

From: basit.saddiqui@chipconsulting.org [mailto:basit.saddiqui@chipconsulting.org]
Sent: Tuesday, December 10, 2024 11:55 AM
To: m.muslehuddin@chipconsulting.org
Cc: sundas.tariq@chipconsulting.org; 'Saman Mughal' <hrmatters.kpk@chipconsulting.org>; 'Salma Athar' <Hrofficer.kp@chipconsulting.org>
Subject: FW: [EXT] PMDU Pakistan Citizen Portal (PCP) -Investigation Approval -Complaint: Immoral Activity - UC-Urmar Bala - UCOO Fozia and AS Noor Said

Below approval is for your information. Please proceed accordingly.

Basit

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Tuesday, December 10, 2024 11:28 AM
To: basit.saddiqui@chipconsulting.org
Cc: Sundas Tariq <sundas.tariq@chipconsulting.org>; Irfan Farid <irfan@chipconsulting.org>; Sarah Farooqui <sarah@chipconsulting.org>
Subject: FW: [EXT] PMDU Pakistan Citizen Portal (PCP) -Investigation Approval -Complaint: Immoral Activity - UC-Urmar Bala - UCOO Fozia and AS Noor Said

Dear Basit,

Please proceed in line of CTC's recommendations.

Best Regards,
khalida

From: KHAN, Zainul Abedin
Sent: Tuesday, December 10, 2024 11:13 AM
To: PARVEEN, Khalida <parveenk@who.int>
Cc: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>; DEGHANI, Somayeh <deghanis@who.int>
Subject: Re: [EXT] PMDU Pakistan Citizen Portal (PCP) -Investigation Approval -Complaint: Immoral Activity - UC-Urmar Bala - UCOO Fozia and AS Noor Said

Agree with the CTC recommendations. Go ahead, zainul

Get [Outlook for iOS](#)

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Tuesday, December 10, 2024 10:33:42 AM
To: KHAN, Zainul Abedin <khanzai@who.int>
Cc: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>; DEGHANI, Somayeh <deghanis@who.int>
Subject: FW: [EXT] PMDU Pakistan Citizen Portal (PCP) -Investigation Approval -Complaint: Immoral Activity - UC-Urmar Bala - UCOO Fozia and AS Noor Said

Dear Dr Zainul,

This is to seek your advise on the termination recommended by CTC in respect of UCOO Ms Fozia, Urmar Bala- Peshawar and Area Supervisor Mr Noor Said- Urmar Bala-Peshawar. The complaint alleged that

both individuals are involved in immoral activities at the BHU till late hours, which is negatively impacting the program image in community.

The complaint was received against them through Prime minister Citizen Portal with all the identities disclosed. CTC has thoroughly investigated the matter and found below evidences are the basis for recommendations;

- Abuse of authority – forcing the supervisees for falsifying the complaint
- Willful concealment of facts - manipulation events, showing their capabilities of being team players
- Workplace Harassment – undue advances
- Dishonest/deceitful behavior

Further it has been reported that Mr. Noor Said has been involved in domestic violence (Voice recording attached).

The investigations recommendation has been endorsed by the Provincial Team Lead-KPK.

Therefore, based on all the findings and statements of UC level staff, CTC has recommended termination of both Ms. Fozia, UCOO and Mr. Noor Said, AS.

Your approval is requested please for further communication with CTC.

Best Regards,
khalida

From: basit.saddiqui@chipconsulting.org <basit.saddiqui@chipconsulting.org>

Sent: Monday, December 9, 2024 3:14 PM

To: PARVEEN, Khalida <parveenk@who.int>

Cc: DEGHANI, Somayeh <deghanis@who.int>; 'Irfan Farid' <irfan@chipconsulting.org>; 'Sarah Farooqui' <sarah@chipconsulting.org>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; sundas.tariq@chipconsulting.org

Subject: FW: [EXT] PMDU Pakistan Citizen Portal (PCP) -Investigation Approval -Complaint: Immoral Activity - UC-Urmar Bala - UCOO Fozia and AS Noor Said

Dear Ms. Khalida,
Greetings.

It is to bring into your notice that an anonymous complaint was received through PMDU portal in KPK-Peshawar, alleging misconduct by UCOO Ms. Fozia and AS Mr. Noor Said. The complaint specifically accuses UCOO Ms. Fozia of engaging in an inappropriate relationship with her subordinate, AS Mr. Noor Said. It further alleges that they have misused their authority by granting leave to staff until noon and staying alone at Baghbanan BHU until 4:00 PM, creating negative perceptions within the community. Additionally, it is claimed that AS Mr. Noor Said frequently accompanies UCOO Ms. Fozia to other areas, takes clusters on her behalf, and exerts pressure and threats on other staff members.

An investigation was initiated to address allegations of inappropriate conduct. During the process, the investigation committee uncovered violations of several SOPs. Additionally, it has also come to light that he is involved in domestic violence (voice recording attached). The identified violations include:

- Abuse of authority
- Willful concealment of facts
- Dishonest and deceitful behavior
- Workplace harassment
- Attempts to manipulate the investigation process

Both UCOO Ms. Fozia and AS Mr. Noor Said were found guilty of these violations. In light of these findings, their termination is recommended as per the Polio PTPPSR.

All relevant documents supporting the investigation findings are attached to this email and approval of WHO-PO is as following for your reference, furthermore, final approval of WHO-FO in this matter are kindly requested.

