

**From:** ABBAS, Waseem [mailto:wabbas@who.int]  
**Sent:** Thursday, October 31, 2024 8:53 AM  
**To:** Salma Athar <Hrofficer.kp@chipconsulting.org>  
**Cc:** AURANGZEB KHAN, Mazhar <zebma@who.int>; m.muslehuddin@chipconsulting.org;  
sundas.tariq@chipconsulting.org  
**Subject:** FW: [EXT] FW: Complaint about immoral activity of staff

Dear Salma,

Please proceed as per agreed SOPs.

Regards

Waseem Abbas

**From:** AFRIDI, Sarfaraz Khan  
**Sent:** Wednesday, 30 October 2024 11:29 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** RE: [EXT] FW: Complaint about immoral activity of staff

Endorsed for proceedings as per policy

**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](mailto:afridis@who.int)  
E-Mail Personal: [drskafri@gmail.com](mailto:drskafri@gmail.com)

**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Sent:** Wednesday, 2 October 2024 11:01 AM  
**To:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** FW: [EXT] FW: Complaint about immoral activity of staff

Dear Sir,

CTC has carried out investigation regarding the “alleged immoral activities involving AS Mr. Ameen and CHW Ms. Zainab” reported by “UCPO Mr. Fazal Malik and TDO Ms. Amna Khan”. Based on CTC investigation, no evidences were found to be support the allegations.

However, Considering the exaggerated statements made by TDO Ms. Amna Khan and UCPO Mr. Fazal Malik, explanation is proposed by CTC as per their policy clause mentioned below;

**CTC Polio Third Party Personnel Service Rules (PTPPSR) Annex – 6:** Acts to be treated as Misconduct, Sub clause k: “Frequent repetition of any act or omission like orders, improper behavior or misleading statement, careless or wasteful”

It is pertinent to mention that Ms. Amna TDO was reported for lack of proper supervision in the recent case reported for Mashogagar.

Your **approval** is requested to proceed further.

**Supporting documents** (click on the link please)

[Immoral Activity Verification- UC Mattani](#)

Regards

Waseem Abbas

**From:** Salma Athar <[Hrofficer.kp@chipconsulting.org](mailto:Hrofficer.kp@chipconsulting.org)>

**Sent:** Monday, 30 September 2024 5:07 PM

**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Cc:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org); 'Saman Mughal' <[hrmatters.kpk@chipconsulting.org](mailto:hrmatters.kpk@chipconsulting.org)>; [hina.queeshi@chipconsulting.org](mailto:hina.queeshi@chipconsulting.org); 'Arif Ahmad Khan' <[muhammad.arif@chipconsulting.org](mailto:muhammad.arif@chipconsulting.org)>

**Subject:** FW: [EXT] FW: Complaint about immoral activity of staff

Dear Mr. Waseem,

Enclosed please find attached Immoral Activity Verification Report –UC: Mattani ([refer to OneDrive for details](#)).

Your kind approval is required.

*Regards*

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

☎+92-0358532106

**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]

**Sent:** Friday, May 24, 2024 12:04 PM

**To:** Muhammad Arif

**Cc:** AFRIDI, Sarfaraz Khan; AURANGZEB KHAN, Mazhar; ALAM, Sardar; [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org)

**Subject:** RE: [EXT] FW: Complaint about immoral activity of staff

Dear Arif,

Kindly follow the advice of PTL and share a brief accordingly.

Regards

Waseem Abbas

**From:** AFRIDI, Sarfaraz Khan

**Sent:** Thursday, 23 May 2024 10:57 PM

**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>

**Subject:** RE: [EXT] FW: Complaint about immoral activity of staff

Dear Colleagues

Need visit to the BHU and just inquire about the incidence. The statement did not show any proof of identity of both the females. Where as Video also did not reflect the proof. Circumstance evidence without sufficient information with video can not prove the allegation but information collected from all concerned, and once identify the worker can be approach separately to discuss all what is shown. Decision in any form will be delivered accordingly.

**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](mailto:afridis@who.int)

E-Mail Personal: [drskafri@gmail.com](mailto:drskafri@gmail.com)

**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Sent:** Thursday, 23 May 2024 4:37 PM

**To:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** FW: [EXT] FW: Complaint about immoral activity of staff

Dear Sir,

Reference to the appended email from CTC and response of AC, Please advise on the subject matter.

