

Dear Ishtiaq

I hope you are doing well. Required reasons are tabulated below

Name of UCPO	Present UC	Proposed Transfer	Reason
Ateeq	Deri BaghBanan	Landi Arbab	Inquiry Recommendation
Sarmad	Landi Arbab	Kakshal-2	Ateeq Will be transferred to Landi Arbab. Repeated complaints against UCPO Sarmad regarding his stern and harsh management way of dealing may result in similar issues in UC Deri Bgahbanan where Mr Ateeq was previously performing his duty. During inquiries, nothing is proved against him.
Imad Durrani	Kakshal-2	Deri Baghbanan	He has good management skills and will create an enabling environment for the workers to perform effectively. He has led Kakshal-2 in a transparent manner with one team approach. The same is expected and required from him in Deri Baghbanan

From: ishtiaq.hussain@chipconsulting.org <ishtiaq.hussain@chipconsulting.org>

Sent: Tuesday, July 26, 2022 11:09 AM

To: KHURSHID, Muhammad Naveed <khurshidm@who.int>

Cc: naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>; KHAN, Saifullah <skhan@who.int>; ABBAS, Waseem <wabbas@who.int>; KHAN, Faizan <khanfai@who.int>

Subject: RE: [EXT] Inquiry Report of UC Dheri Baghbanan

Daear Dr. Naveed ,

I hope you will be having a nice day. A humble reminder for the transfer reasons

Regards

Syed Ishtiaq Hussain
Chip Training and Consulting
Regional Coordinator - KP
CHIP Training & Consulting Pvt. Ltd
Peshawar | www.ctc.org.pk
Contact:0349-7760730

From: ishtiaq.hussain@chipconsulting.org [mailto:ishtiaq.hussain@chipconsulting.org]

Sent: Friday, July 22, 2022 4:40 PM

To: 'KHURSHID, Muhammad Naveed'

Cc: 'naila.nizam@chipconsulting.org'; 'KHAN, Saifullah'; 'ABBAS, Waseem'; 'KHAN, Faizan'

Subject: RE: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Dr. Naveed ,

As discussed with your good self over the phone kindly mention the reasons for transfer of the individuals mentioned in the email thread below . I shall be grateful in this regard.

Regards

Syed Ishtiaq Hussain
Chip Training and Consulting
Regional Coordinator - KP
CHIP Training & Consulting Pvt. Ltd
Peshawar | www.ctc.org.pk
Contact:0349-7760730

From: KHURSHID, Muhammad Naveed [mailto:khurshidm@who.int]
Sent: Monday, July 18, 2022 5:39 PM
To: ishtiaq.hussain@chipconsulting.org
Cc: naila.nizam@chipconsulting.org; KHAN, Saifullah; ABBAS, Waseem; KHAN, Faizan
Subject: Re: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Ishtiaq Sahb

Thank you for the email. Based on our discussion during the coordination meeting regarding the subject case, I am suggesting the following

- Transfer of Mr Atteeq UCPO to Landi Arbab From Deri Baghbanan
- Transfer of Mr Sarmad UCPO to UC Kakshal-2 from Landi Arbab
- Transfer of Mr Imad UCPO to UC Deri Baghbanan from Kakshal-2

Regards

Dr Naveed Khurshid

From: ishtiaq.hussain@chipconsulting.org <ishtiaq.hussain@chipconsulting.org>
Sent: Wednesday, July 13, 2022 9:35 PM
To: KHURSHID, Muhammad Naveed <khurshidm@who.int>
Cc: naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>; KHAN, Saifullah <skhan@who.int>; ABBAS, Waseem <wabbas@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: RE: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Dr. Naveed ,

Adding to Mr. Shahid's report, please note that On the 7th of July 22 we visited UC dheri baghbanan . Furthermore we discussed the case with the field staff and recorded their written statements.

- 1) Ms. Ayesha has submitted a written statement stating that she now has no issues with the UCPO .

- 2) Most of the statements further indicates that he does not come to the center and rather stays back home which is a concern for the field staff.
- 3) He also shows harsh and rude behavior with the field staff . Mr. Rizwan from PEOPLE's team also endorsed his rude behavior.

It's pertinent to mention that after issuance of warning letter to the UCPO, staff has observed a positive change in his behavior. His counseling session is also in pipeline therefore it's suggested to transfer him to another UC and reevaluate his performance in the month of October.

In case you further require the annexures we can provide your good office in that regard.

Please also share your feedback so that we can further share it with the PO.

