

Nadeem Jan

From: Ayesha Naeem <ayesha.naeem@ctc.org.pk>
Sent: Monday, 1 February, 2021 8:53 PM
To: nadeemjan@ctc.org.pk; anzaisakhan1@gmail.com
Subject: FW: [SPAM] FW: [EXT] Harassment complaint against UCPO UC Khazana, Mr. Muhammad Tariq

Please initiate in HRIS.

From: AHMAD, Shakeel Muhammad Saleem [mailto:ahmadsh@who.int]
Sent: Monday, February 1, 2021 7:13 PM
To: Ayesha Naeem
Cc: ZAHEER, Bilal; PARVEEN, Khalida; PERCL, Matthias
Subject: [SPAM] FW: [EXT] Harassment complaint against UCPO UC Khazana, Mr. Muhammad Tariq

Dear Ayesha,

Please find below the Federal office approval of Termination UCPO Muhammd Tariq UC Khazana Mardan for your information and further necessary action.

Regards,
Shakeel Ahmad

Sent from my Galaxy

----- Original message -----

From: "KHAN, Zainul Abedin" <khanzai@who.int>
Date: 01/02/2021 18:45 (GMT+05:00)
To: "ZAHEER, Bilal" <zaheerbi@who.int>
Cc: "YALAHOW, Ibrahim" <yalahowi@who.int>, "PERCL, Matthias" <perclm@who.int>, "PARVEEN, Khalida" <parveenk@who.int>, "AHMAD, Shakeel Muhammad Saleem" <ahmadsh@who.int>
Subject: RE: [EXT] Harassment complaint against UCPO UC Khazana, Mr. Muhammad Tariq

Bilal, I agree with termination. Zainul

From: ZAHEER, Bilal <zaheerbi@who.int>
Sent: Monday, February 1, 2021 4:27 PM
To: KHAN, Zainul Abedin <khanzai@who.int>
Cc: YALAHOW, Ibrahim <yalahowi@who.int>; PERCL, Matthias <perclm@who.int>; PARVEEN, Khalida <parveenk@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: RE: [EXT] Harassment complaint against UCPO UC Khazana, Mr. Muhammad Tariq
Importance: High

Dear Dr Zainul,

Reference to below communication and discussion with Matthias; it is proposed to proceed with termination on account of cases of harassment.

We hereby seek your advise on the same to enable us instruct CTC accordingly.

Regards,

Bilal

From: PERCL, Matthias <perclm@who.int>
Sent: Tuesday, 26 January 2021 4:32 PM
To: PARVEEN, Khalida <parveenk@who.int>; ZAHEER, Bilal <zaheerbi@who.int>
Cc: YALAHOW, Ibrahim <yalahowi@who.int>; KHAN, Zainul Abedin <khanzai@who.int>
Subject: RE: [EXT] Harassment complaint against UCPO UC Khazana, Mr. Muhammad Tariq

Dear Khalida and Bilal,

I cannot read the complainant statements. As long as you agree that they represent evidence of sexual harassment, then the below clause applies and we will agree with immediate termination.

“In proven extreme cases of sexual harassment, there is zero tolerance and will result in immediate termination of the individual when proven to be guilty.”

Best regards,
Matthias

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Tuesday, 26 January 2021 4:12 PM
To: PERCL, Matthias <perclm@who.int>
Cc: YALAHOW, Ibrahim <yalahowi@who.int>; KHAN, Zainul Abedin <khanzai@who.int>; ZAHEER, Bilal <zaheerbi@who.int>
Subject: RE: [EXT] Harassment complaint against UCPO UC Khazana, Mr. Muhammad Tariq

Dear Matthias,

As requested; below is the provisions related to termination on the grounds of harassment.

