

## NOTE FOR RECORD

**FROM** Dr. Sagar Singh and  
Dr. Sundeep Sahitia.  
POLIO ERADICATION  
OFFICER

**TO** Dr. Ghulam Hussain Bulledi  
AREA COORDINATOR

**DATE** 20 Oct: 2018

**Att.** AFO/PTL /HR /ADMIN

**ORIGINATOR** Dr. Sagar  
Singh/Dr.  
Sundeep Sahitia

**SUBJECT** Request for Termination of UCPO UC-05(City) Mr. Shaheen Khan Abro.

This is to bring to your kind attention and necessary approval for the Termination of Mr. Shaheen Khan Abro UCPO UC -05 (City) District Shikarpur.

This is to submit that his attitude and behavior issues were continuously being observed since the past 2 months. He has been warned twice to improve his behavior and attitude problems.

Due to following issues it is to appeal for your kind approval for the termination of Mr. Shaheen Khan Abro:

- Recommendation of the termination by the Deputy Commissioner due to his unresponsive and misbehaving attitude with the Taluka Supervisor in the year 2016.
- Two warning letters have been issued based on the enquiry report and the use of inappropriate language at the ADC-1 Office.
- Irresponsible in fulfilling his duties from the past 2 campaigns in terms of the Microplan development and support. He has been giving only excuses of not having Microplan on two occasions.
- Misbehaving attitude with his Medical Officer of the assigned UC. Multiple statements were provided that the UCPO has displayed unacceptable act and has torn the attendance sheet papers during the Teams' Training.
- Use of inappropriate language with Additional Deputy Commissioner- 1 against the Medical Officer.
- Creating hindrances during the Anti-Measles campaign.
- Recommendations for the termination of the contract by the Deputy Commissioner, Additional Deputy Commissioner-1, and District Health Officer of the ongoing period.
- Asking the PEOs (Supervisors) for the official and unofficial favors, along with sending threats to file FIR based on false allegations.

- Threatening the PEO for harming the monitor TTSP during the anti-measles campaign (October 2018). Putting false allegations against the independent monitors.
- Hiding the observations of the Microplan discrepancies despite of having information.

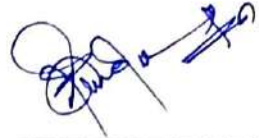
It is once again appealed to your kind approval for the immediate termination order for Mr. Shaheen Khan Abro UCPO of City 05 Union Council of District Shikarpur.

The detailed warnings, print-out copies for the threats and emails are attached herewith this NFR.



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**Dr. Sagar Singh**  
**Polio Eradication Officer**  
**District Shikarpur**



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**Dr. Sundeep Sahitia**  
**Polio Eradication Officer**  
**District Shikarpur**

Dated: 20 / 10 / 2018

To,

The Area Coordinator,  
World Health Organization,  
Larkana Division

**SUBJECT: INFORMATION REGARDING THE PROBLEMS BEING CREATED BY  
THE UCPO OF UC-05 DURING THE ANTI-MEASLES CAMPAIGN.**

Dear Sir,

I want to report and keep this in the record about a situation with you. Yesterday the UCPO of UC-05 who is under constant watch and investigation, called me on phone by around 10:00 a.m and said that as you guys have sent a person (Hubdar Ali TTSP) in my UC for monitoring, the TTSP (monitor) is misbehaving and abusing the team members of UC 05 for no reason. If PEOs will not remove that monitor of WHO from Union Council-05, he may harm the monitor physically.

To further investigate this matter, I suspended my scheduled field activities I called the TTSP and confirmed the situation to which he answered that he has not done anything like that and it can be validated by anyone. I cross verified again from the teams (Team 1 and 2) in that UC as per the statement of Mr. Shaheen, and got the same reply from the teams that no such thing (misbehaving attitude) was done by the TTSP and everything was going as normal. Indeed the TTSP has been very supportive in the field, the 2 unrecorded and unvaccinated children were also properly communicated to the teams and 1<sup>st</sup> Level Supervisor in time.

Sir, Mr. Shaheen (UCPO) is trying to throw false allegations against the monitors without any reason deliberately which is causing loss of time and efforts during the campaign, and creating issues within the team. He has been clearly instructed before not to interfere in the campaign activities as well yet he is not following the instructions.

Kindly note that this event was also notified to all DPCR partners for official record purpose.



**Dr. Sagar Singh**  
Polio Eradication Officer  
Dated: 20/10/2018

Threat/  
Blackmailing.

To. 7:49 am

U Sir I don't remember just hold 10 minutes 7:50 am

U Sir I checked my mobile, I don't received any SMS/call regarding Meeting. 7:56 am

Tuesday, 16 October 2018

⇒ U It is Inform you that Im lodge FIR agais you & others Grounds- 1-Mentally hirasment to me & others from last 1 year. 5:07 pm

⇒ U Mr Sandeep Sahitia not my boss after 5pm duty time according to my TOR & contract. I'm waiting for others. 5:12 pm

Re: Threats to launch FIR- PEOs District Shikarpur



Thu 10/18/2018 3:59 AM

SELANEHI ASHIF DANISTE AICHA GHULAM HUSSAIN BAWLATU MANASA MUHAMMAD BUGHIO GHULAM "D'Sagarjeet Singh"

Honorable / Respected Sir,  
Thank you so much for the email.

