

**From:** ABBAS, Waseem [mailto:wabbas@who.int]  
**Sent:** Wednesday, July 5, 2023 2:25 PM  
**To:** muhammadmuslehuddin@chipconsulting.org  
**Cc:** AURANGZEB KHAN, Mazhar <zebma@who.int>  
**Subject:** RE: [EXT] FW: Serious issues in UC Haryana Payan

Dear Muslehuddin,

Please proceed to investigate the matter and share a report for management review.

Regards

Waseem Abbas

**From:** [muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org) <[muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org)>  
**Sent:** Wednesday, July 5, 2023 2:05 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; 'sundas.tariq' <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>; 'Iftikhar Jehan' <[iftikhar.jehan@chipconsulting.org](mailto:iftikhar.jehan@chipconsulting.org)>; [Asif.khan@chipconsulting.org](mailto:Asif.khan@chipconsulting.org); [ayasha.faridoon@chipconsulting.org](mailto:ayasha.faridoon@chipconsulting.org); [javeria.khattak@chipconsulting.org](mailto:javeria.khattak@chipconsulting.org)  
**Subject:** RE: [EXT] FW: Serious issues in UC Haryana Payan

Dear Mr. Waseem Abbas,

I hope you will be doing well. I had a detailed discussion with Mr. Imran Ali - Unit Head Peoples but now after July they are no more interested for a joint inquiry as approval was issued for a joint inquiry previously. It is suggested that CTC shall conduct the Investigation and share the recommendations for your kind review. Please advise in this regard for further necessary action.

Best Regards,  
Muslehuddin

**From:** ABBAS, Waseem [mailto:wabbas@who.int]  
**Sent:** Monday, June 26, 2023 7:39 PM  
**To:** [muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org); Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** Fwd: [EXT] FW: Serious issues in UC Haryana Payan

FYI please

Regards

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**From:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>  
**Sent:** Monday, June 26, 2023 7:32:00 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** RE: [EXT] FW: Serious issues in UC Haryana Payan

Approved

**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

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**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Sent:** Monday, 26 June 2023 4:20 PM

**To:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>

**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>

**Subject:** RE: [EXT] FW: Serious issues in UC Haryana Payan

Dear Sir,

A joint investigation is requested by CTC to investigate the misconduct of Mr. Muhammad Ishaq.

Your approval is requested.

Regards

Waseem Abbas

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

**Sent:** Monday, June 26, 2023 4:18 PM

**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Cc:** 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; 'sundas.tariq' <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>;

[ayasha.faridoon@chipconsulting.org](mailto:ayasha.faridoon@chipconsulting.org); [javeria.khattak@chipconsulting.org](mailto:javeria.khattak@chipconsulting.org);

[samrina.baloch@chipconsulting.org](mailto:samrina.baloch@chipconsulting.org)

**Subject:** [EXT] FW: Serious issues in UC Haryana Payan

Dear Mr. Waseem Abbas,

I hope you will be doing well. A Complaint has been reported by the Programme against Mr. Muhammad Ishaq, UCPO- Haryana Payan, District Peshawar on account of Unprofessional Attitude- **“Willful concealment of misconduct of subordinate staff by Supervisor”**. It is suggested that a joint investigation shall be conducted by **Professional Employers (PVT) Ltd** and **CHIP Training & Consulting (Pvt) Ltd** to resolve the issue in the field. Your kind feedback / approval is requested in this regard.

Best Regards,  
Muslehuddin

**From:** Imran Ali [<mailto:imran.ali@people.com.pk>]  
**Sent:** Saturday, June 24, 2023 10:56 AM  
**To:** 'Nosheen Tabassum' <[nosheen.tabassum@people.com.pk](mailto:nosheen.tabassum@people.com.pk)>;  
[muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org)  
**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)  
**Subject:** FW: Serious issues in UC Haryana Payan

Dear Nosheen & CTC Team,

Please note the following request for investigation. You all are requested to please set the date and time for joint inquiry.

Regards  
**Imran Ali**  
Unit Head – Client Relationship  
Professional Employers Private Limited



*Trust in God, but tie up your camel too...*

**From:** Tufail Ahmed [<mailto:tuahmed@unicef.org>]  
**Sent:** Saturday, 24 June, 2023 10:32 AM  
**To:** 'Imran Ali' <[imran.ali@people.com.pk](mailto:imran.ali@people.com.pk)>  
**Subject:** Fwd: Serious issues in UC Haryana Payan

Dear Imran,  
Kindly investigate and revert.  
Regards  
Tufail

Sent from [Outlook for Android](#)

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**From:** Ibrahim Khan <[ibkhan@unicef.org](mailto:ibkhan@unicef.org)>  
**Sent:** Saturday, June 24, 2023 9:38:34 AM  
**To:** Tufail Ahmed <[tuahmed@unicef.org](mailto:tuahmed@unicef.org)>  
**Subject:** Fwd: Serious issues in UC Haryana Payan

Dear Dr Tufail,

Forwarded as received for you kind information please.

Ibrahim

Sent from [Outlook for Android](#)

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**From:** [muhammadsarirkhan@gmail.com](mailto:muhammadsarirkhan@gmail.com) <[muhammadsarirkhan@gmail.com](mailto:muhammadsarirkhan@gmail.com)>

**Sent:** Saturday, June 24, 2023 9:32:20 AM

**To:** Ibrahim Khan <[ibkhan@unicef.org](mailto:ibkhan@unicef.org)>

**Subject:** Fw: Serious issues in UC Haryana Payan

Respected Sir

Below email is for your kind information please.

