

From: ayesha.faridoon@chipconsulting.org [mailto:ayesha.faridoon@chipconsulting.org]
Sent: Monday, October 2, 2023 6:06 PM
To: 'ABBAS, Waseem' <wabbas@who.int>
Cc: 'Naila Nizam' <naila.nizam@chipconsulting.org>; 'Iftikhar' <iftikhar.jehan@chipconsulting.org>; 'hina.queeshi@chipconsulting.org' <hina.queeshi@chipconsulting.org>; 'saqib.ali@chipconsulting.org' <saqib.ali@chipconsulting.org>
Subject: RE: [EXT] complaints

Well Noted Sir.

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Thursday, 28 September 2023 4:47 pm
To: ayesha.faridoon@chipconsulting.org
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>; 'Iftikhar Jehan' <iftikhar.jehan@chipconsulting.org>
Subject: RE: [EXT] complaints

Dear Ayesha,

As discussed, Kindly investigate the matter and share report to have more clear information and recommendations.

Regards

Waseem Abbas

From: ABBAS, Waseem <wabbas@who.int>
Sent: Saturday, September 23, 2023 9:25 AM
To: Naila Nizam <naila.nizam@chipconsulting.org>; 'Iftikhar Jehan' <iftikhar.jehan@chipconsulting.org>
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: Re: [EXT] complaints

Dear Colleagues,

Appended email is for your information and further necessary action.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Saturday, September 23, 2023 8:11:34 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] complaints

Dear Colleagues

Go for disciplinary action as it is not a major offence made nor some not falling into the zero tolerance criteria. Working together since long also created a sort of friendly relationship where people become too frank and never consider such act as an act of Power abuse. In case if some one openly refuse to provide money and he or she forced him or her to pay then one can consider if for major penalty.

Such act may be prevailing in other areas / else where if not reported this mean it is not there. In this case 3rd party need to provide counseling to all the staff of this UC. Either they should invite or go there to provide awareness for all these acts.

Need issue of warning.

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: drskafриди@gmail.com

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

Sent: Friday, 22 September 2023 1:44 PM

To: AFRIDI, Sarfaraz Khan <afridis@who.int>

Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: Re: [EXT] complaints

Dear Sir,

Appended email is for your review and approval.

Regards

Waseem Abbas

From: iftikhar.jehan@chipconsulting.org <iftikhar.jehan@chipconsulting.org>

Sent: Friday, September 22, 2023 11:31:07 am

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

Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; 'Naila Nizam' <naila@ctc.org.pk>
Subject: RE: [EXT] complaints

Dear Waseem Abbas,

During the pre-assessment of the case conducted by CTC team before submitting the case for formal approval, CHWs in the UC were randomly contacted who confirmed that the Zainab has forced her subordinates to contribute money for the event. We take these statements as evidences because no worker was allowed to bring cell phone for ensuring that the event may not get recorded.

The UCOO Ms. Zainab is recommended for show cause as her actions falls under the ambit of abuse of authority which is a red line issue and the other staff members UCOO Aliya and UCPO Rizwan Ullah are recommended for explanation letters for two counts, first they did not report the abuse of authority to higher ups and secondly attended function at the BHU which is not allowed.

The statements recorded by the CHWs will remain confidential. The involvement of other staff who might have participated in duress will also be investigated and other staff if found guilty will also be nominated for disciplinary action based on the investigation findings.

Seeking further review and advise by the WHO PO to pursue the case accordingly.

Thank you

Kind Regards

IFTIKHAR JEHAN

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

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Tuesday, September 12, 2023 12:52 AM
To: Iftikhar Jehan <iftikhar.jehan@chipconsulting.org>
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; Naila Nizam <naila@ctc.org.pk>
Subject: Re: [EXT] complaints

Dear Iftikhar,

Kindly advise your team to share the evidence before carrying out an investigation.

Regards

Waseem Abbas

On Sep 12, 2023, at 12:18 AM, AFRIDI, Sarfaraz Khan <afridis@who.int> wrote:

Let the CTC probe the evidence and then we will proceed.

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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E-Mail Office: afridis@who.int

E-Mail Personal: drskafриди@gmail.com

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

Sent: Monday, 11 September 2023 11:48 PM

To: AFRIDI, Sarfaraz Khan <afridis@who.int>

Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: Re: [EXT] complaints

Dear Sir,

Thank you for the feedback. For explanation CTC can issue on their own however for show cause PTL approval is required.

The evidence will be probed by CTC during the investigation and if the allegations prove to be untrue than action will be recommended against the complainant.

The issue is related to forceful celebration of events by asking for monetary contributions. arranging wilful events is always encouraging however here the case is different.

Regards

From: AFRIDI, Sarfaraz Khan <afridis@who.int>

Sent: Monday, September 11, 2023 11:37:21 pm

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

Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: RE: [EXT] complaints

Dear Waseem Abbas

Before proceeding with the process. This trial of mail is very complex. Need proper investigation into the matter. Every mail has some different story. Thress

people have been charge in one mail that UCDO Ms. Zainab for show cause and other two for explanation that is UCOO Aliya and UCPO Rizwan Ullah are recommended for explanation letters.

Strange to see this type of action based on investigation on the part of the CTC. What is the plausible reason for the Ms. Aliya & UCPO Rizwan Ullah. In case if they are attending the Rasma Mehndi and the family has no objection as to why we should interfere until and unless there is some objection on the part of family communicated for not invited but attended.

Sorry we should not treat such complaint on hearsay basis. Sorry provide solid proof in writing and then will proceed with proper investigations. Some thing is going wrong with this issue.

