

Nadeem Jan

From: ABBAS, Waseem <wabbas@who.int>
Sent: Wednesday, 13 January, 2021 11:27 AM
To: Ayesha Naeem
Cc: MOHAMED, Gedi; KHAN, Faizan; sarah@ctc.org.pk; Naila Nizam; nadeemjan@ctc.org.pk
Subject: RE: [EXT] UC Shahi Bagh Inquiry Report

Dear Ayesha,

Thank you for sharing report. Kindly if you can share the recommendations after explanation from Mr. Ibrahim.

Regards

Waseem Abbas

From: Ayesha Naeem <ayesha.naeem@ctc.org.pk>
Sent: Wednesday, 13 January 2021 10:31 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: MOHAMED, Gedi <mohamedge@who.int>; KHAN, Faizan <khanfai@who.int>; sarah@ctc.org.pk; Naila Nizam <naila@ctc.org.pk>; nadeemjan@ctc.org.pk
Subject: [EXT] UC Shahi Bagh Inquiry Report

Dear Mr. Waseem,

Greetings from CTC !

Attached herewith for your perusal and feedback is the inquiry report regarding the complaint lodged against UCPO Shahi Bagh – Mr. Ibrahim along with annexures.

In case if your need any further information, please feel free to contact the undersigned.

Best Regards,
Ayesha Naeem
Project Coordinator – PTPP Project
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Cell: 0346-1019451

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Wednesday, January 6, 2021 3:26 PM
To: Ayesha Naeem
Cc: MOHAMED, Gedi; KHAN, Faizan; sarah@ctc.org.pk; Naila Nizam; nadeemjan@ctc.org.pk
Subject: RE: [EXT] FW: UCPO Ibrahim verbally harassment

Dear Ayesha,

As discussed, kindly coordinate with Peshawar Team for the said inquiry and share your plan with them for onward process.

Please let us know if you have any queries.

Regards

Waseem Abbas

From: Ayesha Naeem <ayesha.naeem@ctc.org.pk>

Sent: Monday, 4 January 2021 2:33 PM

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

Cc: MOHAMED, Gedi <mohamedge@who.int>; KHAN, Faizan <khanfai@who.int>; sarah@ctc.org.pk; Naila Nizam <naila@ctc.org.pk>; nadeemjan@ctc.org.pk

Subject: RE: [EXT] FW: UCPO Ibrahim verbally harassment

Dear Mr. Waseem,

With reference to the subject cited above, this is to highlight that the allegations against UCPO are of his involvement in dual job and misbehavior. Upon receiving complaint from CHW of UC Shahi Bagh against UCPO Mr. Ibrahim's unprofessional attitude and involvement in dual job, CTC team shared details with WHO PO on 29th Dec, 2020 and requested approval for joint inquiry into the matter by PTPP and CBV focal persons of CTC in presence of field supervisors (AC and PEO).

However, CTC team was not part of the inquiry and it was conducted independently by the field supervisors while as per policy, CTC team will conduct the investigations in such cases and upon arriving at findings shall share the report with concerned authorities. Moreover, statement recording of Subject UCPO was pending as he was on leaves when investigation was carried out. PTPP focal person of CTC was asked by field supervisors to accompany them only for recording the statement of the UCPO.

Your feedback in this particular case is requested as to whether CTC focal person should only accompany field supervisors in recording the statement of the alleged UCPO or should carry out independent joint investigation into the matter (including taking feedback from field supervisors).

In case if you need any further information regarding the same, please feel free to contact the undersigned.

Best Regards,

Ayesha Naeem

Project Coordinator – PTPP Project

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Cell: 0346-1019451

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

Sent: Monday, January 4, 2021 11:48 AM

To: ULLAH, Asad; nadeemjan@ctc.org.pk

Cc: MOHAMED, Gedi; KAMRAN, Waheed; KHAN, Faizan; KHURSHID, Muhammad Naveed; 'Ayesha Naeem'

Subject: RE: [EXT] FW: UCPO Ibrahim verbally harassment

Thank you Dr. Sb.

Dear Nadeem,

Appended email is for your information.

