

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Tuesday, May 9, 2023 7:59 AM
To: muhammadmuslehuddin@chipconsulting.org; KHURSHID, Muhammad Naveed <khurshidm@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; AFRIDI, Sarfaraz Khan <afridis@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>
Subject: Re: [EXT] FW: Inquiry Request-Wazir Bagh

Dear Muslehuddin,

Please proceed with the action.

Dear Dr Naveed,

Kindly coordinate with both vendors to prepare an orientation session regarding the **Professional Ethics & Conduct in the workplace** for all the field workers managed by both the vendors to promote harmonious work environment to minimize the issues.

Would appreciate if a collaborative document/presentation is prepared for a joint session.

Had any information required, please feel free to contact.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Monday, 8 May 2023, 10:21 pm
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>
Subject: RE: [EXT] FW: Inquiry Request-Wazir Bagh

Go a head approved at my end. May I request that the 3rd Party should make a plan with ERU colleagues and the 3rd party representative should council all the UCDOs, UCPOs, UCCOs by each Town so that we should address such issues and minimize the such matters. Once plan is made pls share with me. Will be waiting.

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: Monday, 8 May 2023 6:06 PM

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

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

Subject: Fwd: [EXT] FW: Inquiry Request-Wazir Bagh

Dear Sir,

A joint fact-finding investigation was conducted by CTC and PEOPLE team regarding unprofessional attitude.

A **Verbal Warning and a Counselling Session** for UCPO- Mr. Farhan Samiullah is suggested. Your **approval** is requested.

Thank you

Waseem Abbas

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

Sent: Monday, 8 May 2023, 4:26 pm

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

Cc: naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>;

sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>;

javeria.khattak@chipconsulting.org <javeria.khattak@chipconsulting.org>;

Sabeen.khan@chipconsulting.org <Sabeen.khan@chipconsulting.org>

Subject: RE: [EXT] FW: Inquiry Request-Wazir Bagh

Dear Mr. Waseem Abbas,

I hope you will be doing well. A complaint was received against Mr. Farhan Samiullah (UCPO-Wazir Bagh) for his Unprofessional Attitude by the Program Team on 17th April, 2023. In order to probe the matter, PEOPLE jointly with CTC team conducted a fact-finding investigation of the matter on 20th April, 2023. Attached please find the Final Investigation Report for further necessary action. If you have any further query kindly let me know.

Best Regards,

MUHAMMAD MUSLEHUDDIN

SENIOR HR OFFICER

CHIP Training & Consulting (Pvt) Ltd

PESHAWAR OFFICE

Contact: +92-333-9224883

Whatsapp: +971-55-3867238

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Monday, May 8, 2023 3:52 PM
To: muhhammadmuslehuddin@chipconsulting.org
Subject: Re: [EXT] FW: Inquiry Request-Wazir Bagh

Thank you. Kindly share final report for management review.

Regards

From: muhhammadmuslehuddin@chipconsulting.org <muhhammadmuslehuddin@chipconsulting.org>
Sent: Monday, 8 May 2023, 3:09 pm
To: ABBAS, Waseem <wabbas@who.int>
Cc: KHURSHID, Muhammad Naveed <khurshidm@who.int>; 'Rizwan Ahmed' <rizwan.ahmad@people.com.pk>; nida.saleem@people.com.pk <nida.saleem@people.com.pk>; sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>; javeria.khattak@chipconsulting.org <javeria.khattak@chipconsulting.org>; KAMRAN, Waheed <kamranw@who.int>; Sabeen.khan@chipconsulting.org <Sabeen.khan@chipconsulting.org>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Saifullah <skhan@who.int>; naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>
Subject: RE: [EXT] FW: Inquiry Request-Wazir Bagh

Dear Mr. Waseem Abbas,

I hope you will be doing well. As you know that the Zoom meeting was conducted on 08th May, 2023 at 11:30 am. During the meeting it was suggested by the WHO Team to revise the transfer clause as per the clause mentioned in the CTC Policy (PTPP Staff Service Rules-PTPPSR) and agreed with other recommendations proposed by CTC. The Term "Unfair means" in the Conclusion shall be replaced with nonprofessional attitude. I hope this matter stands resolved. If you have any further query kindly let me know.

Best Regards,
Muslehuddin

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Friday, May 5, 2023 7:54 PM
To: KHURSHID, Muhammad Naveed <khurshidm@who.int>; muhhammadmuslehuddin@chipconsulting.org; KHAN, Saifullah <skhan@who.int>; naila.nizam@chipconsulting.org
Cc: Rizwan Ahmed <rizwan.ahmad@people.com.pk>; nida.saleem@people.com.pk; sundas.tariq@chipconsulting.org; javeria.khattak@chipconsulting.org; KAMRAN, Waheed <kamranw@who.int>; Sabeen.khan@chipconsulting.org; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: Re: [EXT] FW: Inquiry Request-Wazir Bagh

Dear Colleagues (CTC & District Peshawar Team)

Let's have Zoom meeting on Monday to discuss the matter.

