

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

Subject: RE: [EXT] Approval required for Investigatoin at Khalsa-2

Date: 2023-09-28 05:30

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

To: "disciplinarymatters.kp@chipconsulting.org" <disciplinarymatters.kp@chipconsulting.org>

Cc: "AFRIDI, Sarfaraz Khan" <afridis@who.int>, "AURANGZEB KHAN, Mazhar"

<zebma@who.int>, "Naila Nizam" <naila.nizam@chipconsulting.org>

hina.queshi@chipconsulting.org iftikhar.jehan@chipconsulting.org"

<saqib.ali@chipconsulting.org>

Dear Ayesha,

Thank you for flagging this. We would appreciate for the detailed investigation in the matter concerned. Once finalized, Kindly share a report.

Regards

Waseem Abbas

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

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

Sent: Thursday, September 28, 2023 10:17 AM

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

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

<naila.nizam@chipconsulting.org> hina.queshi@chipconsulting.org

iftikhar.jehan@chipconsulting.org <saqib.ali@chipconsulting.org>

Subject: [EXT] Approval required for Investigatoin at Khalsa-2

Dear Sir Waseem,

A complaint was lodged against a staff member of UC-Khalsa 2, UCPO Mr.

Ishaq holding CNIC (1730150839579). The complaint was lodged by UCOO Ms.

Hina dated [20th sep, 2023] about Biased/Preferential treatment and Psychological harassment. It has been reported by Ms. Hina that the UCPO has been using work-related threats to intimidate her into compliance.

The alleged UCPO Mr. Ishaq has been reported before as well by PE staff a and joint investigation was conducted which was concluded by proving Mr. Ishaq non-guilty and now it has been reported again by the staff which means there are ongoing concerns and unresolved matters inside the UC since time.

Therefore, it is suggested that a thorough inquiry be conducted to investigate these matters. It is essential to ensure that all employees are treated fairly, free from harassment, and with equal opportunities.

Your kind approval is needed in this regard.

Thankyou,

AYESHA FARIDOON_

PROJECT OFFICER HR

CHIP Training & Consulting (Pvt) Ltd

PESHAWAR kpk

+92-03497760826

From: Mohammad Tahir [mailto:tahirsafi.poda@gmail.com]

Sent: Saturday, October 14, 2023 11:06 AM

To: disciplinarymatters.kp@chipconsulting.org

Cc: naila.nizam@chipconsulting.org; ayesha.faridoon@chipconsulting.org; Iftikhar CTC

<iftikhar.jehan@chipconsulting.org>; KHAN, Saifullah <skhan@who.int>; m imtikhalil

<m.imtikhalil@gmail.com>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; faheema@who.int

Subject: Re: Request for an Inquiry into Unfair Treatment, Work/Mentally harassment and Favouritism

Respected concern.

A humble reminder about this complaint.

Regards.

On Wed, 20 Sep 2023, 9:30 pm Mohammad Tahir, <tahirsafi.poda@gmail.com> wrote:

Respected Concern.

The contents of this email were brought to our attention by UCOO Hina of UC Khalisa 2. It contains serious allegations levied against UCPO M. Ishaq, including claims of favoritism, abuse of authority, and workplace harassment.

I kindly request our esteemed Vendor to conduct an impartial and thorough inquiry into these allegations to ascertain the facts. Since I assumed my role on July 1, 2023, as a Town Supervisor, I have made several visits and facilitated staff coordination meetings with the support of UPEC. However, there persist issues related to effective communication, coordination within the team, and staff management could not be improved.

I find myself personally dissatisfied with the performances of both UCOOs and UCPO in addressing these matters. Furthermore, I believe it would be beneficial to reach out to former TDO Mr. Imtiaz, who served in the same capacity for an extended period. He may possess valuable insights into the current situation in the UC, as certain disciplinary actions and correspondences may have transpired during his tenure. His past experiences and potential access to relevant evidence could greatly assist the Vendor in conducting a comprehensive investigation into this matter.

Thanks & Regards

Mohammad Tahir Town Delivery, Operation and Supervision Officer (TDOS)
Community Based Vaccination Program as part of
Polio Eradication Initiative Program (PEI) in Pakistan.

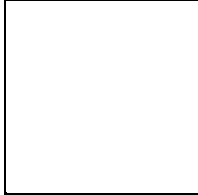
info@ctc.org.pk

CHIP HOUSE, Plot 01, Street 9, Fayyaz Market G-8/2, Islamabad, Pakistan

Contact Info:

Cell Nos: **3325446687, 3035446687**

Skype Id: Mohammad Tahir



On Wed, Sep 20, 2023 at 10:56 AM Hina zahir Hina zahir <hinzahirhina@gmail.com> wrote:
Dear Sir/Madam

I hope this message finds you well. I am writing to bring to your attention a concerning situation that has been ongoing for quite some time within our UC. I believe it is crucial to address these issues for the sake of fairness, employee well-being, and the overall efficiency of our operations.

Over the past months, I have experienced consistent mistreatment and favoritism by our UCPO Mr. Ishaq. This behavior has not only affected my professional life but also taken a toll on my mental well-being. I would like to outline some of the key incidents and concerns:

1. ***Unequal Treatment:*** I have noticed a stark contrast in how tasks, leaves, and privileges are distributed within the team. UCOO Miss. Riffat consistently receives preferential treatment while I am subjected to more demanding and unfair workloads.
2. ***Field Validation Assignment:*** Recently, during field validation, I was assigned areas that I had already visited and validated. I asked to change these areas but the answer was 'No', whereas when UCOO Miss. Riffat requested a change, her request was granted without hesitation.
3. ***Work Harassment:*** Our UCPO has been using work-related threats to intimidate me into compliance, including threats to report me to the TDO. This type of behavior constitutes work harassment and is detrimental to my morale and mentally tortures me.
4. ***Favoritism in Monitoring:*** During active campaign days, it has become apparent that UCOO Riffat is favored in monitoring assignments. I am consistently sent to less accessible and far behind areas, while she is assigned more convenient and nearby areas. Additionally, I have never witnessed our UCPO personally conducting any monitoring activities in the campaign days. He is here to just be an officer.

5. *Inequitable Treatment Regarding Training:* On one occasion, I was compelled to prioritize dispatching field staff over joining the training session at an early time as it was directed by the Tadao to join till 9 am but he threatened me of reporting me to the TDO, while UCOO Riffat was exempt from the same requirement.

These are just a few examples of the persistent issues I have encountered. All this behaviour is permanent and happen with the communication staff too from very long. I believe that these actions not only create a hostile work environment but also hinder my ability to perform my duties effectively.

I kindly request that a thorough and impartial inquiry be conducted to investigate these matters. It is essential to ensure that all employees are treated fairly, free from harassment, and with equal opportunities. Addressing these concerns will not only improve the working conditions but also contribute to a more productive and harmonious workplace.

I appreciate your attention to this matter and look forward to a resolution that will restore a sense of fairness and professionalism within our team. If needed, I am willing to provide further details and evidence to support the inquiry process.

Thank you for your understanding and prompt action.

Sincerely,

Hina
UCOO
UC Khalsa-2, Tehsil City, Peshawar