

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Wednesday, October 2, 2024 10:08 AM
To: Salma Athar <Hrofficer.kp@chipconsulting.org>
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; sundas.tariq@chipconsulting.org; m.muslehuddin@chipconsulting.org; 'Arif Ahmad Khan' <muhammad.arif@chipconsulting.org>; 'Saman Mughal' <hrmatters.kpk@chipconsulting.org>; hina.queeshi@chipconsulting.org; PARVEEN, Khalida <parveenk@who.int>
Subject: RE: [EXT] FW: Concern Regarding EPI Misbehavior

Dear Salma,

Kindly note that if the complainant doesn't want to peruse the case please take a written response and close this matter. Kindly guide her regarding further proceedings.

Regards

Waseem Abbas

From: Salma Athar <Hrofficer.kp@chipconsulting.org>
Sent: Friday, 27 September 2024 12:27 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: sundas.tariq@chipconsulting.org; m.muslehuddin@chipconsulting.org; 'Arif Ahmad Khan' <muhammad.arif@chipconsulting.org>; 'Saman Mughal' <hrmatters.kpk@chipconsulting.org>; hina.queeshi@chipconsulting.org; PARVEEN, Khalida <parveenk@who.int>
Subject: FW: [EXT] FW: Concern Regarding EPI Misbehavior

Dear Mr. Waseem,

Greetings!

Referring to UC Dag UCOO Ms. Rukhsar-e-Zainab, on September 26, 2024, she withdrew her complaint, stating that she has been transferred to UC Pajaggi. Additionally, no investigation was conducted in the past 3.5 months, and she expressed that she does not want to relive those traumatic experiences. Therefore, she requested that if her presence is mandatory in this inquiry, the inquiry process be discontinued.

Your guidance is required in whether to consider the case closed or still proceed further with the investigation.

Regards

*Salma Muhammad Athar
PROJECT OFFICER HR
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR kpk*

☎+92-0358532106

From: Salma Athar [<mailto:Hrofficer.kp@chipconsulting.org>]
Sent: Monday, August 5, 2024 3:31 PM
To: 'm.muslehuddin@chipconsulting.org' <m.muslehuddin@chipconsulting.org>
Cc: 'sundas.tariq@chipconsulting.org' <sundas.tariq@chipconsulting.org>
Subject: FW: [EXT] FW: Concern Regarding EPI Misbehavior

Dear Sir Muslehuddin,

Greeting!

I hope this email finds you well. On May 25, 2024, UC Dag UCOO Ms. Rukhsar-e-Zainab filed a complaint against EPI technician Mr. Bilal (UPEC in UC Shahi Bala) for allegedly physically harassing her and engaging in unethical and immoral behavior with AS Ms. Sania. The complaint also raised concerns about abuse of authority by UPEC Chairman Dr. Khalid and professional negligence by AS Ms. Sania in carrying out field activities, which has been forwarded to IOS for further processing.

Additionally, another complaint was lodged by Ms. Rukhsar-e-Zainab on July 22, 2024. At 8:35 AM, during the AS walkthrough of a new area activity at BHU, following the District's timeline, EPI technician Mr. Bilal entered the BHU and began shouting at UCOO Ms. Zainab, questioning why she was present instead of proceeding directly to the field for outreach as instructed. Mr. Bilal threatened to report her to the UCPO and escalate the matter to UPEC if she did not comply with his instructions. His behavior was highly unprofessional and disrespectful. Furthermore, according to the remarks of TDOSO Mr. Tahir, the lack of leadership from UCPO Mr. Rizawan ullah (CNIC: 1730114680267) and UCOO Ms. Aliya (CNIC: 1730149931190) is creating operational issues.

According to disciplinary history of AS Ms. Sania was previously issued need improvement letter on account of performance evaluation feedback on 9th July , 2024, Counselling Session on account of performance evaluation feedback on 12 July 2024, Ms Alia was issued final warning on fake reporting on 13 Dec , 2023 and Mr. Rziawan ullah was issued warning on account of fake reporting on 8th Jan, 2024

Kindly investigate this matter, as it is now affecting the work environment and its operations.

Thanks in advance

Regards

Salma Muhammad Athar

PROJECT OFFICER HR
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR kpk
☎+92-0358532106

From: FAHEEM, Arshad [<mailto:faheema@who.int>]
Sent: Thursday, August 1, 2024 12:41 PM
To: Salma Athar <Hrofficer.kp@chipconsulting.org>
Cc: sundas.tariq@chipconsulting.org; m.muslehuddin@chipconsulting.org; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>; tahirsafi.poda@gmail.com
Subject: Re: [EXT] FW: Concern Regarding EPI Misbehavior

Dear vendor,
In continuation to my email, Please conduct a joint inquiry with DHO office representative on UCOO Miss.Zainab complaint.

