

## Shahid Ali/Regional Coordinator-KP

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**From:** IQBAL, Ahsan <iqbalah@who.int>  
**Sent:** Thursday, December 9, 2021 4:51 PM  
**To:** Shahid Ali/Regional Coordinator-KP  
**Cc:** naila@ctc.org.pk; KHAN, Saifullah; KHURSHID, Muhammad Naveed; 'Laiba Saeed'  
**Subject:** RE: [EXT] Re: Muhammad Ishaq warning letter

**Follow Up Flag:** Follow up  
**Due By:** Tuesday, December 21, 2021 10:00 AM  
**Flag Status:** Completed

Dear Shahid,  
Please arrange the session after the campaign NIDs December on 21/12/2021

Regards,  
Dr. Ahsan Iqbal  
District Delivery, Operations and Supervision Officer,  
HRMP Focal Person,  
Immunization Officer - WHO,  
Peshawar

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**From:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>  
**Sent:** Thursday, December 9, 2021 9:35 AM  
**To:** IQBAL, Ahsan <iqbalah@who.int>  
**Cc:** naila@ctc.org.pk; KHAN, Saifullah <skhan@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; 'Laiba Saeed' <laiba@ctc.org.pk>  
**Subject:** FW: [EXT] Re: Muhammad Ishaq warning letter

Dear Dr. Ahsan,

With reference to below email, kindly confirm your availability date and time for conducting counselling session with Mr. Ishaq UCPO- Khalsa 2 Peshawar.

Regards,



**Shahid Ali**  
**Regional Coordinator - KP**  
CHIP Training & Consulting Pvt. Ltd  
Peshawar | [www.ctc.org.pk](http://www.ctc.org.pk)  
Contact:0349-7760730

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**From:** KHURSHID, Muhammad Naveed [<mailto:khurshidm@who.int>]  
**Sent:** Wednesday, December 8, 2021 11:11 PM  
**To:** Laiba Saeed <[laiba@ctc.org.pk](mailto:laiba@ctc.org.pk)>  
**Cc:** IQBAL, Ahsan <[iqbalah@who.int](mailto:iqbalah@who.int)>; KHAN, Saifullah <[skhan@who.int](mailto:skhan@who.int)>; Shahid Ali/Regional Coordinator-KP

<[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Subject:** Re: [EXT] Re: Muhammad Ishaq warning letter

Dear Vendor

Please arrange a counselling session with UCPO Mr. Ishaq in presence of IO Dr Ahsan.

Regards

Dr Naveed Khurshid

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**From:** Mohammad Ishaq <[ishagcity7@gmail.com](mailto:ishagcity7@gmail.com)>

**Sent:** Wednesday, December 8, 2021 11:02:56 PM

**To:** Laiba Saeed <[laiba@ctc.org.pk](mailto:laiba@ctc.org.pk)>

**Cc:** IQBAL, Ahsan <[iqbalah@who.int](mailto:iqbalah@who.int)>; KHURSHID, Muhammad Naveed <[khurshidm@who.int](mailto:khurshidm@who.int)>; KHAN, Saifullah <[skhan@who.int](mailto:skhan@who.int)>; Shahid Ali/Regional Coordinator-KP <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Subject:** [EXT] Re: Muhammad Ishaq warning letter

Dear Seniors,

I have received a warning letter on account of "Insulting and threatening behavior" (attached for reference) after an explanation letter on account of "Unprofessional Attitude" (attached for reference) received on 25-Nov-2021.

In both the explanation letter and the warning letter, I am not informed about the complaint against me. There is no mention of the incident where I violated program SOPs. Furthermore, during the inquiry conducted as well, neither was I informed about the complaint nor given a chance to explain my position.

Despite receiving an official warning letter, I am completely unaware of my offence. It is of utmost important for me as technical lead of the PEI program at my union council, that I rectify my deficiencies to effectively lead the program. However, I cannot rectify the deficiencies that I am not informed about.

I request you to please inform me about the incident for which I am given warning and where I violated program SOPs.

On Mon, Dec 6, 2021 at 3:45 PM Laiba Saeed <[laiba@ctc.org.pk](mailto:laiba@ctc.org.pk)> wrote:

Dear Ishaq,

Please find attached the warning letter that has been issued to you.

Regards,

Laiba saeed