

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Tuesday, March 7, 2023 11:37 AM
To: muhammadmuslehuddin@chipconsulting.org
Cc: 'Naila Nizam' <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org; sabeen.khan@chipconsulting.org; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: RE: [EXT] Re: Explanation Letter

Dear Muslehuddin,

Thank you for your email.

Regards

Waseem Abbas

From: muhammadmuslehuddin@chipconsulting.org <muhammadmuslehuddin@chipconsulting.org>
Sent: Tuesday, 7 March 2023 10:54 AM
To: ABBAS, Waseem <wabbas@who.int>
Cc: 'Naila Nizam' <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org; sabeen.khan@chipconsulting.org
Subject: FW: [EXT] Re: Explanation Letter

Dear Waseem Abbas,

I hope you will be doing well. Reference to the email below no action has been recommended against the following UCPO's on account of absenteeism without prior approval from CMCC meeting scheduled at AC Office Bara on 10-Jan-2023.

1. Mr. Noor Shah Khan (UCPO-KPK-Khyber-Bara-Janbaz A)
2. Mr. Rasheed Afridi (UCPO-KPK-Khyber-Bara-Janbaz B)
3. Mr. Rehman Gul (UCPO-KPK-Khyber-Bara-Abdullah Jan)

Your kind feedback is required in this regard to close this matter. If you have any query kindly let me know.

Best Regards,
Muslehuddin

From: HAYAT, Ehtesham [mailto:hayate@who.int]
Sent: Tuesday, March 7, 2023 12:09 AM
To: muhammadmuslehuddin@chipconsulting.org; KAMAL, Kamran <kamalk@who.int>
Cc: ZADA, Wazir <zadaw@who.int>; Mudassar ALI SHAH <muali@who.int>; ABBAS, Waseem <wabbas@who.int>; naila.nizam@chipconsulting.org; sundas.tariq@chipconsulting.org; sabeen.khan@chipconsulting.org; 'javeria.khattak' <javeria.khattak@chipconsulting.org>
Subject: Re: [EXT] Re: Explanation Letter

The meeting was conducted with all concerned wherein all the issues were discussed in detail. No need for any further action as the conflict stands resolved.

Kind Regards



Dr. Ehtesham Hayat
Deputy District polio Officer

District Khyber
Polio Eradication Initiative
World Health Organization
+923339271886

From: muhammadmuslehuddin@chipconsulting.org <muhammadmuslehuddin@chipconsulting.org>

Sent: Friday, March 3, 2023 5:47 PM

To: KAMAL, Kamran <kamalk@who.int>

Cc: HAYAT, Ehtesham <hayate@who.int>; ZADA, Wazir <zadaw@who.int>; Mudassar ALI SHAH <muali@who.int>; ABBAS, Waseem <wabbas@who.int>; naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>; sabeen.khan@chipconsulting.org <sabeen.khan@chipconsulting.org>; 'javeria.khattak' <javeria.khattak@chipconsulting.org>

Subject: RE: [EXT] Re: Explanation Letter

Dear Dr. Kamran Kamal,

Your kind remarks are awaited please.

Best Regards
Muslehuddin

From: muhammadmuslehuddin@chipconsulting.org
[<mailto:muhammadmuslehuddin@chipconsulting.org>]

Sent: Thursday, February 23, 2023 3:38 PM

To: 'KAMAL, Kamran' <kamalk@who.int>

Cc: 'HAYAT, Ehtesham' <hayate@who.int>; 'Wazir' <zadaw@who.int>; 'Mudassar ALI SHAH' <muali@who.int>; 'ABBAS, Waseem' <wabbas@who.int>; naila.nizam@chipconsulting.org; sundas.tariq@chipconsulting.org; sabeen.khan@chipconsulting.org; 'javeria.khattak' <javeria.khattak@chipconsulting.org>

Subject: RE: [EXT] Re: Explanation Letter

Dear Dr. Kamran Kamal,

I hope you will be doing well. Your kind remarks are requested on the mentioned issue.

