

**From:** Ayesha Faridooon [mailto:ayesha.faridooon@chipconsulting.org]  
**Sent:** Friday, February 23, 2024 11:24 AM  
**To:** 'ABBAS, Waseem' <wabbas@who.int>  
**Cc:** 'AURANGZEB KHAN, Mazhar' <zebma@who.int>; 'Naila Nizam' <naila.nizam@chipconsulting.org>  
**Subject:** RE: [EXT] Issues Hazar Khwani 2

Well noted. Thankyou sir.

**From:** ABBAS, Waseem [mailto:wabbas@who.int]  
**Sent:** Thursday, February 22, 2024 2:33 PM  
**To:** ayesha.faridooon@chipconsulting.org  
**Cc:** AURANGZEB KHAN, Mazhar <zebma@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>  
**Subject:** FW: [EXT] Issues Hazar Khwani 2

Dear Ayesha,

Kindly proceed and share report for management review.

Regards

Waseem Abbas

**From:** AFRIDI, Sarfaraz Khan <afridis@who.int>  
**Sent:** Thursday, February 22, 2024 2:02 PM  
**To:** ABBAS, Waseem <wabbas@who.int>  
**Cc:** AURANGZEB KHAN, Mazhar <zebma@who.int>  
**Subject:** RE: [EXT] Issues Hazar Khwani 2

Dear Colleagues  
Move accordingly complete the task.

**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**  
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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>  
**Sent:** Thursday, 22 February 2024 10:54 AM

**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] Issues Hazar Khwani 2

Dear Sir,

A compliant is received regarding Mr. Junaid, UC Hazar Khwani 2 regarding workplace harassment. Your approval is requested for joint investigation.

Regards

Waseem Abbas

**From:** Ayesha Faridoon <[disciplinarymatters.kp@chipconsulting.org](mailto:disciplinarymatters.kp@chipconsulting.org)>  
**Sent:** Thursday, February 22, 2024 10:38 AM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; 'Muhammad Arif' <[muhammad.arif@chipconsulting.org](mailto:muhammad.arif@chipconsulting.org)>  
**Subject:** RE: [EXT] Issues Hazar Khwani 2

Dear Sir,

A complaint has been received against Mr. UCOO Junaid of UC-Hazar Khwani-2. The complaint alleges pressurizing and mental harassment towards the staff by restricting their engagement with the PE Team.

In order to address these concerns, a two-round inquiry process is proposed. The first round will involve discussions with CTC staff to understand their perspectives, considering the concerns shared with CTC HR and their written statements. Subsequently, the second round of inquiry will include the PE Team.

To ensure a comprehensive and fair investigation, I seek your approval for a joint inquiry with the PE Team. This collaborative approach will facilitate a thorough examination of the coordination issues and enable us to address them effectively.

Regards,  
Ayesha Faridoon

**From:** KHURSHID, Muhammad Naveed [<mailto:khurshidm@who.int>]  
**Sent:** Friday, February 16, 2024 1:21 PM  
**To:** ABBAS, Waseem  
**Cc:** ALTAF, Afrasyab; Muhammad Arif  
**Subject:** Fw: [EXT] Issues Hazar Khwani 2

Dear Waseem

FYI

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**From:** ALTAF, Afrasyab <[aaltaf@who.int](mailto:aaltaf@who.int)>  
**Sent:** Thursday, February 15, 2024 12:12 PM  
**To:** KHURSHID, Muhammad Naveed <[khurshidm@who.int](mailto:khurshidm@who.int)>  
**Subject:** FW: [EXT] Issues Hazar Khwani 2

Salam

The following email regarding UC Hazarkhwani 2 is forwarded to you. A written statement of CHWs is also attached.

Your guidance regarding further pursual is needed.

Regards

**From:** Shafqat Ullah <[shafqatullah707@gmail.com](mailto:shafqatullah707@gmail.com)>  
**Sent:** Sunday, January 28, 2024 9:55 PM  
**To:** ALTAF, Afrasyab <[aaltaf@who.int](mailto:aaltaf@who.int)>  
**Cc:** [daniasohail44@gmail.com](mailto:daniasohail44@gmail.com)  
**Subject:** [EXT] Issues Hazar Khwani 2

Respected Sir/Madam

I trust this email finds you well. I wanted to bring to your attention some coordination challenges that have surfaced within the operations and communications teams. Identifying and addressing these issues promptly will be crucial for maintaining our team's effectiveness and achieving our organizational goals. I propose the following steps to tackle these challenges:

**Conduct a Team Meeting:**

Schedule a meeting with both the Operations and Communications teams to openly discuss the current challenges and gather insights from team members.

**Clarify Roles and Responsibilities:**

Provide clear guidelines on roles and responsibilities within the teams to eliminate any ambiguity and enhance collaboration.

**Enhance Communication Channels:**

Explore and implement more effective communication tools or platforms to streamline information flow between the two teams.

I am open to further discussion on this matter and am eager to collaborate on implementing solutions. Your guidance and support in resolving these coordination issues will undoubtedly contribute to the overall success of our operations in UC Hazar Khwani 2.

there have been reports of UCOO resorting to mental harassment when individuals do not comply with their instructions. This behavior is unacceptable and goes against the principles of professionalism and respect that we uphold within our organization. I strongly urge that immediate action be taken to address this issue. It is crucial that all UCOOs adhere to the highest standards of conduct and treat all individuals involved in the polio Program with dignity and respect.

Respected Dr Afrasiyab IO SMT Also Meeted With Few Teams In Field And They Verbally Told About There Issues Facing. 1 CHW Gave Written Statment .

The Above Mentioned Issues Also Discussed With Madam Ayesha (CTC) Via Telephonic Conversation.

Thank you for your prompt attention to this matter. I trust that the necessary steps will be taken to address the coordination issues within UC Hazar Khwani 2. If there are any additional details required or if further discussion is needed, please don't hesitate to reach out. I look forward to a collaborative resolution.

Regards  
Shafqat Ullah  
UCPO Hazar Khwani 2