

Naveed Haider

From: Naveed Haider <naveed.haider@chipconsulting.org>
Sent: Wednesday, December 21, 2022 4:27 PM
To: 'parveenk@who.int'
Cc: 'ahmadsh@who.int'; 'Naila Nizam'; 'sundas.tariq@chipconsulting.org'
Subject: FW: [EXT] FW: UCPO Ansa Jabeen Case

Dear Ms. Khalida,

Please find the below kind feedback of PTL Sindh in the subject matter.
WHO FO is requested to proceed with UCPO Ms Ansa Jabeen transfer case as it's for the betterment of UCPO herself.

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

From: ALI, Asif [mailto:asifa@who.int]
Sent: Tuesday, December 20, 2022 3:05 PM
To: Naveed Haider <naveed.haider@chipconsulting.org>
Cc: naila.nizam@chipconsulting.org; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; PARVEEN, Khalida <parveenk@who.int>; sundas.tariq@chipconsulting.org
Subject: RE: [EXT] FW: UCPO Ansa Jabeen Case

Dear Mr. Naveed,

The matter was investigated by CTC and it was revealed that the UCPO was not directly involved in any conflict. However, upon the request of UCPO Ansa Jabeen it was decided to relocate her to new union council. The area supervisor who was found responsible for the conflict, was actually brought forth for induction in the program and this was in knowledge of the other UC staffs and area supervisors. Thought, in the investigation this exact information was not revealed but somehow the UCPO has been involved on the background. Secondly, her rude attitude towards her colleagues and supervisors was also reported previously and recently during investigation of positive environment sample of Malir.

Hence, her relocation is in the best benefit of the program and for herself.

Regards,
Dr Asif Ali Zardari
Provincial Team Lead, Sindh
World Health Organization
(+92-300-8241165; asifa@who.int)

From: Naveed Haider <naveed.haider@chipconsulting.org>
Sent: Thursday, 15 December 2022 2:49 pm
To: ALI, Asif <asifa@who.int>
Cc: naila.nizam@chipconsulting.org; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; PARVEEN, Khalida <parveenk@who.int>; sundas.tariq@chipconsulting.org
Subject: FW: [EXT] FW: UCPO Ansa Jabeen Case
Importance: High

Dear Dr. Asif,

Your kind feedback is requested on the transfer case of UCPO Ms. Ansa Jabeen as per our telephone discussion.

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Regards,

Naveed Haider

Project Officer-PTPP

CHIP Training & Consulting - Sindh

Cell: 03408444500

From: PARVEEN, Khalida [<mailto:parveenk@who.int>]

Sent: Tuesday, December 13, 2022 11:52 AM

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

Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; sundas.tariq@chipconsulting.org; naveed.haider@chipconsulting.org; ALI, Asif <asifa@who.int>

Subject: RE: [EXT] FW: UCPO Ansa Jabeen Case

Importance: High

Dear Naila,

The appraisal of Ms Ansa is satisfactory; no such behavioral issues identified by the supervisors

Since she is the same UCPO whose transfer was not approved by the federal office previously; then please share the observations which were supposed to be have on her after issuing the warning letter

If AC has asked for her immediate termination in October; then why that issue was not reflected in her evaluation sheet?

If she is not guilty of creating issue at TSC during the AICs training; she should not be labeled as unprofessional or termed as responsible for creating hostile environment in the field.

Being a female her reputation should not come into the question if she is not proved guilty of such acts as mentioned in earlier emails.

However, if CTC thinks that relocation of her doesn't provide any harm to his reputation then we may move forward to approve her relocation. You may discuss this issue with Dr Asif Ali, PTL Sindh for his valuable comments.

Best Regards,

khalida

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

Sent: Monday, December 12, 2022 10:22 AM

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

Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; sundas.tariq@chipconsulting.org; naveed.haider@chipconsulting.org

Subject: [EXT] FW: UCPO Ansa Jabeen Case

UCPO Ansa Jabeen Case

- On 16th Sep 2022, IO reported to CTC that UCPO Ms. Ansa Jabeen has personal issues with UCCO Mr. Naseem. Their conflict is affecting the UC Operations (Annex-1)
- In continuation to that email, AC further added that he and EOC - Dr. Azeem had visited the UC to discuss and resolve the matter. However, they haven't seen any improvement in the behavior of the UCPO and requested termination of the UCPO. (Annex-1)
- CTC issued a show-cause letter to the UCPO on account of the unprofessional attitude on 22nd September, to acquire her stance (Annex-2)
- UCPO's response was received and shared with AC for feedback. AC suggested a final warning letter, transfer, and Counselling session. PTL approved the feedback of AC (Annex 3).
- Final warning letter (Annex-4) and Counselling session (Annex-5).
- The transfer request is further shared with WHO FO for approval.
- On 12 Oct 2022, we received a call and email from AC to immediate termination of UCPO Ansa Jabeen as she is creating a hostile environment at TSC during AICs training. The email was immediately shared with PTL Sindh for feedback. PTL personally visited UC and recommended the temporary shuffle of UCPO to Sharafi Goth UC-5 and requested CTC to investigate the matter Attached as (Annex-6)
- On 9th November, CTC visited UC Cattle Colony to investigate the complaint shared by AC on 12th Oct 2022. Please note that the investigation date was delayed due to campaign activities.
- After interviewing the AICs, UCCO, UCMOs, and UCPO in the presence of IO, it was observed that on 12th Oct as per the complaint of AC, the hostile environment was created by AIC Ms. Uzma rather than UCPO. The findings were shared with PTL Sindh and attached as (Annex-7)
- During discussions with the IO and other UC staff, it was revealed that there is grouping among the staff mainly on the issue of HR. The environment is conducive for the UCPO to work as everyone is against her.

