

Naveed Haider

From: ALI, Asif <asifa@who.int>
Sent: Thursday, February 2, 2023 8:29 PM
To: Naveed Haider
Cc: DURRANI, Saima; naila.nizam@chipconsulting.org
Subject: Re: [EXT] FW: Action required as per HR policies for UCPO Sabiha

proceed

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From: Naveed Haider <naveed.haider@chipconsulting.org>
Sent: Monday, January 30, 2023 3:06:41 PM
To: ALI, Asif <asifa@who.int>
Cc: DURRANI, Saima <durransai@who.int>; naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>
Subject: RE: [EXT] FW: Action required as per HR policies for UCPO Sabiha

Dear Dr Asif,

In continuation to the below email, a show cause letter was served to UCPO Ms Sabiha on account of professional misconduct. In response, she admitted that her attitude toward the influencer during the meeting was not appropriate. Her response has been marked unsatisfactory and she has recommended for warning letter along with her transfer to UC Clifton-10. UCPO response and IO feedback is attached to this email for your kind reference.

Your kind comment/approval is requested in this regard.

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

From: ALI, Asif [mailto:asifa@who.int]
Sent: Friday, January 20, 2023 9:55 AM
To: Naveed Haider <naveed.haider@chipconsulting.org>
Cc: SAHITIA, Sundeep <sathias@who.int>; DURRANI, Saima <durransai@who.int>; naila.nizam@chipconsulting.org
Subject: Re: [EXT] FW: Action required as per HR policies for UCPO Sabiha

Kindly proceed as required.

Regards,
Asif

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From: Naveed Haider <naveed.haider@chipconsulting.org>
Sent: Friday, January 20, 2023 9:50:28 AM
To: ALI, Asif <asifa@who.int>
Cc: SAHITIA, Sundeep <sathias@who.int>; DURRANI, Saima <durransai@who.int>; naila.nizam@chipconsulting.org

<naila.nizam@chipconsulting.org>

Subject: [EXT] FW: Action required as per HR policies for UCPO Sabiha

Dear Dr Asif,

An incident has been reported from the field by the IO of South Karachi against UCPO Ms Sabiha. According to the complaint she created an unpleasant situation during UPEC meeting with the influencer and later she has also misbehaved with DEOC members when she was called to DEOC regarding the mentioned matter. The detail of the event is in the below-appended email.

It is recommended to issue her a **show cause letter** to get her stance on the subject matter followed by strict disciplinary action as per SOP if her response is found to be unsatisfactory.

Your kind approval/feedback is requested in this regard.

--

Regards,

Naveed Haider

Project Officer-PTPP

CHIP Training & Consulting - Sindh

Cell: 03408444500

From: TARIQ, Najma [<mailto:tariqn@who.int>]

Sent: Thursday, January 19, 2023 12:28 PM

To: Naveed Haider <naveed.haider@chipconsulting.org>

Cc: ARAIN, Asma Waheed <araina@who.int>; Syed Kazim Ali, SHAH <skshah@who.int>; ALI, Asif <asifa@who.int>

Subject: Action required as per HR policies for UCPO Sabiha

Dear Naveed,

Please find below the serious observation regarding UCPO Sabiha that required an action.

- 1- Un pleasant act with influencer by UCPO in UPEC meeting.
- 2- Breach of policies to hire her sister as CHW.
- 3- Engaging in political activities in her assigned UC.
- 4- Disagreeable situation created by UCPO Sabiha at DEOC.
- 5- After working hours, she supposed to involved in extra activities.

The details of events are mentioned below for your more clarification.

- 1- An incidence took place during UPEC meeting when same influencer Mr. Qayoom Salarzai stood and started his speech. He said that the UC has grouping and influence decisions of the UC. He said that he wanted to refer one of the workers as supervisor, but the UC staff created hindrances, he named the UC staff. At this moment UCPO Sabiha and AIC Qurat ul Ain objected and retaliated to the accusation and became loud and harsh. Thus, situation became out of control and battlefield. Sabiha angrily threw the cups of tea Infront of all members and shouted. Her behavior towards the influencer at the recent

Union Council Polio eradication committee meeting (UPEC) was completely unacceptable. Her attitude and comments were inappropriate and not in line with the values and standards of **WHO**.

- 2- Furthermore, despite of clear instructions regarding hiring of workers that no blood relative will be hired under direct supervision. She did not follow instruction and violate the policies.
- 3- . **On 02-01-23** worthy Deputy commissioner South shared that an influencer Mr. Qayoom Salarzai complaint and it has come to his attention that UCPO may be engaging in political activities or favoring certain candidates without revealing their affiliations during the interview process. Based on favoritism/Nepotism highlighted by worthy Deputy commissioner South the said interviews for vacant position reconducted at DEOC on **06-01-23**.
- 4- Regarding the recent situation in which UCPO Sabiha, called for counseling at DEOC on **16-01-23** around **4.30pm**. UCPO Sabiha refused to accept Unacceptable behavior towards an influencer at the UPEC meeting. Ms. Sabiha started yelling and shouting by saying that: *'I will look personally into matter and will do till last end'*. In front of the other DEOC members, she was constantly yelling, and they watched the situation.
- 5- She went to one of CHWs house with AIC Quratulain and insist to hold the Holy book "**QURAN MAJEED**". regarding dispute that is about 2 Years Back old. Again, that is a behavior infraction.

This matter has discussed with DDPO and DC sahib, UCPO Sabiha has been mutually shuffled to Clifton -10 and UCPO Rashida to Civil lines-9 for temporary basis with immediate effect. After discussion with DDPO, kindly handle this issue as per HR policies.

Warm regards

Dr. Najma Tariq

IO-South