

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Thursday, December 5, 2024 10:19 AM
To: hrofficer.kp@chipconsulting.org
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; sundas.tariq@chipconsulting.org; 'Mohammad Basit Siddiqui' <basit.saddiqui@chipconsulting.org>; m.muslehuddin@chipconsulting.org
Subject: FW: [EXT] Complaint: Workplace Harassment - UC: Mastak - UCPO Ahmad Khan

Dear Salma,

Regarding the matter concerned, the PTL has already issued instructions of "Termination" due to Physical assault.

Regards

Waseem Abbas

From: Salma Athar <Hrofficer.kp@chipconsulting.org>
Sent: Wednesday, 4 December 2024 9:48 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: sundas.tariq@chipconsulting.org; basit.saddiqui@chipconsulting.org; m.muslehuddin@chipconsulting.org; 'Saman Mughal' <hrmatters.kpk@chipconsulting.org>
Subject: RE: [EXT] Complaint: Workplace Harassment - UC: Mastak - UCPO Ahmad Khan

Dear Mr. Waseem,

As per PTL instructions, the CTC representative reached out to the PEOPLE TEAM to discuss the appropriate course of action regarding the plaintiff staff, as outlined in the attached document. However, despite multiple telephonic reminders, we have yet to receive a response.

During our previous conversation, we raised the concern that contacting the plaintiff staff might escalate the situation further, potentially leading to physical violence or other complications.

In light of these circumstances, we kindly request your guidance on how to proceed with this case, ensuring that the grievance of the aggrieved party, Mr. Asghar, is given due consideration and justice is served. Specifically, we would like to know whether we should proceed with termination or consider issuing a final warning instead.

Regards

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

PESHAWAR kpk
☎+92-3497760826

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Wednesday, November 6, 2024 6:03 PM
To: hrofficer.kp@chipconsulting.org
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; AFRIDI, Sarfaraz Khan <afridis@who.int>; m.muslehuddin@chipconsulting.org; sundas.tariq@chipconsulting.org
Subject: Re: [EXT] Complaint: Workplace Harassment - UC: Mastak - UCPO Ahmad Khan

Dear Salma,

PTL has recommended Termination based on the comments below therefore proceed with the action accordingly.

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Wednesday, November 6, 2024 5:16:01 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Complaint: Workplace Harassment - UC: Mastak - UCPO Ahmad Khan

Dear Colleagues

The undersigned raises no objection to the procedural approach taken however it is critical to note that **UCPO Ahmad Khan** not only physically assaulted **Mr. Asghar** but also engaged in abusive behavior, issued threats and neglected his duty responsibilities.

Given his documented record from 2023 and his recent misconduct UCPO Ahmad Khan is a prime candidate for immediate termination. Nevertheless, in line with the decision to issue a **"Final Warning"** I support any resolution agreed upon by Mr. Asghar in this case acknowledging that this incident of UCPO Ahmad Khan reflects a pattern of misconduct likely driven by malafide intention.

For other individuals involved, I recommend that the CTC formally forward the complaint to the "PEOPLE" Foundation, allowing Mr. Asghar the opportunity to present his perspective or provide any requested information.

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: Tuesday, 5 November 2024 10:16 AM

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

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

Subject: FW: [EXT] Complaint: Workplace Harassment - UC: Mastak - UCPO Ahmad Khan

Dear Sir,

A complaint was received against UCPO Mr. Ahmad Khan UC Mastak, Khyber. The complaint alleges that these individuals physically assaulted Mr. Asghar, along with rude behavior and verbal abuse.

After investigation, Mr. Ahmed Khan was found guilty of the charges and hence recommended for a **final warning**.

CTC's SOP:

“Polio Third Party Personnel Service Rules (PTPPSR), Annex 7-B: Disciplinary Action in Case of Performance, Table - 1: Disciplinary / Accountability Framework, Sub Clause 10- Physical Fight (within community or program).”

Additional Comments:

It is suggested that CTC may call both UCPO and AS to CTC office for a counselling session and future conduct. Further, a close monitoring is suggested for UCPO to avoid any retaliation

Your **approval** is required Please.

Regards

Waseem Abbas

From: Salma Athar <Hrofficer.kp@chipconsulting.org>

Sent: Tuesday, 5 November 2024 8:26 AM

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

Cc: sundas.tariq@chipconsulting.org; m.muslehuddin@chipconsulting.org

Subject: [EXT] Complaint: Workplace Harassment - UC: Mastak - UCPO Ahmad Khan

Dear Mr. Waseem,

Greetings!

Please find attached the investigation report for UCPO Ahmad Khan regarding workplace harassment .
(Refer to OneDrive for details).

Your kind approval is requested.

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: 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.queshi@chipconsulting.org' <hina.queshi@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
PROJECT OFFICER HR
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR kpk
☎+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, tehsi