

Dear Waseem Abbas,

Please find attached investigation report with supporting annexures on a “Willful concealment of information” case reported from UC Haryana Payan Tehsil Shah Alam Peshawar.

Following the disciplinary action framework, “Disciplinary Issues - Yellow Line Areas” (S#06), written first warning has been recommended for the CHWs, UCOO and UCPO nominated in the case for their violation of SOPs.

The recommendations have been duly endorsed by the concern Area Coordinator in below email trail.

Will be happy to assist in case of any further information so required.

Regards

**IFTIKHAR JEHAN**

*Regional Manager,*

*CHIP Training & Consulting (Pvt) Ltd.*

*Peshawar, KPK*

*Cell # 0345-8566269*

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

**Sent:** Thursday, July 27, 2023 5:01 PM

**To:** [ayesha.faridoon@chipconsulting.org](mailto:ayesha.faridoon@chipconsulting.org)

**Cc:** 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); [iftikhar.jehan@chipconsulting.org](mailto:iftikhar.jehan@chipconsulting.org); SHEREEN, Ashraf Ali <[shereena@who.int](mailto:shereena@who.int)>; ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; KHURSHID, Muhammad Naveed <[khurshidm@who.int](mailto:khurshidm@who.int)>

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

Recommendations are endorsed

Regards

Dr Saifullah Khan

Deputy District Polio Officer

PEI, WHO Peshawar

On 27 Jul 2023 16:17, [ayesha.faridoon@chipconsulting.org](mailto:ayesha.faridoon@chipconsulting.org) wrote:

Dear sir,

Please disregard the previous email attachment and replace it with current attachment.

Inconvenience is regretted.

RegardsRegards,

AYESHA FARIDOON

PROJECT OFFICER HR

CHIP Training & Consulting (Pvt) Ltd

PESHAWAR kpk

+92-03497760826

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

**Sent:** Thursday, July 27, 2023 4:01 PM

**To:** 'KHAN, Saifullah' <[skhan@who.int](mailto:skhan@who.int)>

**Cc:** 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; 'sundas.tariq@chipconsulting.org' <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>; 'iftikhar.jehan@chipconsulting.org' <[iftikhar.jehan@chipconsulting.org](mailto:iftikhar.jehan@chipconsulting.org)>; 'SHEREEN, Ashraf Ali' <[shereena@who.int](mailto:shereena@who.int)>

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

Dear Sir,

Reference to the case regarding Willful concealment of misconduct of subordinate staff by Supervisors, UC: Haryan Payan, Tehsil Shah Alam, District Peshawar

The investigation conclusions and recommendations are hereby attached for your kind review and valuable inputs after taking statements of Communication at Tehsil and UC level in considerations.

The recommendations will be Subsequently included and reviewed at the WHO PO level.

Your timely response is highly regarded,

Thankyou,

*Regards,*

**AYESHA FARIDOON**

**PROJECT OFFICER HR**

**CHIP Training & Consulting (Pvt) Ltd**

**PESHAWAR kpk**

+92-03497760826

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

**Sent:** Friday, July 21, 2023 1:04 PM

**To:** [ayesha.faridoon@chipconsulting.org](mailto:ayesha.faridoon@chipconsulting.org)

**Cc:** 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); [iftikhar.jehan@chipconsulting.org](mailto:iftikhar.jehan@chipconsulting.org); SHEREEN, Ashraf Ali <[shereena@who.int](mailto:shereena@who.int)>

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

Dear Mst Ayesha

As discussed in yesterday's meeting since this complaint was received from Tehsil Communication Officer so i think you also need to take perspective and statements of Communication at Tehsil and UC level, for that please coordinate with PEOPLE so that

statements of Comms staff can be taken and that will be helpful in reaching a conclusion in a more appropriate way

Regards

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



World Health  
Organization

---

**From:** [ayesha.faridoon@chipconsulting.org](mailto:ayesha.faridoon@chipconsulting.org) <[ayesha.faridoon@chipconsulting.org](mailto:ayesha.faridoon@chipconsulting.org)>  
**Sent:** Friday, July 21, 2023 12:01 PM  
**To:** KHAN, Saifullah <[skhan@who.int](mailto:skhan@who.int)>  
**Cc:** 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>; [iftikhar.jehan@chipconsulting.org](mailto:iftikhar.jehan@chipconsulting.org) <[iftikhar.jehan@chipconsulting.org](mailto:iftikhar.jehan@chipconsulting.org)>; SHEREEN, Ashraf Ali <[shereena@who.int](mailto:shereena@who.int)>  
**Subject:** [EXT] Serious issues in UC Haryana Payan

Dear Sir,

As per our discussion during the meeting, kindly share your recommendation regarding UC Haryana Paya case.

Your response is awaited.

Thankyou,

*Regards,*

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

**From:** [ayesha.faridoon@chipconsulting.org](mailto:ayesha.faridoon@chipconsulting.org) [<mailto:ayesha.faridoon@chipconsulting.org>]  
**Sent:** Thursday, July 20, 2023 1:08 PM  
**To:** 'KHAN, Saifullah' <[skhan@who.int](mailto:skhan@who.int)>  
**Cc:** 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; 'sundas.tariq@chipconsulting.org' <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>; [iftikhar.jehan@chipconsulting.org](mailto:iftikhar.jehan@chipconsulting.org); 'shereena@who.int' <[shereena@who.int](mailto:shereena@who.int)>  
**Subject:** Serious issues in UC Haryana Payan

Dear Sir,

Reference to the case regarding Willful concealment of misconduct of subordinate staff by Supervisors, UC: Haryan Payan, Tehsil Shah Alam, District Peshawar

An investigation findings, conclusions and recommendations are hereby attached for your kind review and valuable inputs.

The recommendations will be Subsequently included and reviewed at the WHO PO level.

Your timely response is highly regarded,

Thankyou,

*Regards,*

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

**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Wednesday, July 5, 2023 2:24 PM  
**To:** [muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org)  
**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); [ayesha.faridoon@chipconsulting.org](mailto:ayesha.faridoon@chipconsulting.org); [javeria.khattak@chipconsulting.org](mailto:javeria.khattak@chipconsulting.org)  
**Subject:** RE: [EXT] FW: Serious issues in UC Haryana Payan

Dear Muslehuddin,

Please proceed to investigate the matter and share 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); [ayesha.faridoon@chipconsulting.org](mailto:ayesha.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

---

**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  
Mb. Cont: +92 - 300-590-8373  
E-Mail Office: [afridis@who.int](mailto:afridis@who.int)  
E-Mail Personal: [drskafриди@gmail.com](mailto:drskafриди@gmail.com)

**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:** [muhhammadmuslehuddin@chipconsulting.org](mailto:muhhammadmuslehuddin@chipconsulting.org) <[muhhammadmuslehuddin@chipconsulting.org](mailto:muhhammadmuslehuddin@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)>;  
[ayesha.faridoon@chipconsulting.org](mailto:ayesha.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