

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Friday, 26 April 2024 1:43 am
To: m.muslehuddin@chipconsulting.org
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org;
javeria.khattak@chipconsulting.org; PARVEEN, Khalida <parveenk@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: Re: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Muslehuddin,

We warmly welcome you.

Please see the remarks of PTL for implementation. Share the counselling document once it is completed.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Friday, April 26, 2024 1:22:54 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Approved what ever decision prevail in view of the complaint but also need council ling.

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: Friday, 26 April 2024 11:31 AM
To: AFRIDI, Sarfaraz Khan <afridis@who.int>

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

Subject: RE: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Sir,

A complaint was received against **Ms. Rani, CHW UC Kankola** and concerns were raised regarding her involvement in immoral activities. It was also reported that she is involved in **Professional negligence/Poor Performance**. During the investigation she was exonerated from immoral activities; however, adding further **she was found guilty of professional negligence** (reviewing Annexure C).

Therefore, based on through investigation findings she is recommended for "**Warning**".

Your approval is requested

PS: During the investigation it was also revealed that the UC has internal conflicts and therefore intervention from Peshawar District Team is recommended for counselling entire UC Team.

Regards

Waseem Abbas

From: m.muslehuddin@chipconsulting.org <m.muslehuddin@chipconsulting.org>

Sent: Wednesday, 24 April 2024 1:19 AM

To: ABBAS, Waseem <wabbas@who.int>; naila.nizam@chipconsulting.org

Cc: 'Arif Ahmad Khan' <muhammad.arif@chipconsulting.org>; sundas.tarig@chipconsulting.org; AURANGZEB KHAN, Mazhar <zebma@who.int>; PARVEEN, Khalida <parveenk@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>

Subject: RE: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Mr. Waseem Abbas,

I hope you will be doing well. I want to formally inform you that I have joined CTC Head Office as Senior HR Officer and I will be leading the Disciplinary Actions and Investigations. I finalized the Investigation against CHW-Rani, UC-Kankola in coordination with Ms. Ayesha Faridoo and Ms. Javeria Khattak. The report was thoroughly reviewed and your kind approval is needed on the recommendations. If you have any further query kindly let me know.

Best Regards,

Muhammad Muslehuddin

Senior HR Officer

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Contact: +923474100705

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

Sent: Wednesday, April 24, 2024 12:47 PM

To: naila.nizam@chipconsulting.org
Cc: m.muslehuddin@chipconsulting.org; 'Arif Ahmad Khan' <muhammad.arif@chipconsulting.org>; sundas.tariq@chipconsulting.org; AURANGZEB KHAN, Mazhar <zebma@who.int>; PARVEEN, Khalida <parveenk@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: RE: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Naila,

We were informed that Ayesha Faridoon has already left the organization, however still we are getting emails.

Please re investigate the below matter and share a report based on the new focal person's recommendation

Regards

Waseem Abbas

From: Ayesha Faridoon <disciplinarymatters.kp@chipconsulting.org>
Sent: Tuesday, April 23, 2024 5:10 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: naila.nizam@chipconsulting.org; m.muslehuddin@chipconsulting.org; 'Arif Ahmad Khan' <muhammad.arif@chipconsulting.org>; sundas.tariq@chipconsulting.org
Subject: RE: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Sir Waseem,

After reviewing the report, I agree with the recommendations provided. Enclosed, please find the investigation report of CHW Rani from UC-Kankola, along with its annexures, for your review and consideration.

Regards,

Javeria Khattak
PROJECT Associate HR
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR kpk
☎+92-03318845663

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Tuesday, April 23, 2024 4:35 PM
To: sundas.tariq@chipconsulting.org
Cc: naila.nizam@chipconsulting.org; m.muslehuddin@chipconsulting.org; Arif Ahmad Khan <muhammad.arif@chipconsulting.org>; disciplinarymatters.kp@chipconsulting.org
Subject: RE: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Sundas,

Thank you for the information. Kindly share the report after being reviewed by the new focal person/concerned person.

