

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Thursday, August 24, 2023 7:29 AM
To: 'Iftikhar Jehan' <iftikhar.jehan@chipconsulting.org>
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: Re: [EXT] Closure of inquiry on the complaint withdrawal against UCPO Ishaq's unprofessional Behavior - Khalsa 2 Peshawar

Dear Iftikhar,

Kindly consider this matter as closed

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Thursday, August 24, 2023 12:48:30 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Closure of inquiry on the complaint withdrawal against UCPO Ishaq's unprofessional Behavior - Khalsa 2 Peshawar

Agreed as per the policy and guidance of the 3rd Party.

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: drskafri@gmail.com

From: ABBAS, Waseem <wabbas@who.int>
Sent: Wednesday, 23 August 2023 10:22 AM
To: AFRIDI, Sarfaraz Khan <afridis@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: FW: [EXT] Closure of inquiry on the complaint withdrawal against UCPO Ishaq's unprofessional Behavior - Khalsa 2 Peshawar

Dear Sir,

A compliant is withdrawn by the complainant. You are kindly requested to advise for closing this case.

Regards

Waseem Abbas

From: iftikhar.jehan@chipconsulting.org <iftikhar.jehan@chipconsulting.org>
Sent: Monday, August 21, 2023 12:22 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>; Ayesha Faridoon <ayesha.faridoon@chipconsulting.org>; 'Muhammad Arif' <muhammad.arif@chipconsulting.org>
Subject: [EXT] Closure of inquiry on the complaint withdrawal against UCPO Ishaq's unprofessional Behavior - Khalsa 2 Peshawar

Dear Waseem Abbas,

Reference to the complaint lodged [dated: June 07th 2023] by Mr. Shoaib Sami UCCO (COMNet staff) through PEOPLE's organization against Mr. Muhammad Ishaq UCPO-KPK-Peshawar-Shah Alam-Haryana Payan regarding his unprofessional behavior, a joint investigation by CTC & PEOPLES were recommended & approved [July 5th, 2023] however, as per below forwarded email trail, the complainant has formally withdrawn his complaint stating that there was a mis-understanding which has now been cleared.

The PEOPLE's organization through a formal email [Dated: Aug 3rd, 2023] below trail has confirmed the complaint withdrawal and that further inquiry in this regard has been closed. The closure of inquiry upon the complaint withdrawal has also been endorsed by the Area Coordinator Peshawar [dated: Aug 12, 2023].

Seeking WHO PO valuable inputs and further recommendations to pursue the case accordingly.

Annex: Initial complaint and joint investigation approval is attached.

Thank you

Kind Regards

IFTIKHAR JEHAN

Regional Manager,

CHIP Training & Consulting (Pvt) Ltd.

Peshawar, KPK

Cell # 0345-8566269

From: KHAN, Saifullah [<mailto:skhan@who.int>]
Sent: Saturday, August 12, 2023 2:41 PM
To: ayesha.faridoon@chipconsulting.org; SHEREEN, Ashraf Ali <shereena@who.int>
Subject: Re: [EXT] RE: Complaint against UCPO Ishaq's Unprofessional Behavior and Request for Appropriate Action

If nothing has been proven in initial inquiry and complainant has withdrawn his complaint then case can be closed

Regards

Dr Saifullah Khan
DDPO
PEI WHO, Peshawar
Cell#: 03339235645
Email: skhan@who.int
acpeshawar1@gmail.com



World Health
Organization

From: ayesha.faridoon@chipconsulting.org <ayesha.faridoon@chipconsulting.org>
Sent: Thursday, August 10, 2023 9:42 AM
To: SHEREEN, Ashraf Ali <shereena@who.int>; KHAN, Saifullah <skhan@who.int>
Subject: [EXT] RE: Complaint against UCPO Ishaq's Unprofessional Behavior and Request for Appropriate Action

Gentle reminder

From: ayesha.faridoon@chipconsulting.org [<mailto:ayesha.faridoon@chipconsulting.org>]
Sent: Thursday, August 3, 2023 4:52 PM
To: 'KHAN, Saifullah' <skhan@who.int>
Cc: 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'sundas.tariq' <sundas.tariq@chipconsulting.org>; iftikhar.jehan@chipconsulting.org; 'shereena@who.int' <shereena@who.int>; 'kamranw@who.int' <kamranw@who.int>; 'sr.smtcomnet@people.com.pk' <sr.smtcomnet@people.com.pk>
Subject: FW: Complaint against UCPO Ishaq's Unprofessional Behavior and Request for Appropriate Action

Dear Dr. Saif ,

Reference to the case and complaint lodged by UCCO Sohaib against UCPO Ishaq for his alleged unprofessional behavior, the case was jointly investigated with the PEOPLE organization however, the complainant through formal email has withdrawn his complaint due to misunderstanding which has now cleared.