Regards

Waseem Abbas

**From:** Muhammad Arif <[muhammad.arif@chipconsulting.org](mailto:muhammad.arif@chipconsulting.org)>  
**Sent:** Thursday, 23 May 2024 4:31 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); 'Sundas Tariq' <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>; [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org)  
**Subject:** [EXT] FW: Complaint about immoral activity of staff

Dear Waseem Abbas,

Please find the details of a complaint regarding the immoral activity of staff **(as outlined in the emails below)**, along with supporting evidence attached. This complaint was reported to CTC on **May 16, 2024**, where we followed up on the case accordingly. Given the nature of the complaint, no substantial evidence has been shared with us, nor has any written statement been provided.

Your kind approval is needed in this regard as whether to proceed further with the investigation or closure of case.

**Best Regards,**  
**Arif Ahmad Khan**  
**Senior Project Officer**  
**CHIP Training & Consulting (Pvt) Ltd**  
**PESHAWAR KPK**  
**Cell: +92-349-7760811**

**From:** ALAM, Sardar [<mailto:salam@who.int>]  
**Sent:** Thursday, May 23, 2024 2:26 PM  
**To:** FAHEEM, Arshad <[faheema@who.int](mailto:faheema@who.int)>; [hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org)  
**Cc:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; ORAKZAI, Muhammad Younas Khan <[orakzaim@who.int](mailto:orakzaim@who.int)>; 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); [muhhammadmuslehuddin@chipconsulting.org](mailto:muhhammadmuslehuddin@chipconsulting.org); 'Arif Ahmad Khan' <[muhammad.arif@chipconsulting.org](mailto:muhammad.arif@chipconsulting.org)>; [disciplinarymatters.kp@chipconsulting.org](mailto:disciplinarymatters.kp@chipconsulting.org)  
**Subject:** Re: [EXT] FW: Re: Complaint about immoral activity of staff.

Dear Concerned,

I went through the communication thoroughly.

Interestingly, the incident happened on last 6th and 7th May, yet we are still discussing either to go with the investigation or not? What evidence do we need to see? If we had such evidence then no investigation would have been required.

If it was off, how come they visited HF? Why only 01 AS and his 01 CHW? Who else was at the HF? Was UCMO present on that time to see what are they doing?

They may be asked why they came to HF when it was off?

Kindly, Shuffle the staff please.

Kind regards  
Dr. Sardar Alam  
Area Coordinator Peshawar

Sent from [Outlook for Android](#)

---

**From:** FAHEEM, Arshad <[faheema@who.int](mailto:faheema@who.int)>  
**Sent:** Thursday, May 23, 2024 12:05:05 PM  
**To:** [hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org) <[Hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org)>  
**Cc:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; ALAM, Sardar <[salam@who.int](mailto:salam@who.int)>; ORAKZAI, Muhammad Younas Khan <[orakzaim@who.int](mailto:orakzaim@who.int)>; 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>; [muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org) <[muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org)>; 'Arif Ahmad Khan' <[muhammad.arif@chipconsulting.org](mailto:muhammad.arif@chipconsulting.org)>; [disciplinarymatters.kp@chipconsulting.org](mailto:disciplinarymatters.kp@chipconsulting.org) <[disciplinarymatters.kp@chipconsulting.org](mailto:disciplinarymatters.kp@chipconsulting.org)>  
**Subject:** Re: [EXT] FW: Re: Complaint about immoral activity of staff.

Dear Vendor,  
Please decide the case as per your inquiry and findings.

**Dr. Arshad Faheem**  
Immunization Officer,  
Peshawar  
[World Health Organization](#)  
+92-334-0010071  
[Faheema@who.int](mailto:Faheema@who.int)

---

**From:** [hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org) <[Hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org)>  
**Sent:** Tuesday, May 21, 2024 2:10 PM  
**To:** FAHEEM, Arshad <[faheema@who.int](mailto:faheema@who.int)>  
**Cc:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>; [muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org) <[muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org)>; 'Arif Ahmad Khan' <[muhammad.arif@chipconsulting.org](mailto:muhammad.arif@chipconsulting.org)>; [disciplinarymatters.kp@chipconsulting.org](mailto:disciplinarymatters.kp@chipconsulting.org) <[disciplinarymatters.kp@chipconsulting.org](mailto:disciplinarymatters.kp@chipconsulting.org)>  
**Subject:** [EXT] FW: Re: Complaint about immoral activity of staff.

