

From: Naila Nizam [mailto:naila.nizam@chipconsulting.org]
Sent: Thursday, March 2, 2023 12:07 PM
To: javeria.khattak@chipconsulting.org; sabeen.khan@chipconsulting.org
Cc: muhammadmuslehuddin@chipconsulting.org; sundas.tariq@chipconsulting.org
Subject: FW: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Javeria,

Please withdraw suspension and re-instate him (email him and copy his supervisors)

From: PARVEEN, Khalida [mailto:parveenk@who.int]
Sent: Wednesday, 1 March 2023 11:25 pm
To: Naila CTC <naila.nizam@chipconsulting.org>
Cc: ZAHEER, Bilal <zaheerbi@who.int>; AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; ABBAS, Waseem <wabbas@who.int>; sundas Tariq <sundas.tariq@chipconsulting.org>
Subject: Fwd: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Naila,
Reference to the investigation report you are advised to reinstate Mr Tahir UCPO back to his duty.

Best Regards
Khalida

Sent from my iPhone

Begin forwarded message:

From: "PARVEEN, Khalida" <parveenk@who.int>
Date: 28 February 2023 at 12:25:00 PM GMT+5
To: "SOGHAIER, Mohammed Ahmed" <soghaierm@who.int>
Cc: "ZAHEER, Bilal" <zaheerbi@who.int>
Subject: RE: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Dr Soghaier,

Thank you for sharing this letter.

Could I now write to CTC to reinstate Mr Tahir effective from today.

Best Regards,

khalida

From: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>

Sent: Tuesday, February 28, 2023 12:17 P

Dear Khalida,

Please find attached for your record.

Regards

Soghiaer

From: Hasnat Malik <hasnatmalik_2006@hotmail.com>

Sent: Tuesday, February 28, 2023 12:08 PM

To: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>

Cc: PARVEEN, Khalida <parveenk@who.int>; ZAHEER, Bilal <zaheerbi@who.int>; KHAN, Zainul Abedin <khanzai@who.int>

Subject: Re: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

From: PARVEEN, Khalida <parveenk@who.int>

Sent: Friday, February 17, 2023 10:13 AM

To: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>

Cc: ZAHEER, Bilal <zaheerbi@who.int>; KHAN, Zainul Abedin <khanzai@who.int>

Subject: RE: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Dr Soghiaer,

Kindly review the attached letter as advised yesterday.

Thank you

khalida

From: PARVEEN, Khalida

Sent: Wednesday, February 15, 2023 11:37 AM

To: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>

Cc: ZAHEER, Bilal <zaheerbi@who.int>

Subject: FW: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Importance: High

Dear Dr Soghiaer,

Kindly share your advice. The said UCPO Mr Tahir, Hazar Khawani is on suspension to date, however, KPK Team is asking about his re-instatement.

Best Regards,
khalida

From: ZAHEER, Bilal
Sent: Friday, February 3, 2023 11:55 AM
To: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>
Cc: KHAN, Zainul Abedin <khanzai@who.int>; PARVEEN, Khalida <parveenk@who.int>
Subject: FW: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.
Importance: High

Dear Dr Soghaier,

Forwarding below case reviewed by CTC in detail followed by Ms Khalida for your information and further advise; below highlighted are brief points with recommendation extracted from concluded inquiry.

It is concluded that a lobby based on personal grudges initiated fake complaints against accused (Mr Muhammad Tahir) that was not substantiated during investigation which involved other personnel from the same working area; all others have confirmed their stance through attached statements on credibility of M Tahir As UCPO while performing his duties in a rightful manner while ensuring respectful working environment for others. This also includes a statement from Ms Kainat who earlier supported fake accusations; now confirming her confidence in Mr Tahir (accused) as well as confirming misinformation regarding earlier allegations.

Below advise on below highlighted recommendations.

Regards,

Bilal

From: PARVEEN, Khalida
Sent: Friday, February 3, 2023 9:37 AM
To: ZAHEER, Bilal <zaheerbi@who.int>
Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>
Subject: FW: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Bilal sb,

Reference to the complaint registered in Federal Ombudsman office against the UCPO Mr Tahir Khan while alleging him of his involvement in Grouping, Harassment and Miss use of Authority; enclosed find

below the out come of the investigation done against the said issue. The investigation was done jointly by CTC and People's team in the field.