8.4. Investigation

The CTC will conduct the investigation independently without involvement of WHO, polio personnel or other counterpart in accordance with the laid down procedures. On the basis of the outcome of the investigation, the vendor focal person shall take either of the following actions:

<ul style="list-style-type: none"> Where the CTC focal person arrived at a finding that the allegation of discrimination, harassment, sexual harassment or abuse of authority is baseless and devoid of merit, he/she shall close the case with a closure memo and share a summary of the findings and conclusions of the investigation with WHO Country Office as appropriate;
<ul style="list-style-type: none"> Where the CTC focal person has safely concluded that discrimination, harassment, sexual harassment or abuse of authority has occurred or an attempt has been made in this regard, he/she shall share the investigation report along with all statements, evidences (if any) to WHO Country Office for their comments; further disciplinary actions as recommended in the report shall be taken.
<p>8.5. Penalties</p>
<p>Harassment is a red issue and there will be zero tolerance for the personnel who are found involved in the commission of this heinous act. The individual shall be immediately terminated from the services without notice. The HR Department of CTC will neither provide the offender with an experience certificate nor considered them for future hiring.</p>
<p>a) Sexual harassment</p>
<ul style="list-style-type: none"> In proven extreme cases of sexual harassment, there is zero tolerance and will result in immediate termination of the individual when proven to be guilty.
<ul style="list-style-type: none"> The HR Department of CTC will not provide the offender with an experience certificate.
<ul style="list-style-type: none"> In case of weak evidences or mild harassment situation, the culprit may be demoted, and/ or given written warning.
<p>b) Moral harassment</p>
<ul style="list-style-type: none"> In proven cases of extreme moral harassment, the offender will be given the opportunity to resign and may be provided an experience certificate.
<ul style="list-style-type: none"> In case of mild moral harassment, the offender may be transferred to avoid hierarchal and physical interaction with the victim and will be given a written warning.

Best Regards,

khalida

From: PERCL, Matthias <perclm@who.int>
Sent: Tuesday, 26 January 2021 3:46 PM
To: ZAHEER, Bilal <zaheerbi@who.int>; KHAN, Zainul Abedin <khanzai@who.int>
Cc: YALAHOW, Ibrahim <yalahowi@who.int>; PARVEEN, Khalida <parveenk@who.int>
Subject: RE: [EXT] Harassment complaint against UCPO UC Khazana, Mr. Muhammad Tariq

Dear Bilal,

I assume that termination of contract is supported by the terms of the contract? Could you share the relevant provisions?

Thank you
Matthias

From: ZAHEER, Bilal <zaheerbi@who.int>
Sent: Tuesday, 26 January 2021 3:02 PM
To: KHAN, Zainul Abedin <khanzai@who.int>
Cc: PERCL, Matthias <perclm@who.int>; YALAHOW, Ibrahim <yalahowi@who.int>; PARVEEN, Khalida <parveenk@who.int>
Subject: RE: [EXT] Harassment complaint against UCPO UC Khazana, Mr. Muhammad Tariq
Importance: High

Dear Dr Zainul,

Reference to below; based on severity of allegations, investigation conducted and gathered facts; termination of contract is the recommended action related to zero tolerance for harassment.

Regards,

Bilal

From: KHAN, Zainul Abedin <khanzai@who.int>
Sent: Monday, 25 January 2021 1:46 PM
To: ZAHEER, Bilal <zaheerbi@who.int>
Cc: PERCL, Matthias <perclm@who.int>; YALAHOW, Ibrahim <yalahowi@who.int>; PARVEEN, Khalida <parveenk@who.int>
Subject: RE: [EXT] Harassment complaint against UCPO UC Khazana, Mr. Muhammad Tariq

Dear Bilal, let me know the recommended action from you/HR as to be appropriate against the UCPO UC Khazana (Mardan) - Mr. Muhammad Tariq. Thanks, Zainul

From: ZAHEER, Bilal <zaheerbi@who.int>
Sent: Monday, January 25, 2021 11:53 AM
To: KHAN, Zainul Abedin <khanzai@who.int>
Cc: PERCL, Matthias <perclm@who.int>; YALAHOW, Ibrahim <yalahowi@who.int>; PARVEEN, Khalida <parveenk@who.int>
Subject: FW: [EXT] Harassment complaint against UCPO UC Khazana, Mr. Muhammad Tariq
Importance: High

Dear Dr Zainul,

This is to seek your concurrence and advise on below communication related to multiple allegations of harassment of female health workers by UCPO with recommendations for termination of UCPO contract. District health authorities with WHO field personnel have already completed investigations and fact finding at local level.

