

From: ABBAS, Waseem <wabbas@who.int>
Sent: Wednesday, November 29, 2023 7:45 AM
To: disciplinarymatters.kp@chipconsulting.org
Cc: AURANGZEB KHAN, Mazhar; Naila Nizam
Subject: Fwd: [EXT] Investigation Report of UC-Mera Surezai Payan

FYI please

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Tuesday, November 28, 2023 11:14:29 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Investigation Report of UC-Mera Surezai Payan

Dear Waseem

I agreed with your request but the 3rd party must bring the whole staff to one point and must give awareness regarding their performance. These activities without proper counselling will be not a good sign. Such workers including their parents or family member must be counsel for their wrong doings and should be informed about their repercussion and consequences.

Simple warning is not sufficient. Pls communicate this message and share their feed back with proof of their counselling session for the said UC.

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: drskafridi@gmail.com

-----Original Message-----

From: ABBAS, Waseem <wabbas@who.int>
Sent: Tuesday, 28 November 2023 1:04 PM
To: AFRIDI, Sarfaraz Khan <afridis@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: FW: [EXT] Investigation Report of UC-Mera Surezai Payan

Dear Sir,

Final Warning is recommended to Ms. Samina for involving her family members (Spouse) in the official matters.

Your approval is requested.

Regards

Waseem Abbas

-----Original Message-----

From: disciplinarymatters.kp@chipconsulting.org <disciplinarymatters.kp@chipconsulting.org>

Sent: Tuesday, November 21, 2023 2:20 PM

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

Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>;

hina.queishi@chipconsulting.org; 'Iftikhar' <iftikhar.jehan@chipconsulting.org>

Subject: RE: [EXT] Investigation Report of UC-Mera Surezai Payan

Dear Sir,

The same issue has been reported again by the temporary shuffled UCCO Mr. Nadeem. The second complaint and voice notes of Ms. Samina's husband threatening UCCO are also attached and added as reference in the investigation report.

Regards,
Ayesha Faridoon

-----Original Message-----

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

Sent: Thursday, November 16, 2023 8:36 AM

To: disciplinarymatters.kp@chipconsulting.org

Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>

Subject: FW: [EXT] UC- Investigation Report of Mera Surezai Payan

Dear Ayesha,

Kindly share the attendance picture, voice note and statement as per the findings.

Regards

Waseem Abbas

-----Original Message-----

From: disciplinarymatters.kp@chipconsulting.org

<disciplinarymatters.kp@chipconsulting.org>

Sent: Wednesday, November 1, 2023 12:22 PM

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

Subject: Re: [EXT] Investigation Report of UC-Mera Surezai Payan

Dear Sir,

The final investigation report is attached for your kind review.

Regards,
Ayesha Faridoon

On 2023-10-18 04:24, ABBAS, Waseem wrote:

> Dear Ayesha,
>
> As discussed, Kindly share a completed report (after a show cause)
> backed by the relevant policy clauses. It would be great if you may
> request for the evidences from the complainant. The second
> recommendation seems inappropriate as the UCPO was not asked by the
> compliant to report it for further processing.

> Regards

> Waseem Abbas

> -----Original Message-----

> From: disciplinarymatters.kp@chipconsulting.org
> <disciplinarymatters.kp@chipconsulting.org>
> Sent: Monday, October 9, 2023 6:18 PM
> To: ABBAS, Waseem <wabbas@who.int>
> Cc: zebma@who.int naila.nizam@chipconsulting.org
> Iftikhar.jehan@chipconsulting.org <hina.queshi@chipconsulting.org>;
> saqib.ali@chipconsulting.org
> Subject: [EXT] Investigation Report of UC-Mera Surezai Payan

> Dear Waseem Sb,

> The investigation report of UC-Mera Surezai Payan along with annexure
> is attached for your kind and valuable review and inputs.

> Thankyou,

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

> From: iftikhar.jehan@chipconsulting.org
> [<mailto:iftikhar.jehan@chipconsulting.org>]
> Sent: Monday, September 18, 2023 11:28 AM
> To: 'ABBAS, Waseem' <wabbas@who.int>
> Cc: 'AURANGZEB KHAN, Mazhar' <zebma@who.int>; 'Naila Nizam'
> <naila@ctc.org.pk>
> Subject: RE: [EXT] Interference, miss behave and rude attitude of AS
> Sameena - Saddar-Mera Surazai Payan.

