

FYI

Regards,  
Sundas Tariq  
HR Officer  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Cell:[0349-7760580](tel:0349-7760580)

**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Thursday, January 12, 2023 11:14 AM  
**To:** Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)  
**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** RE: [EXT] Fwd: FW: Inquiry\_report\_UC\_Mehal Terai(1) Report Final

Dear Colleagues,

Upon direction of Team Leader, Please proceed with the action.

Regards

Waseem Abbas

**From:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>  
**Sent:** Wednesday, 11 January 2023 5:39 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** RE: [EXT] Fwd: FW: Inquiry\_report\_UC\_Mehal Terai(1) Report Final

Thanks dear

**Best Regards**

**Dr. Sarfaraz Khan Afridi**  
MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)  
D.T.M & H (Lond), D. Clin.Paeds (Lond)  
**Team Leader – WHO - PEI**  
**World Health Organization – Pakistan**  
Khyber Pakhtunkhwa - Peshawar  
Mb. Cont: +92 - 300-590-8373  
E-Mail Office: [afridis@who.int](mailto:afridis@who.int)  
E-Mail Personal: [drskafриди@gmail.com](mailto:drskafриди@gmail.com)

**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Sent:** Wednesday, 11 January 2023 5:09 PM  
**To:** AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)>  
**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** FW: [EXT] Fwd: FW: Inquiry\_report\_UC\_Mehal Terai(1) Report Final

Dear Sir,

Reference to the matter reported related to UCPO Ashfaq, UC Mehal Terai regarding misuse of authority. CTC and PEOPLE team conducted a joint inquiry and recommended a "Warning".

The Area Coordinator has endorsed the recommendations

Your approval is requested to proceed with the action.

Thank you

Waseem Abbas

**From:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>  
**Sent:** Wednesday, 21 December 2022 2:22 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)  
**Subject:** RE: [EXT] Fwd: FW: Inquiry\_report\_UC\_Mehal Terai(1) Report Final

Dear Mr. Waseem,

Greetings from CTC,

In continuation with the below email, re-investigation conducted against UCPO Mr. Ashfaq UC Mehal Terai –on account of Misuse of Authority. Based on the findings, Mr. Ashfaq, UCPO – Mehal Terai has been found guilty on account of Misuse of Authority therefore, issue recommended for warning.

WHO PO approval is requested to proceed with the recommended disciplinary action.

If you need any further information regarding the same, please let us know we have recommend this action.

Regards,  
Sundas Tariq  
HR Officer  
CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Cell:[0349-7760580](tel:0349-7760580)

**From:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) [mailto:[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)]

**Sent:** Tuesday, December 20, 2022 2:28 PM

**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Cc:** KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>; [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); [javeria.khattak@chipconsulting.org](mailto:javeria.khattak@chipconsulting.org)

**Subject:** FW: [EXT] Fwd: FW: Inquiry\_report\_UC\_Mehal Terai(1) Report Final

Dear Mr. Waseem,

Greetings from CTC,

In continuation with the below email, CTC management along with PE Team re-investigated the matter in order to resolve the queries. Following are the findings based on our re-investigation.

1. How we can determine that these statements are of the individuals referenced in the report?

CTC Ans: A Member from CTC and PE Team were present at the time of acquiring statements from the individuals. They endorsed these statements.

2. Which clause of policy is violated?

CTC Ans: 7.2. Disciplinary Action framework Policy (Misuse of Authority) Because he bypassed the direct supervisors and approved staff leaves.

3. Any evidence of channels bypassed - any leave forms or documentary evidence

CTC Ans: Recording of CHW and UCDO and screenshots of WhatsApp messages of UCDO with UCPO are attached herewith as evidence of channel bypassing.

4. Was the matter reported to Immunization Officer for support?

CTC Ans: The matter was not reported to IO and an email was directly sent to Mr. Waqas and TDO.

5. How it can be determined that favors were granted?

CTC Ans: Evidence of granting of favors is also attached to this email ( Point 3 supports this point as well).

