fyi

Regards

**Bushra Saeed**

Unit Head – Sales & Service

Professional Employers Private Limited

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Contact: 0347-4102860

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**From:** Bushra Saeed <bushra.saeed@people.com.pk>
**Sent:** Thursday, 17 March 2022 4:09 pm
**To:** 'Tufail Ahmed' <tuahmed@unicef.org>
**Cc:** 'Seifu Ali' <seali@unicef.org>; 'Andrew Etsano' <aetsano@unicef.org>; 'Durr-E Nayyab' <dnayyab@unicef.org>; 'Khurram Saeed' <khurram.saeed@people.com.pk>
**Subject:** RE: Miss use of Authority and financial embazelments

Dear Dr Tufail,

Hope you are doing well. After the complaint received, we had frequent visits in the said UCs for the investigation and information gathering. Every query that pertains to People ™ is answered in the highlighted below. In every complaint we assure to maintain the confidentiality of the complainant to avoid any incident that may harm her. But there are some allegations that a complainant mentioned in the email below and we investigated but did not find any evidence. So if the complainant cooperate with us to provide evidences, we will immediately take action.

Regards

**Bushra Saeed**

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**From:** Tufail Ahmed <tuahmed@unicef.org>
**Sent:** Saturday, 12 March 2022 3:27 pm
**To:** 'Bushra Saeed' <bushra.saeed@people.com.pk>
**Cc:** Seifu Ali <seali@unicef.org>; Andrew Etsano <aetsano@unicef.org>; Durr-E Nayyab <dnayyab@unicef.org>; 'Khurram Saeed' <khurram.saeed@people.com.pk>
**Subject:** Fwd: Miss use of Authority and financial embazelments

Dear Bushra,

Fyi and investigation.

Regards

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**From:** seema khan <seemagulkhan2050@gmail.com>
**Sent:** Friday, March 11, 2022 2:10:40 PM
**To:** Andrew Etsano <aetsano@unicef.org>
**Cc:** mohamedge@who.int <mohamedge@who.int>; Durr-E Nayyab <dnayyab@unicef.org>; Tufail Ahmed <tuahmed@unicef.org>; nayyarjamal@hotmail.com <nayyarjamal@hotmail.com>; sukhan@unicef.org <sukhan@unicef.org>; nstopepi.peshawar@gmail.com <nstopepi.peshawar@gmail.com>
**Subject:** Miss use of Authority and financial embazelments

Beloved all valued seniors

I hope you are doing well, and health will treat you with all of your best conditions.

We are writing this complaint to draw your humble attention ABOUT an important issue of financial embezzlements, corruption and nepotism of Tahir UCPO of hazar khawani-2, where he is directly and indirectly involved with help of his subordinate staff. some of the authentic proof are shown during the hiring process from PEOPLE Organization, they called test, interview for AS, CHW and HTH,M position, and he openly intervene and influence hiring process for recruitment of his endear females.

During Test/Interviews People do not allow any

1. Recently they hired a female HTHM MsRamla, where she has been terminated from UC Dehbahdar, and khalid UCPO register complain against her on poor performance, and ERU management terminated Ramlabibi, so how a terminated staff could be hired once again.

During the hiring process, we check disciplinary action of each candidate appeared in test/interview and especially who are recommended and in reserve pool. We do not have any data regarding her termination. In addition to this, people shares theses information with the program team for locality check as well as for the disciplinary action check. We got nothing regarding Ramla.

1. MsRamla CHW is belong to DehBahadar and her house is placed in Amin Colony, and Ms MANAHIL is deployed there as AS, so how a Non local and terminated staff hired against this position.

Locality is done physically and she is local. Miss Manahil is on boarded before April 2021.

1. This all plan was prepared with help of MsRakhshanda ALSM and Mushahid UCCO, they are taking 20,000 to 30,000 rupees on this hiring, and showing fake locality to HR teams, and they were misguided by Tahir UCPO and MushahidUcco at time of verification. THERE are also other Non local staff hired with help of Rakhshnda ALSM, like Sana Khan HTH,M.

We do not have evidence regarding this complaint. Frequent visits were paid to the said UC and it was neither reported nor shared with the staff that any hiring  UCCO and ALSM is taking money. Apart from this, it is the responsibility of the People to hire the staff and no one is allowed to intervene the process of hiring. If there is any proof regarding financial embezzlement so it is request from the complainant to provide the proof so immediate action will be taken.

1. Another favorite AS is Zeba GUL bibi where she herself and one of her nephew was also working as Assistant. and for sister of Sumbal AS, UZRA CHW and ZEBA GUL AS nephew were given the amounts, so how two sisters from one family under Tahir ucpo supervision can working, and they received amounts while rest of staff were never entertaind for this compensation. Which is absolutely favoritism and exploitation of other females workers.

We have a kinship form in which it is not declared neither they have shown that they have relation and fall under the kinship policy. One thing needs to mention here that these hiring were before April 2021.

Secondly UCPO is not working under the umbrella of People so it is requested to investigate about him via his employer.

1. Ms Sumbal is too much favorite that she is fighting with every one, she insulted a CHW in MR campaign and complaint to tahir UCPO, and he directly take action, later on AS SANA suggested to same worker to complaint to PEOPLE HR teams, where SUMBAL mind this and shouted on SANA AIC, and she openly proclaimed to Tahir UCPO and UCDO, THAHT why MS Sumbal is favorite of every one. Later on this shouting and quarreling seen by everyone, and issue was reported but no action has been seen from ERU/ HR department.

We are frequently visiting the UCs for SOP sessions and it is very clear message to the staff that if they face any issues regarding un professional behavior/ abuse of authority. They can directly contact the compliance dept. we have not received any complaint.

1. Other male staff are also involved in such illicit activities like Arzo CHW (recently resigned) with Naem UCDO, Rakhshnda ALSM with Mushahid.

After this complaint, there were frequent visits and meetings with UC staff but nothing came on the surface.

7-    It has been never asked that how many skilled persons and how many assistant and SM received amounts, and how many participated in MR MesealsRubelacamapaign.

8-    DHO Office are requested to inquired all DDM card of SM, Skilled person and Assistant of Hazarkhawani 2. That is how any staff originally received amounts of MR campaign. There is myth of financial embezzlement, where UC staff are protecting one another for safety.

9-    They are sitting till late time at centers along with females for gup shup and tea parties. Which is very un-ethical, and mostly female AICs parents mind this too much. Which is also deteriorating image of polio workers.

Every facility used for the polio eradication staff closes at 2:00 pm and there is no one allowed in the vicinity after the said time.

10-                       They recently terminated Aqsa Hth,M , where she denied demand of Mrtahir UCPO, and give fake reporting to people organization and ERU against Aqsa bibi, which was loyal and dedicated workers. and One Arzochw was also forcibly resigned from job very smartly after she denied demand of UCDO,in start she was also too much favorite.

Aqsa was reported on fake reporting and it was properly investigated by the people team as well as the external monitors from the program team and she was proved as guilty so she was terminated on evidence based inquiry.

Arzo has resigned due to her domestic reasons, which she has written in her resignation. Although she has a right to contact us and she has every contact number on which she can lodge a complaint if she had faced so. But she gave resignation with the reason that due to my domestic reason, I can not continue.

We are requested to kindly keep our name confidential, and conduct a secret inquiry on the above allegations. because if we openly start complaining then they will get personnel with us, and they can create hurdles and other security issues for our female workers, who are eradicating Polio from their country.

Seeking your immense help by unbacked female Polio workers of UC Hazar Khwani-2, SMT Circle PESHAWAR CITY.