Regards,

Bilal

From: PARVEEN, Khalida <parveenk@who.int>
Sent: Monday, 25 January 2021 10:11 AM
To: ZAHEER, Bilal <zaheerbi@who.int>
Subject: FW: [EXT] Harassment complaint against UCPO UC Khazana, Mr. Muhammad Tariq

Dear Bilal sb,

It is reviewed and it is also ok to go further with approval of termination request.

Best,
khalida

From: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Sent: Sunday, 24 January 2021 2:46 PM
To: ZAHEER, Bilal <zaheerbi@who.int>
Cc: PARVEEN, Khalida <parveenk@who.int>
Subject: FW: [EXT] Harassment complaint against UCPO UC Khazana, Mr. Muhammad Tariq

Dear Bilal Sb,

With reference below the email , UCPO UC Khazana (Mardan) - Mr. Muhammad Tariq was reported for harassing female LHVs .Reported email also attached. Provincial Team leader has been approved, Kindly share with Dr Zain for Federal office approval and further action.

Regards,
Shakeel Ahmad

From: Ayesha Naeem <ayesha.naeem@ctc.org.pk>
Sent: Saturday, January 23, 2021 12:21 AM
To: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; PARVEEN, Khalida <parveenk@who.int>

Cc: MURSAL, Hassan Mohamed <mursalh@who.int>; ZAHEER, Bilal <zaheerbi@who.int>; irfan@ctc.org.pk; sarah@ctc.org.pk; majid@ctc.org.pk; Naila Nizam <naila@ctc.org.pk>

Subject: [EXT] Harassment complaint against UCPO UC Khazana, Mr. Muhammad Tariq

Dear Mr. Shakeel and Ms. Khalida,

Greetings from CTC !

With reference to the subject matter, this is to bring to your kind information that the UCPO UC Khazana (Mardan) - Mr. Muhammad Tariq was reported for harassing female LHVs and alleging them for having illegitimate relations with Area Supervisor. As Government staff was involved, therefore, investigation was carried out by committee comprising of DC LHW Program, District Coordinator EPI and ADC LHW Program and report was submitted to DHO Mardan (report and email trails attached). Moreover, CTC acquired feedback of the field supervisors and also issued show cause letter to the Subject UCPO in order to record his statement. In response, the UCPO negated all the allegations against him (attached herewith).

According to the findings of the investigation team and in the light of the feedback of field supervisors, the Subject UCPO has been found guilty. As per SOPs, the aforementioned acts of UCPO falls under red line area marked for zero tolerance, therefore, his contract shall be terminated.

Keeping in view the legal implications and possible security threat to female complainants, it is recommended that the contract of the said staff member shall be terminated on account of Unprofessional Attitude rather than harassment. Furthermore, the staff member has been suspended from his duties from 4th December, 2020 and his salary is on hold. As per policy, if the suspended staff is found guilty of misconduct, then his/her salary shall not be released and vice-versa.

WHO - PO has already endorsed the recommendations (email appended). Approval of WHO-FO is requested for proceeding with the action.

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: Friday, January 22, 2021 9:58 AM

To: 'Ayesha Naeem'; nadeemjan@ctc.org.pk

Cc: Naila Nizam; KHAN, Faizan

Subject: FW: [EXT] Fwd: Complaint against UCPO- Muhammad Tariq-UC Khazan- Mardan

Dear Colleagues,

Kindly proceed as per SOP.

