

## Saman Mughal

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**From:** Salma Athar <Hrofficer.kp@chipconsulting.org>  
**Sent:** Tuesday, October 22, 2024 10:43 AM  
**To:** 'Saman Mughal'  
**Subject:** FW: [EXT] Investigation Approval: Complaint : Work harassment and Mental torture - UC: Hayatabad-2 -CHW Sobia and UCOO Hussain

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**From:** ABBAS, Waseem [mailto:wabbas@who.int]  
**Sent:** Tuesday, October 15, 2024 10:02 AM  
**To:** Salma Athar <Hrofficer.kp@chipconsulting.org>  
**Cc:** sundas.tariq@chipconsulting.org; m.muslehuddin@chipconsulting.org  
**Subject:** RE: [EXT] Investigation Approval: Complaint : Work harassment and Mental torture - UC: Hayatabad-2 -CHW Sobia and UCOO Hussain

Dear Salma,

This has already been approved by PTL, you may proceed.

Regards

Waseem Abbas

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**From:** Salma Athar <[Hrofficer.kp@chipconsulting.org](mailto:Hrofficer.kp@chipconsulting.org)>  
**Sent:** Friday, 11 October 2024 1:07 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)  
**Subject:** [EXT] Investigation Approval: Complaint : Work harassment and Mental torture - UC: Hayatabad-2 -CHW Sobia and UCOO Hussain

Dear Mr. Waseem,

Referring to the complaint below, CHW Ms. Sobia Ghulam has raised concerns regarding the unfair assessment of her performance during the Appraisal Activity, which resulted in a warning (refer to [Annex A](#)). Her immediate supervisors have acknowledged that they did not report any issues concerning her performance, which meets the required standards (refer to [Annex B and Annex C](#)). Additionally, her request for a transfer within the UC was denied by her supervisor, UCOO Mr. Hussain. Ms. Sobia Ghulam also alleged that her supervisor, Mr. Hussain, has made certain approaches with negative intentions, suggesting that she should be picked up and dropped off. Furthermore, she claims that he continues to report her without any valid reason, placing her under significant mental duress.

Your kind approval is request for investigation.

*Regards*

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

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

**Sent:** Friday, October 11, 2024 8:38 AM

**To:** [hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org)

**Cc:** [sobiaghlm@gmail.com](mailto:sobiaghlm@gmail.com); AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org)

**Subject:** Fw: [EXT] Complaint of work harassment and mental torture

Dear Salma,

Kindly contact the aggrieved CHW as per the appended email and attached material to probe the matter.

Regards

Waseem Abbas

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**From:** Sobia Ghulam <[sobiaghlm@gmail.com](mailto:sobiaghlm@gmail.com)>

**Sent:** Thursday, October 10, 2024 8:30:43 pm

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

**Subject:** [EXT] Complaint of work harassment and mental torture

Assalamualaikum,

Dear sir/mam,

My name is sobia ghulam and I am currently working as a CHW (community health worker) in hayatabad 2 phase 1 area 5.

Subject :Work harassment and mental torture

I received a warning letter from CTC Hr department which stated that there is a complaint by Hussain (UCDO)PHASE 1 uc hayatabad 2 for latecomings,communication problems and not sharing the location. it was mentioned in the warning letter that you have been reported for late comings and not sharing the location also having communication problems by your current and previous AS (area supervisor) to Hussain and then he forwarded the complaint to hr dept.( The warning letter is attached below)

After that I spoke to my previous and current AS to discuss about the problems but both the AS told me that we have not reported you to anyone and my current AS mam nusrat told me that you had late comings issue previously but since I told you about the issue you have been coming on time.Also my current AS Miss Nusrat told me that Hussain asked me that which worker is weak so that I can report but she said to Hussain that I don't have any worker that are weak and all are good.To which Hussain said to mam Nusrat that what about sobia ghulam is she weak should I report her to which mam Nusrat responded that no she is perfect at her job.Also mam Nusrat told me that I swear to God that I have not reported you about any communication problems.Mam Nusrat told me all of this on a call and also AS Asad (my previous As) also told me this on call and I have the call recordings of both conversations(The call recordings are attached below).

I also visited the CTC office concerning the warning letter and I met the HR manager I told her that I have a 3 years son and my husband also goes to his office so there is no one to take care of him so I have to drop him to

my sister's house which is located in phase 6 hayatabad that's why I came late a few days so the HR manager told Hussain to transfer me to phase 7 hayatabad so that there are no late comings because I am currently residing in phase 7. After that I met with the phase 7 UCDO to ask about the location of my work in response to that Hussain insulted me in front of all the workers yesterday that why you met him and I won't transfer you now even if the HR manager tells me to transfer you. ALSO when I was going to the CTC office he offered me to go with him in his car to which I declined and repeatedly offers me to go with him in his his car despite my decline every time.

He reported me without any reason.  
He has been reporting me for a long time again and again.

Additionally, Few months back I gave an interview of AS post to HR dept and during my test Hussain told me that you have to sit with me in my office daily( clearly having wrong intentions) to teach you about data e.t.c otherwise I will never recommend you to the HR dept and I won't let you to be promoted.

He is mentally torturing me and harassing me again and again not letting me do my job peacefully. I want you to take a strict action against him.

I shall be very thankful to you for this act of kindness.

Thank you,  
Your's truly  
Sobia ghulam  
Date 10/10/2024