

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Tuesday, September 10, 2024 5:26 PM
To: Hrofficer.kp@chipconsulting.org; m.muslehuddin@chipconsulting.org;
sundas.tariq@chipconsulting.org
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: Fwd: [EXT] RE: Complaint against CHW Ulfat by her husband

Please proceed

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>
Sent: Tuesday, September 10, 2024 5:24:20 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; FAHEEM, Arshad <faheema@who.int>; ALAM,
Sardar <salam@who.int>; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>
Subject: RE: [EXT] RE: Complaint against CHW Ulfat by her husband

Endorsed by the undersigned immediately suspend the workers for such act.

Best Regards

Dr. Sarfaraz Khan Afridi
MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)
D.T.M & H (Lond), D. Clin.Paeds (Lond)
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From: ABBAS, Waseem <wabbas@who.int>
Sent: Tuesday, 10 September 2024 5:02 PM
To: AFRIDI, Sarfaraz Khan <afridis@who.int>
Cc: AURANGZEB KHAN, Mazhar <zebma@who.int>; FAHEEM, Arshad <faheema@who.int>; ALAM,
Sardar <salam@who.int>; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>
Subject: Fwd: [EXT] RE: Complaint against CHW Ulfat by her husband

Dear Sir,

Due to gravity of situation, Ms Ulfat is recommended for immediate suspension.

Your approval is required please.

Regards

Waseem Abbas

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

Sent: Tuesday, September 10, 2024 4:58 PM

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

Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; ALAM, Sardar <salam@who.int>; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>; KHALIL, Samreen <khalilsa@who.int>; sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>; FAHEEM, Arshad <faheema@who.int>; m.muslehuddin@chipconsulting.org <m.muslehuddin@chipconsulting.org>; 'Arif Ahmad Khan' <muhammad.arif@chipconsulting.org>; hina.gureshi@chipconsulting.org <hina.gureshi@chipconsulting.org>

Subject: [EXT] RE: Complaint against CHW Ulfat by her husband

Dear Mr. Waseem,

As per your instructions and guidance, CTC Head Office conducted a preliminary verification of the complaint regarding Immoral Activities by CHW Ms. Ulfat and ALSM Mr. Aftab, received from Mr. Naveed Gul (Ms. Ulfat husband). He also alleged facilitation by AS Ms. Gul Meena in support of the immoral activities.

Below are the findings from the initial verification of the complaint:

1.CHW Ms. Ulfat: A call was made to CHW Ms. Ulfat, but her phone was answered by her husband Mr. Naveed Gul. During the conversation, it was revealed that Ms. Ulfat lacks formal education and her husband Mr. Naveed Gul was deployed with her as helper who is matric pass and they have six children. It was reported by Mr. Naveed that Ms. Ulfat has been seen conversing with Mr. Aftab by their children. Furthermore, he recovered an additional phone from her which was not in his knowledge and only two numbers of ALSM Mr. Aftab and AS Ms. Gul Meena were saved in it. Ms. Ulfat upon joining the program, received guidance from ALSM Mr. Aftab, which eventually led to support from her father too. Mr. Naveed reported these concerns from the last 3-4 months to the UC officers but as they did not forward it to HR for action as they lacked evidence. Mr. Naveed mentioned that he has been fed up with continuous bothering of Mr. Aftab and he threatened to resort to violence if the situation is not resolved. He has reiterated that now he has reported this issue officially and if any action regarding the Termination of Mr. Aftab and his wife Ms. Ulfat has not been taken then he may pursue further actions (**refer to Attachment-Voice Recording**). Mr. Naveed also mentioned that since ALSM Mr. Aftab has

been suspended, he threatened him and now he is pursuing for a License of a Pistol to safeguard himself and his dignity.

2.Area Supervisor Gul Meena: AS Ms. Gul Meena confirmed that both Ms. Ulfat and Mr. Aftab liked each other and she only provided her phone to Ms. Ulfat solely for program-related discussions with ALSM Mr. Aftab for covering the refusal cases.

3.UCCO Mr. Irfan Ullah: UCCO Mr. Irfan Ullah confirmed that ALSM Mr. Aftab and Ms. Ulfat are involved with each other and Ms. Gul Meena knew about it. This issue has been reported multiple times without evidence by Mr. Naveed Gul and the staff have been counseled. Despite this, the relationship persists, and it is widely known within the UC.