1. UCPO Mr. Muhammad Tahir shall be set free of all the allegations leveled against him and his suspension orders shall be withdrawn with immediate effect
2. Ex UCDO Mr. Zahid Ali shall be blacklisted for hiring in the same programme in future as he willfully tried to sabotage the programme activities based on his personal grudge against Ex AS Ms. Sumbal and UCPO Mr. Muhammad Tahir
3. CHW Ms. Raheela shall be terminated from the programme as she collaborated with Mr. Zahid Ali (ex UCDO) in registering a fake complaint
4. AS Ms. Kainat shall be given a Final Warning for bearing witness to a fake complaint which was serious in nature.

The Provincial Team Leader – KPK has also validated the suggestions of the investigation report.

You are requested to review and share it further with Dr Soghaier and Dr Zainul for their final advise.

Bets Regards,
khalida

From: Naila Nizam <naila.nizam@chipconsulting.org>

Sent: Wednesday, February 1, 2023 5:07 PM

To: PARVEEN, Khalida <parveenk@who.int>

Cc: AHMAD, Shakeel Muhammad Saleem <ahmadsh@who.int>; sundas.tariq@chipconsulting.org; ZAHEER, Bilal <zaheerbi@who.int>; 'Irfan Farid' <irfan@chipconsulting.org>; sarah@chipconsulting.org

Subject: FW: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Ms. Khalida,

Please find the investigation Final Report of the Complaint against Mr. Muhammad Tahir (UCPO-Hazar Khwani 2). PTL – KP endorsement is also mentioned in the email trail below.

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: Wednesday, 1 February 2023 4:37 pm

To: muhammadmuslehuddin@chipconsulting.org; KHURSHID, Muhammad Naveed <khurshidm@who.int>

Cc: Naila Nizam <naila.nizam@chipconsulting.org>; AFRIDI, Sarfaraz Khan <afridis@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: FW: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Dr Naveed,

Below email is for your consideration. Please coordinate with the PEOPLE regarding the advice of Team Leader KP.

Dear Muslehuddin,

Please proceed with the withdrawal of suspension of the concerned UCPO

Regards

Waseem Abbas

From: AFRIDI, Sarfaraz Khan <afridis@who.int>

Sent: Wednesday, 1 February 2023 4:22 PM

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

Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; PARVEEN, Khalida <parveenk@who.int>; SOGHAIER, Mohammed Ahmed <soghaierm@who.int>; KHAN, Zainul Abedin <khanzai@who.int>

Subject: RE: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Colleagues

Pls move forward with the enclosed suggestion for withdrawal of the decision of suspension. Where as I would be suggesting to take strict disciplinary action against those CHWs who are involved in gathering information for Ex-UCDO Mr. Zahid. This act is consider tarnishing the image of the worker as well as creating un necessary hurdles.

“It was also revealed that Mr. Zahid Ali (ex UCDO) used CHW Ms. Raheela for gathering information and CHW Ms. Raheela influenced AS Ms. Kainat for bearing witness to a fake complaint”.

For the above CHWs would request to proceed according to the policy of the employer agency.

Best Regards

Dr. Sarfaraz Khan Afridi

MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)

D.T.M & H (Lond), D. Clin.Paed (Lond)
Team Leader – WHO - PEI
World Health Organization – Pakistan
Khyber Pakhtunkhwa - Peshawar
Mb. Cont: +92 - 300-590-8373
E-Mail Office: afridis@who.int
E-Mail Personal: drskafриди@gmail.com

From: ABBAS, Waseem <wabbas@who.int>
Sent: Wednesday, 1 February 2023 2:16 PM
To: AFRIDI, Sarfaraz Khan <afridis@who.int>
Cc: KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: FW: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Sir,

CTC and PEOPLE conducted a joint fact finding investigation on Complaint received against Mr. Tahir UCPO of UC Hazar Khwani. It was revealed that Mr. Muhammad Tahir was doing his job in a professional manner and no evidence of illicit relationship was found between Mr. Muhammad Tahir and Ex AS Ms Sumbal. He is found **not guilty**.

