Dear Laiba,

Please initiate action.

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

CHIP Training & Consulting Pvt. Ltd

Peshawar | [www.ctc.org.pk](http://www.ctc.org.pk/)

Contact:0349-7760730

**From:** KHAN, Faizan [mailto:khanfai@who.int]
**Sent:** Monday, November 29, 2021 11:51 AM
**To:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Cc:** ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; 'Naila Nizam' <naila@ctc.org.pk>
**Subject:** FW: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Shahid

Please proceed.

Regards

**From:** MOHAMED, Gedi
**Sent:** Monday, 29 November 2021 11:47 AM
**To:** KHAN, Faizan <khanfai@who.int>
**Cc:** ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>
**Subject:** Re: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Kindly go ahead.

Regards,

Gedi

Get [Outlook for iOS](https://aka.ms/o0ukef)

**From:** KHAN, Faizan <khanfai@who.int>
**Sent:** Monday, November 29, 2021 11:45:54 AM
**To:** MOHAMED, Gedi <mohamedge@who.int>
**Cc:** ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>
**Subject:** FW: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Sir

CTC has recommended warning to Mr. Muhammad Ishaq (UCPO - Khalsa 2) on account of rude behavior.

Your kind approval is requested to proceed.

Regards

Faizan Khan

**From:** Shahid Ali/Regional Coordinator-KP [mailto:shahidali@ctc.org.pk]
**Sent:** Monday, 29 November 2021 11:28 AM
**To:** KHAN, Faizan <khanfai@who.int>
**Cc:** ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KHAN, Saifullah <skhan@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; naila@ctc.org.pk; faysal@ctc.org.pk
**Subject:** RE: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Mr. Faizan,

Greetings!

This is refer to below trail of email regarding the unprofessional attitude of UCPO towards his subordinates. An explanation letter was issued to him to record his stance in writing *(a written explanation is attached)*.

His response to the explanation letter is found unsatisfactory as his rude behavior with UC staff was evidently proven during the inquiry conducted dated 1st Nov, 2021 *(a report is attached)*.

He is recommended for a written warning letter on account of rude behavior with UC staff. Kindly share WHO PO endorsement for further action.

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

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Contact:0349-7760730

**From:** KHAN, Faizan [mailto:khanfai@who.int]
**Sent:** Tuesday, November 23, 2021 12:34 PM
**To:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Cc:** ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KHAN, Saifullah <skhan@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>
**Subject:** FW: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Shahid

Please share the report for management approval/review.

Regards

Faizan Khan

**From:** Shahid Ali/Regional Coordinator-KP [mailto:shahidali@ctc.org.pk]
**Sent:** Monday, 22 November 2021 4:41 PM
**To:** ABBAS, Waseem <wabbas@who.int>; KHAN, Faizan <khanfai@who.int>
**Cc:** 'Naila Nizam' <naila@ctc.org.pk>
**Subject:** RE: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Refresher!

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

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Contact:0349-7760730

**From:** Shahid Ali/Regional Coordinator-KP [mailto:shahidali@ctc.org.pk]
**Sent:** Tuesday, November 9, 2021 12:02 PM
**To:** 'ABBAS, Waseem' <wabbas@who.int>
**Cc:** 'Naila Nizam' <naila@ctc.org.pk>
**Subject:** RE: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Mr. Waseem,

As per your discussion with Ms. Naila, please find attached revised report.

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

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Contact:0349-7760730

**From:** Shahid Ali/Regional Coordinator-KP [mailto:shahidali@ctc.org.pk]
**Sent:** Monday, November 8, 2021 12:25 PM
**To:** 'ABBAS, Waseem' <wabbas@who.int>
**Cc:** 'Naila Nizam' <naila@ctc.org.pk>; 'KHAN, Faizan' <khanfai@who.int>; 'AURANGZEB KHAN, Mazhar' <zebma@who.int>; 'KHURSHID, Muhammad Naveed' <khurshidm@who.int>
**Subject:** RE: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Mr. Waseem,

Please find attached revised inquiry report along with video clips of misbehaving with staff.