Thank you

Waseem Abbas

From: SALVATORI, Edda <salvatorie@who.int>
Sent: Friday, 22 January 2021 9:55 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: RE: [EXT] Fwd: Complaint against UCPO- Muhammad Tariq-UC Khazan- Mardan

Approved as per SOPs.
Best regards
Edda

From: ABBAS, Waseem <wabbas@who.int>
Sent: Friday, 22 January 2021 9:52 AM
To: SALVATORI, Edda <salvatorie@who.int>
Cc: MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: FW: [EXT] Fwd: Complaint against UCPO- Muhammad Tariq-UC Khazan- Mardan

Dear Ms. Edda,

A harassment complaint was launched by two LHVs, working at District Mardan. The issue was raised by DHO Mardan in evening DPCR meeting; DC Mardan formed a committee to have preliminary investigation of the matter. In that meeting Area Coordinator Mardan, PEO Mardan and Mr. Nazir Ahmad, Campaign Support Officer was also present. It was recommended that UCPO Mr. Muhammad Tariq will be restricted from Campaign activities.

Mr. Ibrahim was suspended after the approval of Team Leader and CTC was advised to conclude the inquiry and share detailed report along with recommendations. CTC found Mr. Muhammad Ibrahim guilty of the charges leveled against him and the DHO report also revealed that he was involved in unacceptable behavior with female workers; statements of 4 LHVs are also attached as reference. CTC has recommended **termination** of UCPO (Area Coordinator, Mardan also agreed with the recommendations) with **no payment of salary** for his suspension period.

Your **approval** is required for endorsement of action as per agreed SOP.

Thank you

Waseem Abbas

From: Ayesha Naeem <ayesha.naeem@ctc.org.pk>
Sent: Friday, 22 January 2021 9:24 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: MOHAMED, Gedi <mohamedge@who.int>; KHAN, Faizan <khanfai@who.int>; seddaarm@gmail.com; KAMRAN, Waheed <kamranw@who.int>; sarah@ctc.org.pk; Naila Nizam <naila@ctc.org.pk>
Subject: FW: [EXT] Fwd: Complaint against UCPO- Muhammad Tariq-UC Khazan- Mardan

Dear Mr. Waseem,

Greetings from CTC !

With reference to your below email regarding the subject matter, this is to bring to your kind information that the UCPO UC Khazana - Mr. Muhammad Tariq was reported for harassing female LHVs and alleging them for having illegitimate relations with Area Supervisor. As Government staff was involved, therefore,

investigation was carried out by committee comprising of DC LHW Program, District Coordinator EPI and ADC LHW Program and report was submitted to DHO Mardan (Inquiry report and email trails attached). CTC acquired feedback of the field supervisors and also issued show cause letter to the UCPO in order to record his statement. In response, the UCPO negated all the allegations against him (attached herewith).

According to the findings of the investigation team and in the light of the feedback of field supervisors, the Subject UCPO has been found guilty. As per SOPs, the aforementioned acts of UCPO falls under red line area marked for zero tolerance, therefore, his contract shall be terminated.

Keeping in view the legal implications and possible security threat to female complainants, it is recommended that the contract of the said staff member shall be terminated on account of Unprofessional Attitude rather than harassment. Furthermore, the staff member has been suspended from his duties from 4th December, 2020 and his salary is on hold. As per policy, if the suspended staff is found guilty of misconduct, then his/her salary shall not be released and vice-versa.

Approval and feedback of the WHO-PO is requested for proceeding with the recommended actions.

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 20, 2021 3:15 PM
To: Nadeem Jan; 'Ayesha Naeem'
Cc: MOHAMED, Gedi; KAMRAN, Waheed; KHAN, Faizan; Edda Salvatori; Naila Nizam
Subject: RE: [EXT] Fwd: Complaint against UCPO- Muhammad Tariq-UC Khazan- Mardan

Thank you for your email, Nadeem

Dear Ayesha,

As discussed, if we have some detailed report regarding the subject case.

