Dear Shahid,

Dr Naveed (copied) agrees with us that we will not give him a warning letter, instead the concerned UCPO will be Counselled for bringing more reliability in his actions on the matters that are tasked additionally other then his TOR.

Thank you

Waseem Abbas

On Feb 4, 2022, at 1:19 PM, Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org> wrote:

﻿

Dear Mr. Waseem,

As discussed over telephone, locality verification of third party is not included in TORs of UCPOs. It was assigned as an additional task  and the recommendations was shared by IO Dr. Ihsan.

Moreover, the locality verification of third party staff is always core responsibility of Vendor. Therefore, it requested to discuss it with respected ACs and IOs that UCPOs should not be assigned this task in future.

**From:** Shahid Ali/PTPP/RC [mailto:shahid.ali@chipconsulting.org]
**Sent:** Friday, February 4, 2022 12:36 PM
**To:** 'ABBAS, Waseem' <wabbas@who.int>; 'Shahid Ali/Regional Coordinator-KP' <shahidali@ctc.org.pk>
**Cc:** 'MOHAMED, Gedi' <mohamedge@who.int>; 'KAMRAN, Waheed' <kamranw@who.int>; 'AURANGZEB KHAN, Mazhar' <zebma@who.int>; 'KHAN, Faizan' <khanfai@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; 'laiba@ctc.org.pk' <laiba@ctc.org.pk>
**Subject:** RE: [EXT] Biased & Fake Locality Verification by UCPO Surezai Bala.

Dear Mr. Waseem,

As discussed over telephone, locality verification of third party is included in TORs of UCPOs. It was assigned as an additional task  and the recommendations was shared by IO Dr. Ihsan.

Moreover, the locality verification of third party staff is always core responsibility of Vendor. Therefore, it requested to discuss it with respected ACs and IOs that UCPOs should not be assigned this task in future.

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

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Contact:0349-7760730

**From:** ABBAS, Waseem [mailto:wabbas@who.int]
**Sent:** Friday, February 4, 2022 6:34 AM
**To:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Cc:** MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; laiba@ctc.org.pk
**Subject:** FW: [EXT] Biased & Fake Locality Verification by UCPO Surezai Bala.

Dear Shahid,

Is it included in the TOR of UCPOs to Verify the localities required for the hiring of the third party workers. Please also mention the relevant SOP clause violated.

Thank you

Waseem Abbas

**From:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Sent:** Monday, 31 January 2022 3:27 PM
**To:** ABBAS, Waseem <wabbas@who.int>; KHAN, Faizan <khanfai@who.int>
**Cc:** naila@ctc.org.pk; faysal@ctc.org.pk; 'Laiba Saeed' <laiba@ctc.org.pk>
**Subject:** FW: [EXT] Biased & Fake Locality Verification by UCPO Surezai Bala.

Dear Mr. Waseem,

With reference to the complaint received **(complaint attached as Annex-A)** from PE and Program team against UCPO Mushtaq Amjad UC Surizai Bala that he has declared CHW Mr. Abdullah non-local to the UC Surizai Bala based on his personal grudges.

An explanation letter was issued to him dated 21st Jan 2022. According to his response, he declared Mr. Abdullah non-local based on the following points;

* During locality verification, a contradiction was found in the residential address and address mentioned on CNIC. As per CNIC address, he is a resident of Mohallah Inzary which is in Area 4 **(Area-4 micro plan and maps are attached as Annex-D, E, F)** and his residential house is situated in Shobala which is Area-5 **(Area-5 micro plan and maps are attached as Annex-B, C, D).** CNIC copy of CHW Mr. Abdullah is attached as Annex-G
* As per local administration Area-5 (Where CHW Abdullah is residing) comes in UC Mera Surizai but this area is covered by UC Surizai Bala staff, in fact, the CHW Abdullah himself vaccinate his own house. However, due to misunderstanding and lack of locality verification process he declared CHW Abdullah non-local to Surizai Bala.

The detailed response of UCPO Mr. Mushtaq Amjad is attached as Annex-H for your reference.

UCPO first-level supervisor IO Dr. Ahsan Iqbal's feedback was also acquired regarding the response and evidence submitted by Mr. Mushtaq Amjad. As per IO feedback, area Shobala where CHW Abdullah is residing is mentioned in the master list of union council Surizai Bala **(Annex-C)** and UCPO Mushtaq Amjad is well aware that for all practical purposes related to the program they follow the UC distribution structure as per polio program not administratively. Therefore, his response is considered unsatisfactory and IO recommended him for a warning letter with 3 months probation period **(IO feedback is requested as Annex-I)**.

Kindly WHO PO feedback is requested with regards to the recommendations.

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

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Contact:0349-7760730

**From:** ABBAS, Waseem [mailto:wabbas@who.int]
**Sent:** Friday, January 21, 2022 11:17 AM
**To:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Cc:** faysal@ctc.org.pk; 'Naila Nizam' <naila@ctc.org.pk>; laiba@ctc.org.pk; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
**Subject:** RE: [EXT] Biased & Fake Locality Verification by UCPO Surezai Bala.