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

CHIP Training & Consulting Pvt. Ltd

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Contact:0349-7760730

**From:** ABBAS, Waseem [mailto:wabbas@who.int]
**Sent:** Friday, November 5, 2021 6:44 PM
**To:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Cc:** Naila Nizam <naila@ctc.org.pk>; KHAN, Faizan <khanfai@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>
**Subject:** Re: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Shahid,

It doesn’t seems that these points have any relevant connection to the inquiry, rather these are more administrative matters that Area Coordinator and their first level Supervisor can manage.

As mentioned, the inquiry need to include those aspects that are based on concrete facts that has physical existence rather then perceptions.

Kindly let us know if there is any supporting document/audio/video or relevant material to the inquiry.

Regards

Waseem Abbas

On Nov 5, 2021, at 5:21 PM, Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk> wrote:

﻿

Dear Mr. Waseem,

Please find below clarification to the points identified in inquiry report of UC Khalsa 2.

Kindy if you make clarify and elaborate the yellow highlighted statement

The rumors about their relationship and sitting together in a separate room may **destroy the UC work environment**”

During the inquiry most of the UC staff members mentioned that AS Shazia and UCPO sit separately from other staff members, as a supervisor it is not a good example to set as it can disturb/affect whole UC work environment.

After going through the report, the following shall be supported by substantial evidences not perceptions.

While the discussion with AS Shazia, she was clarifying herself before asking questions by the inquiry team. Her behavior and body language was showing that the rumors about their relationship might be true.

During inquiry, it is notice that Ms. Shazia was providing answers even before they were directed to her. Additionally, her body language was mentioned because it was not usual calm and composed behavior expected during investigation especially if the questions are not asked from you. In case the rumors were not true and there was no relationship between the supervisor still she was clarifying the rumors heard about them. Therefore, due to lack of substantial evidence no further action is recommended by the inquiry team. However, the finding of investigation as observed are shared for record and information purposes only.

Further to your below observation, the following may also be reconsidered keeping in view that the keys of the facility are in the custody of Dr Ateeqa.

* Therefore, it is suggested that all staff especially females should leave health facility premises after duty hours.

Suggestion is very well noted. However, in order to keep the work environment conducive official timing should be observed by all staff members in order to avoid reoccurrence of such issues.

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

CHIP Training & Consulting Pvt. Ltd

Peshawar | [www.ctc.org.pk](http://www.ctc.org.pk/)

Contact:0349-7760730

**From:** AURANGZEB KHAN, Mazhar [mailto:zebma@who.int]
**Sent:** Friday, November 5, 2021 10:59 AM
**To:** ABBAS, Waseem <wabbas@who.int>
**Cc:** 'Naila Nizam' <naila@ctc.org.pk>; KHAN, Faizan <khanfai@who.int>; Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Subject:** RE: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Waseem,

After going through the report, the following shall be supported by substantial evidences not perceptions.

         While the discussion with AS Shazia, she was clarifying herself before asking questions by the inquiry team. Her behavior and body language was showing that the rumors about their relationship might be true.

Further to your below observation, the following may also be reconsidered keeping in view that the keys of the facility are in the custody of Dr Ateeqa.

* Therefore, it is suggested that all staff especially females should leave health facility premises after duty hours.

Regards,

Mazhar ZEB

**From:** ABBAS, Waseem <wabbas@who.int>
**Sent:** Friday, November 5, 2021 9:48 AM
**To:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Cc:** 'Naila Nizam' <naila@ctc.org.pk>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
**Subject:** RE: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Shahid,

Kindy if you make clarify and elaborate the yellow highlighted statement

“The rumors about their relationship and sitting together in a separate room may destroy the UC work environment”

Thank you

Waseem Abbas

**From:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Sent:** Friday, 5 November 2021 8:49 AM
**To:** ABBAS, Waseem <wabbas@who.int>
**Cc:** 'Naila Nizam' <naila@ctc.org.pk>; KHAN, Faizan <khanfai@who.int>
**Subject:** FW: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Waseem,

Please find inquiry report of UC Khalsa 2 along with endorsement of AC Peshawar.

Kindly WHO TL approval is required for further actions as per recommendation.

