

Shahid Ali/PTPP/RC

From: Naila Nizam <naila.nizam@chipconsulting.org>
Sent: Thursday, March 10, 2022 5:38 PM
To: 'Shahid Ali/PTPP/RC'
Cc: raazia.rehman@ctc.org.pk
Subject: FW: [EXT] Termination of Mr. Mushtaq - Peshawar

[Please issue termination of mustaq](#)

From: AHMAD, Shakeel Muhammad Saleem [mailto:ahmadsh@who.int]
Sent: Thursday, 10 March 2022 4:13 pm
To: Naila Nizam <naila.nizam@chipconsulting.org>
Cc: PARVEEN, Khalida <parveenk@who.int>
Subject: FW: [EXT] Termination of Mr. Mushtaq - Peshawar

Dear Naila,

Kindly Proceed the termination of Mr Mushtaq Amjad Khan UCPO , UC UC Surezai Bala.

Regards,
Shakeel Ahmad

From: ZAHEER, Bilal <zaheerbi@who.int>
Sent: Thursday, March 10, 2022 4:02 PM
To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Cc: PARVEEN, Khalida <parveenk@who.int>
Subject: RE: [EXT] Termination of Mr. Mushtaq - Peshawar

Dear Shakeel and Khalida,

Please proceed with below proposed while reviewed in line with SOPs.

Regards,

Bilal

From: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Sent: Wednesday, 9 March 2022 12:52 PM
To: ZAHEER, Bilal <zaheerbi@who.int>
Cc: PARVEEN, Khalida <parveenk@who.int>
Subject: FW: [EXT] Termination of Mr. Mushtaq - Peshawar

Dear Bilal Sb,

Kindly approve the termination of Mr Mushtaq Amjad Khan UCPO , UC UC Surezai Bala, as below requested.

Regards,
Shakeel Ahmad

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Thursday, March 3, 2022 12:58 PM
To: ZAHEER, Bilal <zaheerbi@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: FW: [EXT] Termination of Mr. Mushtaq - Peshawar

Dear Bilal sb,

Reference to the attached investigation report conducted by CTC upon receiving the complaint against Mr Mushtaq Amjad Khan, UCPO , UC Surezai Bala, KPK below is a brief of the case:

- On 7th Feb 2022 a complaint was lodged against the threatening and insulting behaviour of Mr Mushtaq by the Program Team
- Different allegations were leveled against him; he was charged as verbally abusing CHW Ms Alveena and insulted her in front of other staff members
- Mr Mushtaq was served with show cause letter with suspension on 10th Feb 2022
- CTC and People Team visited the concerned UC and had individual meetings with different staff members present there. They were CHWs, AS, UCCO, UCDO, AS and UCPO.
- Based on the statements of several eye witnesses the investigation team concluded that the UCPO Mr Mushtaq indeed brought M16 to the BHU to threaten CHW and her husband.
- It was also revealed during meetings with individual staff that UCPO has done character assassination of his staff members and accused them of being involved in immoral activities
- UCPO Mr Mushtaq has committed gross misconduct by bringing in the firearm to the workplace

Based on the conclusion of the inquiry, UCPO Surizai Bala Mr. Mushtaq Amjad Khan has been found guilty of threatening, insulting, verbally abusing, intimidating and harassing his subordinates and is therefore recommended for termination of contract with immediate effect.

PTL-KPK has shared his consent with the conclusion of the committee report.

Best Regards,

khalida

From: Naila Nizam <naila.nizam@chipconsulting.org>
Sent: Thursday, March 3, 2022 11:44 AM
To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; PARVEEN, Khalida <parveenk@who.int>
Cc: ZAHEER, Bilal <zaheerbi@who.int>; irfan@ctc.org.pk; majid@ctc.org.pk; 'Shahid Ali/PTPP/RC' <shahid.ali@chipconsulting.org>; 'Raazia' <raazia.rehman@ctc.org.pk>
Subject: [EXT] Termination of Mr. Mushtaq - Peshawar

Dear Mr. Shakeel and Ms. Khalida,

This is in reference to the complaint lodged against UCPO Mushtaq Amjad Khan's insulting and threatening behavior with sub-ordinates.

The case has been thoroughly investigated and based on the findings, UCPO Mushtaq Amjad has been found guilty of threatening, insulting, verbally abusing, intimidating, and mentally harassing his subordinates. Therefore, according to SOPs, it is recommended to terminate him on account of professional misconduct. WHO PO has approved the recommended action in the email trail below.

Approval of WHO FO has been requested to proceed with the termination of UCPO Mushtaq Amjad Khan. (Inquiry report is attached for reference).

If you need any further information regarding the same, please let us know.

Regards,
Naila Nizam
Project Manager
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Wednesday, March 2, 2022 2:49 PM
To: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: FW: [EXT] Re: CHW Benish written statement.

Dear Shahid,

Please proceed as per SOP.