Regards

Syed Ishtiaq Hussain
Chip Training and Consulting
Regional Coordinator - KP
CHIP Training & Consulting Pvt. Ltd
Peshawar | www.ctc.org.pk
Contact:0349-7760730

From: Naila Nizam [mailto:naila.nizam@chipconsulting.org]
Sent: Wednesday, July 6, 2022 3:55 PM
To: ishtiaq.hussain@chipconsulting.org; 'Raazia'
Subject: FW: [EXT] Inquiry Report of UC Dheri Baghbanan

From: KHAN, Faizan [mailto:khanfai@who.int]
Sent: Wednesday, 6 July 2022 3:02 pm
To: 'Naila ' <naila@ctc.org.pk>
Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; ishtiaq.hussain@chipconsulting.org
Subject: FW: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Naila

Can you please share the policy guidelines regarding misconduct during probation. Mr Ateeq Ur Rehman is on probation because of persistent poor performance and also recommended for warning letter on account of professional misconduct.

Regards
Faizan Khan

From: KHURSHID, Muhammad Naveed <khurshidm@who.int>
Sent: Monday, 4 July 2022 3:00 PM
To: KHAN, Faizan <khanfai@who.int>

Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Saifullah <skhan@who.int>

Subject: Re: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Faizan

Please decide as per HR rules for cases related to Harassment. As per his programmatic performance is concerned, he is on probation

Regards
Dr Naveed

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From: KHAN, Faizan <khanfai@who.int>

Sent: Monday, July 4, 2022 2:51:11 PM

To: KHURSHID, Muhammad Naveed <khurshidm@who.int>

Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Saifullah <skhan@who.int>

Subject: FW: [EXT] Inquiry Report of UC Dheri Baghbanan

Reminder please.

Regards
Faizan Khan

From: KHURSHID, Muhammad Naveed <khurshidm@who.int>

Sent: Wednesday, 22 June 2022 9:02 PM

To: ABBAS, Waseem <wabbas@who.int>

Cc: KHAN, Saifullah <skhan@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>

Subject: Re: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Waseem

Thank you so much for sharing the details. A few submissions are elaborated below for an expert opinion.

- UCPO is under probation after receiving a warning a few days ago because of poor performance after an in-depth inquiry by the program team.
- Email for this inquiry was initiated on 17th November 2021. It took 7 months to complete an investigation related to harassment and workplace abuse. Hayatabad is an example where such delays resulted in an uncontrolled outbreak of issues. This delay is just an example whereby CTC failed to follow deadlines of inquiries related to harassment and workplace abuse

- In annexure F, the identity of the female complainant is disclosed by CTC to UCPO which violates the SOPs and thus the confidentiality of the complainant is breached while working under the same roof.
- Once the confidentiality is breached, annexure G is obvious as the complainant feels threatened and is forced to submit a statement which supports UCPO.
- UCDO and UCCO have revealed that the complainant has been harassed by UCPO and that his behaviour is rude and harsh as mentioned in the inquiry report.

It is humbly stated that If we are unable to conduct inquiries in a professional manner and that too in 7 months' time, this will not curb issues related to harassment and workplace abuse but would rather develop a distrust of staff on the vendor and program team.

From: ABBAS, Waseem <wabbas@who.int>
Sent: Wednesday, June 22, 2022 8:04 PM
To: KHURSHID, Muhammad Naveed <khurshidm@who.int>
Cc: KHAN, Saifullah <skhan@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: RE: [EXT] Inquiry Report of UC Dheri Baghbanan

Please find attached.

From: KHURSHID, Muhammad Naveed <khurshidm@who.int>
Sent: Wednesday, 22 June 2022 7:42 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: KHAN, Saifullah <skhan@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: Re: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Waseem

Anexures are missing in the attachment.

Thanks

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From: ABBAS, Waseem <wabbas@who.int>
Sent: Wednesday, June 22, 2022 7:23:26 PM
To: KHURSHID, Muhammad Naveed <khurshidm@who.int>
Cc: KHAN, Saifullah <skhan@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>
Subject: Fwd: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Dr Naveed,

Kindly find the statement in the light of Voice recording and report for your feedback.

Thank you

Waseem Abbas

From: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Date: June 22, 2022 at 5:56:46 PM GMT+5
To: "ABBAS, Waseem" <wabbas@who.int>
Cc: Naila Nizam <naila@ctc.org.pk>, "KAMRAN, Waheed" <kamranw@who.int>, "NADEEM, Kamran" <nadeemka@who.int>, "MOHAMED, Gedi" <mohamedge@who.int>, "KHAN, Faizan" <khanfai@who.int>, "KHURSHID, Muhammad Naveed" <khurshidm@who.int>, "KHAN, Saifullah" <skhan@who.int>
Subject: RE: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Waseem,

Please be informed that the allegations in voice recording against UCPO reported by CHW Ms. Ayesha are the similar allegations which she had reported to program team in writing. Apart from that she does not have any other point/complaint. Her written statement is attached as Annex-G.

