

Shahid Ali/PTPP/RC

From: Mushtaq Amjad Khan <mushtaqamjadkhan@gmail.com>
Sent: Saturday, February 12, 2022 1:56 PM
To: Laiba Saeed
Cc: IQBAL, Ahsan; KHAN, Saifullah; khanfai@who.int; ABBAS, Waseem; Shahid Ali; naila@ctc.org.pk
Subject: Re: UCPO Mr. Mushtaq Amjad Show cause and suspension letter.
Attachments: Picture# 1.jpg; Picture# 2.jpg; Picture# 3.jpg; Picture# 4.jpg; Picture# 5.jpg; Picture# 6.jpg; Picture# 7.jpg; Picture# 8.jpg; Picture# 9.pdf; Picture# 10.jpg; Picture# 11.jpg; Picture# 12.jpg

Respected Madam,

Yesterday on 09th Feb, 2022 I got suspension order verbally from Respected Sir Shahid sb (Regional Coordinator) and today on 10th Feb, 2022 at 11:46 am I got Show cause and Suspension Order in written form from Respected Madam Laiba Saeed (Project Associate). Respected Madam for easy understanding I extract main statements from your mail and gave statements name i.e Statement 1, 2 up to 5 which are as mentioned below.

Statement 1: *(It has been reported that you have displayed threatening behavior with your subordinate. You have insulted CHW Ms. Alveena upon her late arrival at the BHU and used abusive language with her in front of all UC staff.)*

Statement 2: *(It has also reported that her husband come to the BHU to discussed the matter with you.)*

Statement 3: *(However, you were not present.)*

Statement 4: *(When you found out about his arrival, you went to BHU with three other men and an AK 47 but couldn't find his husband.)*

Statement 5: *(And then you verbally abused her and threatened her husband on telephone call.)*

ANSWER OF STATEMENT 1: Respected Madam first of all that was Catch Up Day 02 (30th Jan, 2022). Secondly she is not come to the BHU during Campaign days. She is departing from her house to the field / Support Center Telaband Anzare directly (Which is 25 KM far away from BHU). During campaign days DEOC taking 1st morning report on 7:45 am daily from us. So I shared 1st morning report at 7:50 am and mentioned all 14 CHWs late (**Evidence attached as Picture# 1**). 2nd report DEOC taking from us till 8:30 am, So I shared 2nd morning report at 8:46 am, where I mentioned 05 CHWs late (**Evidence attached as Picture# 2**). 3rd and final report DEOC taking from us at 9:00 am, So I shared 3rd morning report at 8:51 am, where I mentioned 03 CHWs late (**Evidence attached as Picture# 3**). My morning report was still pending till 8:51 am, just because of these 03 CHWs of Telaband and some of them are habitual of late arrival to the support center during campaign days. In the last, I asked to UCDO Miss Fozia that please call her. So till that time according to the UCDO phone call, she was near to Thana Badhber. Which was 10 to 12 KM far away from the Support center Telaband Anzare. So I shared 4th time morning report to DEOC (Mohib sb) on direct phone call at 9:29 am (**Evidence attached as Picture# 4**).

Respected Madam, Now the question is that that, where is she came to the BHU late and UCPO used abusive language in front of all staff on that day (Catch Up day 02, 30th Jan, 2022), As she was at Support Center Telaband Anzare in morning.

Respected Madam, On the same day (Catch Up Day 2) CHW Miss ALveena also left comment on Whatsapp group at 09:45 am.

“Ucpos sir ma kho atends sher kri dy o bym taso apsent ligla ym”

UCPO Replied "Bache late, Ao os hazera shwe"

Again CHW Alveena Replied "Na wali sir ma kho pa group ki kri da kna o aghi na pas bya za rwna shom" (**Evidence attached as Picture# 5**). Respected Madam see in the screen shot or you can feel that I used abusive language?

ANSWER OF STATEMENT 2: As noticed/observed that pick and drop services providing by her Husband (to CHW Alveena) and he is waiting their (Duty place at Telaband) till she finished the activity. So how he come to the BHU as BHU 25 KM far away from Telaband to discuss the matter with me. Another thing, If he come to BHU to discuss the matter with me, then why he not took my phone number from his wife (CHW Alveena) and call me?

Respected Madam, some days ago DEOC / Sir Imtiaz TDOSO warned CHW Alveena's husband that you should not be seen near any PEI Staff or inside in the Support Center/BHU. Because both wife and husband gave threaten and abusive language to CHW Miss Benish in front of all Area 3, 4 and 5 PEI Staff in Support Center Telaband Anzare. On this CHW Miss Benish reported both wife and husband (**Written statement of CHW Miss Benish attached as Picture# 6**). Not only they threaten and used abusive language to CHW Miss Benish but they also threaten his own AS Mr. Tahir. Who also gave written statement on their threaten / abused behavior which AS Mr. Tahir faced from CHW Miss Alveena and her husband (**Written Statement of AS Mr. Tahir attached as Picture# 7**).

ANSWER OF STATEMENT 3: At morning I stay at BHU till Instructions implementation / departing of teams and after that I was engaged in refusals conversion committee. So that's why I can not stay more at BHU during Campaign days.

