

From: sundas.tariq@chipconsulting.org [mailto:sundas.tariq@chipconsulting.org]
Sent: Friday, March 24, 2023 11:53 AM
To: muhhammadmuslehuddin@chipconsulting.org
Cc: sabeen.khan@chipconsulting.org
Subject: FW: [EXT] Mashogagar enquiry Report

FYI

From: AHMAD, Shakeel Muhammad Saleem [<mailto:ahmadsh@who.int>]
Sent: Friday, March 24, 2023 11:34 AM
To: sundas.tariq@chipconsulting.org
Cc: Naila Nizam <naila.nizam@chipconsulting.org>; PARVEEN, Khalida <parveenk@who.int>
Subject: RE: [EXT] Mashogagar enquiry Report

Dear Sundas.

Kindly proceed termination of Mr Jehan Afsar UCPO, Mashogagar- Peshawar.

Before proceeding for actions; please ensure relevant background of specific allegations and proofs/eyewitness statements are available to substantiate allegations.

Regards,

Shakeel Ahmad

From: ZAHEER, Bilal <zaheerbi@who.int>
Sent: Monday, 20 March 2023 12:45 PM
To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Cc: PARVEEN, Khalida <parveenk@who.int>
Subject: RE: [EXT] Mashogagar enquiry Report
Importance: High

Dear Shakeel,

Please proceed with recommended actions in line with SOPs

Before proceeding for actions; please ensure relevant background of specific allegations and proofs/eyewitness statements are available to substantiate allegations.

Regards,

Bilal

From: AHMAD, Shakeel Muhammad Saleem
Sent: Wednesday, March 15, 2023 12:36 PM
To: ZAHEER, Bilal <zaheerbi@who.int>

Cc: PARVEEN, Khalida <parveenk@who.int>
Subject: FW: [EXT] Mashogagar enquiry Report

Dear Bilal sb,

This is in reference to the termination requested for Mr. Jehan Afsar ,UCPO, Mashogagar- Peshawar.

- CTC and Peoples Programme Investigate this case, investigation report and other evidence are attached.
- After Investigation CTC has recommended the termination due to his engagement into in grouping, harassment and misuse of authority. The allegations were raised by Ms Nazia CHW.
- As per SOP Harassment is highlighted as a red line area and hence termination is recommended for him.
- Provincial Team Lead has also agreed with his termination request.

Kindly share your consent for onward sharing with CTC.

Regards,
Shakeel Ahmad

From: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>

Sent: Tuesday, 14 March 2023 12:24 PM

To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; PARVEEN, Khalida <parveenk@who.int>

Cc: ZAHEER, Bilal <zaheerbi@who.int>; irfan@chipconsulting.org; Sarah Farooqui <sarah@chipconsulting.org>; naila.nizam@chipconsulting.org

Subject: FW: [EXT] Mashogagar enquiry Report

Dear Mr. Shakeel and Ms. Khalida,

Greeting from CTC!

This is with reference to the investigation conducted against UCPO Mr. Jehan Afsar - Mashogagar- Peshawar regarding involvement of UCPO in grouping, harassment and misuse of authority.

Based on the findings, Mr. Jehan Afsar UCPO -Mashogagar has been found guilty and recommended for termination on account of involvement in in grouping, harassment and misuse of authority. The recommendation has also been endorsed by WHO PO and mentioned in the thread email below.

WHO FO approval is requested to proceed with the termination case.

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

Regards,

Sundas Tariq
Project Coordinator
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Cell:[0349-7760580](tel:0349-7760580)

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Thursday, 2 March 2023 12:22 pm
To: Naila Nizam <naila.nizam@chipconsulting.org>; muhammadmuslehuddin@chipconsulting.org
Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; AFRIDI, Sarfaraz Khan <afridis@who.int>
Subject: RE: [EXT] Mashogagar enquiry Report

Dear Colleagues,

Please proceed with the actions and note the below email of PTL for consideration.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Thursday, 2 March 2023 12:20 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Mashogagar enquiry Report
Importance: High

Dear Colleagues

Reference to the matter highlighted against the Mashogagar issue. Any staff involved with clear evidence of involvement must be terminated on the resolved involved either directly or indirectly. Agreed to the Termination of UCPO and ASLM but at the same time UCCO with 2 other staff members. Involvement of both the staff has not justified reason to stay and should be terminated immediately.