Please let us know about convenient time.

Regards

Waseem Abbas

On May 5, 2023, at 7:34 PM, KHURSHID, Muhammad Naveed <khurshidm@who.int> wrote:

Dear Muslihuddin

I already discussed it with you on the phone. I disagree with the recommendations.

Thanks

Sent from [Outlook for Android](#)

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

Sent: Friday, May 5, 2023 7:29:01 PM

To: KHURSHID, Muhammad Naveed <khurshidm@who.int>

Cc: KHAN, Saifullah <skhan@who.int>; ABBAS, Waseem <wabbas@who.int>; 'Rizwan Ahmed' <rizwan.ahmad@people.com.pk>; nida.saleem@people.com.pk <nida.saleem@people.com.pk>; naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>; javeria.khattak@chipconsulting.org <javeria.khattak@chipconsulting.org>; sabeen.khan@chipconsulting.org <sabeen.khan@chipconsulting.org>

Subject: RE: [EXT] FW: Inquiry Request-Wazir Bagh

Dear Dr. Muhammad Naveed Khurshid,

I hope you will be doing well. Your kind response is awaited please if you agree or have any disagreement to the recommendations.

Best Regards,
Muslehuddin

From: muhammadmuslehuddin@chipconsulting.org
[<mailto:muhammadmuslehuddin@chipconsulting.org>]

Sent: Friday, April 28, 2023 6:49 PM

To: 'KHURSHID, Muhammad Naveed' <khurshidm@who.int>

Cc: 'KHAN, Saifullah' <skhan@who.int>; 'ABBAS, Waseem' <wabbas@who.int>; 'Rizwan Ahmed' <rizwan.ahmad@people.com.pk>; 'nida.saleem@people.com.pk' <nida.saleem@people.com.pk>; 'naila.nizam@chipconsulting.org' <naila.nizam@chipconsulting.org>; 'sundas.tariq@chipconsulting.org' <sundas.tariq@chipconsulting.org>; 'javeria.khattak@chipconsulting.org' <javeria.khattak@chipconsulting.org>; 'sabeen.khan@chipconsulting.org' <sabeen.khan@chipconsulting.org>

<sabeen.khan@chipconsulting.org>

Subject: FW: [EXT] FW: Inquiry Request-Wazir Bagh

Dear Dr. Muhammad Naveed Khurshid,

I hope you will be doing well. A complaint was received from Ms. Dania Sohail (UCDO-Wazir Bagh) on 17th April, 2023 regarding involvement in favoritism and Unprofessional Attitude by UCPO Mr. Farhan Samiullah (UC Wazir Bagh).

In order to probe the matter, PEOPLE jointly with CTC team conducted a fact-finding investigation of the matter on 20th April 2023. Individual meetings with random staff members were conducted in order to find the root cause and the individuals involved.

The Facts Finding Committee has consensus on the Final Investigation Report against UCPO-Wazir Bagh. The Conclusion and Recommendations for your kind review and endorsement are as following.

Conclusion:

- The Fact Finding Committee after a detailed investigation & interviews of the UC Staff observed that the AS- Ms. Kousar has unprofessional attitude and misusing her authority on several occasions along with the support of UCPO- Mr. Farhan Samiullah.
- The UCPO- Mr. Farhan Samiullah is also supporting AS- Ms. Kousar by unfair means and also bypassing the UCDO- Ms. Dania Sohail as well.

Recommendations:

- Explanation followed by a Warning Letter and shuffling to adjacent UC is recommended for AS- Ms. Kousar.
- Verbal Warning and a Counselling Session along with shuffling to another UC is recommended for UCPO- Mr. Farhan Samiullah.

Best Regards,
Muslehuiddin

From: muhammadmuslehuiddin@chipconsulting.org
[<mailto:muhammadmuslehuiddin@chipconsulting.org>]

Sent: Friday, April 28, 2023 4:45 PM

To: 'Rizwan Ahmed' <rizwan.ahmad@people.com.pk>

Cc: 'Imran Ali' <imran.ali@people.com.pk>; 'mohsin.ali@people.com.pk' <mohsin.ali@people.com.pk>; 'nida.saleem@people.com.pk' <nida.saleem@people.com.pk>; 'cbvhelpline@people.com.pk' <cbvhelpline@people.com.pk>; 'Cnh Helpline' <cnhelpline@people.com.pk>; 'sundas.tariq@chipconsulting.org' <sundas.tariq@chipconsulting.org>; 'naila.nizam@chipconsulting.org' <naila.nizam@chipconsulting.org>; 'Naila Nizam' <naila@ctc.org.pk>

Subject: RE: [EXT] FW: Inquiry Request-Wazir Bagh

Dear Mr. Rizwan Ahmad,

I hope you will be doing well. I acknowledge the recommendations and agree to the Final Investigation Report.