As per PEOPLE org, the complaint withdrawal has been confirmed through formal email and that the proceedings on the case has now been closed.

Seeking your valuable inputs and recommendations to pursue further.

Thankyou,

Regards,

AYESHA FARIDOON
PROJECT OFFICER HR
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR kpk
☎+92-03497760826

From: Hazrat Bilal [<mailto:sr.smtcomnet@people.com.pk>]

Sent: Thursday, August 3, 2023 11:26 AM

To: ayesha.faridoon@chipconsulting.org

Cc: 'Naila Nizam' <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org;
iftikhar.jehan@chipconsulting.org; muhammad.arif@chipconsulting.org

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

As the case has been withdrawn from the complainant and has been closed by People HR.

Regards,

Bilal

Barki

Sr. HR Service Executive-Client Relationship
Professional Employers (PVT) Ltd.
FF 152, Deans Trade Center Peshawar
Contact # 03490084484
Phone # +92-91-5603097-9 Ext# 105
Web: www.people.com.pk



If you can't find a way, Create one.....

From: ayesha.faridoon@chipconsulting.org [<mailto:ayesha.faridoon@chipconsulting.org>]

Sent: Wednesday, July 26, 2023 5:44 PM

To: sr.smtcomnet@people.com.pk

Cc: 'Naila Nizam' <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org;
iftikhar.jehan@chipconsulting.org; muhammad.arif@chipconsulting.org

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

Dear Hazrat Bilal,

The email from the complainant Mr. Shoaib does not clarify whether it is a voluntary withdrawal of the complaint. Since the issue was due to misunderstanding and resolved without going further in the investigation than recommended any disciplinary action is not advisable and may not be processed as per Policy.

We suggest to clarify the case with formal recommendations based on the facts and findings.

Regards

Regards,

AYESHA FARIDOON
PROJECT OFFICER HR
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR kpk
 **+92-03497760826**

From: Hazrat Bilal [<mailto:sr.smtcomnet@people.com.pk>]

Sent: Monday, July 24, 2023 9:51 AM

To: ayesha.faridoon@chipconsulting.org

Cc: younas.afridi@people.com.pk; 'Omar Butt' <omar.butt@people.com.pk>; 'saira people' <saira@people.com.pk>; asif.hadi@people.com.pk

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

Dear CTC colleagues,

As per a joint inquiry at UC Khalsa-2, which was regarding the misbehaving of UCPO Mr.Ishaq.

As Per the Findings and investigation, we agree that the incident was occurred due to some miss understanding and which was solved out by the Team themselves. The below mail is also regarding of withdrawal of the complaint by the UCCO Mr. Sohaib, in which he clearly mentions that he wants to withdraw the case as Mr. Ishaq apologized to all staff on the next day of the incident.

As per the mutual decision, we will make sure to avoid such incidents in the near future by giving a verbal warning to UCPO Mr. Ishaq.

From: Sohaib Sami [<mailto:sohaibkhansami@gmail.com>]

Sent: Thursday, July 20, 2023 12:58 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>; hazrat.bilal@people.com.pk

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

Respected Seniors

In reference to the above complaint submitted against the misbehavior of the UCPO and the inquiry conducted on that behalf, the UCPO has apologized for his misbehavior to me. I am fully satisfied with the inquiry held and I request to verbally warn the UCPO to be careful in the future and control his behavior to improve the workplace environment.

Thank You

Regards

Sohaib

UCCO Khalsa-2

On Wed, Jun 7, 2023, 20:44 Sohaib Sami <sohaibkhansami@gmail.com> wrote:

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 farward 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