

**From:** sundas.tariq@chipconsulting.org [mailto:sundas.tariq@chipconsulting.org]  
**Sent:** Monday, March 20, 2023 4:08 PM  
**To:** muhammadmuslehuddin@chipconsulting.org  
**Cc:** naila.nizam@chipconsulting.org; sabeen.khan@chipconsulting.org  
**Subject:** FW: [EXT] Final Investigation Report (Nothia Jadeed)  
**Importance:** High

Please do the needful

**From:** AHMAD, Shakeel Muhammad Saleem [mailto:ahmadsh@who.int]  
**Sent:** Monday, March 20, 2023 3:34 PM  
**To:** [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org)  
**Cc:** Naila Nizam <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Subject:** FW: [EXT] Final Investigation Report (Nothia Jadeed)  
**Importance:** High

Dear Sundus,

Kindly proceed transfer of Mr. Iftikhar Ahmed, UCPO (UC Nothia Jadeed to UC Akhonaabad ) Peshawar as below recommended.

Regards,  
Shakeel Ahmad  
**From:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Sent:** Monday, 20 March 2023 12:56 PM  
**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Subject:** RE: [EXT] Final Investigation Report (Nothia Jadeed)  
**Importance:** High

Dear Shakeel,

Please proceed with below recommended actions ensure relevant background is available in line with SOPs

Regards,

Bilal

**From:** AHMAD, Shakeel Muhammad Saleem  
**Sent:** Monday, March 20, 2023 9:45 AM  
**To:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>  
**Cc:** PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>  
**Subject:** FW: [EXT] Final Investigation Report (Nothia Jadeed)

Dear Bilal sb,

This is in reference to the transfer requested for Mr. Iftikhar Ahmed ,UCPO, Nothia Jadeed- Peshawar.

- Several complaints were received from different staff members of CBV and COMNET against Mr. Iftikhar Ahmad (UC Nothia Jadeed)
- CTC and Peoples Programme Investigate this case , After investigation he found guilty , and he involved in the misuse of authority (Favouritism, foul language, unprofessional behaviour and professional negligence to the duty) report and other evidence are attached.
- Recommended for a Warning letter and shuffling UCPO Mr. Iftikhar Ahmad UC Nothia Jadeed to UC Akhooaabad.
- The consent letters of UCPOs to be transferred have been taken. Provincial Team approved
- The Provincial Team has shared the approval for this transfer.

Kindly share your consent for onward sharing with CTC.

Regards,  
Shakeel Ahmad

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

**Sent:** Tuesday, 14 March 2023 1:19 PM

**To:** AHMAD, Shakeel Muhammad Saleem <[ahmadsh@who.int](mailto:ahmadsh@who.int)>; PARVEEN, Khalida <[parveenk@who.int](mailto:parveenk@who.int)>

**Cc:** ZAHEER, Bilal <[zaheerbi@who.int](mailto:zaheerbi@who.int)>; [irfan@chipconsulting.org](mailto:irfan@chipconsulting.org); Sarah Farooqui <[sarah@chipconsulting.org](mailto:sarah@chipconsulting.org)>; [naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)

**Subject:** FW: [EXT] Final Investigation Report (Nothia Jadeed)

Dear Mr. Shakeel and Ms. Khalida,

Greeting from CTC!

We have received complaints from CBV and COMNet teams pertaining to the unprofessional attitude of UCPO Mr. Iftikhar Ahmad (UC Nothia Jadeed).

An investigation has been conducted and based on the findings UCPO Mr. Iftikhar has been found guilty. Therefore, he is recommended for a Warning letter and shuffling to another UC on account of professional Negligence.

UCPO Mr. Iftikhar Ahmad has to transfer from UC Nothia Jadeed to UC Akhooaabad.  
Consent note is attached for your review.

If you need any further information regarding the same, please let us know.

Regards,  
Naila Nizam  
Senior Manager

CHIP Training & Consulting (Pvt) Ltd.  
Plot 1, Street 9, G-8/2, Islamabad, Pakistan.  
Tel: [+92-51-111-111-920](tel:+92-51-111-111-920), Cell:[0345-8566181](tel:0345-8566181)

**From:** ABBAS, Waseem [<mailto:wabbas@who.int>]  
**Sent:** Tuesday, March 7, 2023 7:53 PM  
**To:** Naila Nizam <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; [muhammadmuslehuddin@chipconsulting.org](mailto:muhammadmuslehuddin@chipconsulting.org)  
**Cc:** AURANGZEB KHAN, Mazhar <[zebma@who.int](mailto:zebma@who.int)>  
**Subject:** Re: [EXT] Final Investigation Report (Nothia Jadeed)

Dear Colleagues,

Please proceed with the action.

Regards

Waseem Abbas

On Mar 7, 2023, at 7:45 PM, AFRIDI, Sarfaraz Khan <[afridis@who.int](mailto:afridis@who.int)> wrote:

Agreed and Proceed accordingly

**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:** Tuesday, 7 March 2023 2:23 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] Final Investigation Report (Nothia Jadeed)

Dear Sir,

A complaint of an un-professional attitude of UCPO Mr. Iftikhar Ahmad, received from different staff members of CBV and COMNET regarding involvement in grouping, favoritism, harassment and miss use of authority by UCPO Mr. Iftikhar Ahmad (UC Nothia Jadeed). After a joint investigation, CTC and PEOPLE found the allegations to be true; the recommendations are endorsed by the Area Coordinator. CTC has recommended a **warning**.

Your **approval** is requested to proceed with action

Thank you

Waseem Abbas

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

**Sent:** Tuesday, 7 March 2023 12:07 PM

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

**Cc:** 'Naila Nizam' <[naila.nizam@chipconsulting.org](mailto:naila.nizam@chipconsulting.org)>; [sundas.tariq@chipconsulting.org](mailto:sundas.tariq@chipconsulting.org); 'javeria.khattak' <[javeria.khattak@chipconsulting.org](mailto:javeria.khattak@chipconsulting.org)>; [sabeen.khan@chipconsulting.org](mailto:sabeen.khan@chipconsulting.org)

**Subject:** [EXT] Final Investigation Report (Nothia Jadeed)

Dear Mr. Waseem Abbas,

I hope you will be doing well. Several complaints were received from different staff members of CBV and COMNET against Mr. Iftikhar Ahmad (UC Nothia Jadeed). In order to probe the matter, PEOPLE jointly with CTC team conducted a fact-finding investigation of the matter on 1<sup>st</sup> and 2<sup>nd</sup>, March 2023. Attached please find the Final Investigation Report against Mr. Iftikhar Ahmad (UCPO-Nothia Jadeed) for further necessary action. All the Four members of Joint Fact Finding Committee have consensus on the recommendations and it is also endorsed by the concerned AC. If you have any further query kindly let me know.

**Best Regards,**

**MUHAMMAD MUSLEHUDDIN**  
**SENIOR HR OFFICER**  
**CHIP Training & Consulting (Pvt) Ltd**  
**PESHAWAR OFFICE**  
**Contact: +92-333-9224883**  
**Whatsapp: +971-55-3867238**