ANSWER OF STATEMENT 4: Respected Madam, I am very strange on this statement that what I heard about her husband when he came to BHU to discuss the matter. Did he came with peoples? Did he came with weapons? Did he came with Tank, Rocket, Fight Jet? etc which I could not bear and come to BHU with men and AK 47? Respected Madam, If am so powerful as they said, then why I did not attacked directly on CHW Alveena's Husband House? Instead of come to BHU with men and AK 47? Anyhow Respected Madam, In my 09 years PEI experience this matter was nothing as compare with other program related dangerous issues / matter. So that time I did not took this foolish step then now, how I will do. Respected Madam In my 09 years PEI experience, even a single day, I did not bring Pistol to the BHU.

ANSWER OF STATEMENT 5: Respected Madam, In statement 1, she saying that on late arrival (mean in morning) in BHU UCPO used abusive language in front of all staff and here in statement 5, she saying that UCPO verbally abused her and threatened her husband on telephone call. I have CHW Alveena Phone number as she is my worker. From where came her husband phone number that I called him. In my mobile I have complete history of mobile numbers. So I request you that please show in her husband mobile phone, my phone call history from the past as her wife hired with us.

Note:- Respected Madam She is just Misleading/Misguide the organizations .

REAL STORY / STATEMENT

Respected Madam, on catch up day 2 after teams deployment etc, I clubbed myself with AS Shabeena and AS Nayab for refusals coverage. The day was Sunday and not feeling well due to chest infection, cough we coming back to the BHU after 10 refusals coverage. Meanwhile our Transit team member Mr. Tariq (Main character) call me at 12:42 pm (**Evidence attached as Picture# 8**) that Alveena husband met with me on the way and he was very Furious on you and asked me that convey my threaten to your sir Mushtaq that Zulfiqar (Alveena Husband) will see you and save yourself from me (Zulfiqar, Alveena Husban) (**Evidence attached as Picture# 9**). I immediately called to Sir Imtiaz TDOSO and also sent an email regarding the issue (**Evidence attached as Picture# 10**). After that I called to CHW Miss Alveena at 12:55

PM (**Evidence attached as Picture# 11**) and asked her that where are you? She told me that at home. I asked her ok come to the BHU with your husband. I was not feeling well so I once again I called her at 12:59 PM (**Evidence attached as Picture# 11**) and asked that where are you now. After that she reached with her husband, I asked her you to the female Quarter and I took her husband to my office. That time UCCO Afaq, UCDO Miss Fozia, AS Shabeena and AS Nayab were also their in my office. Her husband was totally show unknown that he met with Transit Team member Mr. Tariq. Same time I called to Transit Team Member Mr. Tariq at 01:12 PM (**Evidence attached as Picture# 8**) and asked him to come to BHU. After some time Mr. Tariq came and asked every thing clearly which said by CHW Alveena Husband on the way. On this CHW Alveena Husband ashamed and asked sorry to me in front of Afaq UCCCO, Miss Fozia UCDO, AS Shabeena, AS Nayab and Transit team member Mr. Tariq and I stand and hug with him. Another thing I want to discuss here that CHW Alveena Husband is Brother in Law of Transit team member Mr. Tariq sister. Respected Madam see the call histories in attached pictures, which shows, Did UCPO threatening or used abusive languages? as times duration is 10 and 12 second respectively.

Respected Madam, In threaten & abusive language issues they are habitual. As many time they (CHW Alveena and Husband) have been reported by the concern PEI staff. Some threaten / abusive language statements with concerns are attached as under FYI:-

1. **Attached Picture# 6:** (CHW Miss Benish threaten by CHW Miss Alveena and her Husband. In this statement, according to the CHW Miss Benish, CHW Alveena said that all People Colleagues are with me and you did not do anything of me.) written statement attached and also email to Sir Imtiaz TDOSO.
2. **Attached Picture# 7:** (AS Tahir Also threaten by CHW Miss Alveena and her Husband. In this statement, According to the AS Tahir, CHW Miss Alveena said that I have high UPS approach.) Written statement attached and also email to Senior.
3. **Attached Picture# 10:** (UCPO Threaten through transit team member Mr. Tariq. Mr. Tariq written statement also attached as Picture# 9)
4. **Attached Picture# 12:** (Mis Behave done with AS Tahir and UCDO Miss Fozia by CHW Alveena during field monitoring findings). Signed written statement attached.

Respected Madam, In the light of above issues/reports and emails, the picture was cleared to CHW Alveena and her husband. They know about my early reporting which I did on same day & same time on her husband due to which they make a fake story and report, to get sympathy from seniors.

Respected Madam, Sir Imtiaz TDOSO was taking legal action against CHW Alveena husband on behalf of DEOC in recent issue with Miss Benish (**Written statement of CHW Miss Benish attached as Picture# 6**) due to continuous threatening to different PEI Staff, time to time (As in attached evidences) by these both couple. Can be confirm from Sir Imtiaz TDOSO.

Note:- Respected Madam in our BHU is leg pulling/pushing, pumping, grouping is common. I have strong doubt that our some PEI staff will take advantage of this issue and will definitely pumping her or take group in loop in this regard by the concern.

Regards,
Mushtaq Amjad Khan

On Thu, Feb 10, 2022 at 11:46 AM Laiba Saeed <laiba@ctc.org.pk> wrote:

Dear Mushtaq,

Please find attached your show cause and suspension letter on account of threatening and insulting behavior towards your subordinate. You are required to carefully read the letter, and submit your written response within the stipulated time.

Regards,

Laiba Saeed

Project Associate

CHIP Training & Consulting