

From: Victor John D'souza <victor.john@chipconsulting.org>
Sent: Thursday, November 28, 2024 1:49 PM
To: 'Ahsan Qazi' <ahsan.qazi@chipconsulting.org>
Cc: basit.saddiqui@chipconsulting.org; 'Muhammad Muslehuddin' <m.muslehuddin@chipconsulting.org>
Subject: FW: FW: FW: TERMINATION LETTER

Dear Ahsan

With reference to the instructions received from HO, please gather all relevant evidence and documents related to the investigation case of Mr. Taymar Mari UCPO Hazar Ganji, both in hard and soft copies, in one place. Kindly refer to the email below and organize the documents accordingly.

This will ensure that all required materials are readily available when needed.

Thanks & Regards

Victor John

From: taymer khan marri [<mailto:taymerkhanmarri@gmail.com>]
Sent: Wednesday, November 27, 2024 7:46 PM
To: Muhammad Muslehuddin
Cc: Zarkoon, Safdar Khan; nashah@who.int; shahzaman.baloch11@gmail.com; zariigull669@gmail.com; parveenk@who.int; khanzai@who.int; dehghanis@who.int; khanjahanzaib@who.int; EOPakistan@gmail.com; eocbalochistan@yahoo.com; usmanir@who.int; victor.john@chipconsulting.org; basit.saddiqui@chipconsulting.org; sundas.tariq@chipconsulting.org
Subject: Re: FW: FW: TERMINATION LETTER

Dear Sir,

Before any further decisions are taken against me, I would like to express my continued concern and dissatisfaction with the ongoing investigation into my case. Despite my efforts, I have not been satisfied with the handling of this matter thus far, and I am hopeful that a fair and just resolution can still be reached. After attending my two hearings, I would like to raise the following questions, based on the CTC Standard Operating Procedures (SOPs):

According to the SOP,s of CTC.

1- According to Sop,s Of CTC Each worker is required to fill and sign a kinship & conflict Of interest form at the time of hiring ?

After Hiring No other platform document provided where i could fill and sign a form.

2- According CTC Sop,s CTC focal persons have to conduct exit interview over phone

was it conducted? if conducted why did,nt she reported case against me? if a member doesnt attend the call what is the next policy of CTC?

3.According to CTC Sop,s investigation

guidelines CTC, investigates the case when requested by (WHO PO) does my case requested By (WHO PO) ? -

4- According to Sop,s

if ctc conducts independent investigations than

It is completed in 7 working days?

(Why CTC took one month in my case after investigation)

5. According to Sop,s

the complaint is shared with (WHo po) for feed back and approval to proceed with investigation.

(does this process followed by CTC)

6.Acording To sop,s

in every Act of misconduct you have to provide showcause followed by termination.
(why any showcause was not awarded to me..?).

Some general Questions

Voice Message of Ahsan Qazi (July 23rd, 2024)

1. Dr. Safdar, Area Coordinator:

I sent a voice message of Ahsan Qazi (CTC official) on July 23rd regarding his misconduct. Has any action been taken on this matter so far?

Misconduct and Political Lobbying

2. Ahsan Qazi and Mr. Shazman's Political Lobbying:

Before my termination, I informed both you (Dr. Safdar) and the Team Lead (Dr. Jahanzaib) about the political lobbying conducted by Ahsan Qazi and Mr. Shazman at UC Hazarganji.

Will they be held accountable for their actions?

3. Complaint Filed Against Ahsan Qazi:

I sent the same message to TDO Shazman, requesting him to file a complaint against Ahsan Qazi. Why has no action been taken on this matter?

Zarfa's Hiring and Harassment Allegations

4. Non-Recommendation of Zarfa's Hiring (July 31st):

On a phone call with Mr. Bilal, I did not recommend Zarfa for hiring, considering program improvement and SOPs. Afterward, Zarfa filed a harassment report against me on August 5th. Why did this happen after my non-recommendation?

5. Zarfa's Test at CTC Office and some facts (July 30th):

Zarfa visited the CTC office on July 30th for a supervisor position test at UC Hazarganji, yet she did not report harassment at that time. Why didn't she report this earlier?

If she was being harassed in the same UC why did she apply and give test for the same UC further more if she was being harassed in the UC she is attending her farewell party at UC held for her after her resignation how it is possible for an individual who is being harassed and enjoying the farewell parties.