> Thank you Sir. Noted

> Regards

> IFTIKHAR JEHAN

> Regional Manager,
> CHIP Training & Consulting (Pvt) Ltd.
> Peshawar, KPK
> Cell # 0345-8566269

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

> Sent: Monday, September 18, 2023 11:26 AM
> To: Iftikhar Jehan <iftikhar.jehan@chipconsulting.org>
> Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; Naila Nizam
> <naila@ctc.org.pk>
> Subject: Re: [EXT] Interference, miss behave and rude attitude of AS
> Sameena - Saddar-Mera Surazai Payan.
>
> Dear Iftikhar,
>
> Please proceed and share report once the investigation is completed.
>
> Regards
> Waseem Abbas
>
> On Sep 16, 2023, at 11:38 PM, AFRIDI, Sarfaraz Khan <afridis@who.int>
> wrote:
>
> Approved but find the core issue of such behavior or nature of acts
> this may be a an act made at any end for any intention to compel her
> for such act or creating a sense of such frustration and acts.
>
> 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: drskafridi@gmail.com
>
>
> From: ABBAS, Waseem <wabbas@who.int>
> Sent: Saturday, 16 September 2023 1:38 AM
> To: AFRIDI, Sarfaraz Khan <afridis@who.int>
> Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
> Subject: Re: [EXT] Interference, miss behave and rude attitude of AS
> Sameena - Saddar-Mera Surezai Payan.
>
> Dear Sir,
>
> A joint investigation is requested by CTC and PEOPLE team to probe
> misbehavior of Ms Sameena, AS Mera Surezai Payan.
>
> Your approval is requested
>
> Regards
> Waseem Abbas
>
> On Sep 12, 2023, at 3:04 PM, iftikhar.jehan@chipconsulting.org wrote:
>
> Dear Waseem Abbas,
>
> It has been reported by the Program team that the husband of one of
> the CBV staff Ms. Samina AS-KPK-Peshawar-Saddar-Mera Surezai Payan has
> misbehaved with the CBV/COMNet staff in the UC and violated the SOPs

> in relation to workplace and code of conduct.
>
> The same issue has also been flagged by “PEOPLE” on behalf of COMNet
> staff with whom the mentioned AS and her husband misbehaved due to her
> non selection as ALSM. [Email is annexed for reference]
>
> Seeking PO review and approval to issue a formal Show cause notice to
> the mentioned AS for engaging her family members in the official
> matters and misbehaving with the staff. The CTC will also investigate
> the matter and submit the findings along with the recommendations for
> your final review and endorsement.
>
> Thank you
>
> Regards
>
>
> IFTIKHAR JEHAN
> Regional Manager,
> CHIP Training & Consulting (Pvt) Ltd.
> Peshawar, KPK
> Cell # 0345-8566269
>
>
>
> From: Arshad Faheem [<mailto:arshadfaheemtk125@gmail.com>]
> Sent: Thursday, September 21, 2023 8:07 PM
> To: ayesha.faridoon@chipconsulting.org
> Cc: Amna Khan <amnakhn4004@gmail.com>; KHAN, Saifullah
> <skhan@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>; Sundas
> Tariq <sundas.tariq@chipconsulting.org>;
> hina.queeshi@chipconsulting.org; iftikhar.jehan@chipconsulting.org;
> saqib.ali@chipconsulting.org
> Subject: Re: Complaint of Interference and Misbehavior in support
> center Area 5 UC Mera Surizai payan
>
> Dear Ayesha Faridoon,
>
> The concerned UC staff has been informed to be there on time in the
> health facility of the UC.
> Regards:
> Dr.Arshad Faheem
> IO WHO Pesh
>
> On Thu, 21 Sept 2023 at 6:30 PM, <ayesha.faridoon@chipconsulting.org>
> wrote:
> Dear Dr Arshad,
> An investigation has been planned in UC-Mera Surizai Payan tomorrow
> dated 22 Sep, 2023. We would appreciate the presence of all UC members
> on 11:00 am .
> This email is for your information and record.
> Thankyou,
> Regards,
> AYESHA FARIDOON
> PROJECT OFFICER HR
> CHIP Training & Consulting (Pvt) Ltd

