

## Shahid Ali

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**From:** ABBAS, Waseem <wabbas@who.int>  
**Sent:** Monday, September 16, 2019 11:21 AM  
**To:** Shahid Ali  
**Cc:** KAMRAN, Waheed; MAZVIDZA, Simbarashe; KHAN, Faizan; PARVEEN, Khalida; AHMAD, Shakeel Muhammad Saleem; SIDDIQUI, Kashif Islam; MOHAMED, Gedi  
**Subject:** RE: Complaint by Community Elders against the hiring of UCPO for UC Milward B.

Dear Shahid,

Kindly proceed as per agreed CTC's SOP.

Thank you

Waseem Abbas

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**From:** MOHAMED, Gedi  
**Sent:** Monday, September 16, 2019 11:15 AM  
**To:** ABBAS, Waseem <wabbas@who.int>  
**Cc:** KAMRAN, Waheed <kamranw@who.int>; MAZVIDZA, Simbarashe <mazvidzas@who.int>; KHAN, Faizan <khanfai@who.int>; PARVEEN, Khalida <parveenk@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; SIDDIQUI, Kashif Islam <siddiquik@who.int>  
**Subject:** RE: Complaint by Community Elders against the hiring of UCPO for UC Milward B.

Thanks Waseem.

The recommendation of the CTC and Area Coordinator is endorsed for further action.

Regards,

Gedi

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**From:** ABBAS, Waseem  
**Sent:** Monday, September 16, 2019 11:10 AM  
**To:** MOHAMED, Gedi  
**Cc:** KAMRAN, Waheed; MAZVIDZA, Simbarashe; KHAN, Faizan; PARVEEN, Khalida; AHMAD, Shakeel Muhammad Saleem; SIDDIQUI, Kashif Islam  
**Subject:** FW: Complaint by Community Elders against the hiring of UCPO for UC Milward B.

Dear Sir,

Reference to the complaint received against locality of one of the UCPO working in Khyber, He at the time of joining shared information to CTC that, he is local and is permanently settled in the UC, he was considered for. After a thorough investigation by CTC independently, it is revealed that he is still residing in District Peshawar and is going to Khyber on daily basis. As per his written statement, due War against terrorism he is living as IDP. According to him, his home was partially damaged in the operation and was unable to relocate but now, he will do necessary repair of his home and will be settled there, permanently.

The matter was forwarded to concerned Area Coordinator for review; Dr. Kashif Islam, Area Coordinator Khyber responded that the house he intend to repair is located at adjacent UC (as per appended email). Based on his contradictory statements, the CTC has below recommendations (mentioned in attached report)

**Recommendation by CTC:**

- Based on the above findings and best interest of program, Mr. Muhammad Hussain is recommended for contract closure on account of non-locality and concealment of information.

**Annexures:**

- ID documents
- Report from CTC
- Signed documents at the time of joining
- Statement of Muhammad Hussain

Your approval is required to endorse the recommendations of CTC or let us know if further clarity is required.

Thank you

Waseem Abbas | HR Assistant  
World Health Organization  
Contact: 091-9216540



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**From:** Shahid Ali [<mailto:shahidali@ctc.org.pk>]  
**Sent:** Monday, September 16, 2019 10:45 AM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; 'Nadeem Jan' <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)>  
**Subject:** RE: Complaint by Community Elders against the hiring of UCPO for UC Milward B.

Dear Mr. Waseem,

Greetings from CTC!

Please find attached final report on locality status of Muhammad Hussain for management review.

In case if you need any further assistance regarding the same, Please let us know.

Thanks & Regards,  
Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

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**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Thursday, September 12, 2019 2:57 PM  
**To:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>  
**Subject:** RE: Complaint by Community Elders against the hiring of UCPO for UC Milward B.

Dear Shahid,

Reference to report shared by yourself on behalf of CTC, Kindly see below response of Area Coordinator and re-assess the locality in the light of email below, considering the findings/recommendation of Area Coordinator as per CTC's SOP. Kindly share the final report for Team Lead's review.

Thank you

Waseem Abbas

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**From:** SIDDIQUI, Kashif Islam  
**Sent:** Thursday, September 12, 2019 2:37 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Subject:** FW: Complaint by Community Elders against the hiring of UCPO for UC Milward B.  
**Importance:** High

Dear Waseem Sb

AOA

Re: Thanks for your email.

The relocation address mentioned by the UCPO Muhammad Hussain in his response (Annex-3) is: UC Akakhel Maira, Arhando Kale (Lachyano Jumat).

As per my knowledge of District Khyber, this place is not situated in UC Milward B, the UCPO is hired for. Although UC Milward B and UC Akakhel Maira are separated just by a road at "Arhando Kale" in UC Akakhel Maira and it takes some 10 minutes on foot from Arhando Kale to enter UC Milward B.

In my opinion, the objections on his hiring based on locality and tribe, may continue in future even if he shifts to his home in UC Aka Khel Maira. The said UCPO is Qambar Khel by tribe whereas UC Akakhel Maira and UC Milward B are predominantly occupied by Akakhel Tribe; small number of some other tribes including Qambar Khel also reside in these UCs though.

In view of the above and the fact that evidence of concealment of information by him is there, I would strongly suggest that any decision for continuation of his services as UCPO for UC Milward B may please be reassessed.

Thanks and Best Regards.

