

**naveed.haider@chipconsulting.org**

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**From:** ALI, Asif [asifa@who.int]  
**Sent:** Wednesday, October 5, 2022 12:11 PM  
**To:** naveed.haider@chipconsulting.org  
**Cc:** SAHITIA, Sundeep; DURRANI, Saima; 'Naila Nizam'  
**Subject:** Re: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Dear Mr. Naveed,  
Kindly proceed.

Regards,

**Dr Asif Ali Zardari**

*Provincial Team Lead, Sindh*

*World Health Organization*

*(+92-300-8241165; asifa@who.int)*

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**From:** naveed.haider@chipconsulting.org <naveed.haider@chipconsulting.org>  
**Sent:** Wednesday, October 5, 2022 10:56 AM  
**To:** ALI, Asif <asifa@who.int>  
**Cc:** SAHITIA, Sundeep <sathias@who.int>; DURRANI, Saima <durransa@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>  
**Subject:** FW: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Dear Dr Asif,

AC has marked the response of the UCPO Ms Ansa Jabeen as unsatisfactory. AC has recommended for a counseling session regarding SOPs with CTC along with final warning letter. He has also recommended to transfer the UCPO from Cattle Colony – 3, Bin Qasim town to Sharafi Goth – 5, Landhi town, District Malir. Please note that UC Sharafi Goth -5 is currently vacant.

The response of UCPO and AC feedback on the subject matter is in the appended email. Initial complaint email is attached with this email for your kind reference.

Your kind feedback / approval is requested in this regard.

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Regards,

Naveed Haider

Project Officer-PTPP

CHIP Training & Consulting - Sindh

Cell: 03408444500

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**From:** SHEIKH, Ayaz Haider [mailto:sheikhay@who.int]  
**Sent:** Monday, October 3, 2022 8:36 PM  
**To:** Naveed Haider  
**Cc:** JABEEN, Farhat; SAHITIA, Sundeep  
**Subject:** Re: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Dear Naveed,

I would request you to call UCPO Ansa personally and counsel her and clearly sensitize her on work place SOPs.

To the best of my knowledge, information and my personal sitting with her I found her more guilty of making things worst in UC cattle colony which is draining UC with high no of priority population.

It's almost impossible that she remains in cattle colony and things get better so I would request you to move her in sharafi goth with very very last warning as she also agrees to go there but if she has changed her mind and not agree to join sharafi goth landhi than we do not need her services in District Malir.

We will keep her performance under laser focus in UC sharafi goth and if she does not improve we will let you know with recommendation of her immediate termination.

Since pre-campaign for October campaign has already been started so I would request you to transfer her from even tomorrow so that she can start working in her new assigned UC.

Hope I am clear but if any confusion let me know please.

Regards,  
Dr Ayaz Hyder  
DDPO MALIR

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**From:** Naveed Haider <naveed.haider@chipconsulting.org>  
**Sent:** Monday, September 26, 2022 9:48:34 AM  
**To:** SHEIKH, Ayaz Haider <sheikhay@who.int>  
**Cc:** JABEEN, Farhat <jabeenf@who.int>; SAHITIA, Sundeep <sathias@who.int>  
**Subject:** [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Dear Dr Ayaz,  
UCPO Ms Ansa Jabeen has shared her response to the show cause letter issued to her on the subject matter. She has explained her position and the situation in her UC in the appended email. She has also level some allegation on UCCO who is harassing her both mentally and physically. According to her he is also involved in creating false image of her in the community as well as in from of her seniors and colleagues.  
Kindly review her response and share your feedback.

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Regards,  
Naveed Haider  
Project Officer-PTPP  
CHIP Training & Consulting - Sindh  
Cell: 03408444500

----- Original Message -----

**Subject:**Re: Show Cause letter on account of unprofessional attitude  
**Date:**2022-09-23 22:27  
**From:**Ansa Arain <ansaarain49@gmail.com>  
**To:**Naveed Haider <naveed.haider@chipconsulting.org>  
**Cc:**"JABEEN, Farhat" <jabeenf@who.int>, "SHEIKH, Ayaz Haider" <sheikhay@who.int>

Respected Sir/Madam,

I am Ansa Jabeen working as an UCPO at UC-3 Cattle Colony, Bin Qasim Town, Malir

I have been performing my duties from the last 4 years, despite re-allocating resources to the entire UC so many times I have managed the affairs very well.

UCCO always making false complaints to my seniors and threaten me through fake means, he also misguide the staff (AICs and Teams) at the duty station about me and told them this is last Campaign of UCPO Ansa as she is our guest for few days.

UCCO is Local and resident of Jumma Himayati Goth and spread false conspiracy/misguided community regarding my character wrote a petition against me under a fake association which has no truth.

He is trying to create bad image of mine in minds of both Community and in my seniors and it will be the main reason to suspend or removing me from the UC for which he devises separate conspiracies.

He is mentally torturing me and interfering in my work from last ten months and also hurt my repo by complaining to everyone.

I have doubt of their Refusal coverage which led me to change/reshuffle two area in-charges taking UCMO in loop, after being informed about said changes UCCO came and Pointing me with his finger and shouted at me and he said Comms team (UCCO and ALSMs) will not support in both Area's and lodged my complaint in the district and also made false complaints against me to the DCO Malir.

UCCO has been disrespecting my seniors by spreading fabricated rumors every time . He has been torturing and harresing me mentally and physically.

\* Foul language was used on me in front of the staff.

\* There is no problem in my operational work. I have been performing my duties here for the last 4 years. I have never had any complaint about my behavior.

\* Before this town I have worked in two towns in Korangi district I have been associated with the polio program for seven years I have never been displaced or transferred but only because of UCCO ties .

I have been already informed many times to EOC & DEOC core Team verbally and also in written via email.

\* I am mentally upset here so I kindly request CTC to transfer me to UC 05 Sharafi Goth Landhi Town so that I can work in a positive environment and be involved in this Nobel cause till the eradication of polio.

Regards,  
Ansa Jabeen  
UCPO ,03 Cattle Colony BQT  
Contact No : 03072884792  
CNIC #: 42201-7432849-6

On Thu, Sep 22, 2022, 2:15 PM Naveed Haider <[naveed.haider@chipconsulting.org](mailto:naveed.haider@chipconsulting.org)> wrote:

Dear Ansa Jabeen,  
Kindly find the attached show cause issued by the competent authority on account of the subject matter. Share your response to the letter to the same email within the given time frame.

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Regards,  
Naveed Haider  
Project Officer-PTPP  
CHIP Training & Consulting - Sindh  
Cell: 03408444500