6. Communication Between Ahsan Qazi and Zarfa:

Why was Ahsan Qazi in contact with Zarfa on July 30th, 2024, when the harassment report was only made on August 5th?

7. Delayed Handling of the Case (August 5th-8th):

The case was reported on August 5th, and Ahsan Qazi generated the first email about it on August 8th. Why was there a delay in acting on the complaint for several days? if IOS had to investigate the case

8. Private Communication by Ahsan Qazi:

Why did Ahsan Qazi use his private cell number to contact Zarifa instead of his official number?

Conflict with Ahsan Qazi and Investigation Procedures

9. Argument with Ahsan Qazi (August 8th, 2024):

I had an argument with Ahsan Qazi during the refresher training on August 8th. Was the reason for this argument ever investigated?

10. Failure to Follow Official Procedure (Shahzaman's Actions):

When TDO Shahzaman received Zarifa's complaint, did he follow the official procedure and get approval from the WHO before emailing the case forward?

Investigation and Evidence Handling

11. Delay in First Investigation (October 14th):

Why was no hard copy of the charge sheet provided to me during the first investigation on October 14th?

12. Changes in Charge Sheet (Re-Inquiry on November 20th):

Why was the charge sheet altered after my termination in the re-inquiry? What prompted this change?

13. Evidence of Misconduct (Ehsan Qazi and Shahzaman):

I have proof that Ehsan Qazi and Shahzaman planted this case together. Will they be held accountable for their misconduct, including political lobbying?

Concerns Regarding Justice and Fairness

14. Silence of Area Coordinator and Team Lead:

Despite being aware of the situation, Dr. Safdar (Area Coordinator) and Dr. Jahanzaib (Team Lead) have not spoken up for justice in my case. Why are they silent?

15. CTC's Duty to Ensure Fairness:

Is it not the duty of the CTC, the Area Coordinator, and the Team Lead to ensure a fair and just decision? Why is there a lack of accountability in this case?

16. Principles of Justice and Bias:

Why are the principles of justice seemingly applied only to me? Are punishments and rewards selectively applied in this case?

17. Reputation and Integrity of the Firm:

If no action is taken against those who are responsible for this situation, how will the firm's reputation be affected?

If these allegations are proven false on a legal platform, what will be the consequences for the involved parties and CTC?

18. Pressure and External Influence:

What pressure or external influence is preventing Dr. Safdar and Dr. Jahanzaib from standing up for justice in my case, despite all the evidence presented?

Harassment Allegations and Legal Consequences

19. Legal Action for False Allegations:

If the allegations made by Zarifa are proven to be false and based on personal enmity, will Shahzaman, ahsan Qazi, and others involved be held accountable for the damage to my reputation?

20. Harassment Allegations in the Context of Baloch and Pashtun Jirgas:

If these harassment allegations are proven false, will the involved parties be required to justify their actions in front of a Baloch and Pashtun Jirga?

21. Consequences for CTC if Allegations are Proven False:

If these allegations are proven false in a legal forum, will there be a broader investigation into CTC's handling of this case and the actions of those involved?

Least but not last iam hopping a fair investigation and justice from all. some attachments of evidences of (Screenshots of lobbying, Call detailed reords CDR, pics of farewell party attended by zarfa, registration number and fresh result card copy of madam zarfa. Chargesheets, written statements,

Regards,

Taymer Khan Marri

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

From: **Muhammad Muslehuddin** <m.muslehuddin@chipconsulting.org>

Date: Tue, Nov 19, 2024, 6:45 PM

Subject: FW: FW: TERMINATION LETTER

To: taymer khan marri <taymerkhanmarri@gmail.com>

Cc: <Zarkoons@who.int>, <nashah@who.int>, <shahzaman.baloch11@gmail.com>, <zariigull669@gmail.com>

Dear Mr. Taymer Khan,

Kindly be informed that as per your request the MANAGEMENT has decided to afford you the last opportunity to present your stance. You are requested to visit CTC Office Balochistan on 20th November, 2024 at 03:00 pm and your stance will be heard again by PRSEAH Focal Person CTC through a live Zoom Session. The Charge Sheet against you was presented to you on 14th October, 2024 during the Investigation Process which is hereby presented to you again.