Regards

Waseem Abbas

From: ULLAH, Asad <ullaha@who.int>
Sent: Monday, 4 January 2021 11:46 AM
To: ABBAS, Waseem <wabbas@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>
Cc: MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: RE: [EXT] FW: UCPO Ibrahim verbally harassment

Dear Waseem

As per discussion with Mr Nadeem today he will join us in recording statement of UCPO in subject UC and a joint recommendation will be finalized

Regards

Dr. Asad Ullah Ghalib
DDPO Area coordinator
PEI WHO Peshawer
03339155895
03005867829
ddpowho@gmail.com
ullaha@who.int

From: ABBAS, Waseem <wabbas@who.int>
Sent: Monday, January 4, 2021 11:44 AM
To: KHURSHID, Muhammad Naveed <khurshidm@who.int>; ULLAH, Asad <ullaha@who.int>
Cc: MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: RE: [EXT] FW: UCPO Ibrahim verbally harassment

Dear Colleagues,

We need your input in below matter please.

Thank you

Waseem Abbas

From: Nadeem Jan <nadeemjan@ctc.org.pk>
Sent: Saturday, 2 January 2021 12:20 PM
To: KHAN, Faizan <khanfai@who.int>; ABBAS, Waseem <wabbas@who.int>
Cc: 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; 'Naila Nizam' <naila@ctc.org.pk>; 'Sarah Farooqui' <sarah@ctc.org.pk>
Subject: RE: [EXT] FW: UCPO Ibrahim verbally harassment

Dear Mr. Faizan Khan,

Thanks for your prompt response, and I have discussed telephonically with DDOSO Dr. Ahsan Iqbal and DDPO Dr. Asad Ullah Sb being the first line supervisors of **UCPO- Muhammad Ibrahim Union Council Shahi Bagh Peshawar**; But as per their response they have already proceeded for the subject inquiry and only the statement of Mr. Sohail is pending due to his family approved leaves absenteeism,

It is requested whether CTC-PTPP team will conduct a separate inquiry into this matter is required or not.

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

Regards,

Nadeem Jan
Project Officer-PTPP CTC

From: KHAN, Faizan [<mailto:khanfai@who.int>]
Sent: Thursday, 31 December, 2020 12:24 PM
To: nadeemjan@ctc.org.pk
Cc: ABBAS, Waseem
Subject: FW: [EXT] FW: UCPO Ibrahim verbally harassment

Dear Nadeem Jan

Please go ahead.

Regards
Faizan Khan

From: MOHAMED, Gedi
Sent: Thursday, 31 December 2020 12:18 PM
To: KHAN, Faizan <khanfai@who.int>
Cc: ABBAS, Waseem <wabbas@who.int>; ULLAH, Asad <ullaha@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; AHMED, Qaisar <ahmedq@who.int>; KAMRAN, Waheed <kamranw@who.int>; Tufail Ahmed <tuahmed@unicef.org>; Andrew Etsano <aetsano@unicef.org>
Subject: RE: [EXT] FW: UCPO Ibrahim verbally harassment

Please go ahead.

Dear Dr. Asad/Dr Naveed,

Let's have a female staff also be part of the fact finding.

Regards,

Gedi

From: KHAN, Faizan <khanfai@who.int>
Sent: Thursday, 31 December 2020 12:05 PM
To: MOHAMED, Gedi <mohamedge@who.int>
Cc: ABBAS, Waseem <wabbas@who.int>; ULLAH, Asad <ullaha@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; AHMED, Qaisar <ahmedq@who.int>; KAMRAN, Waheed <kamranw@who.int>
Subject: FW: [EXT] FW: UCPO Ibrahim verbally harassment

Dear Sir

Complaint has been received against Mr Muhammad Ibrahim (UCPO, UC Shahi Bagh Peshawar) of harassment and misbehavior.

CTC has suggested joint inquiry by WHO and CBV focal person of CTC in the presence of the AC/PEO.

Your kind approval is requested.

Regards

Faizan Khan

From: Nadeem Jan [<mailto:nadeemjan@ctc.org.pk>]
Sent: Thursday, 31 December 2020 10:32 AM
To: ABBAS, Waseem <wabbas@who.int>; KHAN, Faizan <khanfai@who.int>
Cc: 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; 'Naila Nizam' <naila@ctc.org.pk>
Subject: [EXT] FW: UCPO Ibrahim verbally harassment

Dear Mr. Waseem,

Greetings from CTC!

Your response is requested on the below email.