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: drskafриди@gmail.com

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

Sent: Monday, 11 September 2023 5:50 PM

To: AFRIDI, Sarfaraz Khan <afridis@who.int>

Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: Re: [EXT] complaints

Dear Sir,

An abuse of authority is reported against Ms Zainab UCOO for forceful arrangements of events and asking for monetary contributions.

Your approval is requested to issue a show cause

Regards

Waseem Abbas

From: Muhammad Arif <muhammad.arif@chipconsulting.org>
Sent: Monday, September 11, 2023 5:39:27 pm
To: ABBAS, Waseem <wabbas@who.int>
Cc: iftikhar.jehan@chipconsulting.org <iftikhar.jehan@chipconsulting.org>; 'sundas.tariq' <sundas.tariq@chipconsulting.org>; hina.queshi@chipconsulting.org <hina.queshi@chipconsulting.org>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; ayesha.faridoon@chipconsulting.org <ayesha.faridoon@chipconsulting.org>
Subject: RE: [EXT] complaints

Dear Waseem Abbas,

Greetings!

We have received a complaint against UCOO Ms. Zainab- UC Dag District Peshawar on account of abuse of authority. According to the complaint, she has held a function at workplace BHU.

We have conducted an initial assessment on the matter which revealed that UCOO Ms Zainab has demanded money from CHWs for holding Mehndi Function of one of the staff Shazia who worked as Area Supervisor and resigned. The Mehndi function was also attended by UCOO Ms Aliya and UCPO Mr Rizwan Ullah.

It has also been transpired that the same UCOO had also arranged a birthday function after collecting money from field staff in the past as well.

It is suggested that the matter be investigated in detail for holding these staff members accountable. The staff member UCOO Ms Zainab is therefore recommended for show cause and the other staff members UCOO Aliya and UCPO Rizwan Ullah are recommended for explanation letters.

Your feedback is requested in this regard for further action.

Best Regards,

ARIF AHMAD KHAN
Senior Project Officer
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR KPK
Cell: +92-333-5293031

From: SHEREEN, Ashraf Ali [<mailto:shereena@who.int>]
Sent: Wednesday, August 30, 2023 4:15 PM
To: junaid khan <mustajabir203@gmail.com>
Cc: ayesha.faridoon@chipconsulting.org; KHAN, Saifullah <skhan@who.int>
Subject: Re: [EXT] complaints

Dear Ayesha

Below email is for your reference and further necessary action as per SOPs.

Thanks

Dr. Ashraf Ali Shereen

Disease Surveillance Officer - Peshawar

PEI WHO Pakistan

+92 331 5868569 (Cell/WhatsApp)

From: junaid khan <mustajabir203@gmail.com>
Sent: Wednesday, August 30, 2023 4:03:06 PM
To: SHEREEN, Ashraf Ali <shereena@who.int>
Subject: Re: [EXT] complaints

Respected Sir/Madam

it is stated that today we were forced by our UCDO zainab to arrange a mehendi function for AS shazia. We were forced to give money to arrange this function. It was not being allowed by the family but still she insisted. The function was arranged with musical instruments and secondly, Male colleagues were also sitting during the function.

all this goes against the code of professionalism and code of conduct.
So, therefore i lodge a formal complaint against them. We are not here for these things, we must only focus on our job.

Please strict action should be taken against our UCDO Zainab for breaching our code of conduct.

Regards

Union Council Dagg, BHU Teari payan

On Mon, Aug 28, 2023 at 8:08 PM SHEREEN, Ashraf Ali <shereena@who.int>
wrote:

> Dear Junaid,
>
> We will need the details of complainant to initiate disciplinary
> action against the mentioned staff. HR Team is in the loop for further
> guidance, follow up and necessary action.
>
> Thanks
>

>
>
> Dr. Ashraf Ali Shereen
>
> Disease Surveillance Officer - Peshawar
>
> PEI WHO Pakistan
>
> +92-331-5868569 (Cell/WhatsApp)
>
> -----
>
> From: junaid khan <mustajabir203@gmail.com>
> Sent: Monday, August 28, 2023 7:05 PM
> To: SHEREEN, Ashraf Ali <shereena@who.int>
> Subject: Re: [EXT] complaints
>
> Location: BHU, teari payan UC Daag
>
> Designation:
>
> UCO Rizwanullah
>
> UCDO Zainab
>
> UCDO Aliya
>
> Regards.
>
> On Sat, Aug 26, 2023 at 4:05 PM SHEREEN, Ashraf Ali <shereena@who.int>
> wrote:
>
>> Dear Junaid,
>>
>> Kindly share some details for further proceeding.
>>
>> i.e. UC name, Staff designation etc.
>>
>> thanks
>>
>>
>>
>> Dr. Ashraf Ali Shereen
>>
>> Disease Surveillance Officer - Peshawar
>>
>> PEI WHO Pakistan
>>

>> +92-331-5868569 (Cell/WhatsApp)

>>

>> -----

>>

>> From: junaid khan <mustajabir203@gmail.com>

>> Sent: Wednesday, August 23, 2023 5:12 PM

>> To: SHEREEN, Ashraf Ali <shereena@who.int>

>> Subject: [EXT] complaints

>>

>> Dear Madam.

>>

>> We want to hide our identity because we frightened then we faced
>> difficulties in our duty.

>>

>> The Above mentioned Staff Zainab, Aliya and Rizwan makes personel
>> with themselves, We faced difficulties to give our data to these
>> people they are trying to treat us in different ways and also used
>> unprofessional word against us warned us to complaint on us, we faced
>> difficulties in our leaves.

>>

>> kindly guide them.