The report is endorsed by Area Coordinator Peshawar. Your **approval** is requested to withdraw his suspension with immediate effect.

Thank you

Waseem Abbas

From: muhammadmuslehuiddin@chipconsulting.org <muhammadmuslehuiddin@chipconsulting.org>
Sent: Wednesday, 1 February 2023 1:39 PM
To: ABBAS, Waseem <wabbas@who.int>
Cc: naila.nizam@chipconsulting.org; sundas.tariq@chipconsulting.org; sabeen.khan@chipconsulting.org
Subject: RE: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Mr. Waseem Abbas,

I hope you will be doing well. Attached please find the Final Report of Complaint against Mr. Muhammad Tahir (UCPO-Hazar Khwani 2). If you have any query kindly let me know.

Best Regards,

MUHAMMAD MUSLEHUDDIN
SENIOR HR OFFICER

CHIP Training & Consulting (Pvt) Ltd
PESHAWAR OFFICE

<image001.jpg>
+92-333-9224883 /
<image002.jpg>
+971-55-3867238

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

Sent: Wednesday, February 1, 2023 1:17 PM

To: 'khurshidm@who.int' <khurshidm@who.int>

Cc: 'iqbalah@who.int' <iqbalah@who.int>; 'wabbas@who.int' <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>

Subject: FW: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Importance: High

Dear Dr. Naveed Khurshid,

I hope you will be doing well. The CTC jointly along with PEOPLE team conducted fact finding investigation on Complaint against Mr. Tahir UCPO at UC Hazar Khwani on 25th January 2023. UCPO Mr. Muhammad Tahir was also asked to appear in person at CTC Office and record his statement before the Fact Finding Committee. According to the majority of the staff members Mr. Muhammad Tahir was doing his job in a professional manner and no evidence of illicit relationship was found between Mr. Muhammad Tahir and Ex AS Miss Sunbal during the Investigation. It was observed that the complaint was fabricated and no evidence of miss use of authority and intimidation was found.

The Committee focused on finding the real culprit who was behind the fake complaints. It was observed that the fake complaints were registered by ex UCDO Mr. Zahid Ali as he was having a personal vendetta against ex AS Ms. Sunbal and UCPO Mr. Muhammad Tahir. It was also revealed that Mr. Zahid Ali (ex UCDO) used CHW Ms. Raheela for gathering information and CHW Ms. Raheela influenced AS Ms. Kainat for bearing witness to a fake complaint. A troika of gathering information, influencing and registering the complaint was established during the investigation. The Committee recommends that UCPO Mr. Muhammad Tahir shall be set free of all the allegations leveled against him and his suspension orders shall be withdrawn.

If you need any further information kindly let me know.

Best Regards,

MUHAMMAD MUSLEHUDDIN
SENIOR HR OFFICER

**CHIP Training & Consulting (Pvt) Ltd
PESHAWAR OFFICE**

<image001.jpg>
+92-333-9224883 /
<image002.jpg>
+971-55-3867238

From: AFRIDI, Sarfaraz Khan [<mailto:afridis@who.int>]

Sent: Tuesday, 24 January 2023 12:23 am

To: KHAN, Zainul Abedin <khanzai@who.int>

Cc: KHAN, Zainul Abedin <khanzai@who.int>; SOGHAIER, Mohammed Ahmed <soghaierm@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Saifullah <skhan@who.int>; naila.nizam@chipconsulting.org; muhammadmuslehuddin@chipconsulting.org; sundas.tariq@chipconsulting.org

Subject: RE: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Importance: High

Respected Dr. Zain

Reference to the mail of complaint lodge against UCPO Hazarkhwani – II and with instruction of suspension the below message from the CTC now need your guidance as per the statement of the CTC no such complainer or the information mentioned are available not it is correct.

Need your kind guidance to the matter.