1. Abuse of Authority:

It has been reported that your attitude towards your female subordinates was harsh and threatening. You have abused your authority to such an extent that they were reluctant to testify owing to fears of repercussions. These staff members have confirmed that due to your abusive conduct, a few staff members have also resigned from their position in the past as well.

2. Sexual Harassment

Your behavior towards female staff in the workplace was highly unprofessional and falls under the domain of "Harassment". It has also been reported that you have physically assaulted your female subordinate staff and you have not only created a hostile work environment but also created hardship for those staff who have refused your friendship offers.

3. Financial Embezzlement:

Financial misconduct on payment of Transit Teams was reported against you which highlighted that you used the CNIC copies of your subordinate staff who were already on the payroll of CTC and claimed payment through DDM as Transit and Fixed Site Teams. Furthermore, you forcefully collected charity contribution from all workers in UC to help one of your colleague who was very sick.

4. Non-Disclosure of Kinship:

You got married with Area Supervisor Ms. Zaib ul Nisa and did not disclosed it to CTC, as Ms. Zaib ul Nisa was under your supervision as UC Lead. You also provided favors to Ms. Zaib ul Nisa in her daily attendance and leaves.

Kindly also note that you are under the Employment Contract of CHIP Training and Consulting and no representatives from other organizations are entitled to conduct Investigation regarding Professional Misconduct reported against you. You have the right to avail all the legal forums to seek a remedy and CTC will provide the prestigious Federal Ombudsman / Court all the evidence furnished against you.

This is the last opportunity for you to rebut the charges owing to your request for a fair chance of being heard. Please be informed that failure to show up for the personal hearing as indicated above will be treated as your admission on the charges levelled against you and it will be presumed that you have nothing to offer in your defense.

It is also reminded you once again that CTC being the employer is entrusted with the mandate to protect its employees especially females and ensure that all of its employees adhered to the code of conduct. CTC has zero tolerance policy for all forms of harassment and all investigations conducted in this regard are being monitored and supervised by the CTC Head Office PRSEAH Department to ensure transparency and fair play.

Best Regards,

Muhammad Muslehuddin

Senior HR Officer

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street [9, G-8/2, Islamabad, Pakistan](#).

Contact: +923474100705

From: taymer khan marri [<mailto:taymerkhanmarri@gmail.com>]

Sent: Tuesday, November 19, 2024 12:03 AM

To: Muhammad Muslehuddin

Cc: Zarkoons@who.int; nashah@who.int; shahzaman.baloch11@gmail.com; zariigull669@gmail.com

Subject: Re: FW: TERMINATION LETTER

Dear Sir,

I acknowledge receipt of your email regarding the arrangement of an additional session to allow me an opportunity to address the matter at hand.

However, I must inform you that I come from a tribal family, and the malafide allegations leveled against me have severely tarnished my reputation. As such, I reserve the right to challenge the company's actions and reputation in various forums, including but not limited to the ,

Mohtasib, Women's Harassment Authorities, and through filing a suit for damages.

I would like to highlight the following points:

1. Lack of Due Process: I did not receive a show-cause letter or any explanation before my termination. I had expected a fair and impartial investigation, but the panel in charge displayed clear bias by protecting the investigation officer, Mr. Ahsan Qazi, and TDO Shahzaman.

These individuals are directly responsible for fabricating and planting false charges against me.

2. Unsubstantiated Allegations: Mr. Ahsan Qazi provoked a female colleague to make false allegations against me, and even dictated the content of the accusations. Additionally, none of the other allegations raised against me have been supported by any written or oral evidence.

3. Sexual Harassment Allegations: With regard to the serious allegation of sexual harassment, I invoke my right under Section 19A of the Constitution of Pakistan and Section 163 of the QSO (Oath on the Quran). This accusation has deeply damaged my reputation and has had a detrimental impact on my career. As such, I am entitled to a thorough and impartial investigation into these matters.

Given the circumstances, I formally request that the additional session be conducted by a neutral and transparent panel. I demand the inclusion of a provisional panel, comprised of representatives from the WHO, CTC, and EOC, to ensure fairness and impartiality in addressing the issue.

Should the CTC conduct this session without the inclusion of an independent committee, I regret to inform you that I will not participate in the session, as I believe it will be biased and will not provide a fair resolution.

