

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Wednesday, July 5, 2023 9:07 AM
To: muhammadmuslehuddin@chipconsulting.org
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>
Subject: RE: [EXT] FW: Complaint against UCPO Ishak's Unprofessional Behavior and Request for Appropriate Action

Dear Muslehuddin,

Please proceed.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Wednesday, July 5, 2023 12:41 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] FW: Complaint against UCPO Ishak's Unprofessional Behavior and Request for Appropriate Action

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
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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: Tuesday, 4 July 2023 5:08 PM
To: AFRIDI, Sarfaraz Khan <afridis@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: Fwd: [EXT] FW: Complaint against UCPO Ishaq's Unprofessional Behavior and Request for Appropriate Action

Dear Sir,

A joint investigation is requested by CTC to investigate the matter of non-professional attitude of Mr Muhammad Ishaq, report

Your approval is required please

Regards

Waseem Abbas

From: muhammadmuslehuddin@chipconsulting.org <muhammadmuslehuddin@chipconsulting.org>
Sent: Tuesday, July 4, 2023 3:37:24 pm
To: ABBAS, Waseem <wabbas@who.int>
Cc: 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'sundas.tariq' <sundas.tariq@chipconsulting.org>; ayesha.faridoon@chipconsulting.org <ayesha.faridoon@chipconsulting.org>; javeria.khattak@chipconsulting.org <javeria.khattak@chipconsulting.org>
Subject: [EXT] FW: Complaint against UCPO Ishaq's Unprofessional Behavior and Request for Appropriate Action

Dear Mr. Waseem Abbas,

I hope you will be doing well. A Complaint has been reported by the Programme against Mr. Muhammad Ishaq, UCPO- Khalsa 2, District Peshawar on account of Unprofessional Attitude - " Use of foul language, shouting and passing derogatory remarks". 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: Hazrat Bilal [<mailto:sr.smtcomnet@people.com.pk>]
Sent: Monday, July 3, 2023 3:07 PM
To: muhammadmuslehuddin@chipconsulting.org
Cc: sundas.tariq@chipconsulting.org; cbvhelpline@people.com.pk; cnhelpline@people.com.pk; hr.smtcomnet@people.com.pk
Subject: FW: Complaint against UCPO Ishaq's Unprofessional Behavior and Request for Appropriate Action

Dear Muslih,
Hope my mail will find you in good health,
The below mail needs your attention in regard to investigate the matter as soon as possible.

From: Omar Butt [<mailto:omar.butt@people.com.pk>]
Sent: Thursday, June 8, 2023 12:37 PM
To: 'Hazrat Bilal' <sr.smtcomnet@people.com.pk>
Cc: 'Imran Ali' <imran.ali@people.com.pk>; younas.afridi@people.com.pk

Subject: RE: Complaint against UCPO Ishaq's Unprofessional Behavior and Request for Appropriate Action

Go ahead

Thanks & Regards

Omar Butt

Unit Head Client Relationship – **People™**

From: Hazrat Bilal <sr.smtcomnet@people.com.pk>
Sent: Wednesday, June 7, 2023 9:00 PM
To: 'Omar Butt' <omar.butt@people.com.pk>
Cc: 'Imran Ali' <imran.ali@people.com.pk>; younas.afridi@people.com.pk
Subject: FW: Complaint against UCPO Ishaq's Unprofessional Behavior and Request for Appropriate Action

Dear Sir,

Below mail is for your information and need your guidelines for further action.

From: Sohaib Sami [<mailto:sohaibkhansami@gmail.com>]
Sent: Wednesday, June 7, 2023 8:45 PM
To: Asif Ullah <asifullahcsp6164@gmail.com>; faisalkhe@gmail.com; m.imtikhalil@gmail.com; sr.smtcomnet@people.com.pk; CSO Asif Jz <Asifullahcsp@yahoo.com>
Subject: Complaint against UCPO Ishaq's Unprofessional Behavior and Request for Appropriate Action

Dear and Respected,

I hope this email finds you well. I am writing to bring to your attention a matter of utmost concern regarding the unprofessional and unethical behavior displayed by UCPO Ishaq, which has created a hostile work environment and caused significant distress among the staff.

Earlier today, after morning assembly when some teams were dispatched while some were sitting in the lawn of the CD including the CHWs, the ASs, the ALSMs, and the UCDOs. The UCPO Ishaq came out to mark his attendance and asked the ALSM Sheraz that at which time did he joined the field yesterday. I answered him that ALSM Sheraz joined the field at 10:30 am. The UCPO misbehaved and shouted at me and asked to swear over the holly quran that he joined the field at 10:30. I just smiled and answered that let's go to the Mosque for it to verify it. He then shouted and said that you're are lying with a long Beard. I told him that I don't need to lie for a subordinate. When he goes on leave I always forward a leave application to you as day before yesterday he was on leave and I forwarded his leave application to you.

All this misbehavior happened before the subordinate staff which is unethical and unprofessional leading embarrassment and humiliation and insulting for me. Asking such things is his official right and he is authorized to ask but insulting and misbehaving is neither professional nor ethical nor he has the authority to insult me or others in the presence of subordinate staff.

This is not the first time that he gets rude with me and other staff and shows unprofessional and unethical behavior. He has been reported many times for such behavior with the staff and me. This has become his habit of insulting the staff in front of everyone.

Furthermore, It's on record that one of the ALSMs named Umair Ahmad resigned once of his bad bahaviour. The High-ups have conducted inquiries in this regard but no strict action has been taken nor he is going to change his unethical and unprofessional behavior.

Therefore, I request the High-ups to take some serious action against him that he could develop his bahaviour and do not insult the staff to ensure a safe and respectful working environment for all employees.

Thank you for your attention to this matter. I trust that you will handle this situation with the gravity it deserves and take the necessary steps to address and rectify UCPO Ishaq's unprofessional behavior.

Sincerely,

Sohaib
Union Council Communication Officer
UC Khalsa-2
Tehsil City
District Peshawar