

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Wednesday, June 7, 2023 11:18 PM
To: Naila Nizam <naila@ctc.org.pk>; muhammadmuslehuddin@chipconsulting.org
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>
Subject: Re: [EXT] Inquiry Report-Hazar Khwani-2 (CBV Staff)

Dear Colleagues,

Kindly find below and review.

Regards

Waseem Abbas

On Jun 7, 2023, at 11:10 PM, AFRIDI, Sarfaraz Khan <afridis@who.int> wrote:

Dear Waseem

This issue is getting more complex and seems to be some malafide intention of few. I would request that one member from CTC and one of our district colleagues Dr. Naveed or Dr. Saif Ullah should visit the UCs and discuss the matter openly for extended action – including termination of whole staff with recruitment to new one or better to avoid this political maneuvering.

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

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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, 7 June 2023 11:26 AM

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

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

Subject: RE: [EXT] Inquiry Report-Hazar Khwani-2 (CBV Staff)

Dear Sir,

Reference to the matter reported regarding the un-professional attitude of UCPO, the investigation is completed by CTC however the recommendations were made was based on statements only and no solid evidence was provided to justify the recommended disciplinary action.

After reviewing the cases and through discussion with Area Coordinator Peshawar, We suggests a **counselling session** to improve the essence Teamwork and discourage grouping within the team(s). CTC team is advised to share the recommendations based on solid evidence and define the communication channels and proper way of reporting any such grievances.

Your **approval** is requested.

Regards

Waseem Abbas

From: ABBAS, Waseem

Sent: Monday, June 5, 2023 9:36 AM

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

Cc: 'naila.nizam@chipconsulting.org' <naila.nizam@chipconsulting.org>;

'sundas.tariq@chipconsulting.org' <sundas.tariq@chipconsulting.org>;

'javeria.khattak@chipconsulting.org' <javeria.khattak@chipconsulting.org>;

'Sabeen.khan@chipconsulting.org' <Sabeen.khan@chipconsulting.org>; AFRIDI, Sarfaraz Khan <afridis@who.int>; 'KAMRAN, Waheed' <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: RE: [EXT] Inquiry Report-Hazar Khwani-2 (CBV Staff)

Dear Colleagues,

Reminder! Would appreciate response by 12:00 (Noon), afterwards we will further discuss at Provincial level for onwards process.

Regards

Waseem Abbas

From: ABBAS, Waseem

Sent: Friday, June 2, 2023 2:23 PM

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

Cc: naila.nizam@chipconsulting.org; sundas.tariq@chipconsulting.org;

javeria.khattak@chipconsulting.org; Sabeen.khan@chipconsulting.org; AFRIDI, Sarfaraz Khan

<afridis@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar

<zebma@who.int>

Subject: RE: [EXT] Inquiry Report-Hazar Khwani-2 (CBV Staff)

Dear Muslehuddin,

Thank you for sharing response, however, there is no solid evidence except generalized statements from a group of employees. If there is any evidence, kindly share.

Dear Dr Naveed,

Kindly share if any concerns reported against the behavior of UCPO at the time of occurrence of events that depicts threatening attitude.

Regards

Waseem Abbas

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

Sent: Friday, June 2, 2023 1:15 PM

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

Cc: naila.nizam@chipconsulting.org; sundas.tariq@chipconsulting.org; javeria.khattak@chipconsulting.org; Sabeen.khan@chipconsulting.org; AFRIDI, Sarfaraz Khan <afridis@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>

Subject: RE: [EXT] Inquiry Report-Hazar Khwani-2 (CBV Staff)

Dear Mr. Waseem Abbas,

I hope you will be doing well. The response to the queries is as under.

1. Mr. Shafqat Ullah UCPO-Hazar Khwani-2 committed breach of CTC Disciplinary Action Framework Policy. It falls under the ambit of Table-1: Disciplinary / Accountability Framework (Disciplinary Issues - Yellow line Areas), Clause 7 "Bullying and intimidating behavior" which was observed during the Investigation, therefore a Warning is recommended against him.
2. Dr. Muhammad Naveed Khurshid, AC-Peshawar asked Mr. Shafqat Ullah to appear in person on 17th May 2023 at 10:00 am in ERU against the complaints received in UC Hazar Khwani-2. Email is attached herewith.
3. The Performance Appraisal score is as following.

Emp Id	Start date	End date	Province	District	Designation	Name	CNIC
2648	1-Jan-22	30-Jun-22	KPK	Peshawar	UCPO	Shafqat Ullah	1730155623687
2648	1-Jul-22	31-Dec-22	KPK	Peshawar	UCPO	Shafqat Ullah	1730155623687

If you have any further query kindly let me know.

