

From: Rizwan Ahmed [mailto:rizwan.ahmad@people.com.pk]

Sent: Monday, April 17, 2023 10:32 AM

To: muhammadmuslehuddin@chipconsulting.org; sundas.tariq@chipconsulting.org

Cc: 'Naila Nizam' <naila@ctc.org.pk>; naila.nizam@chipconsulting.org; 'Muhammad Naveed' <khurshidm@who.int>; 'Saifullah' <skhan@who.int>; 'Imran Ali' <imran.ali@people.com.pk>; 'Cbv Helpline' <cbvhelpline@people.com.pk>; 'Cnh Helpline' <cnhelpline@people.com.pk>

Subject: FW: [EXT] FW: Inquiry Request-Wazir Bagh

Dear Concern,

Please review the complaint received from UCDO-Wazir Bagh. The inquiry is endorsed by Dr. Naveed (ERU). Please coordinate to proceed accordingly. The UCDO has requested to keep it confidential till the inquiry is initiated.

Regards,

Rizwan Ahmad

Sr. HR Executive

Professional Employers (PVT) Ltd.

☎+92-347-4102865

☎+92-91-5603097 (EXT) # 104

✉rizwan.ahmad@people.com.pk



From: KHURSHID, Muhammad Naveed [mailto:khurshidm@who.int]

Sent: Saturday, April 15, 2023 2:31 PM

To: Rizwan Ahmed <rizwan.ahmad@people.com.pk>; KHAN, Saifullah <skhan@who.int>

Cc: 'Imran Ali' <imran.ali@people.com.pk>; 'Cbv Helpline' <cbvhelpline@people.com.pk>; 'Cnh Helpline' <cnhelpline@people.com.pk>; mohsin.ali@people.com.pk; nida.saleem@people.com.pk

Subject: Re: [EXT] FW: Inquiry Request-Wazir Bagh

Endorsed

Sent from [Outlook for Android](#)

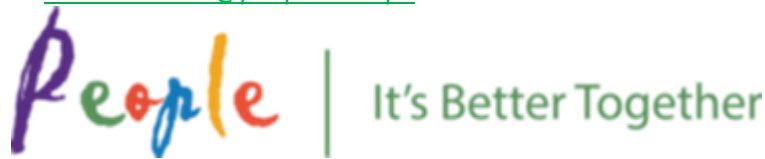
From: Rizwan Ahmed <rizwan.ahmad@people.com.pk>
Sent: Saturday, April 15, 2023 2:27:24 PM
To: KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>
Cc: 'Imran Ali' <imran.ali@people.com.pk>; 'Cbv Helpline' <cbvhelpline@people.com.pk>; 'Cnh Helpline' <cnhelpline@people.com.pk>; mohsin.ali@people.com.pk <mohsin.ali@people.com.pk>; nida.saleem@people.com.pk <nida.saleem@people.com.pk>
Subject: [EXT] FW: Inquiry Request-Wazir Bagh

Dear Dr. Naveed,

Hope you are in good health. It is requested to review the complaint and issue raised by UCDO-Dania about her AS-Kausar & UCPO-Farhan. It is requested to kindly endorse the joint inquiry with CTC to proceed accordingly.

10602906	Kausar	AS	Peshawar	SMT	Wazir Bagh	1-Apr-2021	1730171187874
-	Farhan	UCPO	Peshawar	SMT	Wazir Bagh	-	-

Regards,
Rizwan Ahmad
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From: Rizwan Ahmed [<mailto:rizwan.ahmad@people.com.pk>]
Sent: Tuesday, April 4, 2023 11:09 AM
To: 'KHURSHID, Muhammad Naveed' <khurshidm@who.int>; 'KHAN, Saifullah' <skhan@who.int>
Cc: 'Imran Ali' <imran.ali@people.com.pk>; 'Cbv Helpline' <cbvhelpline@people.com.pk>; 'Cnh Helpline' <cnhelpline@people.com.pk>
Subject: Inquiry Request-Wazir Bagh

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-	Farhan	UCPO	Peshawar	SMT	Wazir Bagh	-	-

Regards,

[Rizwan Ahmad](#)