Dear Sir,

This issue is continuously being discussed with our immediate supervisor (Area Coordinator) "Dr. Ghulam Hussain Bulleedi" and Dr. Ahmed Wahabullah is also in the loop for this. Furthermore, it was decided earlier that we can not terminate any UCPO or any worker merely on the directions of the District / Administration without hearing from both sides. Our worthy Area Coordinator has also previously observed the responses from the same UCPO in the field too before him. We have even tried to resolve the matter internally, but now the UCPO has crossed all of the limits.

1. He was issued a similar termination letter in 2016 as well, where the matter was solved with internal efforts and apologies from WHO side to the Deputy Commissioner of that time.
2. He has also previously talked harshly with us (both PEOs), but we solved it internally.
3. We have supported him on numerous occasions to uplift his performance and attitude professionally and morally in his bad times as well.
4. We have kept informing him about the enquiry as well that it will be conducted and the action will be taken on the suggestions from higher ups.
5. During enquiry, based on the statements, we found that the UCPO should be given a chance with a warning letter and not with the termination.
6. We issued him an explanation letter and called him to discuss out the issues. He came and discussed the whole scenario. He is also now negating those of his statements as well.
7. But then he started interfering in a wrong manner by stopping the measles campaign in his assigned UC due to his personal stance and brought the teams directly to the ADC-1 office. Before the worthy ADC-1, he has used inappropriate and unacceptable language against the UCMO to which ADC-1 has showed serious displeasure regarding his behaviour and has clearly directed us to stop him from going into the field in order to avoid further on-ground issues.
8. Afterwards, from the fear of the official action, he started alleging both of the PEOs of the mental harassment. The UCPO has indeed started mental harassment against both of us (PEOs). He has sent personal messages and threats for launching FIR in order to put his both supervisors under mental stress. As it has ever been suggested from the security staff, not to underestimate any minor or major threat, we have reported this to our security unit as well.
9. On further request from the UCPO, we called him yesterday to listen to his statements second time. He refused to receive the Termination Letters by DC sahab and DHO sb as he requested in the email, in hard copy. He also refused to receive the warning letters. He further asked to share the enquiry report. He also asked both of the PEOs to give him official and unofficial favours otherwise he will continue doing this (Blackmailing stuff). He also accepted that he has used some inappropriate words against the UCMO before the ADC-1. He also said that he knew that there were Microplan issues ongoing in terms of resources in the Measles campaign, to which we asked him that why he did not report that to us? to this he responded that he will report it as per his will and choice. He is also now alleging that ADC-1 has used abusive language to him. He has also said that Dr. Sundesh Sahota (PEO) is negative since the beginning and he is sending him threatening messages personally.
10. Our AC-WHO has also found the UCPO in the field presenting illogical and lame excuses with blames to others for the shortcomings that he has been found with during the field.

This is the current development at district level Sir.

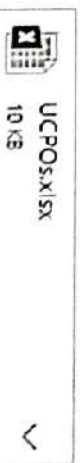
Best Regards,

## Non-Compliance by UCPOs in Submission of Zero Reports.



SHAR, Salim Asghar <shars@who.int>  
Fri 10/12/2018, 8:27 AM

Your Dr Sagorjeet Dr Ghulam Hussain : Tanveer Hulloor: DPCR



Download Save to OneDrive

Dear PEOs,

Please find attached list of UCPOs they were given responsibility of zero report collection from their UCs, but we are facing continuous non serious attitude from assigned UCPOs for health facilities in their UC.

Due to negligence and non Serious attitude dated 19/9/18 UCPOs were asked reason for non compliance and negligence in their given responsibility, but non of them replied.

I will request for required disciplinary action against named UCPOs as they have failed to support in submission of weekly zero reports till 40th week.

Best Wishes

Dr. Saleem Asghar

DSO WHO, Shikarpur SINDH

03332778717

Sundeep Sahitria  
Tue 10/16/2018 7:37 PM

mailto:555@yahoo.com, mukhammadphog@yahoo.com, kuladhussein@gmail.com, kagareen@yahoo.com, huda.kareem766@gmail.com, tayba.ahwari.draajjari@hotmail.com



Download Save to Outlook

Respected Sir

It is to kindly inform you that as being a Police Eradication Officers (PEO) of Shikarpur district its our responsibility to perform our job strictly. we have been facing a case for couple of days in which Mr. Sha Abro (UCPO UC-5) works under WHO team and has not been working properly. We gave him warning to perform his duties well but despite of that he is unable to fulfill his duties as per the policy and p of the organization.

Some time Ago A complain was recorded by his UCMO (Dr.Shakeel) in DPCR that he has misbehaved with him and used inappropriate language during the teams training. After that worthy DC Shikarpur issued letter against him and asked for Enquiry from both PEOs. Later on Warning letter was issued from us on this serious misconduct

Today he has Stopped the work of teams and forced them to come with him for statement in ADC-1 Office. After this ADC-1 warned him not to interfere in work of teams and don't try to create the hindr campaign of UC-5. Meanwhile, we are forwarding his case for strong disciplinary action to higher authorities.

In the sense of the fear about strong action against him, he has started to threaten us by Sending Text Messages that I will launch FIR against you that PEOs had harrased me. It is very hilarious and ridicul he has been adopting different approaches to the

We came to know a lot of complains for him from DHMT side as well but due to this activity our time is being wasted because of getting stress and we cannot focus on our work we both PEOs are local here and these threats are very disturbing for us.

We kindly request you to note this information and please have a look into this issue and support us in this regard.

For your reference, we are attaching the screenshot of the text messages which we have received.