6. Any documentary evidence of grouping and lobbying?

CTC Ans: There is no documentary evidence of grouping and lobbying.

Regards,

Sundas Tariq

HR Officer

CHIP Training & Consulting (Pvt) Ltd.

Plot 1, Street 9, G-8/2, Islamabad, Pakistan.

Cell:[0349-7760580](tel:0349-7760580)

**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Friday, November 18, 2022 3:42 PM  
**To:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)  
**Cc:** KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** Re: [EXT] Fwd: FW: Inquiry\_report\_UC\_Mehal Terai(1) Report Final

Thank you Sundas.

Please complete the investigation and share an updated report.

Regards

Waseem Abbas

On Nov 18, 2022, at 3:03 PM, [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) wrote:

Dear Mr. Waseem,

Greeting from CTC,

Hope you are having a good day.

Please note the that investigation was conducted by Mr. Ishtiaq by him. So unfortunately, I am not in a position to respond to your queries. I just forwarded his report that was endorsed by Mr. Saif Ullah.

So, It is suggested that we will re-investigate the matter in the upcoming week and share the report with your good self.

Regards,  
Sundas Tariq  
HR Officer  
CHIP Training & Consulting (Pvt) Ltd.

**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Friday, November 18, 2022 10:25 AM  
**To:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>

**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>

**Subject:** RE: [EXT] Fwd: FW: Inquiry\_report\_UC\_Mehal Terai(1) Report Final

Dear Sundas,

Thank you for your email. We have few queries;

1. How we can determine that these statements are of the individuals referenced in the report?
2. Which clause of policy is violated?
3. Any evidence of channels bypassed – any leave forms or documentary evidence
4. Was the matter reported to Immunization Officer for support?
5. How it can be determined that favors were granted?
6. Any documentary evidence of grouping and lobbying?

Looking for your valuable response.

Thank you

Waseem Abbas

**From:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>

**Sent:** Thursday, 17 November 2022 4:57 PM

**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>

**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>

**Subject:** FW: [EXT] Fwd: FW: Inquiry\_report\_UC\_Mehal Terai(1) Report Final

Dear Mr. Waseem and Mr. Faizan,

Greeting from CTC,

Hope you are doing well.

This is with reference to the investigation conducted against UCPO Mr. Ashfaq UC Mehal Terai –on account of Misuse of Authority. Based on the findings, Mr. Ashfaq, UCPO – Mehal Terai has been found guilty on account of grouping and lobbying therefore, issue recommended for final warning.

WHO PO approval is requested to proceed with the recommended disciplinary action.

If you need any further information regarding the same, please let us know we have recommend this action.

Regards,

Sundas Tariq  
HR Officer  
CHIP Training & Consulting (Pvt) Ltd.

**From:** KHAN, Saifullah [<mailto:skhan@who.int>]  
**Sent:** Wednesday, November 16, 2022 2:28 AM  
**To:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)  
**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org); IQBAL, Ahsan <[iqbalah@who.int](mailto:iqbalah@who.int)>  
**Subject:** Re: [EXT] Fwd: FW: Inquiry\_report\_UC\_Mehal Terai(1) Report Final

Agreed with recommendation

Regards

**Dr Saifullah Khan**  
**DDPO**  
**PEI WHO, Peshawar**  
**Cell#: 03339235645**  
**Email:** [skhan@who.int](mailto:skhan@who.int)  
[acpeshawar1@gmail.com](mailto:acpeshawar1@gmail.com)

<image001.png>

---

**From:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org) <[sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)>  
**Sent:** Monday, November 14, 2022 4:25 PM  
**To:** KHAN, Saifullah <[skhan@who.int](mailto:skhan@who.int)>  
**Cc:** [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org) <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>  
**Subject:** [EXT] Fwd: FW: Inquiry\_report\_UC\_Mehal Terai(1) Report Final

Dear Sir,

Greetings from CTC

As per telephonic conversation inquiry report is attached here. Your feedback is required.

Sundas Tariq  
HR Officer  
CHIP Training and Consulting