

**From:** BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>  
**Sent:** Friday, October 22, 2021 5:48 PM  
**To:** [asif@ctc.org.pk](mailto:asif@ctc.org.pk)  
**Cc:** AUDU, Musa Idowu <[musaau@who.int](mailto:musaau@who.int)>; Dehani, Aasiya Bano <[dehania@who.int](mailto:dehania@who.int)>; Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Subject:** Re: [EXT] Report on Polio Program September 2021 Complaints Harassment and personal criticism of the UC Lead .

Agree with comments of Area coordinator.

Regards

Sent from my iPhone

On 22-Oct-2021, at 12:35 PM, [asif@ctc.org.pk](mailto:asif@ctc.org.pk) wrote:

Dear Dr. Anwar Sb,

Greetings from CTC!

Pertaining to the UC Geoside's case inquiry, Area Coordinator Dr. Asiya shared her findings/report in appended email. Your good-self is requested to share your kind feedback for our onward proceeding.

Regards,

[Asif Khan | Regional Coordinator - PTPP](#)  
CHIP Training & Consulting Pvt. Ltd  
Balochistan  
[www.ctc.org.pk](http://www.ctc.org.pk)

**From:** Dehani, Aasiya Bano <[dehania@who.int](mailto:dehania@who.int)>  
**Sent:** Friday, October 22, 2021 12:39 AM  
**To:** [asif@ctc.org.pk](mailto:asif@ctc.org.pk); [m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk); [masood@ctc.org.pk](mailto:masood@ctc.org.pk)  
**Cc:** Lubna Adnan RAKHSHANI <[rakhshanil@who.int](mailto:rakhshanil@who.int)>; [masood@ctc.org.pk](mailto:masood@ctc.org.pk); BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>; [zsiddiqui@unicef.org](mailto:zsiddiqui@unicef.org); AUDU, Musa Idowu <[musaau@who.int](mailto:musaau@who.int)>  
**Subject:** Re: FW: [EXT] Report on Polio Program September 2021 Complaints Harassment and personal criticism of the UC Lead .

Dear Asif,

**Please receive the investigation report of fake finger marking UC Geo site.**

**Nature of Complain;**

Mr Sarwar TDO reported suspected fake finger marking in Gulshan Iqbal area in UC Geo Site where Miss Shama 2233 and CHW Uzma are working Complain registered in DEOC, For which initial confirmation was processed by DPL Dr Aasiya Bano (AC) for the shuffling of mentioned team to another area and deployment of a replacement CHW (894) in Gulshan e Iqbal area for the clarification of subject matter in first investigation.

**Investigation:**

After initial proposed action Miss Uzma code 918 replaced by code 894 and reported that the whole area community was forcing the new deployed team for only finger marking without vaccination, reported on day 4 and 5 of the campaign (NID September 2021)

Second confirmation was made by myself on 25<sup>th</sup> Sep 2021, during the sample of investigation in which 14 households were assessed ((1, 58, 65, 67, 69, 84,98, 100, 118,127, 140, 148, 216, 224) interviewed all families and it was discovered that they only insisted for fake finger marking and AS Shama and Uzma had always cooperated and assisted them in doing so. Also during the same investigation, one unregistered child was discovered in house number 118.

Thus the visit was conclusive in confirmation of the heinous act of fake finger marking by AS Shama and CHW Uzma.

**Conclusion:**

The Observations after visiting UC Geo site was shared in the same evening meeting with deputy commissioner and the DC immediately decided for a contract termination of the involved AS and CHW. Fake finger marking is a red line issue there is no justification for keeping such staff who are not sincere with the national cause, This has been stressed time and time again in every training, meeting, briefing, inductions i.e. every contact opportunity, So the question of harassment, abuse of authority upon UCPO and TDO is an attempt of retaliation to subdue the proven fake finger marking issue . Hence the investigation and decision was made by the district emergency operations center for contract closure of involved staff.