Regards,

Re: Warning Letter on the Basis of Enquiry UCPO UC-5 District Shikarpur

SK

Shahveen Khan <skabro66@gmail.com>

Wed 10/17/2016, 7:25 AM

Your Dr-Sagarjeet singh, Gulam Hussain, teyba@who.int, Dr. Ahmed Wahaballa, Tanveer Hufio

Received, thank you dear sir.

• This is first or 2nd dear sir.

• Kindly acknowledge me. I need Guidance.

Thanks

Shahveen Khan (Union Council Polio Officer) Taluka Shikarpur District Shikarpur.

On Wed, Oct 17, 2016, 10:02 AM DrSagarjeet singh <[drsagarjeet@hotmail.com](mailto:drsagarjeet@hotmail.com)> wrote:

Dear Shakeen

Kindly find the attached Warning letter on the basis of Enquiry report for your information .

Thanks

-

Regards

Dr.Sagar Singh

Polio Eradication Officer,

World Health Organization, UNOPS

Dist: Shikarpur, North Sindh.

Contact No: (+92) 3337300576.



Re: Warning Letter on the Basis of Enquiry UCPO UC-5 District Shikarpur

ذہانتی نیشنل صحتیہ فوڈ ڈیویزیو آف سیٹی ہائوڈ آف ویسٹرن ڈیسٹریکٹ شیکارپور.

On Oct 17, 2018 8:28 PM, "DrSagarjeet singh" <[drsgarjeet@hotmail.com](mailto:drsgarjeet@hotmail.com)> wrote:

Dear Shaheen,

As we have already discussed with you in evening meeting that the instructions were came from DC and ADC -1 that not to interfere in campaign or with any official of Government until further directions from DPCC or DC Sahb,

As far your work, you are still in our WHO team until and unless we get proper directions from Higher authorities,

Thanks

-

Regards

**Dr.Sagar Singh**  
Polio Eradication Officer,  
World Health Organization, UNOPS  
Dist: Shikarpur, North Sindh.  
Contact No: (+92) 3337300576.

To,

Dated: 16/10/2018

*The Area Coordinator*  
Larkana Division  
World Health Organization

**SUBJECT: REQUEST FOR THE TERMINATION OF THE UCPO OF UC-05.**

A case of UCPO of UC -05 is being proposed before you for your serious consideration. Mr. Shaheen Khan Abro is working at the position of Union Council Polio Worker in UC -05 City at District Shikarpur. His attitude issues have been there since long but those were managed until now when the above said UCPO has crossed all of the limitations. Following is the sequence of the events from beginning till now.

1. Mr. Shaheen (UCPO) was reported to have misbehaved with the Taluka Supervisor of that time period in which he was seriously suggested to be terminated by the Deputy Commissioner (DC) under the letter No. DPCR: 62 / 2016 dated 25.06.2016. That matter was solved internally when the UCPO offered apologies before the Deputy Commissioner (*Letter copy attached*).
2. Second major incident came into light when a complaint by the Medical Officer dated 12 / 09 / 2018 in which the Medical Officer in the same assigned UC alleged that the UCPO has used unacceptable language and has misbehaved harshly with the UCMO in front of the Team Members. Another letter for the recommendation of termination was also received from both the District Health Officer and Deputy Commissioner under the Letter No.DPCR / SHP / 145 dated 28.09.2018. Enquiry was conducted by both PEOs and it was found that UCPO has behaved harshly with the UCMO and even tore papers (attendance sheet) in front of the team members. However, it was proposed in the recommendations section to give a Warning Letter instead of termination to give him a last chance indeed (*Enquiry letter attached*). Another Warning letter was issued to him on the basis of enquiry to give him another chance for improvement in future „But beside this he failed to do so .


*Sgn:*  
*Dr. Saeed*  
*PEO*  
*16/10/2018*

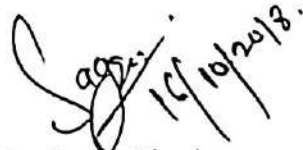
*Dr. Sundeep*  
*PEO-WSH10*  
*16/10/18*

3. On the 1<sup>st</sup> Day of the Measles campaign, another complaint was received at DPCR that Mr. Shaheen Abro again treated the MO on the same harsh pattern. Soon After that, he was asked to stop working in the field as per the directions from DC Shikarpur through DPCR channel.
4. On the 2<sup>nd</sup> day of the Measles campaign, he was reported to have stopped the work of the measles campaign in between and took all of the outreach teams to the ADC-1 office by misquoting them that ADC-1 is calling all of them. During his interaction with ADC-1, he was found using inappropriate language against the UCMO to which ADC-1 asked the UCPO to leave the office and has instructed the teams to continue working in the field while passing the directions that UCPO will no more work in the UC in order to avoid the further obstacles.
5. Sensing a strong disciplinary action, the UCPO has now started threatening us and others by sending the Text Messages briefing that he will launch an FIR against the PEOs and other. Text Message details are "IT IS INFORM YOU THAT I AM LODGE FIR AGAINST YOU AND OTHERS. GROUNDS – MENTALLY HARRASMENT TO ME AND OTHERS FROM LAST 1 YEAR", while another message details are "MR SUNDEEP SAHITIA NOT MY BOSS AFTER 5 PM DUTY TIME ACCORDING TO MY TOR AND CONTRACT. I AM WAITING FOR OTHERS."

Under the light of such scenario, it has become impossible now to work with such UCPO who has started using threatening tactics and is not resolving his attitude issues not only with the district authorities but also with his immediate supervisors.

It is therefore kindly requested to you that we are endorsing the recommendation now for the termination of the UCPO of UC-05 on immediate basis in order to not worsen the situation on the ground so that the Polio Eradication Initiative activities should not be affected.

