

**From:** Mukhtiar Bhayo <bhayo\_6@hotmail.com>

**Sent:** Sunday, January 9, 2022 11:54 AM

**To:** asif@ctc.org.pk; 'BHAYO, Mukhtiar Hussain' <bhayom@who.int>

**Cc:** 'KASI, Arbab Niamat Ullah' <kasia@who.int>; 'Dehani, Aasiya Bano' <dehania@who.int>; 'BUGTI, Muhammad Anwar' <bugtim@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; faysal@ctc.org.pk; m.usman@ctc.org.pk

**Subject:** Re: FW: Hold Cases of 13-D

Thanks for contacting me. As DEOC Quetta requested, kindly enquire as soon as possible and outcome may be shared to DEOC and this office for decision.

Regards

**Dr. Mukhtiar Hussain**

MCPH (Australia), MBBS (Pak)

**National Campaign Coordinator -WHO**

@ WHO Pakistan country office/ @ NEOC

Contact, Pak: +92 3009318189--03345119169

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

**Sent:** Friday, January 7, 2022 4:53 PM

**To:** 'BHAYO, Mukhtiar Hussain' <[bhayom@who.int](mailto:bhayom@who.int)>; [bhayo\\_6@hotmail.com](mailto:bhayo_6@hotmail.com) <[bhayo\\_6@hotmail.com](mailto:bhayo_6@hotmail.com)>

**Cc:** 'KASI, Arbab Niamat Ullah' <[kasia@who.int](mailto:kasia@who.int)>; 'Dehani, Aasiya Bano' <[dehania@who.int](mailto:dehania@who.int)>; 'BUGTI, Muhammad Anwar' <[bugtim@who.int](mailto:bugtim@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; [faysal@ctc.org.pk](mailto:faysal@ctc.org.pk) <[faysal@ctc.org.pk](mailto:faysal@ctc.org.pk)>; [m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk) <[m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk)>

**Subject:** FW: FW: Hold Cases of 13-D

Dear Dr. Sb,

This refers to the email below forwarded by DEOC-Quetta, in which UCPO Mr. Najeeb of UC 13-D is alleged for workplace harassment. It is 'therefore' your good-self is requested to allow to inquire into the case jointly with CBV Project team.

Regards,

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

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

**Sent:** Friday, January 7, 2022 10:21 AM

**To:** masood <[masood@ctc.org.pk](mailto:masood@ctc.org.pk)>; Asif Khan <[asif@ctc.org.pk](mailto:asif@ctc.org.pk)>

**Subject:** Re: FW: Hold Cases of 13-D

Dear Asif and Masood

Thanks alot for your all support for establishing a good system which we can trust.

I had received some work place harassment information from my UC and Tehsil team which they requested their names to be confidential for.

Kindly proceed for investigation against work place assaults and harassment issues for following staff

1.Mr Shahid TDO

verses

AS Parveen 13 F

2. Mr Najeeb UCPO

3.Mr Israr UCDO.

Mr Najeeb and Israr are having eligation for work place harresment

1.Najeeb vs AS Farah Mengal

2.Israr With AS Bakhrawar and AS Ana Hameed.

Mr Najeeb and Israr are also reported to carry Gun with them during duty hours .

Kindly investigate so we should take appropriate action for these redline issues.

Regards

DEOC

On Fri, Jan 7, 2022, 9:57 AM <[masood@ctc.org.pk](mailto:masood@ctc.org.pk)> wrote:

Dear DEOC-Quetta,

As per our discussion yesterday on 13 series investigation, attached are the 02 cases reported from the UC 13-D against the CHW misbehavior and the other one is on regular studies of some AS and CHWs. As the cases were on hold due to investigation, that was supposed to be processed after the campaign.

However, after the campaign we received the email for investigation of the same UCs and the same staff stances will be also required in the case. Therefore the previous allegations are on hold and will be processed with the investigation after the findings.

Email is being forwarded for your information and notice.

*Thanks & Regards,*

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**Masood-Ur-Rehman**

*Field Project Manager-Quetta*

*CHIP Training & Consulting Pvt. Ltd*

*P h: +92-345-5009311*

----- Forwarded message -----

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

To: "Samreen" <[samreen@ctc.org.pk](mailto:samreen@ctc.org.pk)>

Cc: <[reemazaibofficial@gmail.com](mailto:reemazaibofficial@gmail.com)>

Bcc:

Date: Tue, 7 Dec 2021 13:22:24 +0500

Subject: FW: [EXT] Fwd: Chw Zareena code 1196 A Mis Behave With Uc Staff Uc 13 D

Dear Samreen,

FYI and action.