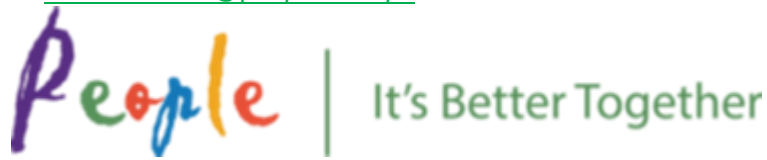
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From: Dania Sohail [<mailto:daniasohail44@gmail.com>]

Sent: Monday, April 3, 2023 12:48 PM

To: Rizwan Ahmed <rizwan.ahmad@people.com.pk>

Subject: Confidential

Subject: AS Kousar and UCPO are creating hurdles for me.

Dear HR

I Dania Sohail working from last 8 months in UC Wazir bagh as a UCDO, in the beginning things were all good and smooth then an order by ERU passed that we must shuffle some of the AS or CHWs to other areas for some reasons, miss Kousar was shuffle to area 1 and from the day 1 she started teasing the CHWS and HTHMs |**details can be provided by area 1 teams**| it was everyday complaint about her from the teams we tried to sought the problem within UC and the UCPO never let me report her as he said things will go more messy I then went for 11 days ummra leaves, when I came back miss Kousar had a huge fight with her CHWs |**details can be provided by area 1 teams**|, we have to take her to other area and that area was area 2 in this area she had 2 CHWs very close friends of her so she was very friendly with them and was teasing CHW Uzma |details can be taken by CHW| a lot as the UCPO is having good terms with AS she is doing whatever she wants, here I took a stand and I ask her to treat all the CHWS equal and this make her angry from that day she started misbehaving with me in front of all the staff, one day I went to field where I find that her friend CHW Shabnam was not in the field for NA coverage as it was Catch up day of NID January 23, AS was doing NA cover of HTHM Aliya when I ask the AS where is the CHW she said she is in the field but the CHW was at her home without any information I wanted to report the incident but the UCPO requested me not to report and he will talk to AS but at that day miss Kousar in front of all the staff talked to me very rudely,

After this miss kousar got sick and she allied for some leaves and in these leaves her salary got deducted she was saying that this is because of me and I am getting personal with her, the UCPO also took her

side and ask me not to send her application if she is getting a salary cut , this matter was then latterly sought by Rizwan sir at deans office and I tried to clear all the miss understanding, and to make miss kousar understand that this was all professional nothing personal , in the women's day event I recommended her name to be the part of the event as she is very good in work,

But on 31st of march 23 it was a School session in area 3 where miss Kousar is AS now, the time off the Session was 8 30 and she came for session at 8 55 the school management was very angry and not letting us to do the session as we were late I was waiting for them in school from 8 30 and when she was asked she said EPI was not there to give her vaccine and this is not her job to arrange the session and bring the poster and vaccine. UPEC called a meeting with all the area 3 CHWS HTHMs and Kusar along with UCPO UCO and UCDO at this meeting she was being very loud and rude to me and the UCPO infront of all said that you don't know how to do management and he was blaming me although it was not my fault as all the session duties were clear to AS a week before,

I am not sending the details but that can be provided not only by me but also by the staff, the UCPO is supporting Kousar if she is late or not going to field that is all fine he is doing all the data analysis for her even the campaign days data Scanning is done by UCPO for her.

I am not the only UCDO that miss Kousar is doing all this, she is having problem with all the past UCDOs she is telling all the Staff that soon she will Kick me out and no one can survive if they took stand against her as UCPO is the Lead and he is on her side.

The UCPO insulted me in front of my co staff in the meeting. I request to help me out in this problem every time transfer of the UCDO makes such people feel like that got all the power please investigate the issue and you will get the entire thing clearer. I request the transfer of Miss kousar as she is manipulating the atmosphere of the UC and this is effecting the performance of our UC, none of the other staff member have any issues she is the only one having problems not from me but from every UCDO previously.

Miss Kousar is not just rude to her own staff but even the Government staff is complaining about her

I request to keep this email confidential and investigate as these two are planning against me and because of the whole UC will suffering as the both are teasing the staff.

UC staff can give the detail of all the above said situations

Thank you

Dania Sohail

UCDO Wazir bagh