Thank you

Waseem Abbas

From: Nadeem Jan <nadeemjan@ctc.org.pk>
Sent: Wednesday, 20 January 2021 1:31 PM
To: ABBAS, Waseem <wabbas@who.int>; KHAN, Faizan <khanfai@who.int>
Cc: 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; sarah@ctc.org.pk; MOHAMED, Gedi <mohamedge@who.int>; 'Edda Salvatori' <seddaarm@gmail.com>; KAMRAN, Waheed <kamranw@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: RE: [EXT] Fwd: Complaint against UCPO- Muhammad Tariq-UC Khazan- Mardan

Dear Mr. Waseem,

As per SOP CTC do not issue salary for the suspension period, however your guidance is requested.

Regards,

Nadeem Jan
Project Officer-PTPP CTC

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Wednesday, 20 January, 2021 12:20 PM
To: Nadeem Jan; KHAN, Faizan
Cc: 'Ayesha Naeem'; sarah@ctc.org.pk; MOHAMED, Gedi; Edda Salvatori; KAMRAN, Waheed; KHAN, Faizan
Subject: RE: [EXT] Fwd: Complaint against UCPO- Muhammad Tariq-UC Khazan- Mardan

Dear Nadeem,

Regarding the salary processing during to suspension, do CTC has any provision of non-payment.

Thank you

Waseem Abbas

From: Nadeem Jan <nadeemjan@ctc.org.pk>
Sent: Tuesday, 19 January 2021 5:18 PM
To: ABBAS, Waseem <wabbas@who.int>; KHAN, Faizan <khanfai@who.int>
Cc: 'Ayesha Naeem' <ayesha.naeem@ctc.org.pk>; sarah@ctc.org.pk
Subject: RE: [EXT] Fwd: Complaint against UCPO- Muhammad Tariq-UC Khazan- Mardan

Dear Mr. Waseem,

With reference to below email trail, Show cause letter has been issued to **UCPO-Muhammad Tariq- Union Council Khazana Dheri Mardan**, his reponse to the Show cause letter received, he denied and considered the allegations false and conspiracy against him, His first and second level supervisors (IO and DDPO) feedback have also received and considered the response of the subject candidate Unsatisfactory. They have also recommended for stick disciplinary action with zero tolerance (Attachment-Annex Supervisor feedback).

Recommendation: The subject candidate is recommended for **contract closure on account of extreme misbehavior with colleagues**.

Furthermore, it is also requested that the subject candidate salary will be issued or not as he is suspended since 3rd December 2020.

You are requested to share your kind feedback, if any.

Regards,

Nadeem Jan
Project Officer-PTPP CTC

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Thursday, 14 January, 2021 10:34 AM
To: Nadeem Jan
Cc: MOHAMED, Gedi; KAMRAN, Waheed; KHAN, Faizan; Naila Nizam; Ayesha Naeem
Subject: Fwd: [EXT] Fwd: Complaint against UCPO

Dear Nadeem,

Thank you for the information. After seeking explanation, kindly share the report with recommendations for Team Leader review and approval.

Thank you

Waseem Abbas

From: Nadeem Jan <nadeemjan@ctc.org.pk>
Date: 13 January 2021 at 5:33:34 PM GMT+5
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>, sarah@ctc.org.pk
Subject: FW: [EXT] Fwd: Complaint against UCPO

Dear Mr. Waseem,

With reference to the subject matter, below is a brief summary of the case along with recommendations:

A compliant of sexual harassment was lodged to DHO Mardan by LHV-Ms. Irum Begum and LHV-Ms. Asiya Jehan against UCPO-Mr. Tariq on 2nd December, 2020 (written complaint attached as annex A). As Government staff was involved, therefore, a committee consisting of EPI Coordinator, LHW Coordinator was formed in the evening meeting chaired by Additional Deputy Commissioner for carrying out preliminary investigation. Further it was recommended that UCPO-Mr. Tariq to be detached from campaign activities. The recommendations were finalized in the presence of WHO team members Area Coordinator Dr. Nazir and PEO- Dr. Fahad Asif and Mr. Haji Nazir, PCSO (Meeting minutes is attached Annexure-B). As per the recommendations of the district administration and keeping in view the SOPs, CTC issued suspension letter to the subject staff member on 4th December 2020.

