

## Naveed Haider

---

**From:** PARVEEN, Khalida <parveenk@who.int>  
**Sent:** Wednesday, December 21, 2022 4:40 PM  
**To:** Naila Nizam  
**Cc:** AHMAD, Shakeel Muhammad Saleem; Naveed Haider  
**Subject:** FW: Re: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Dear Naila,

Please proceed with transfers and keep all these justifications in record.

Best,  
khalida

---

**From:** ZAHEER, Bilal <zaheerbi@who.int>  
**Sent:** Wednesday, December 21, 2022 4:01 PM  
**To:** PARVEEN, Khalida <parveenk@who.int>  
**Cc:** AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>  
**Subject:** RE: Re: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Dear Khalida,

Please proceed with below recommended and approved transfers

Regards,

Bilal

---

**From:** PARVEEN, Khalida  
**Sent:** Wednesday, December 21, 2022 3:46 PM  
**To:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Cc:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Subject:** FW: Re: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Dear Bilal sb,

Kindly endorse the transfer of two UCPOs in Karachi. Their consent forms are attached. For Ms Ansa Jabeen some clarification was requested from CTC and which is addressed now.

PTL Sindh has endorsed both transfers.

S.No	District	Tehsil	Current UC	Name of UCPO	CNIC	Proposed District	Proposed Tehsil
1	West Karachi	SITE	Banaras Colony - 7	Shehnaz Khan	4240141433302	Central Karachi	NNazimaba

2	Malir	Binqasim	Cattle Colony - 3	Ansa Jabeen	4220174328496	Malir	Landhi
---	-------	----------	-------------------	-------------	---------------	-------	--------

Best Regards,  
khalida

---

**From:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Sent:** Tuesday, December 6, 2022 9:02 AM  
**To:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Subject:** FW: Re: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Dear Bilal Sb,

With reference below the email, regarding transfer of UCPOs in West Karachi and Malir Karachi, These transfer of UCPOs is recommended by DEOC for the betterment of the program .Their Consents note are also attached .

- The consent letters of UCPOs to be transferred have been taken.
- These transfer are with in district.
- Provincial Team Lead has shared the approval for these transfer.

Regards,  
Shakeel Ahmad

---

**From:** Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Sent:** Friday, December 2, 2022 10:14 AM  
**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>; PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; 'Irfan Farid' <[irfan@chipconsulting.org](mailto:irfan@chipconsulting.org)>; [naveed.haider@chipconsulting.org](mailto:naveed.haider@chipconsulting.org)  
**Subject:** FW: Re: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Dear Mr. Shakeel and Ms. Khaida,

Please find the details of the 02 transfer cases approved by PTL - Sindh in the below-mentioned table. Their Consent notes are attached to this email for reference.

S.No	District	Tehsil	Current UC	Name of UCPO	CNIC	Proposed District	Proposed Tehsil
1	West Karachi	SITE	Banaras Colony - 7	Shehnaz Khan	4240141433302	Central Karachi	NNazimaba
2	Malir	Binqasim	Cattle Colony - 3	Ansa Jabeen	4220174328496	Malir	Landhi

WHO FO approval is requested in this regard.

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

Regards,  
Naila Nizam  
Senior 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:** Naveed Haider [<mailto:naveed.haider@chipconsulting.org>]  
**Sent:** Monday, November 28, 2022 1:21 PM  
**To:** 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Cc:** 'sundas.tariq@chipconsulting.org' <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>  
**Subject:** FW: Re: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Dear Madam,

Kindly proceed for the approval of the transfer of UCPO Ms. Ansa Jabeen from Cattle Colony UC 3, Binqasim Town to Sharafi Goth UC 5, Landhi Town (within District Malir). The transfer of UCPO is recommended by DEOC for the betterment of the program as the UCPO would not be able to perform her duty in the current situation of the UC.

S.No	Name	CNIC	District	Town	Current UC	Transfer Town	Trans
1	Ansa Jabeen	4220174328496	Malir	BINQASIM	CATTLE COLONY - 3	Landhi	Sharafi

The consent note of the UCPO is attached to this email for your kind reference.

--

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

---

**From:** ALI, Asif [<mailto:asifa@who.int>]  
**Sent:** Thursday, November 10, 2022 5:38 PM  
**To:** Naveed Haider <[naveed.haider@chipconsulting.org](mailto:naveed.haider@chipconsulting.org)>  
**Cc:** SAHITIA, Sundeep <[sathias@who.int](mailto:sathias@who.int)>; DURRANI, Saima <[durranisa@who.int](mailto:durranisa@who.int)>; 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Subject:** Re: Re: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Thanks Mr. Naveed, for sharing the investigation feedback.

Kindly retain the UCPO in UC5 SHARAFI GOTH, because she requested for transfer.

Regards  
Asif

Get [Outlook for Android](#)

---

**From:** Naveed Haider <[naveed.haider@chipconsulting.org](mailto:naveed.haider@chipconsulting.org)>  
**Sent:** Thursday, 10 November 2022, 4:54 pm  
**To:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>  
**Cc:** SAHITIA, Sundeep <[sathias@who.int](mailto:sathias@who.int)>; DURRANI, Saima <[durranisa@who.int](mailto:durranisa@who.int)>; 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Subject:** RE: Re: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Dear Dr. Asif,

As per your suggestion in the appended email, I visited cattle colony UC – 3 for the investigation of the incident reported by Area Coordinator Dr. Ayaz.

