

Nadeem Jan

From: Shahid Ali <shahidali@ctc.org.pk>
Sent: Monday, 23 November, 2020 5:33 PM
To: 'ABBAS, Waseem'
Cc: 'MOHAMED, Gedi'; 'MAZVIDZA, Simbarashe'; 'Naila'; 'Nadeem Jan'; 'KHAN, Faizan'
Subject: FW: Complain against ucpo Mr. Sohail Ahmad harassment and misbehaving in public Area..

Categories: Yellow Category

Dear Waseem,

It is to inform you that we have received the below complaint against UCPO Mr. Sohail of UC Hayatabad 1 from one of the Area Supervisor.

An inquiry into the matter is suggested conducted jointly by WHO and CBV focal person of CTC in presence of the concerned field supervisors.

In case of any query regarding the same please let us know.

Thanks & Regards,
Shahid Ali
Regional Coordinator KP & KPTD-PTPP
Chip Training & Consulting (Pvt) Ltd.

From: saiful jehad [<mailto:saifuljehadzafar@gmail.com>]
Sent: Tuesday, November 17, 2020 11:27 PM
To: sairanisar@ctc.org.pk
Cc: m.imtikhalil@gmail.com; jamsafridi85@gmail.com; saba tahir <sabatahirkhattak@gmail.com>; CTC HR Operation <hr.operations@ctc.org.pk>; hr.kp@ctc.org.pk
Subject: Complain against ucpo Mr. Sohail Ahmad harassment and misbehaving in public Area..

Respected Madam Saira,

It is stated humbly and sadly to bring into your kind notice that our UCPO, Polio Program Hayatabad-1 Sohail Ahmed misbehaved with me with rude attitude in front of whole UC staff and Community (patients attendants, Nurses, Doctor etc.) in IKD lawn in HMC today Dated 17/11/2020.

Today our duty was at HMC for Maps Microplan correction that was all communicated. We all UC staff were working on maps and when my work was completed, I sent my workers home asking for our concerned UCDO. Then Sir Jamshid asked to help with Rehman in his area map because there were mistakes in his map. Six AICs along with teams were sitting there for correction activity. Meanwhile our UCPO shouted pointing at just me in sitting six AICs about 20 meters from us that what's your today's activity. Stand and come here, I went near him and told him that my task is completed and I sent my 3 workers home after taking permission from our concerned UCDO Saba Tahir. His attitude was not formal and other peoples were looking at us. He shouted at me that I will kick you from here at any cost, he said I will put my job at stake but will kick you from here. I was ashamed that why he is misbehaving in front of peoples and threatening me. He called in front of me to TDO Sir Imtiaz and blamed me for everything that I misbehaved and tried to beat him then he was instructed for email for strict action. He was too hypered and told in front of all staff and other peoples that he will kick me out from this job either officially or himself. I requested him to speak silently and touched his hand not to shout but he said you tried to beat me. He pointed three workers among 20 to 25 workers that the three will give statement that AS Saif tried to beat me when female refused that on this

statement they will come in trouble he said in pashto **STASO WEKHTO TAM SOK NASHI KATAY GAWAHI WARKAI**..iam not even too healthy to fight with him.

I am a cool minded, silent, educated, respectful and serious person and never hold grudges with anyone also well aware about the organization roles and regulations, working with CTC for the last 5 years i dont have any such types of issues and even mishbehaved with any staff. I have not received any single explanation even verbally from seniors but doing all my tasks well on time. Everyone knows about UCPO and his behaviour with UC staff from time to time, I even accept if someone mishbehaves with me but this person has crossed all the limit we are working in this program for self-esteem and respect if a senior staff behave you like this then how we worked in such type of environments .Being an employee and human being self respect and self esteem is everyone's right and insulting any staff in front of general public is against the policy of the organization .

I dont have any support and back in Pakistan and as well as in this program I know after this mail I will face many hurdles and on daily basis he will make problems and will harass me. I was so shocked and disheartened when he insulted me in front of public without any reason that is why I wrote this mail to you all.

His behavior is extremely bad with EPI staff, in the past with UCCOs , and most staff of UC.

Once in front of me in March campaign he abused my chawwalah namely Gulnaz with extremely unethical words used by him which I can't able to discuss here ..

In the past multiple genuine complaints have been filed against Mr. Sohail Ahmad by various staff but unfortunately no action has been taken against him that is why I am, crossing hierarchy to email you all high management directly because I want to let you know all this please accept my apology for this act I will really be thankful to you all,

Regards !

Saif Ul Jihad (Code 156A)
Area supervisor UC Hayatabad1
Cell#03005937257