DEOC and IO also want the transfer of UCPO as it will be better for the program as well as for UCPO.

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

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

Sent: Friday, December 9, 2022 4:26 PM

To: naveed.haider@chipconsulting.org

Subject: FW: UCPO Ansa Jabeen Case

UCPO Ansa Jabeen Case

- On 16th Sep 2022, IO reported to CTC that UCPO Ms. Ansa Jabeen has personal issues with UCCO Mr. Naseem. Their conflict is affecting the UC Operations (Annex 1)
- In continuation to that email, AC further added that he and EOC - Dr. Azeem had visited the UC to discuss and resolve the matter. However, they haven't seen any improvement in the behavior of the UCPO and requested termination of the UCPO. (Annex 1)
- CTC issued a show-cause letter to the UCPO on account of the unprofessional attitude on 22nd September, to acquire her stance (Annex 2)
- UCPO's response was received and shared with AC for feedback. AC suggested a final warning letter, transfer, and Counselling session. PTL approved the feedback of AC (Annex 3).
- Final warning letter (Annex-4) and Counselling session (Annex-6).
- The transfer request is further shared with WHO FO for approval.
- On 12 Oct 2022, we received a call and email from AC to immediate termination of UCPO Ansa Jabeen as she is creating a hostile environment at TSC during AICs training. The email was immediately shared

with PTL Sindh for feedback. PTL personally visited UC and recommended the temporary shuffle of UCPO to Sharafi Goth UC-5 and requested CTC to investigate the matter Attached as (Annex-7)

- On 9th November, CTC visited UC Cattle Colony to investigate the complaint shared by AC on 12th Oct 2022. Please note that the investigation date was delayed due to campaign activities.
- After interviewing the AICs, UCCO, UCMOs, and UCPO in the presence of IO, it was observed that on 12th Oct as per the complaint of AC, the hostile environment was created by AIC Ms. Uzma rather than UCPO. The findings were shared with PTL Sindh and attached as annex-7
- During discussions with the IO and other UC staff, it was revealed that there is grouping among the staff mainly on the issue of HR. The environment is conducive for the UCPO to work as everyone is against her.
- DEOC and IO also want the transfer of UCPO as it will be better for the program as well as for UCPO.

From: Naveed Haider [<mailto:naveed.haider@chipconsulting.org>]

Sent: Thursday, 8 December 2022 1:31 pm

To: 'Naila Nizam' <naila.nizam@chipconsulting.org>

Subject: UCPO Ansa Jabeen Case

Dear Madam,

Below is the case of UCPO Ansa Jabeen in detail. Annex are also attached. Below points is also attached as word document.

UCPO Ansa Jabeen Case

- On 16th Sep,2022 complaint was received from AC for UCPO Ansa Jabeen calling for immediate termination due to her unprofessional attitude but as per SOP we issue her a show cause letter to get her stance. Email attached as annex-1 and show cause letter as annex-2
- Based on the response of UCPO and AC feedback, after the approval of PTL Sindh, a final warning letter was issued to her with a counseling session. Final warning approval attached as annex-3 & warning letter attached as annex-4
- On 12 Oct,2022 first received a call and then an email from AC calling to immediate termination of UCPO Ansa Jabeen as she is creating a hostile environment at TSC during AICs training. The was mail immediately shared with PTL Sindh and get his feedback on the matter. PTL personally visited UC and recommended the temporary shuffle of UCPO to Sharafi Goth UC-5 and request to investigate the matter by CTC. Attached as Annex-5
- On 9th November I visited UC Cattle Colony to investigate the complaint shared by AC on 12th Oct,2022. Please note that the investigation date was delayed due to campaign activities.
- After interviewing the AICs, UCCO, UCMOs, and UCPO in the presence of IO, it was observed that on 12th Oct as per the complaint of AC, the hostile environment was created by AIC Ms Uzma rather than UCPO. The findings were shared with PTL Sindh and attached as annex-6
- During discussions with the IO and other UC staff, it was revealed that there is an environment in the UC where UCPO cannot work properly as there is grouping among the staff mainly on the issue of HR.
- DEOC and IO also want the transfer of UCPO as it will be better for the program as well as for UCPO.

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Regards,

Naveed Haider

Project Officer-PTPP

CHIP Training & Consulting - Sindh

Cell: 03408444500