14th June 22 till 26th June 2022 and again from 7th July 2022 till date without any prior approval. An inquiry was conducted in this regard by IPCR committee members alongside DC and ADC Islamabad and there he failed to provide any plausible explanation for his behavior. Moreover, his response to the explanation has also been found unsatisfactory by the competent authority. As per policy uninformed

absenteeism above 5 days in pre & post campaign is a violation of SOPs. Therefore, it is recommended to terminate his contract on account of persistent.

WHO FO approval is requested to proceed with the termination case.

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

Regards,

Syeda Raazia Rehman
Project Associate
CHIP Training & Consulting

From: HASSAN MOMAND, Hamid [<mailto:hassanmomandh@who.int>]

Sent: Wednesday, August 10, 2022 1:32 PM

To: Raazia Rehman

Cc: ALI, Musharaf; naila.nizam@chipconsulting.org; RAFIQUE, Muhammad Nauman; GOHAR, Iman

Subject: Re: [EXT] Explanation of allegations made by Higher ups

Go ahead please. Thanks

On 10-Aug-2022, at 10:24 AM, Raazia Rehman <raazia.rehman@chipconsulting.org> wrote:

Dear Mr. Hamid,

With reference to below email, an Explanation followed by a Warning Letter was issued to UCPO Mr. Inayat (UCPO - Naseerabad) on account of absenteeism and casual attitude. However, he failed to provide a plausible explanation for being absent from 14th June 22 till 26th June 2022 and again from 7th July 2022 till date.

As per SOPs absenteeism for more than 5 is gross misconduct. Therefore, it is recommended to terminate his employment contract as per policy. Below is the endorsement of Area Coordinator Dr. Iman.

Your kind Approval on the matter is awaited.

Regards,

Syeda Raazia Rehman
Project Associate
CHIP Training & Consulting

From: GOHAR, Iman [<mailto:gohari@who.int>]
Sent: Saturday, August 6, 2022 7:45 PM
To: Raazia Rehman
Cc: ALI, Musharaf; naila.nizam@chipconsulting.org; RAFIQUE, Muhammad Nauman; HASSAN MOMAND, Hamid
Subject: Re: [EXT] Explanation of allegations made by Higher ups

Dear Razia,

I will Support Organizational SOP's in the interest of PEI Program as such kind of negligence and misconduct by UC Staff is unbearable.

Thanks,
Iman

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From: Raazia Rehman <raazia.rehman@chipconsulting.org>
Sent: Friday, 5 August 2022, 17:55
To: GOHAR, Iman
Cc: ALI, Musharaf; naila.nizam@chipconsulting.org; RAFIQUE, Muhammad Nauman; HASSAN MOMAND, Hamid
Subject: RE: [EXT] Explanation of allegations made by Higher ups

Dear Ms. Iman,

As per our discussion, this email is regarding UCPO Mr. Inayat's matter. Keeping in view the entire situation, SOPs suggests that his resignation cannot be accepted as disciplinary was open on him during the period. Similarly as per SOPs uninformed absenteeism above 5 days in pre & post campaign will leads to Termination of Contract. Therefore, it is recommended to terminate his contract on account of persistent absenteeism and violation of resignation policy.

Below are the pointers from SOPs for reference.

5.3.1. Resignation Guidelines
No resignation shall become effective during the disciplinary proceedings against any person.

Absenteeism in pre, intra and post campaign phases or Ordinary Days	Supervisor shall provide the attendance sheet	Two written warning with salary deduction and repetition lead to termination Above 3 days uninformed absenteeism during campaign followed by Termination of Contract
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Above 5 days uninformed absenteeism pre & post
campaign
Termination of Contract

Your kind feedback on the matter is awaited.

Regards,

Syeda Raazia Rehman
Project Associate
CHIP Training & Consulting

From: HASSAN MOMAND, Hamid [<mailto:hassanmomandh@who.int>]
Sent: Tuesday, August 2, 2022 12:02 PM
To: Raazia Rehman
Cc: ALI, Musharaf; naila.nizam@chipconsulting.org; RAFIQUE, Muhammad Nauman; GOHAR, Iman
Subject: Re: [EXT] Explanation of allegations made by Higher ups

Thanks Raazia for email, and good that as hiring party, you are following up the case accordingly, our concern is the absence of staff and emergency nature of this eradication program, in coordination with Islamabad team, kindly continue the follow up till a logical conclusion asap. Thanks

On 02-Aug-2022, at 11:50 AM, Raazia Rehman <raazia.rehman@chipconsulting.org> wrote:

Dear Mr. Hamid,

This is concerning the below email. Keeping in view the entire situation, UCPO Mr. Inayat has already been served with a Warning Letter but in reply to that he has put forward his resign via email. But as per SOPs, we cannot accept his resign as disciplinary was open on him during the period so instead we will close his contract on disciplinary grounds. Similarly, he will not be entitled to the service certificate as well as any amount of salary as he remained absent for 39 days (13 days from 14th to 26th June) and (26 days from 8th July till date).