Dear Dr. Arshad Faheem,

I hope this email finds you well. The purpose of this email is to clarify the necessary actions required for this case and how to proceed further with it.

**Case Background (Immoral Activity –UC Mattani):**

A complaint was forwarded from UC Mattani by UCPO Mr. Fazal Malik and TDO Ms. Amna Khan on May 16, 2024, regarding alleged immoral activities. According to the complaint, AS Mr. Ameen and CHW Ms. Zainab were allegedly seen together in BHU on their compensatory off days (May 6th and 7th, 2024). It was also mentioned by UCPO Mr. Fazal Malik that “**there were no witnesses, and the complainants were unwilling to provide any written statements**”. However, on the contrary, TDO Ms. Amna stated in her email that “**the abuse that took place has been witnessed by 5 BHU servants/witnesses who have not only seen it but have also recorded formal concerns and complaints against them**”. Furthermore, in accordance with your instruction dated May 16, 2024, the TDO and UCPO were asked to provide the required evidence to support these alleged accusations. The video evidence provided by UCPO and TDO shows fully covered women entering and exiting BHU without disclosing their identities (*Refer to Annex A, B and C*), and the picture provided shows a fully covered woman's slippers (*Refer to Annex- D*). However, no written statements of witnesses were shared to corroborate these allegations.

**As per a thorough overview of the Complaint:**

1. The evidence does not reveal the identity or details of the alleged employees, nor can one assume an identity by merely examining a pair of slippers.
2. There are no witnesses or complainants who are willing to provide written statements to support these allegations.
3. It appears that the TDO and UCPO have exaggerated the complaint without any providing substantial evidence, potentially damaging the programs reputation.
4. These alleged accusations could also harm the reputation of these individuals.

Furthermore, in order to proceed with the case, approval from the WHO-PO Office is necessary, requiring proper evidence. However, if you still wish us to continue with the investigation, your endorsement would be essential to persuade the WHO-PO office to proceed further with this investigation.

Your earliest response is required.

*Regards*

*Salma Muhammad Athar*

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

**From:** Amna Khan [<mailto:amnakhn4004@gmail.com>]  
**Sent:** Tuesday, May 21, 2024 2:02 AM  
**To:** FAHEEM, Arshad <[faheema@who.int](mailto:faheema@who.int)>  
**Cc:** [hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org); [sundas.tarig@chipconsulting.org](mailto:sundas.tarig@chipconsulting.org);  
[m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org); [disciplinarymatters.kp@chipconsulting.org](mailto:disciplinarymatters.kp@chipconsulting.org); Malik Malik  
<[malikpak37@gmail.com](mailto:malikpak37@gmail.com)>  
**Subject:** Re: FW: [EXT] FW: Re: Complaint about immoral activity of staff.

Attached are the videos plz

On Mon, 20 May 2024 at 14:46, Malik Malik <[malikpak37@gmail.com](mailto:malikpak37@gmail.com)> wrote:  
The videos and a pix are attached. It shows the entrance and exit of CHW while entrance and exit of AS was at backside at Compensatory off day 7th May.

2nd you wrote about the polio staff reputation, it is already damaged due to their 90 minutes long stay in polio room. Hospital staff know, PEI staff know about it.

If the case is not tackled how I will restrict other staff members.

One can inquire the complainies officially and confidentially.

You asked for videos, it can't be minimise or reduce. I can send by WhatsApp.

Malik.  
UCPO Mattani.

On Fri, 17 May 2024, 12:44 pm [hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org),  
<[Hrofficer.kp@chipconsulting.org](mailto:Hrofficer.kp@chipconsulting.org)> wrote:

Dear TDO and UCPO,

As I hope this message finds you well.

Regarding the allegations mentioned in the complaint, the evidence video's shared with CTC does not adequately support these claims. Given the sensitive nature of the complaint, we kindly request that **concrete and solid evidence** be provided to corroborate the alleged activities.

It is important to understand that such allegations not only impact the individual characters of those involved but also pose a significant risk to the integrity of the polio program. Therefore, we urge you to furnish evidence that directly supports the claims being made.