A detailed inquiry into the matter was conducted by a committee comprising of DC LHW Program, District Coordinator EPI and ADC LHW Program (attached herewith as Annex-C) and report was submitted to DHO Mardan. The inquiry team hold UCPO guilty of misbehaving and maltreating female staff. The written statements of the staff members are also attached herewith as (Annex-D,E,F,G). Moreover, CTC team visited UC Khazana and had meetings with the concerned PEO and Area Coordinator. They also agreed to the conclusion of inquiry committee and had submitted their remarks about the scenario in written (attached herewith as Annex-J).
Recommendations:

Keeping in view the findings of the inquiry committee and line supervisor's feedback, issuance of show cause followed by Contract Termination of UCPO Mr. Muhammad Tariq in case of unsatisfactory response is recommended.

You are requested to share your kind feedback in this regard.

Regards,

Nadeem Jan
Project Officer-PTPP CTC

From: Naila Nizam [<mailto:naila@ctc.org.pk>]
Sent: Friday, 4 December, 2020 12:47 PM
To: 'ABBAS, Waseem'
Cc: 'MOHAMED, Gedi'; 'KHAN, Faizan'; 'Nadeem Jan'; 'Sarah Farooqui'
Subject: RE: [EXT] Fwd: Complaint against UCPO

Dear Mr. Waseem,

Well noted, Thanks.

If you need any further information regarding the same, please let us know.

Regards,
Naila Nizam
Project Manager
CHIP Training & Consulting (Pvt) Ltd.
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.
Tel: +92-51-111-111-920<<tel:+92%2051%20111%20111%20920>>, Cell: Cell:0345-8566181

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Friday, December 4, 2020 12:04 PM
To: Naila
Cc: MOHAMED, Gedi; KHAN, Faizan
Subject: FW: [EXT] Fwd: Complaint against UCPO

Dear Naila,

Kindly find below response from Team Lead KP for onwards processing.

Regards

Waseem Abbas

----- Original message -----

From: "MOHAMED, Gedi" <mohamedge@who.int<<mailto:mohamedge@who.int>>>
Date: 04/12/2020 12:02 (GMT+05:00)
To: "ABBAS, Waseem" <wabbas@who.int<<mailto:wabbas@who.int>>>
Cc: "KAMRAN, Waheed" <kamranw@who.int<<mailto:kamranw@who.int>>>, "KHAN, Faizan" <khanfai@who.int<<mailto:khanfai@who.int>>>
Subject: Re: [EXT] Fwd: Complaint against UCPO

Endorsed from my side as per the SOP.

Regards,

Gedi

Get Outlook for iOS<<https://aka.ms/o0ukef>>

From: ABBAS, Waseem <wabbas@who.int<<mailto:wabbas@who.int>>>
Sent: Friday, December 4, 2020 9:20:01 AM
To: MOHAMED, Gedi <mohamedge@who.int<<mailto:mohamedge@who.int>>>
Cc: KAMRAN, Waheed <kamranw@who.int<<mailto:kamranw@who.int>>>; KHAN, Faizan <khanfai@who.int<<mailto:khanfai@who.int>>>
Subject: FW: [EXT] Fwd: Complaint against UCPO

Dear Sir,

A compliant of Harassment was launched against Mr. Tariq, UCPO Khazana Dheri, Mardan by some Community health workers through their first level supervisor (Complaint attached). In the evening meeting chaired by Additional Deputy Commissioner, Mr. Tariq was recommended to be detached from campaign activities in the presence of WHO team (Dr. Nazir, Area Coordinator Mardan, Dr. Fahad, PEO and Mr. Haji Nazir, PCSO).