Best Regards

Dr. Sarfaraz Khan Afridi
MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)
D.T.M & H (Lond), D. Clin.Paeds (Lond)
Team Leader – WHO - PEI
World Health Organization – Pakistan
Khyber Pakhtunkhwa - Peshawar
Mb. Cont: +92 - 300-590-8373
E-Mail Office: afridis@who.int

E-Mail Personal: drskafриди@gmail.com

From: ABBAS, Waseem <wabbas@who.int>

Sent: Thursday, 2 March 2023 10:14 AM

To: AFRIDI, Sarfaraz Khan <afridis@who.int>

Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: FW: [EXT] Mashogagar enquiry Report

Dear Sir,

Reference to the investigation of UCPO Mashogagar, Mr. Jehan Afsar conducted by PEOPLE and CTC Teams, following were the key findings;

- The UCPO is involved in unwanted Physical advances such as touching, shouting and insulting the fellow colleagues
- Families of the staff members were dragged into the professional matters
- The defined communication channels were breached
- The environment of UC workers was distressed and that focus on PEI activities was deviated to other non-professional issues

Based on the recommendations by both the Venders, UCPO Jehan Afsar is recommended as “**Termination**”, which is endorsed by the Area Coordinator.

Your **approval** is requested.

PS: Action for ASLM will be initiated by PEOPLE through UNICEF

Regards

Waseem Abbas

From: muhhammadmuslehuddin@chipconsulting.org <muhhammadmuslehuddin@chipconsulting.org>

Sent: Wednesday, 1 March 2023 5:13 PM

To: ABBAS, Waseem <wabbas@who.int>

Cc: naila.nizam@chipconsulting.org; sundas.tariq@chipconsulting.org;

javeria.khattak@chipconsulting.org; sabeen.khan@chipconsulting.org

Subject: FW: [EXT] Mashogagar enquiry Report

Dear Mr. Waseem Abbas,

I hope you will be doing well. Attached please find the Final Report of Investigation against Mr. Jehan Afsar (UCPO-Mashogagar) for further necessary action. All the three members of Joint Fact Finding Committee have consensus on the recommendations and it is also endorsed by the concerned DDPO. If you have any further query kindly let me know.

Best Regards,
Muslehuddin

From: KHAN, Saifullah [<mailto:skhan@who.int>]

Sent: Wednesday, March 1, 2023 3:13 PM

To: Muhammad Ayub <muhammad.ayub@people.com.pk>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; muhammadmuslehuddin@chipconsulting.org

Cc: 'Imran Ali' <imran.ali@people.com.pk>; asif hadi <asif.hadi@people.com.pk>; 'HR SMH' <hr.smh@people.com.pk>

Subject: Re: [EXT] Mashogagar enquiry Report

Recommendations are endorsed

Regards

Dr Saifullah Khan

DDPO

PEI WHO, Peshawar

Cell#: 03339235645

Email: skhan@who.int

acpeshawar1@gmail.com



**World Health
Organization**

From: Muhammad Ayub <muhammad.ayub@people.com.pk>

Sent: Monday, February 20, 2023 11:43 AM

To: KHAN, Saifullah <skhan@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; muhammadmuslehuddin@chipconsulting.org <muhammadmuslehuddin@chipconsulting.org>

Cc: 'Imran Ali' <imran.ali@people.com.pk>; asif hadi <asif.hadi@people.com.pk>; 'HR SMH' <hr.smh@people.com.pk>

Subject: [EXT] Mashogagar enquiry Report

Dear Dr. Saif/Naveed/ CTC Colleague,

Hope you are doing very well,

Kindly find the attached enquiry report of UC Mashogagar including Annexes, findings, and recommendations for your kind review and further endorsement.

Regards,

Muhammad Ayub

Sr. HR Executive

Professional Employers Private Limited

Office# FF-152, First Floor,

Deans Trade Center, Peshawar.

Web: www.people.com.pk

Mob: +92-341-0409579

Phone # +92-91-5603097-9 Ext# 109



From: muhammadmuslehuddin@chipconsulting.org

[<mailto:muhammadmuslehuddin@chipconsulting.org>]

Sent: Sunday, February 19, 2023 11:27 AM

To: 'Muhammad Ayub' <muhammad.ayub@people.com.pk>

Cc: waqas.ahmad@people.com.pk

Subject: RE: Mashogagar enquiry Report

Dear Mr. Muhammad Ayub,

I hope you will be doing well. I thank you for sharing a detailed report encompassing all the facts revealed during the Investigation of the Fact Finding Committee. Attached please find the Final Report with minor changes. I agree with the Final Report and to all the recommendations advised.

Best Regards,

MUHAMMAD MUSLEHUDDIN
SENIOR HR OFFICER
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR OFFICE
Contact: +92-333-9224883
Whatsapp: +971-55-3867238

From: Muhammad Ayub [<mailto:muhammad.ayub@people.com.pk>]

Sent: Saturday, February 18, 2023 8:59 PM

To: muhammadmuslehuddin@chipconsulting.org

Cc: waqas.ahmad@people.com.pk

Subject: Mashogagar enquiry Report

Dear Musleh,

Hope you are feeling well,

Kindly find the attached enquiry report and review.

Regards,

Muhammad Ayub
Sr. HR Executive
Professional Employers Private Limited
Office# FF-152, First Floor,
Deans Trade Center, Peshawar.

Web: www.people.com.pk

Mob: +92-341-0409579

Phone # +92-91-5603097-9 Ext# 109