In addition to this, if you think that his case of depression is genuine only then we can consider his resignation. Below are the points from SOPs for reference.

5.3. Last Minute Resignation

If any staff tendered resignation without serving prior one month notice shall not be paid remuneration for the month.

The employee whose contract shall be concluded under the above rule shall neither be issued any reference letter nor eligible for rehiring.

5.3.1. Resignation Guidelines

1. No resignation shall become effective during the disciplinary proceedings against any person.
1. An exit interview will be conducted telephonically or face- to-face by CTC HR or CTC focal person for staff members, who have resigned.
1. In case that no written resignation is given by the employee, it is the responsibility of the supervisor to declare that he/she is writing on somebody's behalf for that resignation to be accepted and processed by CTC. The resignation in question shall be verified by the employee through an exit interview by the Regional CTC staff member.
1. In case the exit interview outcome proves that the information provided by the supervisor is untrue or based on malicious intent, the supervisor (PEO) shall be subject to disciplinary action by WHO.

5.4. Service Certificate

A Service Certificate will be issued to a person at the end of their services, at their request after they have cleared all dues and returned all property of the Company. A service certificate will not be issued to any personnel who've left the company without giving prior notice or who were terminated due to misconduct.

Your kind feedback on the matter is awaited.

Regards,

Syeda Raazia Rehman
Project Associate
CHIP Training & Consulting

From: GOHAR, Iman [<mailto:gohari@who.int>]
Sent: Monday, August 1, 2022 2:42 PM
To: HASSAN MOMAND, Hamid; Raazia Rehman

Cc: ALI, Musharaf; naila.nizam@chipconsulting.org; RAFIQUE, Muhammad Nauman
Subject: RE: [EXT] Explanation of allegations made by Higher ups

Dear All,

Please find attached endorsed copy of inquiry committee by ADC E Islamabad.

Regards,
Iman

From: HASSAN MOMAND, Hamid <hassanmomandh@who.int>
Sent: Monday, August 1, 2022 2:21 PM
To: GOHAR, Iman <gohari@who.int>; Raazia Rehman <raazia.rehman@chipconsulting.org>
Cc: ALI, Musharaf <jhatialm@who.int>; naila.nizam@chipconsulting.org; RAFIQUE, Muhammad Nauman <rafiquem@who.int>
Subject: Re: [EXT] Explanation of allegations made by Higher ups

Dear Raazia, please ensure necessary actions in regard to absence of UCPO Nasir Abad, moreover he is not interested and also resigned from the position through email. thanks

From: GOHAR, Iman <gohari@who.int>
Sent: Monday, August 1, 2022 1:56 PM
To: Raazia Rehman <raazia.rehman@chipconsulting.org>
Cc: HASSAN MOMAND, Hamid <hassanmomandh@who.int>; ALI, Musharaf <jhatialm@who.int>; naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>; RAFIQUE, Muhammad Nauman <rafiquem@who.int>
Subject: RE: [EXT] Explanation of allegations made by Higher ups

Dear Razia,

Hope you are in good health. I am writing this email to update you that since Islamabad is in very high risk district in terms of Polio virus epidemiology and Islamabad team is trying their level best to meet the expectations. In such circumstance such kind of behavior inclusive of emails regarding false allegations, unapologetic behavior, absent without approved leaves and threatening of courts law etc. should be highly discouraged and immediately stopped. In addition to that recently I came to know about complaint on PM Portal that Mr. Ashfaq UCPO H 13 CDA has lodged a complaint of harassment by AC WHO and out of UC field work assignment by AC WHO (attached is the PM Portal complaint) which is not true. Furthermore after discussion with First line supervisor Dr Musharaf IO and UCPO Mr. AShafque it was revealed that complaint was not lodged by Mr. Ashfaq UCPO H 13 someone misused his identity. In response to that Mr. Ashfaq UCPO H 13 sent an email response on that (attached). In current context such kind of anonymous complaints on PM Portal targeting WHO Supervisors is a deliberate intention to divert the energies' of PEI Staff other than Polio Program.