Your cooperation in this matter is greatly appreciated.

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

*PESHAWAR kpk*  
+92-0358532106

**From:** FAHEEM, Arshad [mailto:[faheema@who.int](mailto:faheema@who.int)]  
**Sent:** Thursday, May 16, 2024 5:56 PM  
**To:** [hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org); [amnakhn4004@gmail.com](mailto:amnakhn4004@gmail.com)  
**Cc:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org);  
[disciplinarymatters.kp@chipconsulting.org](mailto:disciplinarymatters.kp@chipconsulting.org); ORAKZAI, Muhammad Younas Khan <[orakzaim@who.int](mailto:orakzaim@who.int)>  
**Subject:** Re: [EXT] FW: Re: Complaint about immoral activity of staff.

Dear Vendor

Please investigate the matter on your part with confidentiality.

Dear TDO and UCPO

Please provide the evidence to Miss Salma who is responsible for looking disciplinary issues reported to CTC.

Regards:

Dr.Arshad Faheem

IO Peshawar

Get [Outlook for iOS](#)

---

**From:** [hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org) <[Hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org)>  
**Sent:** Thursday, May 16, 2024 5:44:43 PM  
**To:** FAHEEM, Arshad <[faheema@who.int](mailto:faheema@who.int)>  
**Cc:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>;  
[m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org) <[m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org)>;  
[disciplinarymatters.kp@chipconsulting.org](mailto:disciplinarymatters.kp@chipconsulting.org) <[disciplinarymatters.kp@chipconsulting.org](mailto:disciplinarymatters.kp@chipconsulting.org)>  
**Subject:** [EXT] FW: Re: Complaint about immoral activity of staff.

Dear Dr. Arshad Faheem,

A complaint has been lodged concerning alleged immoral activities involving AS Mr. Ameen and CHW Ms. Zainab in UC Mattani. It is kindly requested to review the complaint provided below. Should any evidence be forthcoming, please promptly share it with the CTC. Additionally, share your remarks on the said matter.

Regards

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

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

Subject: Re: Complaint about immoral activity of staff.

Date: 2024-05-16 01:02

From: Amna Khan <[amnakhn4004@gmail.com](mailto:amnakhn4004@gmail.com)>



To: "FAHEEM, Arshad" <[faheema@who.int](mailto:faheema@who.int)>  
Cc: Saad Ahmed <[saadofcl@gmail.com](mailto:saadofcl@gmail.com)>, Ayesha Faridoon  
<[disciplinarymatters.kp@chipconsulting.org](mailto:disciplinarymatters.kp@chipconsulting.org)>, Muhammad Arif  
<[muhammad.arif@chipconsulting.org](mailto:muhammad.arif@chipconsulting.org)>, Malik Malik <[malikpak37@gmail.com](mailto:malikpak37@gmail.com)>,  
"ORAKZAI, Muhammad Younas Khan" <[orakzaim@who.int](mailto:orakzaim@who.int)>

Dear Sir,

This is the 3rd case that UC officers are reporting. before this, the staff had reported two Female staff members for suspicious activity that was noticed during official hours (no action has been taken in previous cases). Now this case is serious as 5 BHU servants/witnesses have not only seen but have recorded formal concerns and complaints against them. The AS Mr. Ameen, code 212 has abused his own CHW Ms. Zainab by calling her to BHU on the compensatory off day. Kindly take strict action, in a very confidential and sensitive way. Along with this, the previous cases are to be tackled too.

The action is crucial so that the male staff who are in the majority should respect females in a UC like Mattani.

The CCTV different footage will be shared if required.

Regards

Amna khan

TDO, Saddar/Mattani

On Tue, 14 May 2024 at 14:48, Malik Malik <[malikpak37@gmail.com](mailto:malikpak37@gmail.com)> wrote:

> Madam,

>

> I am informing you with sad heart that there were two days

> Compensatory off at 6th and 7th May 2024, all UC PEI staff was at

> home.

> After leaves we recieved a complaint from Hospital staff that two of

> the PEI staff a male and female came to hospital at 7th May.

> They claim that both came for each other. They also claim that enjoyed

> a date in polio room.

> Personally we were at off. I am informing that sad event for safe

> side. We have no witness and the complainies are not ready for any

> written draft.

>

> Malik.

> UCPO Mattani.