Regards  
Dr Aasiya Bano

**From:** [asif@ctc.org.pk](mailto:asif@ctc.org.pk) <[asif@ctc.org.pk](mailto:asif@ctc.org.pk)>

**Sent:** Wednesday, October 13, 2021 9:38 AM

**To:** 'DEOC Quetta' <[deocquetta@gmail.com](mailto:deocquetta@gmail.com)>

**Cc:** 'Zulfiqar Siddiqui' <[zsiddiqui@unicef.org](mailto:zsiddiqui@unicef.org)>; 'Shahpur Suleman' <[ssuleman@unicef.org](mailto:ssuleman@unicef.org)>;

'majid@ctc.org.pk' <[majid@ctc.org.pk](mailto:majid@ctc.org.pk)>; 'Masood' <[masood@ctc.org.pk](mailto:masood@ctc.org.pk)>;

'salam.khan@ctc.org.pk' <[salam.khan@ctc.org.pk](mailto:salam.khan@ctc.org.pk)>; 'Samreen' <[Samreen@ctc.org.pk](mailto:Samreen@ctc.org.pk)>; 'Zia Ur Rehman' <[zrehman@unicef.org](mailto:zrehman@unicef.org)>

**Subject:** RE: [EXT] Report on Polio Program September 2021 Complaints Harassment and personal criticism of the UC Lead

Dear DEOC,

As discussed pertaining to the UC Geoside case inquiry, your kind feedback is requested.

Regards,

Asif

**From:** [asif@ctc.org.pk](mailto:asif@ctc.org.pk) <[asif@ctc.org.pk](mailto:asif@ctc.org.pk)>

**Sent:** Monday, October 11, 2021 10:05 AM

**To:** 'DEOC Quetta' <[deocquetta@gmail.com](mailto:deocquetta@gmail.com)>

**Cc:** 'Zulfiqar Siddiqui' <[zsiddiqui@unicef.org](mailto:zsiddiqui@unicef.org)>; 'Shahpur Suleman' <[ssuleman@unicef.org](mailto:ssuleman@unicef.org)>;

'majid@ctc.org.pk' <[majid@ctc.org.pk](mailto:majid@ctc.org.pk)>; 'Masood' <[masood@ctc.org.pk](mailto:masood@ctc.org.pk)>;

'salam.khan@ctc.org.pk' <[salam.khan@ctc.org.pk](mailto:salam.khan@ctc.org.pk)>; 'Samreen' <[Samreen@ctc.org.pk](mailto:Samreen@ctc.org.pk)>; 'Zia Ur Rehman' <[zrehman@unicef.org](mailto:zrehman@unicef.org)>

**Subject:** RE: [EXT] Report on Polio Program September 2021 Complaints Harassment and personal criticism of the UC Lead

Dear DEOC,

Your kind feedback is requested.

Regards,

Asif

**From:** Zia Ur Rehman <[zrehman@unicef.org](mailto:zrehman@unicef.org)>  
**Sent:** Wednesday, October 6, 2021 12:28 PM  
**To:** [asif@ctc.org.pk](mailto:asif@ctc.org.pk); 'DEOC Quetta' <[deocquetta@gmail.com](mailto:deocquetta@gmail.com)>  
**Cc:** Zulfiqar Siddiqui <[zsiddiqui@unicef.org](mailto:zsiddiqui@unicef.org)>; Shahpur Suleman <[ssuleman@unicef.org](mailto:ssuleman@unicef.org)>; [majid@ctc.org.pk](mailto:majid@ctc.org.pk); 'Masood' <[masood@ctc.org.pk](mailto:masood@ctc.org.pk)>; [salam.khan@ctc.org.pk](mailto:salam.khan@ctc.org.pk); 'Samreen' <[Samreen@ctc.org.pk](mailto:Samreen@ctc.org.pk)>  
**Subject:** RE: [EXT] Report on Polio Program September 2021 Complaints Harassment and personal criticism of the UC Lead

Dear Asif sb,

Please do whatever is necessary.