Thank you

Waseem Abbas

From: MOHAMED, Gedi <mohamedge@who.int>
Sent: Wednesday, 2 March 2022 2:39 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: RE: [EXT] Re: CHW Benish written statement.

Approved.

Regards,

Gedi

From: ABBAS, Waseem <wabbas@who.int>
Sent: Wednesday, 2 March 2022 2:02 PM
To: MOHAMED, Gedi <mohamedge@who.int>
Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: FW: [EXT] Re: CHW Benish written statement.

Dear Sir,

A Complaint was launched against UCPO Mushtaq Amjad Khan regarding his behavior issues that includes but not limited to threatening, insulting, abusing, intimating and harassment. CTC has found the charges to be true and recommended **immediate termination**.

Your **approval** is requested.

Based on joint decision of the inquiry team, the termination of AS Shabeena, AS Nayab, and CHW Hafsa is also recommended on account of concealing the facts of the incident and misleading the inquiry in order to protect UCPO Mr. Mushtaq Amjad Khan.

Thank you

Waseem Abbas

From: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Sent: Thursday, 24 February 2022 6:49 PM
To: ABBAS, Waseem <wabbas@who.int>; KHAN, Faizan <khanfai@who.int>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; faysal@ctc.org.pk; 'Raazia' <raazia.rehman@ctc.org.pk>; KHAN, Saifullah <skhan@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>
Subject: RE: [EXT] Re: CHW Benish written statement.

Dear Faizan/Waseem,

This is refer to complaint received against UCPO Mr. Mushtaq Amjad UC Surizai Bala. A joint inquiry with PE team conducted on Friday, 18th February 2022.

Inquiry report along with annexures is attached for approval of WHO PO on recommended disciplinary action.

Regards,



Shahid Ali
Regional Coordinator - KP
CHIP Training & Consulting Pvt. Ltd
Peshawar | www.ctc.org.pk
Contact:0349-7760730

From: Shahid Ali/PTPP/RC [<mailto:shahid.ali@chipconsulting.org>]
Sent: Tuesday, February 8, 2022 1:47 PM
To: 'ABBAS, Waseem' <wabbas@who.int>; 'KHAN, Faizan' <khanfai@who.int>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; 'faysal@ctc.org.pk' <faysal@ctc.org.pk>; 'Raazia' <raazia.rehman@ctc.org.pk>
Subject: FW: [EXT] Re: CHW Benish written statement.

Dear Waseem,

We have received attached complaint from the program team. They have requested to suspend him with immediate effect.

Kindly WHO PO endorsement is requested.

From: KHAN, Saifullah [<mailto:skhan@who.int>]
Sent: Monday, February 7, 2022 12:45 PM
To: Shahid Ali <shahidali@ctc.org.pk>
Cc: m.imtikhalil@gmail.com; saqib.ali@people.com.pk; KHURSHID, Muhammad Naveed <khurshidm@who.int>; AHMAD, Laeeq <ahmadl@who.int>; IQBAL, Ahsan <iqbalah@who.int>; ABBAS, Waseem <wabbas@who.int>; Bushra Saeed <bushra.saeed@people.com.pk>
Subject: Fw: [EXT] Re: CHW Benish written statement.

Dear Mr Shahid sb

In continuation to the previous email please find attached complaints received against UCPO Mr Mushtaq, keeping in view the sensitivity of matter i will suggest keeping names of complainant confidential and suspend the UCPO till conclusion of inquiry

Regards

Dr Saifullah Khan
DDPO
PEI WHO, Peshawar
Cell#: 03339235645
Email: skhan@who.int
acpeshawar1@gmail.com



From: KHAN, Saifullah

Sent: Sunday, February 6, 2022 9:46 PM

To: IQBAL, Ahsan <iqbalah@who.int>

Cc: Muhammad Imtiaz khalil <m.imtikhalil@gmail.com>; Saqib Ali <saqib.ali@people.com.pk>; Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>; Bushra Nisar <bushra.nisar@people.com.pk>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; AHMAD, Laeeq <ahmadl@who.int>; bushra.saeed@people.com.pk <bushra.saeed@people.com.pk>

Subject: RE: [EXT] Re: CHW Benish written statement.

Agreed

People and CTC team to inquire the matter ASAP

Regards

Dr Saifullah Khan

Deputy District Polio Officer

PEI, WHO Peshawar

On 6 Feb 2022 21:20, "IQBAL, Ahsan" <iqbalah@who.int> wrote:

Dear Dr. Saif,

This is a sensitive issue and I recommend a joint inquiry by CTC and People team as soon as possible

Regards,

Dr. Ahsan Iqbal

District Delivery, Operations and Supervision Officer,

HRMP Focal Person,

Immunization Officer - WHO,

Peshawar

From: Muhammad Imtiaz khalil <m.imtikhalil@gmail.com>

Sent: Sunday, January 30, 2022 11:30 PM

To: IQBAL, Ahsan <iqbalah@who.int>; Saqib Ali <saqib.ali@people.com.pk>

Cc: Bushra Nisar <bushra.nisar@people.com.pk>

Subject: [EXT] Re: CHW Benish written statement.