Further, if my concerns are not properly addressed, I will be compelled to pursue legal remedies, including: Initiating proceedings before the NIRC Court in relation to company law and the wrongful termination. Filing a suit for damages related to the significant harm done to my reputation. Pursuing any civil or criminal remedies as deemed fit, depending on the outcome of the investigation. Please treat this matter with the urgency and seriousness it deserves. I await your confirmation on the establishment of a fair and impartial investigation panel.

Taymer khan

On Mon, 18 Nov 2024 at 3:52 PM, Muhammad Muslehuddin
<m.muslehuddin@chipconsulting.org> wrote:

Dear Mr. Taymer Khan,

This email serves as a formal acknowledgment of the receipt of your application dated 18th November 2024, concerning “request for information and reinstatement regarding malafide allegation”.

It is pertinent to inform you that the CTC Investigation Committee previously convened a session on 14th October 2024, wherein you were afforded the opportunity to present your stance against the allegations.

Subsequent to your recent application and upon deliberation with the management, it has been resolved to arrange an additional session to grant you another opportunity to address the matter. You are hereby requested to confirm your availability between 19th to 21st November 2024, following which the committee shall notify you of the exact date and time of the session.

Please be informed that this is the last opportunity for you to rebut the allegations and prove your innocence. If you failed to respond to the email within 24 hours, your termination will be considered effective and no further opportunity shall be provided to you in future.

Regarding the request to share the information / evidence, please be informed that CTC's investigation into sexual harassment are conducted confidentially in order to protect the female staff from any kind of retaliation. You have been clearly informed about the allegations against you and your request seeking details of the same is meaningless.

Best Regards,

Muhammad Muslehuddin

Senior HR Officer

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street [9, G-8/2, Islamabad, Pakistan](#).

Contact: +923474100705

From: Muhammad Muslehuddin <m.muslehuddin@chipconsulting.org>
Sent: Friday, November 15, 2024 5:18 PM
To: 'taymer khan marri' <taymerkhanmarri@gmail.com>
Cc: Zarkoons@who.int; nashah@who.int; shahzaman.baloch11@gmail.com; zariigull669@gmail.com
Subject: TERMINATION LETTER

Dear Mr. Taymer Khan,

I hope you will be doing well. Attached please find your Termination Letter for your **Professional Misconduct**. You were afforded a personal hearing during the Investigation Process along with the charge sheet. Please note that your defense was carefully reviewed and found to be unsatisfactory.

Your conduct is in direct violation of organizational policies and warrants strict disciplinary action. Therefore, your employment contract has been terminated with immediate effect.

Kindly acknowledge your Termination Letter.

Best Regards,

Muhammad Muslehuddin

Senior HR Officer

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street [9, G-8/2, Islamabad, Pakistan](#).

Contact: +923474100705

From: taymer khan marri [<mailto:taymerkhanmarri@gmail.com>]
Sent: Tuesday, August 20, 2024 1:41 PM
To: Muhammad Muslehuddin
Cc: Zarkoons@who.int; nashah@who.int; shahzaman.baloch11@gmail.com; zariigull669@gmail.com
Subject: Re: Suspension Letter

Acknowledged with thanks

On Tue, 20 Aug 2024 at 11:24 AM, Muhammad Muslehuddin
<m.muslehuddin@chipconsulting.org> wrote:

Dear Mr. Taymer Khan,

As telephonically discussed with you on 19th Aug, 2024 the acknowledgement of your suspension Letter is awaited.

Best Regards,

Muslehuddin

From: Muhammad Muslehuddin [<mailto:m.muslehuddin@chipconsulting.org>]
Sent: Friday, August 16, 2024 6:12 PM
To: 'taymerkhanmarri@gmail.com'
Cc: 'Zarkoons@who.int'; 'nashah@who.int'; 'shahzaman.baloch11@gmail.com'; 'zariigull669@gmail.com'
Subject: Suspension Letter

Dear Mr. Taymer Khan,

I hope you will be doing well. Attached please find your Suspension Letter for your alleged involvement in **Misuse of Authority**. It has been decided to conduct a thorough investigation to ascertain the facts regarding the allegations against you.

In the meantime, you are being suspended from your duties with effect from 17th, August 2024.

Please note that if you are found guilty you will not be entitled to the salary in respect of the suspension period. However, if the allegations are proved wrong, you shall be reinstated in your position.

Best Regards,

Muhammad Muslehuddin

Senior HR Officer

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street [9, G-8/2, Islamabad, Pakistan](#)