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

E-Mail Personal: drskafri@gmail.com

From: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>

Sent: Monday, 23 January 2023 5:45 PM

To: AFRIDI, Sarfaraz Khan <afridis@who.int>

Cc: KHAN, Zainul Abedin <khanzai@who.int>; SOGHAIER, Mohammed Ahmed <soghaierm@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Saifullah

<skhan@who.int>; naila.nizam@chipconsulting.org; muhammadmuslehuddin@chipconsulting.org

Subject: RE: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Sir,

Greeting from CTC,

With reference to the below email, this is to inform you that the detail mentioned in the complaint is not accurate. CTC has verified with the people's team regarding the Ms Aqsa in Hazar Khwani-2.

There is no employee name Aqsa in Hazar Khwani-2. Her CNIC and cell numbers are also not accurate.

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: AFRIDI, Sarfaraz Khan [<mailto:afridis@who.int>]

Sent: Monday, January 23, 2023 3:47 PM

To: sundas.tariq@chipconsulting.org

Cc: KHAN, Zainul Abedin <khanzai@who.int>; SOGHAIER, Mohammed Ahmed <soghaierm@who.int>;

KAMRAN, Waheed <kamranw@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>;

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

<skhan@who.int>; naila.nizam@chipconsulting.org; muhammadmuslehuddin@chipconsulting.org

Subject: RE: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear All

If you can see the ombudsman application the FLW name is mentioned very clear. It is no moreonyms.

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
E-Mail Personal: drskafриди@gmail.com

From: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>

Sent: Thursday, 19 January 2023 6:38 PM

To: AFRIDI, Sarfaraz Khan <afridis@who.int>

Cc: KHAN, Zainul Abedin <khanzai@who.int>; SOGHAIER, Mohammed Ahmed <soghaierm@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Saifullah <skhan@who.int>; naila.nizam@chipconsulting.org; muhammadmuslehuddin@chipconsulting.org

Subject: RE: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Sir,

Greeting from CTC,

Well noted. We will investigate the case on Wednesday as discussed with the PE teams. Though it's an anonymous complaint, so will meet most of the front line workers to get the real picture of the situation. Will also float our contact numbers in the UC, if anyone wants to contact us to share any further information.

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: AFRIDI, Sarfaraz Khan [<mailto:afridis@who.int>]

Sent: Thursday, January 19, 2023 5:24 PM

To: sundas.tariq@chipconsulting.org

Cc: KHAN, Zainul Abedin <khanzai@who.int>; SOGHAIER, Mohammed Ahmed <soghaierm@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: FW: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Importance: High

Dear Ms. Sundas - Dr. Naveed Kamran & Dr. Saif Ullah

As per the below mail all relevant information so far available are shared with the Federal Office regarding the matter and DMT stance on the matter. Federal NEOC decision on the matter is evident from the mail already communicated and is referring to the **suspension of the UCPO Mr. Tahir from Hazarkhwani – II till the new inquiry is conducted.**

The case is filed in the Ombudsman and their instruction is communicated to NEOC where as in the light of the mail received from the Federal Office the Third Party employment agency is requested to follow the below instruction:

“Hence , I am aware that this issue has already been investigated but he was not found guilty, therefore, I would suggest if the issue is investigated again with different methodology so the wrongdoer would be accountable for all of this confusion.”

3rd Party CTC is requested to proceed with any methodology advice and if available to evaluate the matter and a final detail report for action should be submitted to the undersigned with required action in detail based on the facts findings to proceed further with final decision.

Note: 3rd Party CTC should contact the Federal Office and get facilitation and proceeding to the task at an earliest.

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

E-Mail Personal: drskafri@gmail.com

From: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>

Sent: Thursday, 19 January 2023 4:04 PM

To: AFRIDI, Sarfaraz Khan <afridis@who.int>

Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Zainul Abedin <khanzai@who.int>; KAMRAN, Waheed <kamranw@who.int>; PARVEEN, Khalida <parveenk@who.int>

Subject: RE: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Dr Sarfaraz and colleagues,

This issue is discussed in consultation with federal authorities and the complaint is classified as serious in nature. Our position is to stick to the WHO-FO request for the suspension. Please go ahead with CTC decision and confirm action is taken so we can report back to authorities.

