

Naveed Haider

From: NISAR, Omar [nisaru@who.int]
Sent: Monday, February 14, 2022 2:36 AM
To: Naveed Haider
Cc: TAJ, Maheen; ALI, Asif
Subject: RE: [EXT] Personalization_Immoral allegations_GPEI partners degradation & Favouritism of TCO Bakht Naseer

Follow Up Flag: Follow up
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Dear Naveed Sb,

A thorough investigation into the allegations was conducted at the DEOC on 4/2/22. The UCPO and TCO Bakht Naseer (accused) were called over to the DEOC in presence of DCO Mr. Rooh Ul Amin and Immunization Officer Dr Maheen.

On submission of UCPO Musfira following individuals were also interviewed.

1. Master Trainer Adil (in person)
2. Shoaib UCOO UC 3 Islam Nagar (on phone)
3. Shujaat UCOO UC 4 Nai Abadi (on phone)
4. Rabia UCPO UC 7 Muhajir Camp (on phone)

CONCLUSION:

1. In context of the email, all the allegations levelled lack objectivity in terms of date of occurrence and place etc.
2. The DEOC team (myself and Dr Maheen-IO) have concluded that the allegations of "Immoral allegations, Personalization, Degradation and Favoritism" could not be established and hence are considered false.
3. The UCPO has a history of creating conflicts as raised previously. She has been called to the DEOC for the same and by the CTC for counselling.
4. In response to a previous email received from the UCPO subjected "Unprofessional behavior of TDOSO" on 7th December 2021, the UCPO was advised not to pass judgments and leave the same for the DEOC and admin supervisors. However, the advice was neglected and the same has been repeated in this instance.
4. As the 2nd level supervisor, I recommend that disciplinary action may be initiated against the UCPO as her constant issues are compromising the working environment of her assigned UC. Moreover, the repeated nature of the issues is wasting time of the DEOC team, which could have been utilized in more productive assignment.
5. The counselling session at the CTC and at the DEOC has not had any apparent impact on the UCPO's behavior.

RECOMMENDATIONS:

1. It is recommended that the UCPO be issued a final warning.
2. Any future actions of this nature should be dealt with discontinuation/termination of contract.

From: musfira khan <musfirak034@gmail.com>

Sent: Sunday, January 30, 2022 1:20 PM

To: sawabgul143@gmail.com; KUMAR, Haresh <kumarha@who.int>; NISAR, Omar <nisaru@who.int>

Cc: Naveed Haider <naveedhaider.ctc@gmail.com>

Subject: [EXT] Personalization_Immoral allegations_GPEI partners degradation & Favouritism of TCO Bakht Naseer

I'm sorry for writing this mail about favoritism of TCO Mr Bakht Naseer.

As a communication lead at Town level his job is to make a good coordination among UC level and all the other levels, but he use unprofessional approach as he only support his communication staff and don't care about operations staff.

Furthermore he uses unprofessional words for UCPO's on their character & always saying in UC level gathering that UCPO is burden on this program & they know nothing about program don't know, they are useless etc.

His behaviour with female staff is very bad and pass comments on them it can be verified by all Baldia GPEI partners.

In this mail I also want to discuss yesterday issue which he created himself & complaint for me to my first level supervisor Mr Sawab Gul, yesterday I shared my location at 09:11 to collect zero report and then went to TSC but Mr Bakht Naseer along with UCOO Shuja deployed the teams without UCPO presence they could also call me for my delay arrival but Mr Bakht Naseer & UCOO Shuja neglected & deployed the teams.

This kind of town level person is mentally & morally harassing UCPO's just because to get the lead on Town and degrading operations staff.

All the senior management are requested to look into this matter due to his behaviour favoritism & being personal makes stop us to work in the UC.

Please do not perceive this mail as a complaint against any senior. I always respect all GPEI Partners the purpose of writing mail is about specific person on his negativity and my intesion is only to state the actual picture of yesterday issue & requesting senior management to counsel him on his negative approach and make good environment within uc and Town.

UCPO musfira Jameel
UC 04 Naiabadi
Baldia town