> PESHAWAR kpk
> +92-03497760826
>
> From: Muhammad Ilyas [<mailto:sr.peshawarcomnet@people.com.pk>]
> Sent: Thursday, September 21, 2023 4:26 PM
> To: ayesha.faridoon@chipconsulting.org
> Cc: iftikhar.jehan@chipconsulting.org; 'Naila Nizam'
> <naila.nizam@chipconsulting.org>; hina.queshi@chipconsulting.org;
> 'SHEREEN, Ashraf Ali' <shereena@who.int>;
> saqib.ali@chipconsulting.org; 'Omar Butt' <omar.butt@people.com.pk>;
> 'Imran Ali'
> <imran.ali@people.com.pk>; 'younas afridi'
> <younas.afridi@people.com.pk>; Leaves.peshawarcomnet@people.com.pk
> Subject: RE: Complaint of Interference and Misbehavior in support
> center Area 5 UC Mera Surizai payan Dear Ayesha, I am writing to
> follow up on the joint inquiry that we have planned for
> 22-Sep-2023 Sharp 11:00Am regarding the mentioned case.
> Please do not hesitate to reach out to me if you need any further
> clarification or if there are any changes to the plans. I am looking
> forward to the joint inquiry and believe that our collaboration will
> lead to a fruitful outcome.
> Thank you for your attention to this matter.
> Thanks & Regards,
>
> Muhammad Ilyas
> Sr. HR Executive (Khyber / Shahalam / SMH) – Professional Employers
> Private Limited
>
>
> From: ayesha.faridoon@chipconsulting.org
> [<mailto:ayesha.faridoon@chipconsulting.org>]
> Sent: Wednesday, September 20, 2023 6:05 PM
> To: sr.peshawarcomnet@people.com.pk
> Cc: iftikhar.jehan@chipconsulting.org; 'Naila Nizam'
> <naila.nizam@chipconsulting.org>; hina.queshi@chipconsulting.org;
> 'SHEREEN, Ashraf Ali' <shereena@who.int>; saqib.ali@chipconsulting.org
> Subject: RE: Complaint of Interference and Misbehavior in support
> center Area 5 UC Mera Surizai payan Dear Ilyas, I hope this email
> finds you well. We are requesting a joint investigation by CTC and PE
> Team regarding UC Mera Surizai Payan reported case as the approval has
> been received dated 18th Sep,2023.
> We believe that our collaboration is essential to thoroughly and
> efficiently address this issue, and we are committed to working
> closely with your team to ensure a successful outcome.
> To move forward, we kindly request that we schedule a meeting to
> finalize the details i-e date/time of this joint investigation. Please
> provide us with your availability for the field visit at your earliest
> so that we can find a suitable date and time for all parties involved.
> Thankyou,
> Regards
> AYESHA FARIDOON
> PROJECT OFFICER HR
> CHIP Training & Consulting (Pvt) Ltd
> PESHAWAR kpk
> +92-03497760826
>

> From: Muhammad Ilyas [<mailto:sr.peshawarcomnet@people.com.pk>]
> Sent: Tuesday, September 5, 2023 3:50 PM
> To: ayesha.faridoon@chipconsulting.org
> Cc: 'Omar Butt' <omar.butt@people.com.pk>; 'younas afridi'
> <younas.afridi@people.com.pk>; 'Imran Ali' <imran.ali@people.com.pk>;
> 'saira people' <saira@people.com.pk>; 'Cnh Helpline'
> <cnhelpline@people.com.pk>; cbvhelpline@people.com.pk
> Subject: FW: Complaint of Interference and Misbehavior in support
> center Area 5 UC Mera Surizai payan

>
> Dear Ayesha,
> Greetings from People!

>
> We are writing to formally request a thorough inquiry into a recent
> incident involving your staff member, AS Sameena On Date 04-sept-2023
> an unsettling incident occurred at our center where AS's husband
> entered the premises, allegedly brandishing a pistol and pressuring
> our staff. We are deeply concerned about the safety and security of
> our team members and the impact this incident may have on our
> workplace environment.

>
> Furthermore, it has come to our attention that AS's husband may be
> involved in an official matter that could potentially have
> implications for our organization.

>
> Given the gravity of this situation, we kindly request that the
> appropriate authorities investigate this incident promptly and
> thoroughly. We believe that a inquiry will help shed light on the
> circumstances surrounding this incident and ensure the safety and
> well-being of our staff.

>
> We are committed to cooperating fully with any inquiries and providing
> any necessary assistance to facilitate a swift and fair resolution.
> Thank you for your immediate attention to this matter. We look forward
> to your prompt response and actions to address this issue Regards,
> Muhammad Ilyas Sr.Hr Executive (COMNet SMH-Shah Alam-Khyber)
> Professional Employers Private Limited Office# FF152, 1st floor Deans
> Trade Center Saddar Peshawar.
> Tel: 091-5603097-9|Mob: +92-347-4102874|EXT:109
> :Sr.peshawarcomnet@people.com.pk
> Web: www.people.com.pk

>
>
> Π Save a tree. Don't print this e-mail unless it's really necessary

>
> From: Waqas Mujahid [<mailto:hr.peshawarcomnet@people.com.pk>]
> Sent: Tuesday, September 5, 2023 3:11 PM
> To: Sr.peshawarcomnet@people.com.pk
> Subject: FW: Complaint of Interference and Misbehavior in support
> center Area 5 UC Mera Surizai payan

>
> Dear Ilyas.
> The below email for your kind information and further necessary action.
> Thank you.

>
> From: Aslam Khan [<mailto:aslamkhan20061994@gmail.com>]
> Sent: Tuesday, September 05, 2023 12:52 PM
> To: hr.peshawarcomnet@people.com.pk; kaleem991@gmail.com
> Cc: hamdard87@gmail.com
> Subject: Complaint of Interference and Misbehavior in support center
> Area 5 UC Mera Surizai payan

>
> Dear sir
> UC staff complaint received once again about AS Sameena
> CNIC
> 17301-8631752-4 and her husband. Written Complaint has been attached to
> this email. kindly note the issue for disciplinary action. As they
> creating disturbance and also affected works place ethics. Using
> unofficial language in front of all male and female staff..