

**From:** AFRIDI, Sarfaraz Khan [mailto:[afridis@who.int](mailto:afridis@who.int)]  
**Sent:** Monday, December 9, 2024 4:15 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; [hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org);  
[m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org)  
**Subject:** RE: [EXT] Investigation: Dishonesty and Deceitful Behavior- UC: Shaheen Town - UCPO Fahad Zaman

Proceed as desired in your response.

**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**  
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**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Sent:** Monday, 9 December 2024 4:13 PM  
**To:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; [hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org);  
[m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org)  
**Subject:** RE: [EXT] Investigation: Dishonesty and Deceitful Behavior- UC: Shaheen Town - UCPO Fahad Zaman

Dear Sir,

Since no evidence proves the involvement of any worker instead, they were able to recover the marker successfully from the household. CTC has recommended no action. Would request if we go with CTC recommendation in this case.

Regards

Waseem Abbas

**From:** ABBAS, Waseem  
**Sent:** Friday, 6 December 2024 4:54 PM  
**To:** [hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org); [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org)  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>

**Subject:** Re: [EXT] Investigation: Dishonesty and Deceitful Behavior- UC: Shaheen Town - UCPO Fahad Zaman

Dear Colleagues,

Let's discuss in the light of below email from PTL.

Regards

Waseem Abbas

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**From:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>

**Sent:** Friday, December 6, 2024 2:39:14 PM

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

**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>

**Subject:** RE: [EXT] Investigation: Dishonesty and Deceitful Behavior- UC: Shaheen Town - UCPO Fahad Zaman

Dear Waseem

With reference to the previous explanation and detailed comments provided it has come to my attention that no action, such as the issuance of a **"Warning"** has been mentioned so far. Keeping all the descriptive information I would like to suggest, provided the rules and regulations permit, that a final warning be issued to all involved staff, regardless of their status involved in this particular case.

Issuing a final warning at this stage would serve as a clear directive that any further incidents will result in immediate termination without going further into investigation ensuring accountability and compliance with organizational standards.

**Your consideration of this recommendation is highly appreciated if deemed fit to the Policy. If not move as per Policy.**

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Best Regards

Dr. Sarfaraz Khan Afridi

MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)  
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**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Sent:** Friday, 6 December 2024 11:25 AM  
**To:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** FW: [EXT] Investigation: Dishonesty and Deceitful Behavior- UC: Shaheen Town - UCPO Fahad Zaman

Dear Sir,

A complaint was lodged regarding UCPO Mr. Fahad Zaman. According to the complaint, during a field visit, AS Ms. Suneela, CHW Ms. Nayab, and ALSM Ms. Naheed discovered a household in Lalazar Colony near University Town that claimed Mr. Zaman had provided them with a polio marker. Additionally, it is alleged that he is involved in conducting fake cluster activities and fraudulent field and desk validations, rather than fulfilling his required field visits as outlined in his Terms of Reference (TOR).

CTC after investigation found Mr. Fahad Zaman free from charges.

Your please advise further

Regards

Waseem Abbas

**From:** Salma Athar <[Hrofficer.kp@chipconsulting.org](mailto:Hrofficer.kp@chipconsulting.org)>  
**Sent:** Monday, 2 December 2024 2:59 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); [basit.saddiqui@chipconsulting.org](mailto:basit.saddiqui@chipconsulting.org); [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org); 'Saman Mughal' <[hrmatters.kpk@chipconsulting.org](mailto:hrmatters.kpk@chipconsulting.org)>  
**Subject:** [EXT] Investigation: Dishonesty and Deceitful Behavior- UC: Shaheen Town - UCPO Fahad Zaman

Dear Mr. Waseem,

Greetings!

Enclosed, please find the final investigation report for UC Shaheen Town, along with additional details.

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:** Tuesday, October 29, 2024 8:20 AM  
**To:** [hrofficer.kp@chipconsulting.org](mailto:hrofficer.kp@chipconsulting.org)  
**Cc:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; [m.muslehuddin@chipconsulting.org](mailto:m.muslehuddin@chipconsulting.org); [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)  
**Subject:** Fw: [EXT] Finger Marker recovered from friend of UCPO Fahad Zaman house in Lalazar

Dear Salma,

Kindly investigate the matter as flagged by the PTL

Regards

Waseem Abbas

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**From:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>  
**Sent:** Monday, October 28, 2024 10:51:02 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Subject:** FW: [EXT] Finger Marker recovered from friend of UCPO Fahad Zaman house in Lalazar

Waseem FYI Pls

**Best Regards**

**Dr. Sarfaraz Khan Afridi**  
MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)  
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**From:** Sanamjan5566 <[s14131033@gmail.com](mailto:s14131033@gmail.com)>

**Sent:** Monday, 28 October 2024 1:38 PM

**To:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>

**Cc:** [hrmatters.kpk@chipconsulting.org](mailto:hrmatters.kpk@chipconsulting.org)

**Subject:** [EXT] Finger Marker recovered from friend of UCPO Fahad Zaman house in Lalazar

Respected Sir,

I am writing to bring into your notice that finger marker (Polio) has been recovered from one house at Lalazar who have admitted in front of AS Suneela, CHW nayab etc that Fahad Zaman who is in charge of polio team has given them this marker on Friday 25th of October 2024 during pre campaign vaccination of refusal, AV children's. This was reported repeatedly AV from the last few campaigns having three children's.

If UC Incharge is giving marker to his relatives and they admit it in front of both CBV and COMNet team, then what other staff will seek from it.

I have mentioned the detail of this family in letter attached below and request you to properly investigate it so that team may not be habitual of doing such activities who become hindrance on vaccination of every children.

I hope you will follow it up on urgent and punish those who are involved.

Regards

PEI team UC Shaheen town