Regards
Soghaier

From: AFRIDI, Sarfaraz Khan <afridis@who.int>

Sent: Thursday, January 19, 2023 3:27 PM

To: PARVEEN, Khalida <parveenk@who.int>

Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Zainul Abedin <khanzai@who.int>; SOGHAIER, Mohammed Ahmed <soghaierm@who.int>; KAMRAN, Waheed <kamranw@who.int>

Subject: RE: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Importance: High

Dear Colleagues

Reference to his meeting the matter is already resolved as no such matter is identified in the 3 inquires conducted in the past. The inquiries was conducted by CTC and Peoples with no serious matters identified. Now Hazarkhwani -II is a SMT UC without UCPO the ongoing campaign will be affected and there is no such arrangement available to deploy there.

This process of Harassment is always there and anonymous application are always a common feature – with no solid reasons except just a local streets or UCs . Action like warning and termination is always there once found during detail inquiries and record is available for all the actions.

In this connection the Peshawar team is requested that such task or action should always be initiated once the campaign is over as this always start creating gaps of supervision and monitoring.

Above information for your kind perusal

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

E-Mail Personal: drskafриди@gmail.com

From: KAMRAN, Waheed <kamranw@who.int>

Sent: Wednesday, 18 January 2023 6:49 PM

To: AFRIDI, Sarfaraz Khan <afridis@who.int>

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

Subject: Fwd: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Sir,

For your information and guidance please.

Regards,
Kamran

Sent from Kamran's iPhone

Begin forwarded message:

From: sundas.tariq@chipconsulting.org

Date: 18 January 2023 at 5:26:48 PM GMT+5

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

Cc: "KAMRAN, Waheed" <kamranw@who.int>, "AURANGZEB KHAN, Mazhar" <zebma@who.int>, naila.nizam@chipconsulting.org, muhammadmuslehuddin@chipconsulting.org

Subject: FW: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Mr Waseem,

Greeting from CTC,

It is to inform you that we have received an email from WHO-FO regarding the suspension of Mr. Tahir UCPO of UC Hazar Khwani-2 SMT Circle Peshawar District. we will suspend him with immediate effect.

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: PARVEEN, Khalida [<mailto:parveenk@who.int>]

Sent: Wednesday, 18 January 2023 4:08 pm

To: Naila Nizam <naila.nizam@chipconsulting.org>

Cc: ZAHEER, Bilal <zaheerbi@who.int>; Irfan Farid <irfan@chipconsulting.org>; KHAN, Zainul Abedin <khanzai@who.int>; SOGHAIER, Mohammed Ahmed <soghaierm@who.int>

Subject: FW: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Importance: High

Dear Naila,

Reference to the complaint received from the Federal Ombudsman Secretariat against the alleged Mr Tahir UCPO, Hazar Khawani; you are advised to immediately suspend the services of the concerned UCPO and initiate an inquiry.

Hence , I am aware that this issue has already been investigated but he was not found guilty, therefore, I would suggest if the issue is investigated again with different methodology so the wrongdoer would be accountable for all of this confusion.

Please keep us in loop before finalizing the recommendations.

Best Regards,
khalida

From: SHAH, Syed Bilal <murtazab@who.int>

Sent: Wednesday, January 18, 2023 3:45 PM

To: ZAHEER, Bilal <zaheerbi@who.int>

Cc: KHAN, Zainul Abedin <khanzai@who.int>; SOGHAIER, Mohammed Ahmed <soghaierm@who.int>; PARVEEN, Khalida <parveenk@who.int>

Subject: FW: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Importance: High

Dear Bilal Sb,
Greetings,

Reference to the telephonic conversation,
Below please find the trail of email and attached complain received from Federal Ombudsman Secretariat,

Dr. Zainul Abedin Suggested to withdraw the services of concerned UCPO immediately, conduct detailed inquiry and initiate actions as per SOPs.

It is for your info and actions please

Best Regards,

S. Bilal Murtaza

Federal Training Officer

World Health Organization

Country Office, Pakistan

National Health Complex
Park Road, Chak Shahzad
Islamabad, Pakistan

Office: +92 51 843 2435

GPN: 62435

Mobile: +923005516876/+923215429012

E-mail: murtazab@who.int

Web: <http://www.emro.who.int>

[Follow WHO on facebook, twitter, youtube and instagram](#)

From: KAMRAN, Waheed <kamranw@who.int>

Sent: Wednesday, January 18, 2023 2:43 PM

To: SHAH, Syed Bilal <murtazab@who.int>

Cc: SOGHAIER, Mohammed Ahmed <soghaierm@who.int>; AFRIDI, Sarfaraz Khan <afridis@who.int>;
ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: Fwd: [EXT] Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Importance: High

Dear Bilal,

Salam!