Regards

Waseem Abbas

From: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>

Sent: Tuesday, April 23, 2024 3:13 PM

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

Cc: naila.nizam@chipconsulting.org; m.muslehuddin@chipconsulting.org; Arif Ahmad Khan <muhammad.arif@chipconsulting.org>; disciplinarymatters.kp@chipconsulting.org

Subject: FW: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Mr Waseem,

In continuation to the below email, It is to inform you that Ms. Ayesha Faridoon is no longer working with us. Her responsibilities will be assumed by Ms. Javeria, who is fully capable and will ensure a seamless transition in handling Ms. Faridoon duties.

Please note that the email address for communication will remain unchanged. You can contact Ms. Javeria at

0349-7760743

If you have any questions or concerns about this transition, please feel free to reach out to me.

Regards

Sundas Tariq

Project Manager

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Cell:0349-7760580

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

Sent: Tuesday, April 16, 2024 5:58 PM

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

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

Subject: FW: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Sir,

Please find the investigation report of CHW Rani of UC-Kankola along with annexures attached for your review and perusal.

Regards,

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

From: Ayesha Faridoon [<mailto:disciplinarymatters.kp@chipconsulting.org>]
Sent: Tuesday, April 9, 2024 9:48 AM
To: 'javeria.khattak@chipconsulting.org' <javeria.khattak@chipconsulting.org>
Subject: FW: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Sir,

I would like to inform you that a field visit was conducted to UC-Kankola recently, during which the perspectives and inputs of the staff members, including the AS, UCOO, UCPO, and other relevant personnel, were recorded whereas, CHW-Rani was unable to join due to health reasons, specifically a miscarriage, for which she is currently on leave. As a result, her perspective on the matter is pending.

The final report will be shared once we have acquired the stance of all including CHW-Rani.

Regards,
Ayesha Faridoon

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Monday, March 18, 2024 9:25 PM
To: ayesha.faridoon@chipconsulting.org
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>
Subject: Fwd: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Ayesha,

Please proceed as advised.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Monday, March 18, 2024 8:54:25 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Waseem

Go as per the procedure set for such individuals. Approved any action desire for her in view of the facts provided.

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: drskafri@gmail.com

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

Sent: Tuesday, 5 March 2024 11:57 PM

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

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

Subject: Re: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Sir,

Kindly find below the explanation to the queries asked.

Regards

Waseem Abbas

From: FAHEEM, Arshad <faheema@who.int>

Sent: Tuesday, March 5, 2024 3:54:12 PM

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

Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>

Subject: Re: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Waseem Abbas,

The CHW was previously reported 5 times on poor performance, uninformed absenteeism and immoral activities.(Explanations attached)

She has been reported by multiple officers i.e. Tayyb EX UCOO, Current UCPO Imran ,Current UCOO Kamran and Miss Sumaira AS.

The Investigation is the mandate of the Vendor so I would like to request vendor to have an inquiry.

Dr. Arshad Faheem

Immunization Officer,
Peshawar
World Health Organization
+92-334-0010071
Faheema@who.int

From: ABBAS, Waseem <wabbas@who.int>
Sent: Friday, March 1, 2024 6:43 PM
To: FAHEEM, Arshad <faheema@who.int>
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>
Subject: Re: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Dr Arshad,

Kindly share a detailed response about your observation about the specific case in the light of queries asked by PTL.

For any termination recommendations, kindly share your in-depth feedback too being the overall supervisor.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Friday, March 1, 2024 3:49:08 pm
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Waseem

Such complaint communicated after 5 Years raises many doubts but Yes agreed need extensive investigation but at the same time we must see if she is reported for the same attitude then

1. In the past what action has been initiated against her .
2. Why the case is reported now why not earlier.
3. Find out from other sources the role of the complainer.
4. Ask direct and indirect question from AS, UCDO regarding all what is mentioned.
5. Get more clarification of the complaint levelled against her.

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: drskafri@gmail.com

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

Sent: Friday, 1 March 2024 12:07 PM

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

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

Subject: FW: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Sir,

A compliant is received regarding Immoral activities and poor performance. Please advise CTC may investigate the matter.