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

CHIP Training & Consulting Pvt. Ltd

Peshawar | [www.ctc.org.pk](http://www.ctc.org.pk/)

Contact:0349-7760730

**From:** KHURSHID, Muhammad Naveed [mailto:khurshidm@who.int]
**Sent:** Thursday, November 4, 2021 6:29 PM
**To:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>; 'Bushra Saeed' <bushra.saeed@people.com.pk>
**Cc:** KHAN, Saifullah <skhan@who.int>; 'Naila Nizam' <naila@ctc.org.pk>
**Subject:** Re: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Shahid Sahb and Team

Thank you so much for sharing inquiry report. Please go ahead with your recommendations

Regards

Dr Naveed Khurshid

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**From:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Sent:** Thursday, November 4, 2021 6:20:29 PM
**To:** KHURSHID, Muhammad Naveed <khurshidm@who.int>; 'Bushra Saeed' <bushra.saeed@people.com.pk>
**Cc:** KHAN, Saifullah <skhan@who.int>; 'Naila Nizam' <naila@ctc.org.pk>
**Subject:** RE: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Dr. Naveed,

Greetings!

Please find attached the inquiry report of Khalsa 2.

Moreover, please be informed that no evidence/proof was found by the inquiry team against UCPO Muhammad Ishaq’s involvement in immoral activities. However, UC staff were talking about the mutual relationship of UCPO and AS Shazia but immoral activities conducted by them were not observed by the UC staff.

In addition, unprofessional/rude behavior of UCPO Muhammad Ishaq with UC staff has been reported and also evident from a video clip. Therefore, an explanation letter followed by disciplinary action is recommended as per SOPs.

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

CHIP Training & Consulting Pvt. Ltd

Peshawar | [www.ctc.org.pk](http://www.ctc.org.pk/)

Contact:0349-7760730

**From:** KHURSHID, Muhammad Naveed [mailto:khurshidm@who.int]
**Sent:** Thursday, November 4, 2021 1:35 PM
**To:** Bushra Saeed <bushra.saeed@people.com.pk>
**Cc:** KHAN, Saifullah <skhan@who.int>; 'Shahid Ali' <shahidali@ctc.org.pk>
**Subject:** Re: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Shahid

Please share your feedback since it was a joint inquiry

Regards

Dr Naveed

**From:** Bushra Saeed <bushra.saeed@people.com.pk>
**Sent:** Thursday, November 4, 2021 1:20 PM
**To:** KHURSHID, Muhammad Naveed <khurshidm@who.int>
**Cc:** KHAN, Saifullah <skhan@who.int>; 'Shahid Ali' <shahidali@ctc.org.pk>
**Subject:** RE: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Dr Naveed,

Hope you are doing well. Please see the inquiry report of Khalisa-2. It was not actually Harassment case. It was observed that it was a mutual understanding relationship between UCPO and AS. Both are equally involved and AS is enjoying favors from UCPO in official matters. Although no one had the prove but they knew that there is something going between UCPO and AS.

Explanation letter is recommended just to give them (AS) a chance to say something, otherwise final warning is recommended for creating bad work environment.

**With Regards**

**Bushra Saeed**

Unit Head- Sales & Services.

**Professional Employers Private Limited**

Office# FF152, 1st floor Dean Trade Center Saddar Peshawar.

Phone: 03474102860

Phone: 091-5603097-9 Ext (116)

****

**From:** Naila Nizam [mailto:naila@ctc.org.pk]
**Sent:** Saturday, October 16, 2021 3:31 PM
**To:** 'KHURSHID, Muhammad Naveed' <khurshidm@who.int>
**Cc:** 'Bushra Saeed' <bushra.saeed@people.com.pk>; 'KHAN, Saifullah' <skhan@who.int>; 'Shahid Ali' <shahidali@ctc.org.pk>
**Subject:** RE: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Dr. Naveed,

These are very serious allegations made by the ASLAM. Therefore, we will coordinate with the People’s team to investigate the matter on a priority basis and share a detailed report with you.

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, Cell:0345-8566181

**From:** KHURSHID, Muhammad Naveed [mailto:khurshidm@who.int]
**Sent:** Saturday, 16 October 2021 2:03 pm
**To:** 'Naila Nizam' <naila@ctc.org.pk>
**Cc:** Bushra Saeed <bushra.saeed@people.com.pk>; KHAN, Saifullah <skhan@who.int>
**Subject:** Re: [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Ms. Naila

Recently an inquiry was conducted by Program team whereby warning was recommended for the subject ALSM, however he resigned recently stating various reasons. I am requesting your intervention on the points stated in the email ibid

Regards

Dr Naveed Khurshid

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**From:** Faisal Khan <faisal.khe@gmail.com>
**Sent:** Friday, 15 October 2021, 16:04
**To:** KHURSHID, Muhammad Naveed
**Subject:** [EXT] Fwd: Resignation of ALSM Umair Ahmad UC Khalsa-2

Dear Sir,

Below email for your information, please.