Thanks & Regards,

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Masood-Ur-Rehman

Field Project Manager-Quetta

CHIP Training & Consulting Pvt. Ltd

P h: +92-345-5009311

From: DEOC Quetta <[deocquetta@gmail.com](mailto:deocquetta@gmail.com)>

Sent: Tuesday, December 7, 2021 1:18 PM

To: masood <[masood@ctc.org.pk](mailto:masood@ctc.org.pk)>

Cc: Lubna Adnan RAKHSHANI <[rakhshanil@who.int](mailto:rakhshanil@who.int)>; Samreen <[samreen@ctc.org.pk](mailto:samreen@ctc.org.pk)>; shahid raza <[shahidraza.ctc@gmail.com](mailto:shahidraza.ctc@gmail.com)>; Zarii Gull <[zariigull669@gmail.com](mailto:zariigull669@gmail.com)>

Subject: Re: [EXT] Fwd: Chw Zareena code 1196 A Mis Behave With Uc Staff Uc 13 D

Dear Masood,

Proceed with show cause issuance,

Regards,

DEOC, Quetta

On Mon, 6 Dec 2021 at 13:39, Zarii Gull <[zariigull669@gmail.com](mailto:zariigull669@gmail.com)> wrote:

Dear DEOC,

Show cause has been recommended by TDO and DDO to CHW Zareena due to misbehaving with UC Lead.

Please share your feedback for further action.

On Fri, 3 Dec 2021 at 4:22 pm, Lubna Adnan RAKHSHANI <[rakhshanil@who.int](mailto:rakhshanil@who.int)> wrote:

Recommended for show cause.

Regards,

Dr Lubna Adnan

From: shahid raza [mailto:[shahidraza.ctc@gmail.com](mailto:shahidraza.ctc@gmail.com)]

Sent: Thursday, November 25, 2021 3:12 PM

To: Lubna Adnan RAKHSHANI <[rakhshanil@who.int](mailto:rakhshanil@who.int)>

Cc: Samreen <[samreen@ctc.org.pk](mailto:samreen@ctc.org.pk)>; Zarii Gull <[zariigull669@gmail.com](mailto:zariigull669@gmail.com)>

Subject: [EXT] Fwd: Chw Zareena code 1196 A Mis Behave With Uc Staff Uc 13 D

Dear Madam,

Please issue her show cause letter for misbehaving with the UC lead. She was warned several times by myself but she is not taking our requests seriously.

It is required she may receive disciplinary letter for such attitude.

Regards

----- Forwarded message -----

From: Najeeb ullah <[najeebbughti@gmail.com](mailto:najeebbughti@gmail.com)>

Date: Thu, 25 Nov 2021, 9:37 am

Subject: Re: Chw Zareena code 1196 A Mis Behave With Uc Staff Uc 13 D

To: Israr haq <[smghousaabad13.ctc@gmail.com](mailto:smghousaabad13.ctc@gmail.com)>

Cc: shahid raza <[shahidraza.ctc@gmail.com](mailto:shahidraza.ctc@gmail.com)>, DEOC Quetta <[deocquetta@gmail.com](mailto:deocquetta@gmail.com)>, Lubna Adnan RAKHSHANI <[rakhshanil@who.int](mailto:rakhshanil@who.int)>, Samreen <[Samreen@ctc.org.pk](mailto:Samreen@ctc.org.pk)>, <[aiqbal@who.int](mailto:aiqbal@who.int)>, <[arsalanlehri601@gmail.com](mailto:arsalanlehri601@gmail.com)>

Respected sir,

It is Inform you that Chw Zareena code 1196 a in non serious jn her work and She Mis bahave many time with us in front of community we reported before no action take against her that why she insulting us.

Kindly look after this Matter Serious .

Regards,  
Najeeb Ullah  
UC Lead 13D

On Wed, Nov 24, 2021, 4:47 PM Israr haq <[smghousaabad13.ctc@gmail.com](mailto:smghousaabad13.ctc@gmail.com)> wrote:

Respected Sir,

It is Inform you that Chw Zareena Code 1196 A is Mis Behaving With Ucpo Najeeb Bughti & With Me In Front off community and Govt Skilled Person She Is Threatening us that She will inform ever think of our Uc to Other Person.

Kindly take Strick Action Against Her because She Is third time She Is Mis Behaving with Us.

Kind Regards

UCDO 13 D

Israr UI Haq

Regads

Israr UI Haque  
Union Council Supervisor

Email [smghousaabad13.ctc@gmail.com](mailto:smghousaabad13.ctc@gmail.com)

Mobile:03133733232

:03455009657

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Best Regards,

Zareena Changezi  
CBV Officer Quetta  
Cell : 03408444553

----- Forwarded message -----

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

To: "Samreen Shams" <[samreen@ctc.org.pk](mailto:samreen@ctc.org.pk)>, <[maneel@ctc.org.pk](mailto:maneel@ctc.org.pk)>

Cc:

Bcc:

Date: Tue, 30 Nov 2021 14:10:41 +0500

Subject: FW: [EXT] Re: Complain against 3 Regular Student & 2 irresponsible As Uc 13 D

Dear Samreen & Maneel,

FYI and action.