Regards

Waseem Abbas

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

Sent: Thursday, February 29, 2024 5:31 PM

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

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

Subject: FW: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Sir,

A complaint has been received against CHW Rani from UC-Kankola on account of immoral activities as well as poor performance dated 29th Feb, 2024. It has been mentioned in the complaint that CHW Rani has been involved in relationships with community male members which has led to unpleasant encounters. Therefore, it is suggested to conduct field investigation and acquire stance of the staff.

The initial assessment report has been attached for your reference.

Regards,

Ayesha Faridoon

From: FAHEEM, Arshad [<mailto:faheema@who.int>]
Sent: Thursday, February 29, 2024 2:34 PM
To: ayesha.faridoon@chipconsulting.org
Cc: samrina baloch CTC <samrina.baloch@chipconsulting.org>; Robina Bangash <robina.bangash84@gmail.com>; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>
Subject: Re: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Vendor,
please find attached self explanatory email of TDO Shah alam for necessary action.

Dr. Arshad Faheem

Immunization Officer,
Peshawar
World Health Organization
+92-334-0010071
Faheema@who.int

From: Robina Bangash <robina.bangash84@gmail.com>
Sent: Wednesday, February 28, 2024 2:35 PM
To: FAHEEM, Arshad <faheema@who.int>
Cc: samrina baloch CTC <samrina.baloch@chipconsulting.org>
Subject: [EXT] Fwd: Report on CHW Rani's Poor Performance and Recommendations for Action

Dear Dr Arshad sb
Refrence to below email,I would like to update you that I have recovered all the attached evidences of poor performance,negligence of duty and involvement in immoral activities(she also attempted suicide as per LRH prescription) of CHW Rani while she has been served with explanations and warning letters.

I would suggest contract conclusion as she has multiple issue in every single house including mismatched data,age,household name,Missed families and all of these issues identified by AS and they also saw unknown male members following her in field.So keeping all these in view,I am.not in favor to retain such team members in programm who themselves are risk for programme.

Regards
Robina Gul

----- Forwarded message -----

From: Kamran Ullah Paracha <kam_ran2004@yahoo.com>
Date: Mon, 12 Feb 2024, 17:22
Subject: Report on CHW Rani's Poor Performance and Recommendations for Action
To: Robina Bangash <robina.bangash84@gmail.com>, Arbab Imran <arbabimran@live.com>, ff.shahalam@chipconsulting.org <ff.shahalam@chipconsulting.org>, Saman Mughal

<hrmatters.kpk@chipconsulting.org>, kam ran <kamran.tarnabi@gmail.com>, kam ran <kam_ran2004@yahoo.com>

Dear Sir/ Madam ,

I am writing to bring to your attention the ongoing performance issues with CHW Rani, who has been working in the Chargu Kalay area for the past five years. Despite previous warnings and counseling sessions, her performance has not shown improvement and continues to be a cause for concern.

During the recent campaign, several discrepancies and errors were noted in Rani's fieldwork, indicating a lack of attention to detail and commitment to her duties. These errors include inaccurate recording of children's vaccination statuses, mismatches in household data, and failure to update records in a timely manner. Additionally, there were instances where Rani failed to accurately record crucial information, such as the presence of newborns and changes in household composition.

Furthermore, Rani's lack of local residency has led to consistent tardiness and haste during fieldwork activities. Her inability to properly document household information, including names and statuses, has necessitated the involvement of additional personnel during registration activities. This not only hampers efficiency but also raises concerns about the accuracy and reliability of the data collected.

Attached are images illustrating the discrepancies found before and after special activities conducted to verify household data in Rani's assigned area. These discrepancies highlight the extent of the issues that need to be addressed urgently.

Given the severity and persistence of these performance issues, I strongly recommend considering disciplinary action against Rani or reassigning her to a different area. Additionally, it may be necessary to provide further training and supervision to ensure that she understands the importance of accurate and timely data collection.

Thank you for your attention to this matter. I trust that prompt action will be taken to address these concerns and maintain the quality of our services.

Yours sincerely,

Kamran Ullah Paracha
Operation Officer

Union Council

Uc kankola

03339209519
03132964048

kam_ran2004@yahoo.com
kamran.tarnabi@gmail.com