  
Dr. Sundeeep Sahitia  
Polio Eradication Officer  
District Shikarpur

  
Dr. Sagar Singh  
Polio Eradication Officer  
District Shikarpur

## Minutes of Evening Meeting of Measles SIAs 15<sup>th</sup> to 27<sup>th</sup> October, District Shikarpur

Date: 15<sup>th</sup> October 2018, Time: 07:00 p.m to 7:45 p.m.

Venue: Committee Room, DC Office, Shikarpur

Evening Meeting of Measles SIAs October 18 was held at Conference Room, DC Office Shikarpur on dated 15<sup>th</sup> October 2018. It was chaired by Additional Deputy Commissioner-1 Mr. Javed Anwar Shaikh, Co-chaired by Saleem Ahmed Pirani District Health Officer.

The meeting was participated by, Assistant Commissioners, NSTOP- Officer, All Taluka Focal Persons, PEOs (WHO),DHCSO COMNet, DFP SIA's, DFP- IRD,DHMT, PPHI Representative, Deputy Director Health Services Hyderabad, TKF, Measles Consultant UNICEF, District Measles Officer WHO. Meeting was facilitated by NSTOP Officer; Meeting was started with the recitation of Holy Quran.

### Agenda of Evening Meeting:

<u>S.No.</u>	<u>Agenda Item</u>	<u>Discussion Point/ Action Point</u>	<u>Responsible Person</u>	<u>Timeline</u>
1.	Replacement of both teams including social assistants and mobilizers.	The chair has directed the DHMT that Huge numbers of replacement are reported on day-1, reduce the number of replacement. No any replacement will be allowed who is untrained.	DHMT	During Campaign.
2.	Refusals majorly reported in Taluka Garhi Yasin and Taluka Lakhri.	The chair has directed the DHMT that Huge numbers of refusals are reported on day-1, cover maximum number of refusals on coming days. The database needs to be worked up in the upcoming days which will be notified cumulatively.	DHMT	During Campaign.
3.	<u>Field Issues</u>	Shaheen UCPO misbehavior again with the Medical Officer of the same UC, Chair directed to Dr. Sundeeep that Shaheen will not interfere and work anymore with DHMT and if he interferes again with any person, FIR will be lodged against him.	PEOs-WHO	Immediate

4.	Team is vaccinating door to door	Union council pir bux shujrah, Azra LHW team assistant untrained. If the similar activity is repeated again, strong action will be taken against all of the UC staff.	UCMO / Taluka Supervisor	From Tomorrow
5.	Markers quality	Markers quality is poor and complaints are being received from all talukas. DHO sahib to issue a letter which will be forwarded to the Divisional level through the channel of DPCR.	DHO/ DPCR	By tomorrow
6.	UC-Abdu MO double duty issue.	MS Lakhi is not sparing from evening duty during measles campaign. The chair has directed the DHO to spare the MO from the duties due to assigned measles responsibilities.	DHMT	By tomorrow
7.	UC Noushehro Abro	Extremely poor performance has been identified in UC N.Abro during RCA by DHCSO. The chair has directed the 2 <sup>nd</sup> Level Supervisor to focus on that UC specially.	Taluka Supervisor	Whole Campaign

NO/DPCR/ 165

Shikarpur

Dated: 15/10/2018

DEPUTY COMMISSIONER  
SHIKARPUR

Copy sent to:

1. The Commissioner Office, Larkana.
2. The Emergency Response Unit, Larkana.
3. The District Health Officer, Shikarpur.

DEPUTY COMMISSIONER  
SHIKARPUR

## Minutes of Evening Meeting of Measles SIAs 15<sup>th</sup> to 27<sup>th</sup> October, District Shikarpur

Date: 16<sup>th</sup> October 2018, Time: 06:30 p.m to 7:45 p.m.

Venue: Committee Room, DC Office, Shikarpur

**Evening Meeting of Measles SIAs** October 2018 was held at Conference Room, DC Office Shikarpur on dated 16<sup>th</sup> October 2018. It was chaired by Additional Deputy Commissioner-1 Mr. Javed Anwar Shaikh, Co-chaired by Saleem Ahmed Pirani District Health Officer.

The meeting was participated by, Assistant Commissioners, NSTOP- Officer, All Taluka Focal Persons, PEOs (WHO),DHCSO COMNEL, DFP SIA's, DFP- IRD,DHMT, PPHI Representative, Deputy Director Health Services Hyderabad,TKF, Measles Consultant UNICEF, District Measles Officer WHO. Meeting was facilitated by NSTOP Officer; Meeting was started with the recitation of Holy Quran.

### Agenda of Evening Meeting:

S.No.	Agenda Item	Discussion Point/ Action Point	Responsible Person	Timeline
1.	Huge numbers of Refusals reported from Taluka Shikarpur & Lakhi	Huge number of refusals are reported from taluka garhi yasin 196, Taluka Khanpur 15, Taluka Lakhi 73, Taluka Shikarpur 187, 471 refusals reported from whole district, Huge numbers reported from Lodra & Rahimabad. DHO has directed to Taluka supervisors to cover maximum refusals by tomorrow by taking respective Assistant Commissioners on Board.	1 <sup>st</sup> Level Supervisors & 2 <sup>nd</sup> Level Supervisors	Every Day
2.	Below 95% coverage are reported.	Reported below 95% coverage from following UCs, Garhi Dakho, Zarkhial, Pir Bux Shujah, Tahnhiro, Schwani, Jahan Wah,4 City,5 City,7 City,8 City, Panah Udho, Jindo Dero, Mirzapur. Chair has directed to 2 <sup>nd</sup> level supervisors to focus on those teams specifically and Independent Monitors to take maximum clusters from those areas in order to get a better picture.	1 <sup>st</sup> Level Supervisors	By Tomorrow
3.	Team has covered only 40 children in whole day.	Chair has directed that Dr. Raheem Bux Soomro 1 <sup>st</sup> Level Supervisor shall appear tomorrow with complete justification.	2 <sup>nd</sup> Level Supervisor	By Tomorrow