After a thorough investigation of the matter from the UCMOs, UCCO, AICs, and UCPO, it was revealed that AIC Ms. Uzma misbehaved with the UC-level staff and used abusive language. She misbehaved with the UC-level staff because after taking training, they informed her that we are not hiring her for the coming campaign. UCPO was not found guilty in the matter.

The written statements of the above-mentioned staff have also been taken and will be shared if required by you.

UCPO Ms. Ansa is currently working at UC-5 Sharafi Goth as per your suggestion on a temporary basis. Kindly give your recommendation in this regard.

--

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

---

**From:** ALI, Asif [<mailto:asifa@who.int>]  
**Sent:** Thursday, October 13, 2022 7:02 PM  
**To:** Naveed Haider <[naveed.haider@chipconsulting.org](mailto:naveed.haider@chipconsulting.org)>  
**Cc:** SAHITIA, Sundeep <[sathias@who.int](mailto:sathias@who.int)>; DURRANI, Saima <[durranisa@who.int](mailto:durranisa@who.int)>; Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Subject:** Re: Re: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Dear Mr. Naveed,

With reference to below email of Area Coordinator and your response below action is suggested:

1. Temporarily shuffle UCPO Ansa from UC3 Cattle Colony to UC5 Sharafi Goth Landi (within district Malir)
2. Meanwhile CTC Investigates the matter (discuss schedule of investigation with Area Coordinator Malir)
3. Based on investigation findings - take disciplinary action and conclude the matter

The above suggestion is based on my visit of UC3 Cattle Colony on 13-10-2022, where I held a meeting with THO Binqasim, Both UCMOs of UC3 Cattle Colony, UCPO, UCCO and Area incharges.

Submitting for your necessary consideration.

Best Regards,

**Dr Asif Ali Zardari**

*Provincial Team Lead, Sindh*

*World Health Organization*

(+92-300-8241165; [asifa@who.int](mailto:asifa@who.int))

---

**From:** Naveed Haider <[naveed.haider@chipconsulting.org](mailto:naveed.haider@chipconsulting.org)>  
**Sent:** Thursday, October 13, 2022 10:44 AM  
**To:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>  
**Cc:** SAHITIA, Sundeep <[sathias@who.int](mailto:sathias@who.int)>; DURRANI, Saima <[durranisa@who.int](mailto:durranisa@who.int)>; Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Subject:** Fwd: Re: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude

Dear Dr Asif,

Its bring into your kind notice that we received an email from AC Malir regarding the attitude of UCPO MS Ansa and has asked for immediate suspension and also recommended for her immediate termination. On the other hand WHO FO has declined her transfer to Sharafi goth and suggested with final warning and to observe her performance in same UC. She has attitude problem so can repeat the same in other UC which can hamper the work of the program.

Your kind comment/feedback is requested in the subject matter.

--

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

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

Subject: Re: [EXT] Fwd: Re: Show Cause letter on account of unprofessional attitude  
Date: 2022-10-12 02:50  
From: "SHEIKH, Ayaz Haider" <[sheikhay@who.int](mailto:sheikhay@who.int)>  
To: Naveed Haider <[naveed.haider@chipconsulting.org](mailto:naveed.haider@chipconsulting.org)>  
Cc: "JABEEN, Farhat" <[jabeenf@who.int](mailto:jabeenf@who.int)>, "SAHITIA, Sundeep" <[sathias@who.int](mailto:sathias@who.int)>

Dear Naveed,

As per our telephone conversation today regarding UCPO Ansa's again seriously misbehaving and abusive attitude today at TSC during Area Incharges training which caused serious panic there.

You are requested to kindly suspend her services from UC 3 cattle colony and her immediate termination is suggested after discussion with DEOC core team.

Waiting for your very prompt action as serious pressure is mounting only due to her worst attitude.

Regards,  
Dr ayaz Hyder  
DDPO Malir

Get Outlook for Android [[1](#)]

-----  
From: SHEIKH, Ayaz Haider <[sheikhay@who.int](mailto:sheikhay@who.int)>  
Sent: Monday, October 3, 2022 8:35:35 PM  
To: Naveed Haider <[naveed.haider@chipconsulting.org](mailto:naveed.haider@chipconsulting.org)>  
Cc: JABEEN, Farhat <[jabeenf@who.int](mailto:jabeenf@who.int)>; SAHITIA, Sundeep <[sathias@who.int](mailto:sathias@who.int)>  
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

Get Outlook for Android [1]

-----  
From: Naveed Haider <[naveed.haider@chipconsulting.org](mailto:naveed.haider@chipconsulting.org)>  
Sent: Monday, September 26, 2022 9:48:34 AM  
To: SHEIKH, Ayaz Haider <[sheikhay@who.int](mailto:sheikhay@who.int)>  
Cc: JABEEN, Farhat <[jabeenf@who.int](mailto:jabeenf@who.int)>; SAHITIA, Sundeep <[sathias@who.int](mailto: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.

---  
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](mailto:ansaarain49@gmail.com)>

TO:  
Naveed Haider <[naveed.haider@chipconsulting.org](mailto:naveed.haider@chipconsulting.org)>

CC:  
"JABEEN, Farhat" <[jabeenf@who.int](mailto:jabeenf@who.int)>, "SHEIKH, Ayaz Haider"  
<[sheikhay@who.int](mailto: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 UCCO 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.

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

Links:

-----

[1] <https://aka.ms/AAb9ysg>