Thanks & Regards,

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Masood-Ur-Rehman

Field Project Manager-Quetta

CHIP Training & Consulting Pvt. Ltd

P h: +92-345-5009311

From: DEOC Quetta <[deocquetta@gmail.com](mailto:deocquetta@gmail.com)>

Sent: Tuesday, November 30, 2021 12:12 PM

To: masood <[masood@ctc.org.pk](mailto:masood@ctc.org.pk)>

Cc: Israr haq <[smghousaabad13ctc@gmail.com](mailto:smghousaabad13ctc@gmail.com)>; Lubna Adnan RAKHSHANI <[rakhshanil@who.int](mailto:rakhshanil@who.int)>;

Samreen <[samreen@ctc.org.pk](mailto:samreen@ctc.org.pk)>; faryal khan <[faryalqureshi201@gmail.com](mailto:faryalqureshi201@gmail.com)>; Najeeb ullah

<[najeebbughti@gmail.com](mailto:najeebbughti@gmail.com)>; shahid raza <[shahidraza.ctc@gmail.com](mailto:shahidraza.ctc@gmail.com)>; Zarii Gull <[zariigull669@gmail.com](mailto:zariigull669@gmail.com)>

Subject: Re: [EXT] Re: Complain against 3 Regular Student & 2 irresponsible As Uc 13 D

Dear Masood ,

Proceed with proposed investigation .

Regards

DEOC

On Mon, Nov 29, 2021, 11:07 AM Zarii Gull <[zariigull669@gmail.com](mailto:zariigull669@gmail.com)> wrote:

Dear DEOC,

Your kind feedback is still awaited.

On Tue, 26 Oct 2021 at 9:52 pm, Zarii Gull <[zariigull669@gmail.com](mailto:zariigull669@gmail.com)> wrote:

Dear DEOC,

Please share your feedback for further action.

On Tue, 26 Oct 2021 at 12:08 pm, Lubna Adnan RAKHSHANI <[rakhshanil@who.int](mailto:rakhshanil@who.int)> wrote:

Endorsed TDO comments. Recommended for warning.

Regards,

Dr Lubna Adnan

From: shahid raza [mailto:[shahidraza.ctc@gmail.com](mailto:shahidraza.ctc@gmail.com)]

Sent: Wednesday, October 20, 2021 11:27 PM

To: Lubna Adnan RAKHSHANI <[rakhshanil@who.int](mailto:rakhshanil@who.int)>

Cc: [najebughti@gmail.com](mailto:najebughti@gmail.com); DEOC Quetta <[deocquetta@gmail.com](mailto:deocquetta@gmail.com)>; Samreen <[Samreen@ctc.org.pk](mailto:Samreen@ctc.org.pk)>;

Zarii Gull <[zariigull669@gmail.com](mailto:zariigull669@gmail.com)>; faryal khan <[faryalqureshi201@gmail.com](mailto:faryalqureshi201@gmail.com)>; Israr haq <[smghousaabad13ctc@gmail.com](mailto:smghousaabad13ctc@gmail.com)>

Subject: [EXT] Re: Complain against 3 Regular Student & 2 irresponsible As Uc 13 D

Dear madam,

It is requested ctc may be asked to investigate the matter of regular studies of chws and I will also suggest that both AS may be issued warning letters for their non professional attitude in the uc.

I have personally tried to sensitize them but they remained still no serious.

Regards

On Mon, 11 Oct 2021, 10:28 pm Israr haq, <[smghousaabad13.ctc@gmail.com](mailto:smghousaabad13.ctc@gmail.com)> wrote:

Respected Sir,

It is to inform you that area Supervisor Razia Code 2299 reported us that about her chw amina code 1178 .As called her chw amina to go to ctc office for area supervisor test she replied she can not work for two months because of metric papers.Area Supervisor is saying I was in Doubt that she is regular student but now I am confirm she is Regular student.

When we send amina for area supervisor test to Boyz scout before As reporting she said i am metric pass since 2018.We investigate about amina we come to know that she is 9th class pass and regular student of metric In Govt Girls School Khushal Road . Chw Asia code 1188 Under the supervisor of As Naila Code 2301

Chw Asia sister or area supervisor razia is the Class follow of Chw amina ,they are resident of same Colony.How Area supervisor dont know about their chw ?both Chws are working since two year.As Raziya Code 2299 and As Naila Code 2301 were well known about their Chws and were supporting them As Raziya Reported us yesterday and As Naila Not reported yet.When we asked Razia Chw Amina is Working for two years how would you don't know about her she said when i called her for work she was always punctual.Area Supervisor Faisal code 2302 informed us that his one chw Ghazala Code 1191 Is Regular student of University.

I am shuffled from two month in Uc 13 D because of this issues I am Facing many problems. Kindly take Strict action against their and Investigate about.

1:As Razia Code 2299

2:As Naila Code 2301

3:Chw Amina Code 1178

4:Chw Asia Code 1188

5: Chw Ghazala Code 1191

Waiting for Further Instructions.

Below are Attached As Complain letter & Group Msg Screen Shot.

Kind Regards

UCDO 13 D

Israr Ul Haq

--

Regads

Israr Ul Haque

Union Council Supervisor

Email [smghousaabad13.ctc@gmail.com](mailto:smghousaabad13.ctc@gmail.com)

Mobile:03133733232

:03455009657