Best Regards,
Muslehuddin

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

Sent: Friday, June 2, 2023 10:56 AM

To: muhammadmuslehuddin@chipconsulting.org

Cc: naila.nizam@chipconsulting.org; sundas.tariq@chipconsulting.org;

javeria.khattak@chipconsulting.org; Sabeen.khan@chipconsulting.org; AFRIDI, Sarfaraz Khan

<afridis@who.int>; KAMRAN, Waheed <kamranw@who.int>; AURANGZEB KHAN, Mazhar

<zebma@who.int>

Subject: RE: [EXT] Inquiry Report-Hazar Khwani-2 (CBV Staff)

Dear Musheluddin,

Thank you for sharing report, however there are some queries:

1. In the CTC remarks column, it is mentioned that UCPO is involved in intimidating the colleagues/sub-ordinates, which is also included in the conclusion part as well that he is involved in threatening the staff. Doesn't it come under the harassment and or abuse of authority? On what professional negligence, warning is recommended?
2. While facing such issues by the complainants, were displeasure shown against gestures/actions shown by UCPO on time? Did they contact the Area Coordinator about all the wrong doings at the time of occurrence?

Allegations against the Staff (Attached as Annex-A & Annex-B)	Defense of the allegations by the Staff (Attached as Annex-C).	CTC Remarks Statements of the staff (Attached as Annex- A, B & C)
UCPO Mr. Shafqat Ullah has been involved in unprofessional behavior, pressurizing, insulting and intimidating his subordinates.	UCPO Mr. Shafqat Ullah denied the allegations and claimed that he has conducted himself in accordance with the ethical standards and professionalism expected from his position.	According to the majority of the staff members Mr. Shafqat Ullah is found involved in professional negligence and intimidating his colleagues / subordinates.

3. In the conclusion part it is mentioned that UCPO is unaware about his TORs, Can you share his last performance appraisal scores?

Looking forward for your valuable response.

Regards

Waseem Abbas

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

Sent: Thursday, June 1, 2023 3:17 PM

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

Cc: naila.nizam@chipconsulting.org; sundas.tariq@chipconsulting.org;

javeria.khattak@chipconsulting.org; Sabeen.khan@chipconsulting.org

Subject: FW: [EXT] Inquiry Report-Hazar Khwani-2 (CBV Staff)

Dear Mr. Waseem Abbas,

I hope you will be doing well. Several complaints from CBV & COMNET staff of Hazar Khwani-2 were received regarding involvement in Professional Negligence and threatening behavior towards peers by UCPO Mr. Shafqat Ullah and UCDO Ms. Rifat Hussain. In order to probe the matter, PEOPLE jointly with CTC team conducted a fact-finding investigation of the matter on 22nd, 23rd, 25th and 26th May, 2023. The Fact Finding Committee has consensus on the Final Investigation Report and Dr. Muhammad Naveed Khurshid-Area Coordinator (SMT) has also endorsed the recommendations. Attached please find the Final Investigation Report for UC Hazar khwani-2. If you have any further query kindly let me know.

Best Regards,
Muslehuddin

From: KHURSHID, Muhammad Naveed [<mailto:khurshidm@who.int>] 11

Sent: Thursday, June 1, 2023 12:53 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>; KHALIL, Samreen <khalilsa@who.int>; SHEREEN, Ashraf Ali <shereena@who.int>; nida.saleem@people.com.pk; mohsin.ali@people.com.pk; naila.nizam@chipconsulting.org; sundas.tariq@chipconsulting.org; muhammadmuslehuddin@chipconsulting.org

Subject: Re: [EXT] Inquiry Report-Hazar Khwani-2 (CBV Staff)

Endorsed for CBV Staff

Sent from [Outlook for Android](#)

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

Sent: Thursday, June 1, 2023 12:45:15 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>; KHALIL, Samreen <khalilsa@who.int>; SHEREEN, Ashraf Ali <shereena@who.int>; nida.saleem@people.com.pk <nida.saleem@people.com.pk>; mohsin.ali@people.com.pk <mohsin.ali@people.com.pk>; naila.nizam@chipconsulting.org <naila.nizam@chipconsulting.org>; sundas.tariq@chipconsulting.org <sundas.tariq@chipconsulting.org>; muhammadmuslehuddin@chipconsulting.org <muhammadmuslehuddin@chipconsulting.org>

Subject: [EXT] Inquiry Report-Hazar Khwani-2 (CBV Staff)

Dear Dr. Naveed,

Hope you are in good health. It is requested to review the Joint Inquiry Report. It is requested to kindly endorse the inquiry to proceed accordingly.

E-Code	E-Name	Designation	District	Tehsil	UC	DOJ	CNIC #
10602664	Rifat Hussain	UCDO	Peshawar	SMT	Hazar Khwani-2	1-Apr-2021	1730112733422
10604951	Maryam Aziz	AS	Peshawar	SMT	Hazar Khwani-2	17-Feb-2022	1730117616800
-	Shafqat ullah	UCPO	Peshawar	SMT	Hazar Khwani-2	-	-

Regards,

Rizwan Ahmad

Sr. HR Executive

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