Regards,

Zia

**From:** [asif@ctc.org.pk](mailto:asif@ctc.org.pk) <[asif@ctc.org.pk](mailto:asif@ctc.org.pk)>  
**Sent:** Wednesday, October 6, 2021 12:06 PM  
**To:** 'DEOC Quetta' <[deocquetta@gmail.com](mailto:deocquetta@gmail.com)>; Zia Ur Rehman <[zrehman@unicef.org](mailto:zrehman@unicef.org)>  
**Cc:** Zulfiqar Siddiqui <[zsiddiqui@unicef.org](mailto:zsiddiqui@unicef.org)>; Shahpur Suleman <[ssuleman@unicef.org](mailto:ssuleman@unicef.org)>; [majid@ctc.org.pk](mailto:majid@ctc.org.pk); 'Masood' <[masood@ctc.org.pk](mailto:masood@ctc.org.pk)>; [salam.khan@ctc.org.pk](mailto:salam.khan@ctc.org.pk); 'Samreen' <[Samreen@ctc.org.pk](mailto:Samreen@ctc.org.pk)>  
**Subject:** FW: [EXT] Report on Polio Program September 2021 Complaints Harassment and personal criticism of the UC Lead

Dear DEOC / Zia Sb,

With reference to the following email forwarded by UCMO Mr. Basit Karimdadi of UC Geoside lodging a complaint of workplace harassment. In which follow staff members are involved. Your kind feedback/approval is requested to carry out investigation accordingly.

TDO – CBV Mr. Sarwar Nasar

UCDO – CBV Mr. Jahanzaib

AS - CBV Ms. Uzma Abid

CHW – CBV Ms. Shama

CHW – CBV Ms. Faiza

UCCO – COMNet Mr. Naseer

Regards,

Asif

**From:** Dr. Basit Karimdadi <[karimdadi007@gmail.com](mailto:karimdadi007@gmail.com)>

**Sent:** Sunday, 3 October 2021 3:29 AM

**To:** [smansoor@unicef.org](mailto:smansoor@unicef.org)

**Cc:** [assharmin@unicef.org](mailto:assharmin@unicef.org)

**Subject:** [EXT] Report on Polio Program September 2021 Complaints Harassment and personal criticism of the UC Lead

Sir.

Please be informed that the polio program started on September 20. The entire team was briefed on their work and the area supervisor of the team where Miss Children came from at the time of the July Campaign and MP Validation., there was a few more Miss Children out of the area of Team Code No. 918, who were healed and replaced by Team Code 894, which was supposed to work in its place. The team was allowed to work in another area on a regular basis with the warning that this round is your last round. Miss Children was found and reported to the Area Supervisor and UC Lead, but no report was presented at the evening meeting. Only Team 918 and this Area Supervisor 2233 are under discussion. They were harassed in every possible way. Goes On the fourth day of the campaign, UC Lead forbade Area Supervisor 2233 from supervising the

area of Team 918. There was no work till the fifth day of the campaign. Many children refusal there. I asked UCDO and UCCO to supervision and vaccinate miss children but they were also barred from work as there are many cases in this area. Third party will come for their validation but when 21 Miss Children left the area of Team 894, the validation itself UC Lead did and all of them were declared Miss Children. After that, there was talk of fake finger mark the children of Team 918 without vaccination, but the Area Supervisor was not called for verification and then I myself went to a house CHW and a TTSP had taken a picture of a child who had gone for validation He had a mark on his thumb, If any team did, he would know where to mark it..

There is no agenda for the evening meeting no its minutes are made, As soon as the meeting starts, UC lead first disrespects all the staff and then they tell all kinds of things to the person with whom they are personal. In this campaign, UC Lead has gained the trust of TDO and its goal is to dismiss Area Supervisor 2233 by justifying Team 918. I have seen that those who consider their work as work, this work is perfect, but UC Lead has become very personal with it. AS 2233 has reported to UC Lead against Team 918, why no action has been taken against her before..

Geo Side is the only UC that does not have its own Centre . The team pays rent and attends its meetings on time. All the area supervisors of Geo Side are experienced This UC needs such a team. It would be wrong to make a decision If there is a flaw in the geo side, it is that our failure of management..

This is a national program, so if a worker is harassed and fired or forced to leave, it will give the wrong impression in many places that the team has been working for five years, even once If no explanation, then all the work of such a team should be closely watched because UC lead and TDO want to be polio program goas to failures.

I respect to all authority pleas

Copy to.

- chief secratòry Government of balochsta
- . Secretary Government of Balochistan Health Department
- Deputy commissioner Quetta Balochistan
- HR officer CTC Quetta Balochistan
- UC lead Quetta Balochistan

The District Health Officer Quetta

Basit Karimdadi

UCMO Geo Side

Quetta