Regards

**Faisal**

**District Communication Officer**

**District Emergency Operation Center (DEOC)**

**District Peshawar**

**Contact:   0300-5882835**

---------- Forwarded message ---------
From: **Sohaib Sami** <sohaibkhansami@gmail.com>
Date: Thu, Oct 14, 2021 at 3:10 PM
Subject: Re: Resignation of ALSM Umair Ahmad UC Khalsa-2
To: Asif Ullah <asifullahcsp6164@gmail.com>
Cc: Hezbullah Jan <hezbullah.jan@people.com.pk>, <faisalkhe@gmail.com>

Dear Sir

Following is the English version of his resignation letter. I translated it word by word to bring all his views forward amd in your notice.

October 12, 2021

Manager HR

Professional Employers Private Limited

Subject. Protest Resignation

Dear and Respected Sir

Due the reasons bellow, Being very heartbroken I'm hereby Resigning from 20th October 2021.

Somedays ago, some Elders of the community of UC khalisa 2 complained in the presence of UCCO and other ALSMs that the UCPO is coming from a non local UC, his indecorous movements in the field makes the CD Latifabad disgraceful and after duty hours he invites females to the CD, locks the door from inside so we cannot allow him to make it a base of adultery.

In the presence of UCCO, all this was discussed with UPEC and she took the keys of the CD back from the UCPO due to which UCPO became personal with me and tried to harass and torture me through different ways. I brought all the things in notice of the UCCO which harassed and tortured me but the UCCO did not took any action and told me that not only you but the whole UC staff , and other supporting staff i.e. revenue staff, VC secretaries, RSPs and TTMs etc also knows about his unprofessional and unethical behaviour so it is better for you to be silent because this non professional and unethical behaviour brought many fights before with many people here in this place.

By continuing this discrimination, the UCPO asked the UCCO in the official group about the live location of the ALSMs. On which the UCCO replied that the ALSMs have shared their location online through the PEOPLEi application and presently we are conducting a meeting, as they departs to the field they'll also share their location here. On this the UCPO got angry and used a such non Professional and Unethical behaviour as we are not employees of an organisation but his personal employees. By asking the reason of bieng angry he got more angry and unprofessional with me and other ALSMs and told that you people go to the field and get lost from here, started abusing and used slang language. The video proof and the witnesses are also present. This whole matter was discussed with the UPEC in the presence of other ALSMs and UCCO and the UCCO reported it to the high-ups theough email.

Then after two weeks we listened that some inquiriy is going to be conducted but on date 11/10/2021 without any sort of inquiry, due to personal reasons, on minor issues like wearing of face mask were reported and I got a warning letter.

So due to the above facts and realities and unjustice, I am hereby resigning from 20th October 2021 because if there's no penalty for such officers who used to hurt the self respect of the workers and the lower class worker becomes guilty and gets punishments for personal likes and dislikes. In such an organisation an openhearted and honourable person like me is unable to perform his duties on a lower position because workers are preferred for sole licking here not for working and achievements.

I consider responsible the bad and unprofessional behaviour of the UCPO as well as the weak supervision of the UCCO because if the UCCO took action on time so another person would not be unemployed in today's era of inflation, Poverty and unemployment.

Best Regards

Umair Ahmad

ALSM

Employee Code: 10700993

CNIC # 17301-0355078-1

UC Khalsa-2

Tehsil City

District Peshawar

On Thu, Oct 14, 2021, 11:16 Asif Ullah <asifullahcsp6164@gmail.com> wrote:

Dear Sohaib,

 What is this? Kindly can you explain why ALSM resign the job?as the urdu writing is hard to understand.

On Wed, Oct 13, 2021, 10:45 AM Sohaib Sami <sohaibkhansami@gmail.com> wrote:

---------- Forwarded message ---------
From: **Umair Ahmad** <malik.umair.ahmad04@gmail.com>
Date: Tue, Oct 12, 2021, 22:13
Subject: Resignation
To: <sohaibkhansami@gmail.com>