Dear Shahid,

Thank you for your email. Kindly share report for management review.

Thank you

Waseem Abbas

**From:** Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
**Sent:** Friday, 21 January 2022 10:48 AM
**To:** KHAN, Faizan <khanfai@who.int>; ABBAS, Waseem <wabbas@who.int>
**Cc:** faysal@ctc.org.pk; 'Naila Nizam' <naila@ctc.org.pk>; laiba@ctc.org.pk
**Subject:** FW: [EXT] Biased & Fake Locality Verification by UCPO Surezai Bala.

Dear Faizan/Waseem,

Greetings!

With reference to below email, it has been reported that UCPO Mr. Mushtaq Amjad Khan UC Surezai Bala has shown biasedness while locality verification of CHW Mr. Abdullah. UCPO declared the said CHW non-local **(verification of UCPO is attached herewith)** for the vacant position of Area Supervisor.

Later on, the said CHW was verified by another staff member and found local to the UC Surezai Bala as per CNIC address and as per other UC level supervisors he is vaccinating/covering his own house which can be verified from MC book.

UCPO Mr. Mushtaq Amjad has misled the PE recruitment team which falls under professional misconduct. Therefore, he is recommended for explanation to record his stance in writing.

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

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

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Contact:0349-7760730

**From:** IQBAL, Ahsan [mailto:iqbalah@who.int]
**Sent:** Thursday, January 20, 2022 11:14 AM
**To:** saqib ali <saqib.ali@people.com.pk>; 'Shahid Ali/Regional Coordinator-KP' <shahidali@ctc.org.pk>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>; 'Tufail Ahmed' <tuahmed@unicef.org>
**Cc:** 'Muhammad Imtiaz khalil' <m.imtikhalil@gmail.com>; 'Khurram Saeed' <khurram.saeed@people.com.pk>; 'Awais Salahuddin' <awais.salahuddin@people.com.pk>; 'Imran Ali' <imran.ali@people.com.pk>; 'Bushra Saeed' <bushra.saeed@people.com.pk>; AHMAD, Laeeq <ahmadl@who.int>
**Subject:** RE: [EXT] Biased & Fake Locality Verification by UCPO Surezai Bala.

Dear Shahid Sb,

The same matter was also reported by TDO Saddar Mr. Imtiaz (His email attached for reference).
Furthermore, after the initial report, other staff were directed to conduct repeat locality verification (attached for reference).

Snapshot of the Microcensus book and Picture of gate of house are also attached for your perusal.

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

**From:** saqib ali <saqib.ali@people.com.pk>
**Sent:** Wednesday, January 19, 2022 5:36 PM
**To:** 'Shahid Ali/Regional Coordinator-KP' <shahidali@ctc.org.pk>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; IQBAL, Ahsan <iqbalah@who.int>; KHAN, Saifullah <skhan@who.int>; 'Tufail Ahmed' <tuahmed@unicef.org>
**Cc:** 'Muhammad Imtiaz khalil' <m.imtikhalil@gmail.com>; 'Khurram Saeed' <khurram.saeed@people.com.pk>; 'Awais Salahuddin' <awais.salahuddin@people.com.pk>; 'Imran Ali' <imran.ali@people.com.pk>; 'Bushra Saeed' <bushra.saeed@people.com.pk>; AHMAD, Laeeq <ahmadl@who.int>
**Subject:** RE: [EXT] Biased & Fake Locality Verification by UCPO Surezai Bala.

Dear Mr. Shahid Ali,

Greetings from People Team!

Your prompt response regarding the subject matter is highly appreciated.

Please find attached the requested **Locality Verification Form** duly signed & commented by the said UCPO plus the scan copy of **CNIC** of Mr. Abdullah (AS, Candidate).

Best regards,

**Saqib Ali**

Sr. HR Services Executive

Professional Employers Private Limited

+92 341 0409579

 saqib.ali@people.com.pk





**From:** Shahid Ali/Regional Coordinator-KP [mailto:shahidali@ctc.org.pk]
**Sent:** Wednesday, January 19, 2022 4:59 PM
**To:** 'saqib ali' <saqib.ali@people.com.pk>; 'KHURSHID, Muhammad Naveed' <khurshidm@who.int>; 'IQBAL, Ahsan' <iqbalah@who.int>; 'KHAN, Saifullah' <skhan@who.int>; 'Tufail Ahmed' <tuahmed@unicef.org>
**Cc:** 'Muhammad Imtiaz khalil' <m.imtikhalil@gmail.com>; 'Khurram Saeed' <khurram.saeed@people.com.pk>; 'Awais Salahuddin' <awais.salahuddin@people.com.pk>; 'Imran Ali' <imran.ali@people.com.pk>; 'Bushra Saeed' <bushra.saeed@people.com.pk>; 'AHMAD, Laeeq' <ahmadl@who.int>
**Subject:** RE: [EXT] Biased & Fake Locality Verification by UCPO Surezai Bala.

Dear Mr. Saqib Ali,

Thank you for bringing this to our attention.