4.	Huge number of missed children found in RCA from Taluka Shikarpur & Garhi Yasin	RCA of Day-1, 43 Children missed found from Taluka Shikarpur, 33 from Garhi yasin, 29 from Taluka Lakhii, Huge number of missed children found from Taluka Khanpur, RCA of 2 <sup>nd</sup> day 41 children missed found from Taluka Shikarpur, 27 children from taluka Khanpur, 34 from Taluka Lakhii, 39 from Taluka Garhi yasin. Chair has directed that to focus on Taluka Khanpur & Garhi Yasin and if possible then support the teams during 1 <sup>st</sup> outreach session of each team.	1 <sup>st</sup> Level Supervisors	By Tomorrow
5.	Issues reported from UC Abdu & UC 4 City	Measles consultant shared observation + 10 temperature was found from fixed site. Chair has directed the DHO to solve the matter by adding one ILR as the ILRs were found overloaded with the vaccines from 3 UCs. In UC 4 covered only 40 children and used 5 vials, huge wastage found.	1 <sup>st</sup> Level Supervisor	By Tomorrow
6.	Fresh Finger Marking reported from UC Noshahro Abro	Fresh finger marking found from union council Noshero Abro, 3 children are found from UC Noshero Abro. NSTOP and PEO has to enquire the whole matter and solve the issue immediately by fixing the responsibility.	1 <sup>st</sup> Level Supervisor	By Tomorrow
7.	Missed House reported from UC Wazirabad	Team was not visited to one house, Issue is reported from union council wazirabad, 2 <sup>nd</sup> Level supervisor will focus on uc wazirabad by tomorrow.	1 <sup>st</sup> Level Supervisor	By Tomorrow
8.	Vaccinator Mehboob create the problems in field	2 <sup>nd</sup> Level Supervisor says that Mehboob Vaccinator has create the problems in field, DHO Sahab says to Dr. Athar Shah replaced the vaccinator on urgently and close the payment.	2 <sup>nd</sup> Level Supervisor	By Tomorrow
9.	Return Motor Bikes of Mehboob & Abdul Rahman & Meer Vaccinator	Chair has directed the DFP SIAs to take the follow up of the decision taken and call to Abdul Rahman, Meer & Mehboob to appear tomorrow to return the bikes and stop the incentive allowance.	DFP / DSV	By Tomorrow

10.	Replacement Reported from UC 8 City.	Replacement reported from UC 8 City LHW Ghazala replaced. 2 <sup>nd</sup> Level Supervisor not know about the replacement.	1st Level Supervisor	By Tomorrow
11.	Attitude of Shahbeen UCPO	Chair says that attitude of Shahbeen UCPO was seriously unacceptable today when he came to the ADC-1 office and used inappropriate language against the UCNO before the ADC-1. The chair directed that Shahbeen UCPO should not be allowed to work under any circumstance or else PEOs will be responsible for this act of non-compliance.	PEOs-WHO	By Today
12.	Huge numbers of missed children reported from UC Nim	DHCSO shared the observation, 14 Missed children found from day 1 work, team was missed one house, and there were 6 children. Chair directed the 1 <sup>st</sup> level supervisor to take UCPO with himself and focus on those teams.	2 <sup>nd</sup> Level Supervisor	By Tomorrow

NO/DPCR/ 166

Shikarpur

Dated: 16/10/2018

DEPUTY COMMISSIONER  
SHIKARPUR

Copy sent to:

1. The Commissioner Office. Larkana.
2. The Emergency Response Unit. Larkana.
3. The District Health Officer. Shikarpur.

DEPUTY COMMISSIONER  
SHIKARPUR



# WARNING LETTER

To,

Dated: 16/10/2018

*Mr. Shaheen Khan Abro* (UCPO)  
Union Council: 05, Taluka Shikarpur.

**SUBJECT: WARNING LETTER DUE TO MISBEHAVING ATTITUDE WITH UCMO.**

Reference: A written complaint was submitted by the Medical Officer of the concerned UC dated 12/09/2018. Directions for the termination of the UCPO of UC -05 have also been forwarded by worthy Deputy Commissioner dated 28 / 09 / 2018 with Letter No. DPCR / SHP / 145 and District Health Officer dated 27 / 09 / 2018 with Letter No. DHO / SHP / 6516 / 17.

An enquiry was hold against you for the complaints submitted by the Medical Officer of your assigned Union Council.

During enquiry, it was proved that you have used harsh language and misbehaving attitude against your Medical officer and even tore up the papers infront of the team members.

This is not acceptable at all regardless of the situations that arise, as it actually is harming the image of the organization.

This letter should be considered as a *serious breach of the conduct and therefore you are hereby issued a warning letter.*



Dr. Sundeep Sahitua  
Polio Eradication Officer  
District Shikarpur



Dr. Sagar Singh  
Polio Eradication Officer  
District Shikarpur

**C.C**

1. Team Leader (WHO- North Sindh)
2. Area Coordinator (WHO- Larkana Division)
3. Emergency Response Unit- Larkana
4. District Polio Control Room- Shikarpur

# WARNING LETTER

Dated: 16/10/2018

To,

*Mr. Shaheen Khan Abro* (UCPO)  
Union Council: 05, Taluka Shikarpur.