Dr. Arshad Faheem

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

From: FAHEEM, Arshad <faheema@who.int>
Sent: Thursday, August 1, 2024 12:05 PM
To: Salma Athar <Hrofficer.kp@chipconsulting.org>
Cc: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>; m.muslehuddin@chipconsulting.org <m.muslehuddin@chipconsulting.org>; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>; tahirsafi.poda@gmail.com <tahirsafi.poda@gmail.com>
Subject: Re: [EXT] FW: Concern Regarding EPI Misbehavior

Dear vendor,

The recommendation of TDO against absent UCPO/UCOO and CHW is endorsed from my side.

Dr. Arshad Faheem

Immunization Officer,
Peshawar
World Health Organization

+92-334-0010071
Faheema@who.int

From: FAHEEM, Arshad <faheema@who.int>
Sent: Friday, July 26, 2024 2:58 PM
To: Salma Athar <Hrofficer.kp@chipconsulting.org>
Cc: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>;
m.muslehuddin@chipconsulting.org <m.muslehuddin@chipconsulting.org>; ORAKZAI, Muhammad
Younas Khan <orakzaim@who.int>; tahirsafi.poda@gmail.com <tahirsafi.poda@gmail.com>
Subject: Re: [EXT] FW: Concern Regarding EPI Misbehavior

Dear vendor,
I had already responded on Mr. Tahir TDO email regarding this.

Dr. Arshad Faheem

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

From: Salma Athar <Hrofficer.kp@chipconsulting.org>
Sent: Thursday, July 25, 2024 5:32 PM
To: FAHEEM, Arshad <faheema@who.int>
Cc: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>;
m.muslehuddin@chipconsulting.org <m.muslehuddin@chipconsulting.org>
Subject: [EXT] FW: Concern Regarding EPI Misbehavior

Dear Dr. Arshad Faheem,

Greetings!

Hopefully you are doing fine. Please share your feedback on how to proceed with this case.

Thanks in advance

Regards

Salma Muhammad Athar
PROJECT OFFICER HR
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR kpk
☎+92-0358532106

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

From: **Mohammad Tahir** <tahirsafi.poda@gmail.com>

Date: Mon, 22 Jul 2024, 4:11 pm

Subject: Fwd: Concern Regarding EPI Misbehavior

To: <hrofficer.kp@chipconsulting.org>, FAHEEM, Arshad <faheema@who.int>

Cc: ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>, ALAM, Sardar <salam@who.int>, Naila Nizam <naila.nizam@chipconsulting.org>, <asif.khan@chipconsulting.org>

Respected Seniors,

I am writing to highlight a pressing issue that demands immediate attention. The issue related to misbehavior, abuse of authority, and undue interference of EPI Technician Mr. Bilal continue unabated.

Miss Zainab, UCOO of UC Dag has once again reported the incident of misbehavior and abuse of authority that occurred this morning at BHU Dag. Earlier, a few weeks ago, the same nature issue of the same EPI technician was brought to your attention, which unfortunately did not receive a response till time.

The absence of UCPO and UCOO Alia during this incident, coupled with their consistent late arrival at BHU also reflects a lack of ownership and accountability. Their unprofessional and passive conduct is creating significant HR issues and fostering a toxic work environment.

Furthermore, three CHWs 1. Neelam code 1B - 2. Kiran code 3, and Shafqat code 1, went without attending the morning assembly, by skipping the immediate authority.

I suggest disciplinary action against the reported CHWs on account of neglecting the immediate authority and UCPO Rizwan and UCOO Alia on account of their pathetic role, irresponsible behaviour and late arrival.

Thanks & Regards

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

From: **Zainab Khan** <zainabkhan9212@gmail.com>

Date: Mon, 22 Jul 2024, 10:03 am

Subject: Concern Regarding EPI Misbehavior

To: Mohammad Tahir <tahirsafi.poda@gmail.com>

Respected sir,

I am writing to bring to your attention an incident of EPI Bilal misbehavior that today I experienced. I am uncomfortable and troubled by the behavior of EPI Bilal towards me, and I believe it is important to address this issue promptly.

The incident occurred today on 8:35 as all staff members to come to BHU as per timeline shared by District today is AS walkthrough of new area activity so all AS and CHWs were there and in the meanwhile EPI Bilal came in and started shouting that who told you to come to BHU If I'm saying go to the field directly for outreach then why did you come here. And then call to UCPO that you are not following my instructions I will inform UPEC and if you can't handle then give me answer .

The behavior exhibited by EPI Bilal was unprofessional and disrespectful and it made me feel embarrassed Infront of staff members

No UC officer was present till 9:25. And I was alone here.

I would like to discuss this matter further and explore potential solutions to prevent this type of behavior from happening again and again. It is important for the workplace environment to be conducive to positivity and mutual respect, and I believe addressing this issue is crucial in maintaining a healthy work environment.

I appreciate your attention to this matter and look forward
Thank you.

Regards
Zainab
UCOO
UC Dag