Referring to Mr. Inayat UCPO Nasirabad issue I want to reiterate that whatever decision made by IPCR inquiry committee members is realistic and based on local investigation and also endorsed by DC and ADC Islamabad. Therefore Questioning on Deputy Commissioner/ADC endorsed inquiry committee decision by a CTC staff is unprofessional and unapologetic behavior which needs to be strictly follow by concerns. Moreover When first level supervisor is calling or sending emails there is no response due to

health issue etc. but all of sudden when there is some explanation/warning suddenly we get the response which is itself a big surprise for all. If UC level staff is not responding to his first level supervisor this message is spreading among other UC Staff which is again affecting the organizational reporting structure and accountability frame work. I am also receiving the same concern by TPO and Dr Musharaf IO.

In reference to above it is highly suggested to initiate the immediate disciplinary action and stop such kind of attitude which is harmful for Program.

Regards,
Iman

From: Inayat Sameer <inayatsameer0@gmail.com>

Sent: Saturday, July 30, 2022 12:59 AM

To: Raazia Rehman <raazia.rehman@chipconsulting.org>

Cc: HASSAN MOMAND, Hamid <hassanmomandh@who.int>; GOHAR, Iman <gohari@who.int>; ALI, Musharaf <jhatialm@who.int>; naila.nizam@chipconsulting.org

Subject: [EXT] Explanation of allegations made by Higher ups

Dear Ma'am/Sir,

I hope this email finds you well. As I begin to clarify my stance/position, I kindly request your utmost patience since this email shall be quite extensive.

I hereby respectfully state my plea that I have been served a warning from CTC concerning my work. This has left me very confused about the grounds for the said warning.

This is important to mention here that I was called for an inquiry to DPCR by our respective seniors that included Madam Area Coordinator as well. Despite being really consumed with illness, I showed up for the inquiry with all supporting documents.

Eventually, when I started clearing my position by stating my stance I was blamed to be rude by our Area coordinator and they told me that I was out of contact without any prior notice. For that matter, I would like to clarify here that I was in deep depression, I didn't have the time and mental strength to write emails to the concerned officers; however, I did communicate my situation to my seniors through whatsapp. Screenshots of the communication are attached. The seniors included TPO, IO and PDA respectively.

Further, my illness was labeled as fake by Madam Area Coordinator which further put me in an awkward situation and negatively affected my already deteriorating health. I was not given a fair chance of making myself clear and I went unheard just like the past. Whenever anyone has tried raising objections, the seniors have always tried to silence them. The past has been full of such examples.

One such example I shall share here is of my own contract when I was given a 100% evaluation by my concerned PEO. However the discussion and instructions of former Area coordinator, lead to changes in my evaluation which turned out to be poor; putting my contract on stake. At that time I had taken CTC in confidence and they helped me in getting my contract.

Now, the same CTC and WHO staff has been harassing me with warnings and demands of explanations while I am left unheard in consequence.

Thus, subject to this extreme shock, I have decided to resign from this post since the toll it has taken on my mental health is totally unreasonable. This harrassment has furthered my depression.

My medical documents are a proof that I wasn't well and even then I had not been given due time and space to recover from my illness. Madam Area coordinator has harassed me in front of other officials and did not hear my explanation; terming my illness as mere a fabricated document. Moreover, before I leave I intend to take up the case of CTC with Labor Courts and Harrassment which is done by WHO seniors. I intend to take Human rights Association on board too as this isn't the first time and I'm not the only one. I also intend to fight my case on legal grounds to exonerate myself from charges being labeled on me just so settle the scores.

Please find attached all supporting documents for your reference and necessary proceedings.

On Thu, Jul 28, 2022, 2:40 PM Raazia Rehman <raazia.rehman@chipconsulting.org> wrote:
Dear Inayat,

In reference to your response on the explanation letter, please find attached the Warning Letter.

Regards,

Syeda Raazia Rehman
Project Associate
CHIP Training & consulting

From: Inayat Sameer [mailto:inayatsameer0@gmail.com]
Sent: Monday, June 27, 2022 1:27 PM
To: Raazia Rehman
Cc: hassanmomandh@who.int; gohari@who.int; jhatialm@who.int; naila.nizam@chipconsulting.org
Subject: Response to Explanation letter

Dear Ma'am!

Referring to subject cited above please find attached my point wise response for your further consideration.

Regards,

Inayat Ur Rehman UCPO Naseerabad

On Thu, Jun 23, 2022, 3:43 PM Raazia Rehman <raazia.rehman@chipconsulting.org> wrote:
Dear Inayat,

Please find attached your explanation letter on account of Unapproved Absenteeism and Casual Attitude. You are required to revert within the given period.

Regards,

SyedaRaziaa Rehman
Project Associate
CHIP Training & Consulting