Regards

[Sent from Yahoo Mail on Android](#)

----- Forwarded Message -----

**From:** "[muhammadsarirkhan@gmail.com](mailto:muhammadsarirkhan@gmail.com)" <[muhammadsarirkhan@gmail.com](mailto:muhammadsarirkhan@gmail.com)>

**To:** ">" <[faisal.khe@gmail.com](mailto:faisal.khe@gmail.com)>

**Cc:** "Saifullah KHAN" <[skhan@who.int](mailto:skhan@who.int)>, "DEOC - Peshawar"

<[dpcr.peshawar@gmail.com](mailto:dpcr.peshawar@gmail.com)>, "Sohail Khan" <[sokhan@unicef.org](mailto:sokhan@unicef.org)>, "Mian Shahab"

<[shahabmian@hotmail.com](mailto:shahabmian@hotmail.com)>, "Muhammad Ilyas" <[muhammad.ilyas@people.com.pk](mailto:muhammad.ilyas@people.com.pk)>, "

"Tahir TDO" <[tahirsafi.poda@gmail.com](mailto:tahirsafi.poda@gmail.com)>

**Sent:** Fri, Jun 23, 2023 at 10:20 PM

**Subject:** Serious issues in UC Haryana Payan

Respected Faisal sb

It is to bring in your kind notice that following are some of the observations, issues and findings regarding the UC staff (Mr. Ishaq UCPO and Mr. Shehriyar UCDO of UC Haryana).

Field visit was done dated 22nd June 2023.

1) Three CHWs (Ayesha, Fakhira/Fakhriya and Sunbal) was marked leave in attendance register on 19th, 21st, 23rd and 24th June 2023 for their exams. (As per SOPs exam leaves are not allowed during campaign)

2) It was revealed by some of the staff of the UC Haryana Payan that the said CHWs have done their 20-23 houses in the morning and then left for their papers.

3) In the initial investigations I came to know that the said issues e ahas been kept secret by the said UCPO and UCDO and has not been communicated to the DEOC or town level (As the TDOs of Tehsil ShahAlam was also not aware of the said issue and approval for leaves during the campaign.

4) UCPO Mr. Ishaq was contacted regarding the said issues and absence of the CHWs from field during campaign but he straight away denied that the said CHWs were available for duty and didn't attend the papers during campaign. (False statement)

5) Later on UCPO Mr. Ishaq contacted some of staff members of the said UC through phone calls and asked them that who reported these issues to me.

6) Today dated; 23rd June 2023: I came to know through some reliable resources that 2 of the 3 aforesaid CHWs have gone for the paper again and the same practice was repeated by the UCPO and UCDO that they didn't report the said teams as absent from field rather than they were supported and backed up illegally by the UCPO and UCDO and we're allowed to go for their papers.

7) Reporting the said issues to the Respected DDPO Dr. Saif Ullah sb: I was directed to validate day 5th work of the said CHWs.

CHW Miss Sunbal's day 5th work was validated on the ground where 16 houses (Houses # 272-290 as per MCB) of the catchment area were interviewed regarding Day 5th work.

It was responded by 100 % of the community and parents of the children that the CHWs hasn't visited their houses yesterday (22nd June) at 1pm around and hence day 5th work was completed and done on day 4th. (Field validation Pics and videos shared with DDPO Peshawar Dr Saif Ullah sb)

8) Chalking of the said houses was mentioned as 24th of June 2023 on doors of the all interviewed houses. Showing that the teams has done this Chalking in hurry on 22nd June 2023 (Pics share with DDPO Peshawar)

9) CHW Miss Fakhira/Fakhriya's day 5th was also checked and 5/7 houses shared their responses that the said CHW didn't come today for any vaccination.

As per the statement of the concerned Area supervisor during a meeting in the field "the said CHW went to attend her paper on dated 23rd June 2023. Area Supervisor also shared that Miss Fakhriya came for duty at 8am but when she was contacted by her supervisor later on; her cell was off and couldn't be traced till 12:00pm later on after 12:30 pm the same day she was contacted and traced available in the field after her paper

A meeting was held today with the DDPO Peshawar at ERU by 5:30 pm and all of the above findings were shared with DDPO and DCO Peshawar for further necessary action.

Moreover It was also revealed to the concerned authorities that the UCPO asked UPEC Chair to give a false written statement regarding the availability of the said CHWs in the field to be further presented to DEOC as evidence of the teams availability. The UPEC denied to do so. This act make it crystal clear that the said UCPO and UCDO are hiding issues, gave false statement, pressurized the staff, having bossy attitude, violating one team concept, doing favouritism and practiced abuse of authority at the work place.

Being a leader of the UC PEI staff it is important to report any and all issues truthfully and accurately in order to maintain transparency and trust within the workplace. Failing to do so can have negative consequences for both the organization and individuals involved.

Therefore it is strongly recommended to have a proper inquiry in this regard by the vendor on the account of the following observations which are against the workplace ethics and code on conduct.

- Hiding or concealing of information/issues/gaps at UC level
- False statement and dodging the Town Officers and DEOC regarding serious issues.
- Harassment of the staff: not to report this kind of issues to the high ups at town and DEOC level.
- Abuse of authority: Pressurizing the staff to share the info that who has reported the said issues to (TCO Tehsil ShahAlam) and DEOC.
- Grouping among the PEI staff and violating one team approach/concept)

Looking forward for your positive response please.

Regards

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