Regards,

Shahid Ali
Regional Coordinator - KP
CHIP Training & Consulting Pvt. Ltd
Peshawar | www.ctc.org.pk
Contact:0349-7760730

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Monday, June 13, 2022 2:41 PM
To: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; KAMRAN, Waheed <kamranw@who.int>; NADEEM, Kamran <nadeemka@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KHAN, Faizan <khanfai@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>
Subject: RE: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Shahid,

Kindly complete this investigation by this week.

Regards

Waseem Abbas

From: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Sent: Monday, 13 June 2022 11:11 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; KAMRAN, Waheed <kamranw@who.int>; NADEEM, Kamran <nadeemka@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KHAN, Faizan <khanfai@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>
Subject: RE: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Waseem,

Please be informed that we have received written statements of UCO and UCDO but Ms. Ayesha written statement regarding the voice recording is still not received. I'm in follow up with PE team.

Regards,

Shahid Ali
Regional Coordinator - KP
CHIP Training & Consulting Pvt. Ltd
Peshawar | www.ctc.org.pk
Contact:0349-7760730

From: ABBAS, Waseem [<mailto:wabbas@who.int>]
Sent: Sunday, June 12, 2022 7:30 PM
To: Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Cc: Naila Nizam <naila@ctc.org.pk>; KAMRAN, Waheed <kamranw@who.int>; NADEEM, Kamran <nadeemka@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KHAN, Faizan <khanfai@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>
Subject: Re: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Shahid,

As discussed last time regarding the matter, do we have any progress

Looking forward for your prompt response

Thank you

Waseem Abbas

On Jun 11, 2022, at 1:51 PM, KHURSHID, Muhammad Naveed <khurshidm@who.int> wrote:

Dear Waseem

Any update on the subject inquiry

From: ABBAS, Waseem <wabbas@who.int>
Sent: Thursday, May 26, 2022 9:27 AM
To: 'Naila Nizam' <naila@ctc.org.pk>; Shahid Ali/PTPP/RC <shahid.ali@chipconsulting.org>
Cc: KAMRAN, Waheed <kamranw@who.int>; NADEEM, Kamran <nadeemka@who.int>; MOHAMED, Gedi <mohamedge@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Faizan <khanfai@who.int>; KHAN, Saifullah <skhan@who.int>
Subject: RE: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Colleagues,

Can you kindly look into the matter highlighted by Area Coordinator Peshawar.

Thank you

Waseem Abbas

From: KHURSHID, Muhammad Naveed <khurshidm@who.int>
Sent: Wednesday, 25 May 2022 4:15 PM
To: KHAN, Faizan <khanfai@who.int>; KHAN, Saifullah <skhan@who.int>
Cc: ABBAS, Waseem <wabbas@who.int>; KAMRAN, Waheed <kamranw@who.int>; NADEEM, Kamran <nadeemka@who.int>; MOHAMED, Gedi <mohamedge@who.int>
Subject: Re: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Faizan

Voice note was shared with PE Team and the same has been forwarded to CTC by PE team. It is not part of the inquiry which is of vital importance. Please ask CTC team to include that and re share recommendations

Regards
Dr Naveed Khurshid

From: KHAN, Faizan <khanfai@who.int>
Sent: Wednesday, May 18, 2022 3:31 PM
To: KHAN, Saifullah <skhan@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>
Cc: ABBAS, Waseem <wabbas@who.int>; KAMRAN, Waheed <kamranw@who.int>; NADEEM, Kamran <nadeemka@who.int>; MOHAMED, Gedi <mohamedge@who.int>
Subject: FW: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Dr Naveed & Dr Saif

Please share your feedback regarding the recommendation of inquiry report.

Regards
Faizan Khan

From: Shahid Ali/PTPP/RC [<mailto:shahid.ali@chipconsulting.org>]
Sent: Thursday, 28 April 2022 4:29 PM
To: KHAN, Faizan <khanfai@who.int>; ABBAS, Waseem <wabbas@who.int>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; 'Raazia' <raazia.rehman@ctc.org.pk>
Subject: [EXT] Inquiry Report of UC Dheri Baghbanan

Dear Faizan/Waseem,

Please find attached inquiry report on complaint received against UCPO Mr. Ateeq Ur Rehman UC Dheri Baghbanan for management review and approval