Regards,

Basit

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

Sent: Thursday, December 5, 2024 1:36 PM

To: Hrofficer.kp@chipconsulting.org

Cc: m.muslehuddin@chipconsulting.org

Subject: Fw: [EXT] PMDU Pakistan Citizen Portal (PCP) -Investigation Approval -Complaint: Immoral Activity - UC-Urmar Bala - UCOO Fozia and AS Noor Said

FYI please

Regards

Waseem Abbas

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

Sent: Thursday, December 5, 2024 12:59:30 PM

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

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

Subject: RE: [EXT] PMDU Pakistan Citizen Portal (PCP) -Investigation Approval -Complaint: Immoral Activity - UC-Urmar Bala - UCOO Fozia and AS Noor Said

Dear Colleagues
Procceed accordingly

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: Wednesday, 4 December 2024 10:37 AM

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

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

Subject: FW: [EXT] PMDU Pakistan Citizen Portal (PCP) -Investigation Approval -Complaint: Immoral Activity - UC-Urmar Bala - UCOO Fozia and AS Noor Said

Dear Sir,

A compliant was received against UCOO Fozia, Urmar Bala and AS Noor Said through PMDU with all the identities disclosed. CTC has thoroughly investigated the matter and found below evidences are that basis for recommendations;

- Abuse of authority – forcing the supervisees for falsifying the complaint
- Willful concealment of facts - manipulation events, showing their capabilities of being team players
- Workplace Harassment – undue advances
- Dishonest/deceitful behavior

Further it has been reported freshly that Mr. Noor Said has been involved in domestic violence (Voice recording attached).

Therefore, based on all the findings and statements of UC level staff, CTC has recommended termination of both “ Fozia, UCOO and Noor Said, AS. Your approval is required please.

Regards

Waseem Abas

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

Sent: Monday, 2 December 2024 4:11 PM

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] PMDU Pakistan Citizen Portal (PCP) -Investigation Approval -Complaint: Immoral Activity - UC-Urmar Bala - UCOO Fozia and AS Noor Said

Dear Mr. Waseem,

Referring to the case below, which was initially reported due to immoral activities. However it was revealed during the investigation that domestic violence by AS Noor towards his wife, AS Asma, misleading of the investigation by UCOO MS. Fozia and AS Noor through providing falsified statements, along with misuse of authority, were involved.

Enclosed, please find the final investigation report for Urmar Bala, along with additional documents.

Your kind approval is requested

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 20, 2024 2:05 PM
To: Salma Athar <Hrofficer.kp@chipconsulting.org>
Cc: sundas.tariq@chipconsulting.org; basit.saddiqui@chipconsulting.org; m.muslehuddin@chipconsulting.org; 'Saman Mughal' <hrmatters.kpk@chipconsulting.org>
Subject: RE: [EXT] PMDU Pakistan Citizen Portal (PCP) -Investigation Approval -Complaint: Immoral Activity - UC-Urmar Bala - UCOO Fozia and AS Noor Said

Dear Salma,

Hope this investigation is started and you will share report soon for management review.

Regards

Waseem Abbas

From: Salma Athar <Hrofficer.kp@chipconsulting.org>
Sent: Thursday, 14 November 2024 4:55 PM
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] PMDU Pakistan Citizen Portal (PCP) -Investigation Approval -Complaint: Immoral Activity - UC-Urmar Bala - UCOO Fozia and AS Noor Said

Dear Mr. Waseem Abbas,

An anonymous complaint has been filed through the Pakistan Citizen Portal regarding UCO Fozia and AS Noor Said of UC Urmar Bala, Tehsil Saddar, District Peshawar. The complaint alleges that both individuals are involved in immoral activities at the BHU until late hours, which is negatively impacting the program's image in the community. Furthermore, the complainants has shared their contact numbers and revealed their identity in the complaint.

Your kind approval is required to initiate an investigation into this matter.

Regards

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

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Saturday, October 19, 2024 10:29 AM
To: hrofficer.kp@chipconsulting.org
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; m.muslehuddin@chipconsulting.org
Subject: Fw: [EXT] PMDU Pakistan Citizen Portal (PCP) -Investigation Approval -Complaint: Immoral Activity - UC-Urmar Bala - UCOO Fozia and AS Noor Said

Dear Salma,

The complaint is very unclear and had very less information. Please contact the complainant to share evidence.

Regards

Waseem Abbas

Get [Outlook for iOS](#)

From: Salma Athar <Hrofficer.kp@chipconsulting.org>
Sent: Friday, October 18, 2024 1:17:21 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>; m.muslehuddin@chipconsulting.org <m.muslehuddin@chipconsulting.org>
Subject: [EXT] PMDU Pakistan Citizen Portal (PCP) -Investigation Approval -Complaint: Immoral Activity - UC-Urmar Bala - UCOO Fozia and AS Noor Said

Dear Mr. Waseem Abbas,

An anonymous complaint filed through the Pakistan Citizen Portal regarding UCOO Fozia and AS Noor Said of UC Urmar Bala, Tehsil Saddar, District Peshawar. The complaint alleges that both individuals are involved in immoral activities at the BHU till late hours, which is negatively impacting the program image in community.

Your kind approval is required to initiate an investigation into this matter.

Regards

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

From: FAHEEM, Arshad [<mailto:faheema@who.int>]

Sent: Wednesday, October 16, 2024 4:29 PM

To: hrofficer.kp@chipconsulting.org

Cc: ORAKZAI, Muhammad Younas Khan <orakzaim@who.int>; ALAM, Sardar <salam@who.int>; KHALIL, Samreen <khalilsa@who.int>

Subject: Complaint received at Pakistan Citizen portal

Dear Salma Athar,

Please find attached a complaint received at Pakistan citizen portal.

Please look into it as per SOPS.

Dr. Arshad Faheem

Immunization Officer,

Peshawar

World Health Organization

+92-334-0010071

Faheema@who.int