**Dr. Kashif Islam**

Area Coordinator Khyber

Contact No: +92 317 8117702

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**From:** ABBAS, Waseem

**Sent:** Thursday, September 12, 2019 9:18 AM

**To:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>

**Cc:** MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>

**Subject:** FW: Complaint by Community Elders against the hiring of UCPO for UC Milward B.

**Importance:** High

Dear Colleagues,

Reference to email, A compliant was received regarding the locality of Mr. Muhammad Hussain; in response to that, Mr. Muhammad Hussain shared his CNIC, Domicile and written statement claiming himself as local but relocated due to war against terrorism and was living as IDP. According to him, his home was partially damaged in the operation and was unable to relocate but now, he will do necessary repair of his home and will be settled there, permanently.

**Recommendation from CTC:**

- Mr. Muhammad Hussain is recommended for Warning on account of concealment of information with one month notice to shift his family from Mashugagar to Aka Khel Maira and provide proof of residency in UC Aka Khel Maira Bara Khyber. In case of non-compliance his contract should be terminated.

**Annexures:**

- ID documents
- Report from CTC
- Signed documents at the time of joining
- Statement of Muhammad Hussain

Kindly share your comments if any ASAP.

Thank you

Waseem Abbas

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**From:** Shahid Ali [<mailto:shahidali@ctc.org.pk>]

**Sent:** Friday, September 06, 2019 4:42 PM

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

**Cc:** ADEM, Abdinasir <[adema@who.int](mailto:adema@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>; [nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)

**Subject:** RE: Complaint by Community Elders against the hiring of UCPO for UC Milward B.

Dear Mr. Waseem,

Greetings!

With reference to below email, please find attached explanation of Muhammad Hussain and brief report along with final recommendation for management review and endorsement.

In case if you need any further assistance regarding the same, Please let us know.

Thanks & Regards,  
Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

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**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Tuesday, August 27, 2019 11:13 AM  
**To:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Cc:** ADEM, Abdinasir <[adema@who.int](mailto:adema@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>; [nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)  
**Subject:** RE: Complaint by Community Elders against the hiring of UCPO for UC Milward B.

Dear Shahid,

Thank you for the information. you may please share his explanation along with final recommendation for provincial management review and endorsement.

Best Regards

Waseem Abbas

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**From:** Shahid Ali [<mailto:shahidali@ctc.org.pk>]  
**Sent:** Tuesday, August 27, 2019 9:19 AM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** ADEM, Abdinasir <[adema@who.int](mailto:adema@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>; [nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)  
**Subject:** RE: Complaint by Community Elders against the hiring of UCPO for UC Milward B.

Dear Waseem,

Please find attached CNIC and domicile copy of Muhammad Hussain.

In case if you need any further assistance regarding the same, Please let us know.

Thanks & Regards,  
Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

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**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Monday, August 26, 2019 4:32 PM

**To:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Cc:** ADEM, Abdinasir <[adema@who.int](mailto:adema@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>; [nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)  
**Subject:** FW: Complaint by Community Elders against the hiring of UCPO for UC Milward B.

Dear Shahid,

Kindly share CNIC and domicile copies as well.

Thank you

Waseem Abbas

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**From:** Shahid Ali [<mailto:shahidali@ctc.org.pk>]  
**Sent:** Monday, August 26, 2019 3:28 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** HASSAN MOMAND, Hamid <[hassanmomandh@who.int](mailto:hassanmomandh@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>; [nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)  
**Subject:** RE: Complaint by Community Elders against the hiring of UCPO for UC Milward B.

Dear Waseem,

Please find attached report on locality status of Muhammad Hussain UCPO Milward – 3 Khyber.

Kindly share TL approval on the recommended action.

In case if you need any further assistance regarding the same, Please let us know.

Thanks & Regards,  
Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

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**From:** SIDDIQUI, Kashif Islam [<mailto:siddiquik@who.int>]  
**Sent:** Monday, August 19, 2019 11:58 PM  
**To:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Cc:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; ADEM, Abdinasir <[adema@who.int](mailto:adema@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; Nazir AHMAD <[ahmadnaz@who.int](mailto:ahmadnaz@who.int)>  
**Subject:** Complaint by Community Elders against the hiring of UCPO for UC Milward B.

Dear Shahid Sb

AOA

As discussed with you on phone today, Akakhel community elders from Bara submitted a written complaint to DC Khyber against UCPO Muhammad Hussain hired in May 2019 for UC Milward B who claimed him to be a non-local from Milward. They insisted for the removal of the UCPO or they will go for the boycott for the forthcoming SNID August 2019.

Additional DC Khyber on behalf of DC Khyber inquired us on phone about this matter and asked us for the NIC and other documents to confirm the permanent address of the UCPO. In a formal meeting with the ADC, the UCPO was introduced with him and his NIC and domicile certificate were also shared which clearly proved that the UCPO was local of Bara Khyber. The process of hiring of UCPOs by CTC and the related standard process were also explained.

The ADC showed his satisfaction at the documents and reassured that he will convince the Akakhel community to cooperate and not to link the SNID with the hiring of UCPO.

At the moment the issue seems to be temporarily resolved but keeping in view the tribal dynamics, I suggest you to be prepared to respond to queries of district administration if this issue is raised again just before or during the August SNID starting from August 26. The district administration may write directly to you.

Meanwhile, I would further request you to double confirm the locality of Mr. Muhammad Hussain for UC Milward B and take necessary measures if required.

Please let me know if there are any queries.

Thanks and Best Regards.

**Dr. Kashif Islam**

Area Coordinator Khyber

Contact No: +92 317 8117702