

From: Salma Athar [mailto:Hrofficer.kp@chipconsulting.org]
Sent: Friday, September 13, 2024 2:30 PM
To: 'm.muslehuddin@chipconsulting.org' <m.muslehuddin@chipconsulting.org>
Cc: 'sundas.tariq@chipconsulting.org' <sundas.tariq@chipconsulting.org>;
'm.muslehuddin@chipconsulting.org' <m.muslehuddin@chipconsulting.org>;
'hina.queeshi@chipconsulting.org' <hina.queeshi@chipconsulting.org>; 'Saman Mughal'
<hrmatters.kpk@chipconsulting.org>
Subject: FW: Physical and verbal abuse of area in charge by comment staff

Dear Sir Muslehuddin,

Greetings,

I hope you are doing well. A complaint has been lodged against UCPO Mr. Ahmad Khan (CNIC: 2120164093865) from District Khyber, Tehsil Bara, and UC Mastak, as well as against PEOPLE Team TCO Mr. Dawood and Acting TCO Mr. Gul Nazeer. The complaint alleges that these individuals physically assaulted Mr. Asghar, resulting in bruises. Additionally, there were had rude behavior and verbally abused him which have caused significant mental stress.

According to the disciplinary history, Mr Ahmad khan was issued warning on account of poor performance on May 12th, 2023

As per the Polio Third Party Personnel Service Rules (PTPPSR) *Annex - 7-B: Disciplinary Action in case of Performance*, Table - 1: Disciplinary/ Accountability Framework/ Gross Misconduct - Red Line Area: Sub Clause 10: Physical fight (within community or program), show cause followed by the Termination letter (Based on severity) of UCPO Mr. Ahmad Khan is recommended. Attached please find the necessary documents for your record and perusal.

Given that Mr. Asghar's claim involves PEOPLE Staff, it is requested that approval be sought for allowing CTC to share the complaint with the People Team to conduct an inquiry on their staff and also Mr. Asghar be allowed to be part of inquiry where if needed he can be cross questioned for clarification purposes.

Your kind approval is requested.

Regards

Salma Muhammad Athar
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☎+92-0358532106

From: HAYAT, Ehtesham [<mailto:hayate@who.int>]
Sent: Wednesday, September 11, 2024 10:30 PM
To: UR RASHEED, Haroon
Cc: Sher Amin; Mudassar ALI SHAH; hrmatters.kpk@chipconsulting.org; ABBAS, Waseem
Subject: Re: Physical and verbal abuse of area in charge by comment staff

Furthermore, at UC level make sure that both individuals remain sperate and do not come in contact during duty hours to avoid any further clashes or mishap.

Kind Regards



Dr. Ehtesham Hayat
Deputy District polio Officer
District Khyber
Polio Eradication Initiative
World Health Organization
+923339271886

From: HAYAT, Ehtesham <hayate@who.int>
Sent: Wednesday, September 11, 2024 10:26 PM
To: UR RASHEED, Haroon <urh@who.int>
Cc: Sher Amin <dco.deoc@gmail.com>; Mudassar ALI SHAH <muali@who.int>;
hrmatters.kpk@chipconsulting.org <hrmatters.kpk@chipconsulting.org>; ABBAS, Waseem
<wabbas@who.int>
Subject: Re: Physical and verbal abuse of area in charge by comment staff

Dear Dr. Haroon,

It is a very serious issue, and I suggest that it should be investigated jointly by CTC and PEOPLE teams.

Kind Regards



Dr. Ehtesham Hayat
Deputy District polio Officer
District Khyber
Polio Eradication Initiative
World Health Organization
+923339271886

From: UR RASHEED, Haroon <urh@who.int>
Sent: Wednesday, September 11, 2024 8:42 PM
To: HAYAT, Ehtesham <hayate@who.int>
Cc: Sher Amin <dco.deoc@gmail.com>; Mudassar ALI SHAH <muali@who.int>;
hrmatters.kpk@chipconsulting.org <hrmatters.kpk@chipconsulting.org>
Subject: Physical and verbal abuse of area in charge by comment staff

Respected sir,
As discussed I had officially received complaint of Area in charge, being beaten by UCO Mandinkas.
Kindly guide further, should this be forwarded to CTC or investigated at DEOC level.
I am copying Mr. Sher Amin for his inputs.
Thanks.
Dr. Haroon.
IO khyber

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From: Imran Khan <imran.oelc@gmail.com>
Sent: Wednesday, September 11, 2024 4:35:12 PM
To: UR RASHEED, Haroon <urh@who.int>
Cc: baratdoo1@gmail.com <baratdoo1@gmail.com>; mohammad farooq <farooqrdo@gmail.com>
Subject: [EXT] Document from Imran Khan

Subject. Harassment

Dear sir,
With due respect I would like to bring in your information that UC Mandi kas Area Mandi kas 1 Area supervisor harassment complaint letter, medical report and effected body parts pictures have been received that I have attached in the following file .

Regards Imran Khan, UCOO UC Mandi kas, tehsil bara, district Khyber, cell phone number.03337788032.