Regards,

Nadeem Jan
Project Officer-PTPP CTC

From: Nadeem Jan [<mailto:nadeemjan@ctc.org.pk>]
Sent: Tuesday, 29 December, 2020 03:30 PM
To: 'Waseem'; 'Faizan'
Cc: 'ayesha.naeem@ctc.org.pk'; 'Naila Nizam'; 'Sarah Farooqui'
Subject: FW: UCPO Ibrahim verbally harassment

Dear Mr. Waseem,

With reference to the following email information and attached files a complaint received from CHW Mashal and five other team member CHWs against **UCPO- Muhammad Ibrahim- UC Shahi Bagh district Peshawar** for his verbal harassment and misbehavior,

An inquiry into the matter is suggested to be conducted jointly by WHO and CBV focal person of CTC in the presence of the concerned field supervisors.

In case of any query regarding the same please let us know.

Regards,

Nadeem Jan
Project Officer-PTPP CTC

From: Tufail Ahmed [<mailto:tuahmed@unicef.org>]
Sent: Monday, December 28, 2020 10:53 AM
To: 'Asif Ali'
Cc: Raabya Abu Zafar; Andrew Etsano; 'Majid Ali Shah'; Sohail Khan
Subject: RE: UCPO Ibrahim verbally harassment

Dear Asif,
In support attached couple of more forwarded emails from Sohail.

Regards

Tufail Ahmed
Health Specialist Polio

United Nations Children's Fund | Field Office Peshawar KP
14A-1 Park Road, University Town, Peshawar.
Office: (92) 51-870-5388 Cell: +92 (0) 315 4499369
Email: tuahmed@unicef.org

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From: Tufail Ahmed
Sent: Monday, December 28, 2020 10:32 AM
To: 'Asif Ali' <asif.ali@ctc.org.pk>
Cc: Raabya Abu Zafar <rabuzafar@unicef.org>; Andrew Etsano <aetsano@unicef.org>; 'Majid Ali Shah' <majid@ctc.org.pk>; Sohail Khan <sokhan@unicef.org>
Subject: FW: UCPO Ibrahim verbally harassment

Dear Asif,

FYI and investigation.

Regards

Tufail Ahmed

Health Specialist Polio

United Nations Children's Fund | Field Office Peshawar KP

14A-1 Park Road, University Town, Peshawar.

Office: (92) 51-870-5388 Cell: +92 (0) 315 4499369

Email: tuahmed@unicef.org

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From: Sohail Khan <sokhan@unicef.org>
Sent: Sunday, December 27, 2020 2:13 PM
To: Tufail Ahmed <tuahmed@unicef.org>
Subject: Fwd: UCPO Ibrahim verbally harassment

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From: Mehwish Noreen <mehwishnoreen15@gmail.com>
Sent: Sunday, December 27, 2020 12:32:04 PM
To: Sohail Khan <sokhan@unicef.org>
Subject: Fwd: UCPO Ibrahim verbally harassment

----- Forwarded message -----

From: Mehwish Noreen <mehwishnoreen15@gmail.com>
Date: Mon, 7 Dec 2020, 00:13
Subject: UCPO Ibrahim verbally harassment
To: Robina Bangash <robina.bangash84@gmail.com>

Respected Madam,

Hope you will be fine with good health. I am writing to complaint about UCPO Ibrahim from UC Shahi Bagh. He shows misbehave and misuse of authority as a UC representative. He change his statement and telling lie, use harsh language with me in front of staff. He is not punctual in his duty and doing gold business during working hours. He took fake clusters and RCA's with the support of other staff members.

On 3rd December 2020, UCPO Ibrahim in front of UCO Benish, UPEC Shah Muhammad Sahib and TTM Ali, verbally harass me. He shouted and telling lie that Area Supervisor Shama was absent and face domestic problem because of me, actually she was absent due to her domestic problem. Also blame and tell lie that on 2nd December, Area Supervisor Haseena and CHW Saima both were in support center at 12:00 o'clock, although they both were in field at that time. He pressurized staff that they must be compile data till 1:30 and 2:00 o'clock. He violate self respect and show

dictatorship among all staff. He did not allow me during Area Supervisors and CHW's training for fully participation. This is very difficult to work under a person who is not honest in his own duty and have not sense that how to talk and treat a female professionally. It is affecting the healthy atmosphere of the center. I hope that you understand my concern and take the required actions.

I am also sending you AS Shama written statement regarding this issue. Please find the attachment.

Thank you



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