**SUBJECT: WARNING LETTER DUE TO INAPPROPRIATE LANGUAGE USE AT  
ADDITIONAL DEPUTY COMMISSIONER OFFICE-1 AGAINST UCMO.**

It has been reported to us through worthy ADC-1 at the Daily Evening Review Meeting that you stopped the work of the Outreach Teams during the Measles Campaign on Day -02 dated 16 / 10 / 2018 and brought them to the Office of Additional Deputy Commissioner -1 before the noon to speak in your favour before the ADC-1. During the interaction with the Additional Deputy Commissioner-1, you have used inappropriate language again against the Medical Officer which was highly objected by the worthy ADC-1.

This act of misconduct has been observed repeatedly from your side, therefore you are hereby served again a Warning Letter and further recommendations of strict action is being proposed as per rules and policy of the organization.



Dr. Sundeep Sahitia  
Polio Eradication Officer  
District Shikarpur



Dr. Sagur Singh  
Polio Eradication Officer  
District Shikarpur

C.C

1. Team Leader (WHO- North Sindh)
2. Area Coordinator (WHO- Larkana Division)
3. Emergency Response Unit- Larkana
4. District Polio Control Room- Shikarpur

## ENQUIRY REPORT

### **PURPOSE:**

A written complaint was submitted by the Medical Officer of the concerned UC dated 12/09/2018 (Annexure-1). Directions for the termination of the UCPO of UC -05 have also been forwarded by worthy Deputy Commissioner dated 28 / 09 / 2018 with Letter No. DPCR / SHP / 145 and District Health Officer dated 27 / 09 / 2018 with Letter No. DHO / SHP / 6516 / 17.

### **ALLEGATIONS:**

1. Inappropriate / misbehavior on the part of UCPO with Medical Officer.
2. Use of unacceptable language on the part of UCPO with Medical Officer.

### **ENQUIRY HEADED BY:**

1. Dr. Sagar Singh (Polio Eradication Officer- District Shikarpur)
2. Dr. Sundeep Sahitia (Polio Eradication Officer- District Shikarpur)

### **PAST HISTORY:**

A letter of suggestion for the termination of the UCPO of UC -05 was received from worthy Deputy Commissioner with letter No: DPCR: 62 / 2016 dated 25 / 06 / 2016 (Annexure-4). He was previously also suggested by the previous worthy Deputy Commissioner to be terminated due to his misbehaving attitude with the Taluka Supervisor of that time. On a recent visit by the worthy Area Coordinator (WHO) during the September NID, 2018, he was also found behaving irrationally despite of not having any copy of Microplan and Vaccine Carrier with himself.

### **CUMULATIVE STATEMENTS:**

Venue: District Polio Control Room.

Dated: 5<sup>th</sup> October 2018.

Enquiry done from Area Incharges and Randomly selected Team members.

Those Area Incharges and Team members who were giving statements against the UCPO were not ready to give any statement in written due to the fear of any retaliation for the fact that they were local, even after assuring them.

Agreement: All of them agreed on one statement that UCPO was displaying aggressive behavior with the Medical Officer (Dr. Shakeel Mangi) and even tore the attendance sheet papers.

Non-agreement: Two of the Team members confirmed that the UCPO used unacceptable language while the rest of the team members (6 in number) declined such statement.

**ACTIONS TAKEN:**

Following a complaint received at DPCR from UCMO dated 12 / 09 / 2018, a written explanation was issued to the UCPO dated 14 / 09 / 2018 (Annexure-2) to explain his position in written form. A written response was received from the concerned UCPO dated 22 / 09 / 2018 (Annexure-3). Following the written response, an enquiry was hold against the UCPO. He will be issued a Warning Letter after the approval of the worthy Area Coordinator (WHO).

**RECOMMENDATIONS:**

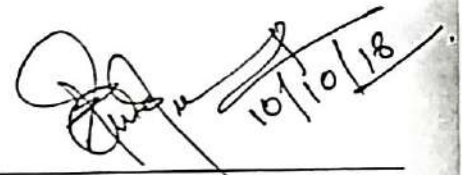
1. A Last Warning Letter may be issued against the concerned UCPO based on the enquiry and past behavioral problems.

Furthermore, the District Team will welcome any of the suggestion from divisional and provincial level as per official protocols.



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**Dr. Sagar Singh**  
Polio Eradication Officer  
District Shikarpur



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**Dr. Sundeep Sahitia**  
Polio Eradication Officer  
District Shikarpur

Dated: 10 / Oct / 2018



**OFFICE OF THE DEPUTY COMMISSIONER SHIKARPUR**

NO.DPCR/SHP/ 145 Dated: 28/09/2018

To, ✓  
The Area Coordinator,  
WHO Larkana Division

**SUBJECT: TERMINATE UCPO OF UC-05, DISTRICT SHIKARPUR.**

A request has been received from the District Health Officer based on grave events and misbehaving attitude being observed since long on the part of Union Council Polio Officer.

Therefore, you are hereby informed that such attitude will not be tolerated at any level. The office of undersigned is directing to terminate this UCPO on urgent basis as his services are not required. Further, the assigned UC of UC-05 is no more required to be accommodated by any UCPO.

The recommendations have been forwarded by the District Health Officer, and attached for your reference.