CTC has recommended immediate suspension till the inquiry is completed. Your approval is required.

Regards

Waseem Abbas

From: Nadeem Jan [<mailto:nadeemjan@ctc.org.pk>]
Sent: Thursday, December 3, 2020 4:44 PM
To: 'ABBAS, Waseem'; 'KHAN, Faizan'
Cc: naila@ctc.org.pk<<mailto:naila@ctc.org.pk>>; 'Sarah Farooqui'
Subject: FW: [EXT] Fwd: Complaint against UCPO

Dear Mr. Waseem,

It is to inform you that we have received the below complaint against UCPO Mr. Muhammad Tariq of UC Khazana District Mardan,

It has been decided In the review meeting minutes day 3rd NID November 2020 to detach him from the campaign till further order,

In the light of the current scenario CTC is proceeding for immediate suspension of employment contract, and further decision will be made on the bases of the joint inquiry report.

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

Regards,

Nadeem Jan

Project Officer-PTPP CTC

From: MUFTI, Amir [<mailto:muftia@who.int>]

Sent: Thursday, 3 December, 2020 02:58 PM

To: 'Nadeem Jan'

Cc: ASIF, Muhammad Fahad; Doc Nazir Deshani; ABBAS, Waseem; KHAN, Faizan

Subject: Re: [EXT] Fwd: Complaint against UCPO

Dear Mr. Nadeem Jan,

In addition to the below email, please find attached the Evening Review Meeting of 2nd December 2020, in which, it was decided that Mr. Tariq (UCPO Khazana Dheri) will be detached from the campaign till further order.

Regards,

Amir Mufti

Program Data Assistant - Mardan Division

Polio Eradication Initiative

WHO PEI Field Office in Mardan, Pakistan

Office: +92 937 923 0302

Mobile: +92 313 914 1987

Email: muftia@who.int<<mailto:muftia@who.int>>

Follow us on Twitter: @WHOPakistan

[aa]

From: Doc Nazir Deshani <iamdocnazir@yahoo.com<<mailto:iamdocnazir@yahoo.com>>>
Sent: Wednesday, December 2, 2020 1:23 PM
To: ABBAS, Waseem <wabbas@who.int<<mailto:wabbas@who.int>>>; KHAN, Faizan <khanfai@who.int<<mailto:khanfai@who.int>>>; 'Nadeem Jan' <nadeemjan@ctc.org.pk<<mailto:nadeemjan@ctc.org.pk>>>
Cc: MUFTI, Amir <muftia@who.int<<mailto:muftia@who.int>>>; ASIF, Muhammad Fahad <masif@who.int<<mailto:masif@who.int>>>
Subject: [EXT] Fwd: Complaint against UCPO

Dear Nadeem Jan,

Below email From Peo Mardan regarding subject mentioned.

Please need guidance as investigation is under process. Thanks

From: ASIF, Muhammad Fahad <masif@who.int<<mailto:masif@who.int>>>
Sent: Wednesday, December 2, 2020 11:20:12 AM
To: Doc Deshani <iamdocnazir@yahoo.com<<mailto:iamdocnazir@yahoo.com>>>
Cc: MUFTI, Amir <muftia@who.int<<mailto:muftia@who.int>>>
Subject: Complaint against UCPO

Respected Sir

Please find attached a complain against UCPO Mr. Tariq from UC Khazana. Yesterday the complaint was received by DHO Mardan and was discussed in ERM.

A committee was formed consisting of EPI Coordinator, LHW Coordinator and ADC LHW (female member) which has started investigating the matter.

During the investigation, social worker mobile teams of the area have demanded that they will not participate in the NID starting in the UC from tomorrow if UCPO Mr Tariq is there.

Therefore, EPI Coordinator and LHW Coordinator have requested (telephonically) that UCPO Mr. Tariq may be exempted from working in UC Khazana.

In this matter, further guidance and plan of action is requested.

Thanking you in anticipation.

Regards.

Dr. Muhammad Fahad Asif,

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