Disciplinary action will be initiated as per policy. Can you please share the locality form signed by UCPO and CNIC copy of AS Abdullah.

Regards,



**Shahid Ali**

**Regional Coordinator - KP**

CHIP Training & Consulting Pvt. Ltd

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Contact:0349-7760730

**From:** saqib ali [mailto:saqib.ali@people.com.pk]
**Sent:** Wednesday, January 19, 2022 9:39 AM
**To:** 'KHURSHID, Muhammad Naveed' <khurshidm@who.int>; 'IQBAL, Ahsan' <iqbalah@who.int>; 'KHAN, Saifullah' <skhan@who.int>; 'Tufail Ahmed' <tuahmed@unicef.org>
**Cc:** 'Muhammad Imtiaz khalil' <m.imtikhalil@gmail.com>; 'Khurram Saeed' <khurram.saeed@people.com.pk>; 'Awais Salahuddin' <awais.salahuddin@people.com.pk>; 'Imran Ali' <imran.ali@people.com.pk>; 'Bushra Saeed' <bushra.saeed@people.com.pk>; 'AHMAD, Laeeq' <ahmadl@who.int>; 'Shahid Ali' <shahidali@ctc.org.pk>
**Subject:** RE: [EXT] Biased & Fake Locality Verification by UCPO Surezai Bala.

Dear Dr. Naveed,

Bundle of Thanks for your appreciation & prompt action.

Best regards,

**Saqib Ali**

Sr. HR Services Executive

Professional Employers Private Limited

+92 341 0409579

 saqib.ali@people.com.pk





**From:** KHURSHID, Muhammad Naveed [mailto:khurshidm@who.int]
**Sent:** Tuesday, January 18, 2022 10:31 PM
**To:** saqib ali <saqib.ali@people.com.pk>; IQBAL, Ahsan <iqbalah@who.int>; KHAN, Saifullah <skhan@who.int>; 'Tufail Ahmed' <tuahmed@unicef.org>
**Cc:** 'Muhammad Imtiaz khalil' <m.imtikhalil@gmail.com>; 'Khurram Saeed' <khurram.saeed@people.com.pk>; 'Awais Salahuddin' <awais.salahuddin@people.com.pk>; 'Imran Ali' <imran.ali@people.com.pk>; 'Bushra Saeed' <bushra.saeed@people.com.pk>; AHMAD, Laeeq <ahmadl@who.int>; Shahid Ali <shahidali@ctc.org.pk>
**Subject:** Re: [EXT] Biased & Fake Locality Verification by UCPO Surezai Bala.

Dear Saqib Sahb

Thank you for the email and sharing this information. Program team will verify this information through other sources and update your team accordingly. The same will be taken up with CTC copied in the email for proceedings as per SOPs.

Regards

Dr Naveed Khurshid

Get [Outlook for Android](https://aka.ms/AAb9ysg)

**From:** saqib ali <saqib.ali@people.com.pk>
**Sent:** Tuesday, January 18, 2022 2:45:11 PM
**To:** IQBAL, Ahsan <iqbalah@who.int>; KHAN, Saifullah <skhan@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; 'Tufail Ahmed' <tuahmed@unicef.org>
**Cc:** 'Muhammad Imtiaz khalil' <m.imtikhalil@gmail.com>; 'Khurram Saeed' <khurram.saeed@people.com.pk>; 'Awais Salahuddin' <awais.salahuddin@people.com.pk>; 'Imran Ali' <imran.ali@people.com.pk>; 'Bushra Saeed' <bushra.saeed@people.com.pk>
**Subject:** [EXT] Biased & Fake Locality Verification by UCPO Surezai Bala.

Dear Concerns,

Greetings!

I the undersigned hereby want to bring into your kind notice that our HR Team conducted Test/Interviews for the vacant position of AS in UC Surezai Bala dated 6th Jan 2022. Following which we have recommended a competent candidate, who is currently working as CHW in the same UC, named Mr. Abdullah & shared for Client’s endorsement. It is worth noting that the details of said candidate shared with Client were as per his CNIC **(detailed scoring Sheet plus Copy of CNIC are attached)**.

Later it is found that in the **Locality Verification**, conducted by UCPO Mr. Mushtaq Amjad Khan, the candidate is declared as **UC Non Local** with additional comments that are totally contradictory as compared to his Address mentioned in CNIC & track record. Furthermore, according to our knowledge the said Candidate is already covering/vaccinating his own house & his house & family are already existing in the UC Books. He also created baseless allegations in the comment section of the attached locality verification form.

Keeping in view all the above, the biased & fake locality verification of UCPO is creating hurdles & issues in the recruitment process of the said vacant AS position, which is seriously affecting the upcoming campaign activities. It also came to our knowledge that all the above scenario is created by the UCPO due to his personal grudges with the said candidate (Abdullah).

The detailed scoring sheet, the scan copy of locality verification done by UCPO & the CNIC of Mr. Abdullah are herewith attached for your ready reference.

Best regards,

**Saqib Ali**

Sr. HR Services Executive

Professional Employers Private Limited

+92 341 0409579

 saqib.ali@people.com.pk