Please direct the concerned team to start rationalization of UC Amrote of Taluka Garhi Yasin, UC Noushehro Abro of Taluka Garhi Yasin or UC Raheemabad of Taluka Khanpur. Replace the UC-05 with the suggested Union Councils.

  
27-09-18  
DEPUTY COMMISSIONER  
SHIKARPUR

**C.C:-**

1. The Emergency Response Unit, Larkana Division.
2. The Polio Eradication Officers, Shikarpur.

/  
DEPUTY COMMISSIONER  
SHIKARPUR

# OFFICE OF THE DISTRICT HEALTH OFFICER SHIKARPUR

Tel : 0726-920022 Fax: 0726-920023 Email: [dhoshikarpur@yahoo.com](mailto:dhoshikarpur@yahoo.com)

No: DHO/SHP/ 6516/17.

Dated:- 27 - 09 -18

To,

**The Deputy Commissioner**  
District Shikarpur

**SUBJECT: REQUEST TO TERMINATE THE UCPO OF UC -05.**

Under the light of following ground, it is to inform you that Mr. Shaheen Khan is currently working as Union Council Polio Worker of UC-05. On multiple occasions, it was verbally reported to his concerned supervisors that his attitude towards our assigned district and Union Council Medical Officer.

Recently, he has misbehaved harshly with the Medical Officer and has used abusive and unacceptable language. This has been reported to the District Polio Control Room as well (*copy attached*).

In the past, he has also misbehaved and refused to respond to the District Focal Person on multiple times.

Moreover, the assigned Union Council (City - 05) does not require the services of any UCPO and can be managed by a temporary placed monitor. It is requested that following Union Councils should be rationalized on the basis of future opening in place of UC-05.

Union Council Amrote, Union Council Noushehro Abro or Union Council Raheemabad based on the pre-campaign / intracampaign and post-campaign observations and geography.

His previous acts of misbehavior and misconducts have also been reported and attached with this letter.

  
DISTRICT HEALTH OFFICER  
DISTRICT SHIKARPUR

C.C:-

1. The District Polio Control Room, Shikarpur.
2. The Area Coordinator, WHO, Larkana Division.

  
DISTRICT HEALTH OFFICER  
DISTRICT SHIKARPUR

Polio Eradication Officers,  
Shikarpur

Subject: Fake Charged of misbehave with Dr.Shakeel UCMO 5

I have been charged that I have used a wrong way and misbehave with the doctor Shakeel UC M.O UC 5 City during teams training, I have been convinced that I have not done anything like this. I am ready for inquiry.

I requested to my supervisors that to examine the matter.



SHAHEEN KHAN  
UC POLIO OFFICER 5 CITY

# EXPLANATION LETTER

Dated: 14 / 09 / 2018

To,

**Mr. Shaheen Khan (UCPO)**  
Union Council: 05 (City)  
Taluka Shikarpur, District Shikarpur

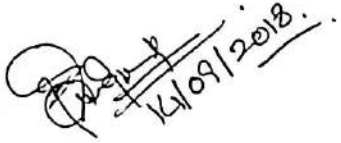
**SUBJECT: ENQUIRY PROCEEDINGS/ EXPLANATION LETTER.**

Reference: In regard to the complaint submitted by the Medical Officer (UC-05) dated 12/09/2018.

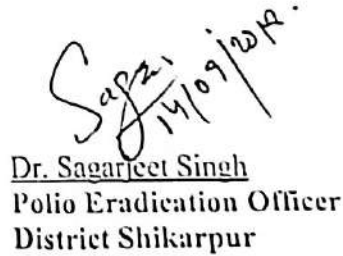
This is brought under our notice through a complaint (letter attached) registered at District Polio Control Room, Shikarpur by the Medical Officer of UC-05 dated 12-09-2018 that there has been an incident of misbehave on your part with the MO Incharge during the Teams training for the NID September Campaign.

For your reference, the copy of complaint is also attached.

In this regard, as a part of the proceedings and on the directions of the chair of District Polio Control Room Shikarpur, you are hereby directed to submit your written response against all of the concerns raised by the Medical Officer Incharge of your Union Council within 03 days of the receiving of this letter.

  
14/09/2018


Dr. Sundeep Sahitia  
Polio Eradication Officer  
District Shikarpur

  
14/09/2018

Dr. Sagarjeet Singh  
Polio Eradication Officer  
District Shikarpur

C.C

1. Team Leader (WHO- North Sindh)
2. Area Coordinator (WHO- Larkana Division)
3. Emergency Response Unit- Larkana
4. District Polio Control Room- Shikarpur

  
UCPO-WHO  
UC-05 City -



To

The Additional Deputy Commissioner-I  
Shikarpur.

Subject:- Misbehavior committed by UCPO Shahceer  
Abro of UC-5 during Polio Team Training.

R/Sir

I have the honour to submit that a meeting of Team Training of Polio was held on 11.09.2018 at Nursing School RBU Civil Hospital Shikarpur in which good number of LHWS participated during the course of training Mr. Shahceer Abro UCPO of UC-5 not only misbehaved the undersigned, but used unparliamentary language and vituperated before the participants in meeting, this act on his part is alarming as he is habitual of committing such acts during team polio campaign.

It is therefore requested that necessary action taken against above named UCPO of UC-5 and his contract is recommended to be got cancelled, as he is trying to subjugate undersigned.

Thanking you.



(Dr. Shakeel Hussain Mangi)  
UCMO UC-5  
Shikarpur.

12.9.2018.

copy submitted to:

The Deputy Commissioner, Shikarpur.