Best Regards
Muslehuddin

From: muhammadmuslehuddin@chipconsulting.org
[<mailto:muhammadmuslehuddin@chipconsulting.org>]
Sent: Wednesday, February 15, 2023 10:45 AM
To: 'KAMAL, Kamran' <kamalk@who.int>
Cc: 'HAYAT, Ehtesham' <hayate@who.int>; 'Wazir' <zadaw@who.int>; 'Mudassar ALI SHAH' <muali@who.int>; 'ABBAS, Waseem' <wabbas@who.int>; naila.nizam@chipconsulting.org; sundas.tariq@chipconsulting.org; sabeen.khan@chipconsulting.org
Subject: RE: [EXT] Re: Explanation Letter

Dear Dr. Kamran Kamal,

I hope you will be doing well. I thank you for your diligent efforts to resolve the conflict among the staff to prevent any harm to the programme activities. I am confident that your meeting on 13-Feb-2023 with the staff bore the desired results. As it was reported that the following UCPOs were absent without prior approval from CMCC meeting scheduled at AC Office Bara on 10-Jan-2023.

1. Mr. Noor Shah Khan (UCPO-KPK-Khyber-Bara-Janbaz A)
2. Mr. Rasheed Afridi (UCPO-KPK-Khyber-Bara-Janbaz B)
3. Mr. Rehman Gul (UCPO-KPK-Khyber-Bara-Abdullah Jan)

The CTC Management issued them explanation letters to acquire their stance. Attached please find the explanation emails of the mentioned staff. Kindly advise in this regard for further necessary action.

Best Regards
Muslehuddin

From: KAMAL, Kamran [<mailto:kamalk@who.int>]
Sent: Sunday, February 12, 2023 3:41 PM
To: sabeen.khan@chipconsulting.org; muhammadmuslehuddin@chipconsulting.org
Cc: ZADA, Wazir <zadaw@who.int>; HAYAT, Ehtesham <hayate@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org; Mudassar ALI SHAH <muali@who.int>
Subject: Re: [EXT] Re: Explanation Letter

Dear CTC colleagues!

Greetings!

I hope you all are enjoying weekend and in good health.

Reference to the following email response submitted by the UCPO Janbaz B seems a conflict.

Its urgent resolution required an intime interventions for which we DEOC team planned to intervene tommorow on Monday dated 13th February 2023 to sit with both the parties , lesson them and resolve the ongoing conflict on the spot if both the parties agreed to prevent further damage to one team approach and programme outcomes.

In case of no agreement, we together DEOC team and CTC colleagues shall proceed for a joint inquiry.

Regards
Dr Kamran Kamal
DDO&SO Khyber

Sent from [Outlook for Android](#)

From: RD Afridi <rasheedafridi722@gmail.com>
Sent: Saturday, 11 February 2023, 4:33 pm
To: sabeen.khan <sabeen.khan@chipconsulting.org>
Cc: KAMAL, Kamran <kamalk@who.int>; ZADA, Wazir <zadaw@who.int>; HAYAT, Ehtesham <hayate@who.int>; Naila Nizam <naila.nizam@chipconsulting.org>; muhammadmuslehuddin@chipconsulting.org <muhammadmuslehuddin@chipconsulting.org>; sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>
Subject: [EXT] Re: Explanation Letter

Dear Sir/Madam,

I hope this email finds you well. I am writing in response to your request for my justification for being absent from the CMCC meeting.

I would like to clarify that attending the CMCC meeting is not included in my Terms of Reference (TORs), and it was imposed needlessly. However, I directed my second-level supervisor UCDO to attend the meeting on my behalf.

I have always attended the CMCC meeting in the past, but on the day in question, I was in the field when an emergency call from home forced me to go back home as my son was suffering from food poisoning and needed urgent medical aid.

I would like to notify that the way this incident has been reported is biased and irrelevant. It has caused mental torture and forced me to take anti-depressant pills. Therefore, I kindly request you to investigate the matter and prevent this type of harassment in the future.

Thank you for your attention.

Your Sincerely,
Rasheed Afridi
UCPO Janbaz-B

On Thu, 9 Feb 2023, 5:43 pm , <sabeen.khan@chipconsulting.org> wrote:

Mr. Rasheed Afridi,

This is with reference to the complaint we have received regarding absenteeism . Please find attached the explanation letter and share your response within 48 hours.

Please acknowledge this email.

Thank you!

Regards,

Sabeen khan.

HR Associate.

CHIP Training & Consulting (Pvt) Ltd.

Cell:0349-7760729