Reference to the complaint received from your good self on WhatsApp about a UCPO of District Peshawar, the self-explanatory e-mail trail is for your information and use please.

Regards,

.....

Begin forwarded message:

From: "ABBAS, Waseem" <wabbas@who.int>

Subject: FW: [EXT] FW: Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Date: 30 November 2022 at 5:52:36 PM GMT+5

To: "AFRIDI, Sarfaraz Khan" <afridis@who.int>

Cc: "KAMRAN, Waheed" <kamranw@who.int>, "AURANGZEB KHAN, Mazhar" <zebma@who.int>, "KHAN, Faizan" <khanfai@who.int>, "KHURSHID, Muhammad Naveed" <khurshidm@who.int>

Dear Sir,

There were multiple anonymous complaints launched against Mr. Tahir Khan, which were investigated by both PEOPLE and CTC Team. However, each time, he was found "Not Guilty".

Thank you

Waseem Abbas

From: sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>

Sent: Wednesday, 30 November 2022 5:44 PM

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

Cc: KHAN, Faizan <khanfai@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar

<zebma@who.int>; naila.nizam@chipconsulting.org; hamza.zaheer@chipconsulting.org; javeria.khattak@chipconsulting.org; sabeen.khan@chipconsulting.org

Subject: FW: [EXT] FW: Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Importance: High

Dear Mr Waseem,

Greetings from CTC,

With the reference to the below email, it is to inform you that we have received three complaints against Mr Tahir in past. All the complainst were from anonymous source. We have conducted detailed inquiries every time and found any substantaial evidences that can support the complaint.

Please find the details of the complaints in the table below :

Date	Complaint	Name of complainant	Recommendations
11-Mar-2022	Misuse of Authority	Anonymous	Found not guilty
13-May-2022	Misuse of Authority	Anonymous	Found not guilty
16-Sep-2022	Misuse of Authority	Anonymous	Found not guilty

Please note that during the september investigation CTC nad PE teams shared their numbers with all the staff to directly contact them if there is any issue they can contact us directly.

It is suggested that we will email the complainant to disclose his/her identity otherwise we will not entertain his/her case.

As per policy, no anonymous complaints will be entertain.

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: Naila Nizam [<mailto:naila.nizam@chipconsulting.org>]

Sent: Tuesday, November 29, 2022 5:48 PM

To: Sundas.tariq@chipconsulting.org

Subject: FW: [EXT] FW: Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Importance: High

From: ABBAS, Waseem [<mailto:wabbas@who.int>]

Sent: Tuesday, 29 November 2022 11:49 am

To: Naila Nizam <naila.nizam@chipconsulting.org>

Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KHAN, Faizan <khanfai@who.int>

Subject: RE: [EXT] FW: Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Importance: High

Dear Naila,

Kindly check from your end, There was an investigation in past regarding Mr. Tahir UCPO and no action was recommended; is it the same or a different complaint?

Thank you

Waseem Abbas

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

Sent: Tuesday, 29 November 2022 10:11 AM

To: Durr-E Nayyab <dnayyab@unicef.org>

Cc: Tufail Ahmed <tuahmed@unicef.org>; ABBAS, Waseem <wabbas@who.int>

Subject: Re: [EXT] FW: Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Nayab

Thank you for the email. The same case has been investigated multiple times by both vendors. Email is anonymous and as such investigation becomes difficult.

I will share with CTC for further follow up

Thanks

Get [Outlook for Android](#)

From: Durr-E Nayyab <dnayyab@unicef.org>
Sent: Tuesday, November 29, 2022, 10:00 AM
To: KHURSHID, Muhammad Naveed <khurshidm@who.int>
Cc: Tufail Ahmed <tuahmed@unicef.org>
Subject: [EXT] FW: Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

Dear Dr. Naveed

Below email FYI. We received multiple same type emails against this UCPO. Have a look of the detail , and investigate by your own mean that what is the actual issue ? and why always against this one person ?