Best Regards,
Muslehuddin

From: Rizwan Ahmed [<mailto:rizwan.ahmad@people.com.pk>]

Sent: Friday, April 28, 2023 4:18 PM

To: muhhammadmuslehuddin@chipconsulting.org; sundas.tariq@chipconsulting.org; naila.nizam@chipconsulting.org; 'Naila Nizam' <naila@ctc.org.pk>

Cc: 'Imran Ali' <imran.ali@people.com.pk>; mohsin.ali@people.com.pk; nida.saleem@people.com.pk; cbvhelpline@people.com.pk; 'Cnh Helpline' <cnhelpline@people.com.pk>

Subject: FW: [EXT] FW: Inquiry Request-Wazir Bagh

Dear CTC Team,

Hope you all are in fine health. It is requested to kindly review the Inquiry Report-Wazir Bagh along with recommendations for staff in guilty. Kindly acknowledged to proceed accordingly for further approvals.

Regards,

Rizwan Ahmad

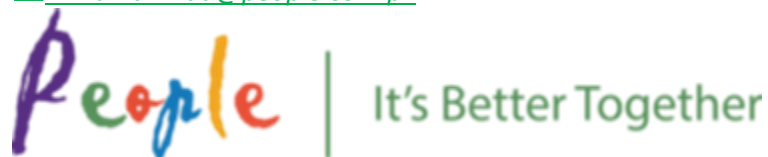
Sr. HR Executive

Professional Employers (PVT) Ltd.

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☎+92-91-5603097 (EXT) # 104

✉rizwan.ahmad@people.com.pk



From: KHURSHID, Muhammad Naveed [<mailto:khurshidm@who.int>]

Sent: Saturday, April 15, 2023 2:31 PM

To: Rizwan Ahmed <rizwan.ahmad@people.com.pk>; KHAN, Saifullah <skhan@who.int>

Cc: 'Imran Ali' <imran.ali@people.com.pk>; 'Cbv Helpline' <cbvhelpline@people.com.pk>; 'Cnh Helpline' <cnhelpline@people.com.pk>; mohsin.ali@people.com.pk; nida.saleem@people.com.pk

Subject: Re: [EXT] FW: Inquiry Request-Wazir Bagh

Endorsed

Sent from [Outlook for Android](#)

From: Rizwan Ahmed <rizwan.ahmad@people.com.pk>
Sent: Saturday, April 15, 2023 2:27:24 PM
To: KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>
Cc: 'Imran Ali' <imran.ali@people.com.pk>; 'Cbv Helpline' <cbvhelpline@people.com.pk>; 'Cnh Helpline' <cnhelpline@people.com.pk>; mohsin.ali@people.com.pk <mohsin.ali@people.com.pk>; nida.saleem@people.com.pk <nida.saleem@people.com.pk>
Subject: [EXT] FW: Inquiry Request-Wazir Bagh

Dear Dr. Naveed,

Hope you are in good health. It is requested to review the complaint and issue raised by UCDO-Dania about her AS-Kausar & UCPO-Farhan. It is requested to kindly endorse the joint inquiry with CTC to proceed accordingly.

10602906	Kausar	AS	Peshawar	SMT	Wazir Bagh	1-Apr-2021	1730171187874
-	Farhan	UCPO	Peshawar	SMT	Wazir Bagh	-	-

Regards,

Rizwan Ahmad

Sr. HR Executive

Professional Employers (PVT) Ltd.

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✉rizwan.ahmad@people.com.pk



From: Rizwan Ahmed [<mailto:rizwan.ahmad@people.com.pk>]
Sent: Tuesday, April 4, 2023 11:09 AM
To: 'KHURSHID, Muhammad Naveed' <khurshidm@who.int>; 'KHAN, Saifullah' <skhan@who.int>
Cc: 'Imran Ali' <imran.ali@people.com.pk>; 'Cbv Helpline' <cbvhelpline@people.com.pk>; 'Cnh Helpline' <cnhelpline@people.com.pk>
Subject: Inquiry Request-Wazir Bagh

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10602906	Kausar	AS	Peshawar	SMT	Wazir Bagh	1-Apr-2021	1730171187874
-	Farhan	UCPO	Peshawar	SMT	Wazir Bagh	-	-

Regards,

Rizwan Ahmad

Sr. HR Executive

Professional Employers (PVT) Ltd.

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☎+92-91-5603097 (EXT) # 104

✉rizwan.ahmad@people.com.pk



From: Dania Sohail [<mailto:daniasohail44@gmail.com>]

Sent: Monday, April 3, 2023 12:48 PM

To: Rizwan Ahmed <rizwan.ahmad@people.com.pk>

Subject: Confidential

AS Kousar and UCPO.docx

Waseem Abbas