

Shahid Ali/PTPP/RC

From: KHAN, Faizan <khanfai@who.int>
Sent: Thursday, April 28, 2022 1:16 PM
To: Shahid Ali/PTPP/RC
Cc: ABBAS, Waseem; AURANGZEB KHAN, Mazhar; naila@ctc.org.pk
Subject: FW: [EXT] Inquiry Report on Unprofessional attitude of UCPO Mr. Imran Khan -

Dear Shahid

UCPO Imran Khan (UC Yakatoot-2) is recommended for counselling session only as per feedback of AC and approval of PTL.

Regards
Faizan Khan

From: MOHAMED, Gedi
Sent: Thursday, 28 April 2022 11:52 AM
To: KHAN, Faizan <khanfai@who.int>
Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>
Subject: Re: [EXT] Inquiry Report on Unprofessional attitude of UCPO Mr. Imran Khan -

Approved.

Regards,

Gedi

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From: KHAN, Faizan <khanfai@who.int>
Sent: Thursday, April 28, 2022 11:48:45 AM
To: MOHAMED, Gedi <mohamedge@who.int>
Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>
Subject: FW: [EXT] Inquiry Report on Unprofessional attitude of UCPO Mr. Imran Khan -

Dear Sir

CTC conducted inquiry against UCPO Imran Khan (UC Yakatoot-2) on account of unprofessional attitude, the inquiry report shows that no evidence of any unprofessional attitude was provided/found. The statements provided by the complainers are vague and personalized.

As majority of the staff (CHW & HTH) complained against the unprofessional attitude of UCDO Ms Sumera, being the functional UC lead UCPO Imran Khan tried his level best of diffuse the situations at many instances so the AC coordinator recommended only counselling session to UCPO Imran Khan instead warning which was recommended by CTC in their inquiry report.

Your kind approval is required to proceed.

Regards
Faizan Khan

From: KHURSHID, Muhammad Naveed
Sent: Wednesday, 27 April 2022 11:21 PM
To: KHAN, Faizan <khanfai@who.int>
Cc: KHAN, Saifullah <skhan@who.int>; MOHAMED, Gedi <mohamedge@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; ABBAS, Waseem <wabbas@who.int>
Subject: Re: [EXT] Inquiry Report on Unprofessional attitude of UCPO Mr. Imran Khan -

Dear Faizan,

Thank you for sharing the report. As per the attached report, the following is submitted for your opinion as an HR expert.

1. Nothing is proved against the UCPO.
 - *No staff member complaint about the behavior of UCPO Mr. Imran Khan to the inquiry team, their only complaint was that he was supporting UCDO Ms. Sumaira. The only exception was CHW Ms. Amna who complaint about UCPO Mr. Imran Khan's behavior, however, she could not provide any proof in support of her allegation.*
2. None of the staff provided any evidence to support their claims of workplace abuse or harassment.
 - *No conclusive evidence of UCPO Mr. Imran Khan threatening the staff members was found*
3. UCDO comes under PE and they have taken actions as per SOPs.

UCPO, being lead at the UC level, tried his best to manage issues falling under his ambit of responsibility. The same was investigated previously jointly by CTC and PE as well in which UCCO was terminated. I will suggest counselling session in this case.

Regards
Dr Naveed Khurshid

From: KHAN, Faizan <khanfai@who.int>
Sent: Tuesday, April 26, 2022 11:39 AM
To: KHURSHID, Muhammad Naveed <khurshidm@who.int>
Cc: KHAN, Saifullah <skhan@who.int>; MOHAMED, Gedi <mohamedge@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; ABBAS, Waseem <wabbas@who.int>; Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Subject: FW: [EXT] Inquiry Report on Unprofessional attitude of UCPO Mr. Imran Khan -

Dear Dr Naveed

As shared by your good self that the below mentioned case is not discussed with you, please go through the inquiry report and share your input.

Apologies for the inconvenience.

Regards
Faizan Khan

From: KHAN, Faizan
Sent: Tuesday, 26 April 2022 10:43 AM
To: MOHAMED, Gedi <mohamedge@who.int>
Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; 'KHAN, Saifullah' <skhan@who.int>
Subject: FW: [EXT] Inquiry Report on Unprofessional attitude of UCPO Mr. Imran Khan -

Dear Sir

CTC has recommended warning letter to UCPO Imran Khan (UC Yakatoot-2) on account of willful concealment of misconduct of a subordinate (UCDO Ms. Sumaira)

Your kind approval is requested to proceed.

Regards
Faizan Khan

From: Shahid Ali/PTPP/RC [<mailto:shahid.ali@chipconsulting.org>]
Sent: Monday, 25 April 2022 5:49 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: KHAN, Faizan <khanfai@who.int>; laiba@ctc.org.pk; 'Raazia' <raazia.rehman@ctc.org.pk>; 'Naila Nizam' <naila@ctc.org.pk>
Subject: [EXT] Inquiry Report on Unprofessional attitude of UCPO Mr. Imran Khan -

Dear Waseem,

This is refer to the complaint received against UCPO Mr. Imran UC Yakatoot-2. The inquiry report along with annexures are attached for your reference.

Kindly WHO PO approval is requested on recommended action.

Regards,



Shahid Ali
Regional Coordinator - KP
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