Dear Sir,

With due respect, it is stated that today the CHW Alweena's husband Mr. Zulfiqar again interfered in our matters when he was informed by his wife (CHW Alweena) that she is reported by UCPO as late in the morning, suddenly, he went to the Transit team and told him that inform your UCPO Mr. Mushtaq that he shouldn't report my wife otherwise he will face the consequences and also used abusive language, later when Mr. Mushtaq was informed by the Transit team regarding the issue. Mr. Mustaq didn't inform any one nor reported the issue to concern TDO, UPEC etc and straightaway came to the BHU with a Gun (AK47) along with his 3-5 cousins (**pictures attached for reference**) and threaten the CHW Alweena and her husband in front of the staff (**CHW Alweena written statement attached for reference**).

After the involvement of UCO Mr. Afaq and other PEI staff the issue was resolved for a time being.

Thus, I request you to investigate the concern issue by the vendor as it is a very sensitive matter and it will defiantly effect the program if proper action not taken against the responsible persons.

Best regards

On Fri, 14 Jan 2022, 12:18 pm Muhammad Imtiaz khalil, <m.imtikhalil@gmail.com> wrote:

Gentle reminder

On Wed, 5 Jan 2022, 11:43 am Muhammad Imtiaz Khalil, <m.imtikhalil@gmail.com> wrote:

Gentle reminder!

Thanks & Regards

Muhammad Imtiaz

Town Delivery and Operations services Officer (TDOSO)

Polio Eradication Initiative (PEI)

Contact: 0321-9063188

From: [Muhammad Imtiaz Khalil](#)

Sent: Thursday, December 23, 2021 11:35 AM

To: [IQBAL, Ahsan](#); [Saqib Ali](#)

Cc: [Bushra Nisar](#)

Subject: RE: CHW Benish written statement.

Dear Sir,

The issue has been thoroughly investigated, all concerns including UC officers were interviewed at BHU Surizai Bala.

Background of the Issue

TTM Noor Habib found issues in CHW Alweena's area during cluster taking, when he informed the concern CHW regarding the issues suddenly CHW Alveena and her husband named Zulfikar (who is working as assistant with his wife) miss behaved and used unethical words to TTM Mr. Noor Habib and then to CHW Miss Benish too when she asked them that don't talk loudly because it will create issues for PEI staff in the community as the support center is situated in the mid of the Muhallah (CHW Benish Written statement attached)

The issue has been reported to UCPO on time but he didn't report it further on time.

Below are the findings and suggestions

Findings

1. CHW Alveena and her husband Zulfiqar miss behaved and used unethical words to TTM Noor Habib and CHW Benish (CHW written statement attached)
2. During the inquiry it was revealed that the CHW Alveena's Husband pressurized the teams previously too (Previous email attached), and the CHWs are not feeling secure in his presence (AS Tahir written statement attached)
3. The CHW Alveena's Husband setting with teams inside the support center without any official permission nor official work.
4. CHW Alveena created miss conception regarding CHW Aneela in community (Written statement attached). During inquiry CHW Alveena shows non-professional behavior.
5. The issue has been reported to UCPO Mr. Mustaq on time but he failed to report it further.

Suggestions and action taken

1. **Final warning with probation** is suggested due to her and her Husband non-professional behavior in work place.
2. Her Husband has been informed that he will just pick and drop her wife to BHU, support center and will have no concern with CBV staff otherwise official action will be taken.
3. Verbal warning and counseling was done for UCPO.

Thanks & Regards
Muhammad Imtiaz

Town Delivery and Operations services Officer (TDOSO)

Polio Eradication Initiative (PEI)

Contact: 0321-9063188

From: [Muhammad Imtiaz Khalil](#)
Sent: Wednesday, December 15, 2021 10:35 PM
To: [IQBAL, Ahsan](#)
Cc: foziaumar7@gmail.com; [Mushtaq Amjad Khan](#)
Subject: RE: CHW Benish written statement.

The issue will be investigated and finding will be shared soon

Sent from [Mail](#) for Windows

From: [Mushtaq Amjad Khan](#)
Sent: Tuesday, December 14, 2021 9:14 PM
To: [Muhammad Imtiaz khalil](#)
Cc: foziaumar7@gmail.com
Subject: Fwd: CHW Benish written statement.

Respected Sir Imtiaz TDOSO sb,

Sir as you discussed over phone that Miss Fozia UCDO UC Surizai Bala reported CHW Miss Benish issue to you.

Respected Sir, written statement is attached as you asked me for properly report the issue.

Regards,
Mushtaq Amjad Khan
Union Council Polio Officer,
Surizai Bala.

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

From: **Fozia Umar** <foziaumar7@gmail.com>

Date: Tue, Dec 14, 2021, 8:39 PM

Subject: CHW Benish written statement.

To: Mushtaq Amjad Khan <Mushtaqamjadkhan@gmail.com>

Respected Sir

CHW Benish code 283A written statement is attached.