4.People Team: It was also verified from PEOPLE HR Representative that preliminary investigation confirms that following an email from DCO Mr. Faisal last night, the situation was reviewed with UCCO Mr. Aslam, who confirmed the involvement of the staff as complaints against ALSM were received, but no concrete evidence was initially available to process the case. UCCO now stressed the need for timely remedial action due to the campaign days and potential for escalation. Therefore, ALSM Mr. Aftab was suspended by PEOPLE organization. Based on the findings from the initial Verification by CTC and considering the current campaign, where maintaining safety, security, and the program's image is of utmost importance, as well as the reported absence of Ms. Ulfat from the field, it is recommended that CHW Ms. Ulfat be suspended due to the alleged involvement in immoral activities. This suspension shall be effective from September 10th, 2024, and will remain active till finalization of the case.

Note: The case will be forwarded to WHO-IOIS for Further Investigation and necessary action.

Your kind approval is requested

Regards

Salma Muhammad Athar
PROJECT OFFICER HR
CHIP Training & Consulting (Pvt) Ltd
PESHAWAR kpk
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From: FAHEEM, Arshad [<mailto:faheema@who.int>]

Sent: Tuesday, September 10, 2024 4:28 PM

To: ABBAS, Waseem <wabbas@who.int>; Hrofficer.kp@chipconsulting.org

Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; ALAM, Sardar <salam@who.int>; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>; KHALIL, Samreen <khalilsa@who.int>; sundas.tariq@chipconsulting.org

Subject: Re: Complaint against CHW Ulfat by her husband

Dear Waseem Abbas,

The suspensions were suggested to avoid any untoward incident. Her husband was neither allowing her to work nor she was able to take back MCB from her husband and hand it over to UC officers.

In this case, the area would have remained left over. As WHO is looking at the operations so we had to manage teams in order to avoid any leftover area.

She didn't join the field and we had deployed an alternate.

CTC can communicate with her and can sort out the issue for smooth running of the campaign and to ensure that her joining will not be a threat to other Staff and polio program, then she should be asked to join by tomorrow.

Dr. Arshad Faheem

Immunization Officer,

Peshawar

[World Health Organization](#)

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Fahmeema@who.int

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

Sent: Tuesday, September 10, 2024 10:57 AM

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

Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; ALAM, Sardar <salam@who.int>; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>; KHALIL, Samreen <khalilsa@who.int>; sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>

Subject: RE: Complaint against CHW Ulfat by her husband

Dear Dr Arshad,

The complaint has no evidence attached and neither the investigation is started, suspension now will be pre-mature.

The CTC may contact Ms. Ulfat to know whether she is facing undue pressure from her husband and whether she might be able to make herself available to continue her job, fixing her personal family issues rather than bringing it to the workplace.

Dear Salma,

Kindly review the matter and deal as per SOP of processing the investigation.

Regards

Waseem Abbas

From: FAHEEM, Arshad

Sent: Monday, 9 September 2024 8:31 PM

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

Cc: hrofficer.kp@chipconsulting.org; ALAM, Sardar <salam@who.int>; ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>; KHALIL, Samreen <khalilsa@who.int>; Muhammad Arif <muhammad.arif@chipconsulting.org>

Subject: Complaint against CHW Ulfat by her husband

Dear Waseem,

Miss Amna TDO had forwarded me a complaint received by UCDO Mera Surezai Payan Mr. Irfan regarding CHW Ulfat(code#37C) .The complaint is lodged by her husband . He claimed that She is involved in immoral activities with ALSM. Her husband had kept MCB book with himself and is not allowing CHW to continue work in the program.

Her husband had also sent threatening voice message that he will take action against her wife and ALSM for alleged involvement with each other ,in case no action taken from the vendors.

For smooth implementation of the campaign as well as to avoid any untoward incident, vendor should be asked for suspension of staff and provision of alternate .

The case of ALSM is forwarded to Mr. Faisal DCO Peshawar for sharing it with ComNet for necessary action.

Dr. Arshad Faheem

Immunization Officer,

Peshawar

[World Health Organization](http://www.who.int)

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