Regards:
Nayab

From: sana gul <sanag7002@gmail.com>
Sent: Monday, November 28, 2022 7:45 PM
To: EOPakhtunkhwa@gmail.com; dcpeshawar@hotmail.com; rizwan.ahmad@people.com.pk; Andrew Etsano <aetsano@unicef.org>; eocpakistan@gmail.com; bushra.nisar@people.com.pk; khurshidm@who.int; cbvhelpline@people.com.pk; bushra.saeed@people.com.pk; Durr-E Nayyab <dnayyab@unicef.org>; Hayat Khan <haykhan@unicef.org>; nayyarjamal@hotmail.com; Tufail Ahmed <tuahmed@unicef.org>
Subject: Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

TO

Honorable
Coordinator
National Emergency Operation Center
Islam Abad Pakista.

Subject: Miss uses of Authority and Involvement in Grouping by Mr. Tahir UCPO of U/C Hazar Khwani-2 SMT Circle Peshawar District.

It has been noticed and observed that Mr. Tahir UCPO of Hazar Khwani-2 is involved in grouping and lobbies to pressurize female AICs and other coworkers, Performing duty in PEI programme under CBV Project. And it has been inquired by management, but not any disciplinary action has been initiated against him, because ERU (Emergency Response Unite) Deputy coordinator, and I.O (immunization Officer) are fully support him in this fake cases.

1- It has been observed that Tahir recently became engaged to Ms. Sumbal AIC of Area No. 3 in Dir Colony, where the two had been having an illicit relationship for a long time. The management was also aware of these relationships, and evidence of these relationships was given to personnel HR executives and to the ERU in order to end and close such illicit activities in the U/C. However, no action was taken against these individuals because Tahir is a UCPO, and W.H.O is always supporting such man always. We always hear that Ms. Sumbal will resigned from job, immediately after receiving this November Month Salary. Although she did not submit any written noticed period to HR department. She filed a harassment complaint against the UCCO, Mr. Mushahid, just two months earlier when he

revealed that Sumbal AIC was having close affair and contact with a former UC officer. She is now contacting him for interfering with our U/C matters, and this issue was discussed in a local hotel, situated at Ring road, but later on Sumbal was informed by Tahir UCPO, and he instigated Sumbal against Mushahid UCCO, this issue was also inquired by HR Department. But NO ONE asked from Sumbal AIC that how you were aware about this discussion, when all male staff was there in a local hotel for Lunch. Because she is the most endear and close girl friend of Mr, Tahir UCPO. She also nominated a HR official Mr Khayam, also in this issue.

Another proof is that, NO ONE was ready to submit written statement to HR department, except Tahir UCPO, later on Naeem UCDO was forced, and he submitted written.

Above case is living example and solid proof of their illicit relation. Where she also intimidated for dare consequences.

It has been noticed that Tahir also granted most of the amount to Sumbal and her family during MR campaign, and a detailed inquiry also conducted about this n issue, proof is that, Sumbal brother name is bahar Ali, submitted his CNIC copy for DDM, but later on name was found incorrect, and it was written as Babar ali, and amount has been expired, when inquiry teams came for investigation, and they Tahir became afraid, and he did not ask DHO office for correction.

Above all case is real and living example of Tahir UCPO for involvement in relation and grouping and lobbies against colleagues and subordinated staff.

Ms Sumbal AIC and Uzra CHW, sister of Sumbal , never visiting to field for working, because she is too much close with UCPO, and he intimidated UCDO and ASICs, never report both.

When our Parent hear about all these loving stories, all male staff are talking in betak, & Hujras, where our community peoples are passing comments, and calling us Loving birds, and Couples etc.

Some parents are reluctant to send their female staff for duty, and they are feeling that environment is very vicious for females.

Therefore, we are requested to all senior Ups and HR Department kindly investigate all such staff, involved in unethical activities with Male staff, and also transfer Mr Tahir UCPO from Hazar Khwsani-2 for development of conducive and protective environment for female staff.

All Polio workers of Hazar Khwani-2 U/C Smt Circle Peshawar