The District Health Officer, Shikarpur.

The WHO Office Karachi.

Acting Sd/-  
Dr. Sandeep PEO.  
12/09/18

Mr. Jagdeep  
Reviewed  
12/09/2018  
Sd/-

&lt; 48

**UCPOs Shikarpur**

Raja Immamuddin is typing...

2. PB Shujra

3. Shabirabad

9:18 AM

Fida Hussain uCPO Garhiyaseen

sandeep sahita shp



Sir yasir Qazi bhe moklyou aahi  
monkhan galti ma No likhje wayo  
aahi... 🙌

9:30 AM

Shaheen UCPO Shikarpur

Dear sir dr Sandeep & dr Sagar  
Singh Sahab

Ek request he

All 18 UCPOs barabar he

According to protocol bosses are  
always right

So meri request yeh hai ke ap dono  
ke ilawa koi UCPO group ka admin  
hona rules ke khilaf he

Thanks



9:32 AM



&lt; 48

**UCPOs Shikarpur**

Dr Saleem Asghar dSO Shikarpur, Dr.Ahme...

Shaheen UCPO Shikarpur

Dear sir I feel down my self respect when I'm seen only 1 UCPO admin of district official group.

These word are only my thinking, not is suggestion to both Respected PEOs.

1:51 PM

Same status of UC -6 Teams training till end.

1:53 PM

sandeep sahita shp

Shaheen UCPO Shikarpur

Dear sir I feel down my self respect when I'm seen only 1 UCPO admin of district official group.

Kedo tah dingo ahein.

Chup hy nathai. 🙄

Collective team work ahay, sab mili jhuli kandase.

Tarsuu ada tuhinji bhi khuwahish puri kabi jald zimedari dayi hikri..

1:58 PM

Shaheen UCPO Shikarpur



&lt; 49

**UCPOs Shikarpur**

Dr Saleem Asghar dSO Shikarpur, Dr.Ahme...

Dr Saleem Asghar dSO Shikarpur

Dear below listed UCPOs

In July we decided to give you zero reporting sites in ur UCs to support and assure timely collection of zero reports.

1. Shaheen
2. Mushtaq
3. Jamal
4. Tofique
5. Fida
6. Abdullah
7. Manzoor

Excluding Mr. Manzoor all six have failed to collect zero reports timely, which brought timeliness indicator of zero reports down.

Can we know reason that why a non serious attitude has been shown even after reminders?

✘ Response is awaited before monday 24th of this month with



&lt; 51

**UCPOs Shikarpur**

Dr Saleem Asghar dSO Shikarpur, Dr.Ahme...

sandeep sahita shp

Shaheen UCPO Shikarpur

Previous last 1 year I don't receive any carrier.

Us se pahle Jo tha woh UC ki mobile team...

You have never mentioned that before.

And this is not acceptable from your side at all.

1:15 PM

If you have not been provided the vaccine carrier, then you have to keep asking for it every campaign until the logistics issue is solved.

1:16 PM

sandeep sahita shp

Shaheen UCPO Shikarpur

Previous last 1 year I don't receive any carrier.

Us se pahle Jo tha woh UC ki mobile team...

Dear All UCPOs,

Mind it, no verbal statement will be accepted from now onwards.

If you require any thing like vaccine carrier. give us in written.

1:17 PM



&lt; 51

**UCPOs Shikarpur**

Dr Saleem Asghar dSO Shikarpur, Dr.Ahme...

Dr.Ghulam Buledi AC Larkana

@Shaheen UCPO Shikarpur I met with you first time in field today and what I have observed that you have hundreds of excuses to NOT TO WORK.

This is not going to work, I have received many complaints regarding your misbehaving attitude with officials.

I don't know why PEOs are waiting for? Why didn't they initiate disciplinary action against you.

Mind it that no one is indispensable here even I myself.

PEOs, will be waiting to hear from you in written

4:21 PM

Shaheen UCPO Shikarpur

Dr.Ghulam Buledi AC Larkana

@Shaheen UCPO Shikarpur I met with you first time in field today and what I have observed that you have hundreds of excu...



Confrim from Dr Saleem Sahab  
DSO shikarpur, about AFP cases.



&lt; 52

**Surveillance Room Shikarpur**

DC shikarpur Ali Hassan Raza, dr asif Zard...

sandeep sahita shp

Shaheen UCPO Shikarpur

Dear Sir where from I received copy of  
Miceoplan  
I'm at DPCR

You are a UCPO and u dont have  
microplan copy of your UC and now  
u r asking for it on the day of the  
campaign?

1. Go back to your AICs. Ask them..
  2. There is a big microplan book.  
Take pictures and get those printed  
from outside.
- where were you all the days?  
This is showing your current  
performance and coordination.

8:18 AM

Shaheen UCPO Shikarpur

sandeep sahita shp

You are a UCPO and u dont have microplan  
copy of your UC and now u r asking for it on  
the day of the campaign?



Ok dear sir



&lt; 52

**Surveillance Room Shikarpur**

DC shikarpur Ali Hassan Raza, dr asif Zard...

**Dr.Siraj NSTOP Sukkur**

Shaheen UCPO Shikarpur

Dear Sir where from I received copy of  
Miceoplan  
I'm at DPCR

We all are in field and monitor Team  
deployment shameful situation you  
are UCPO ,still without MP. Very  
sad . Please PEO take action .

8:29 AM

Shaheen UCPO Shikarpur

sandeep sahita shp

You are a UCPO and u dont have microplan  
copy of your UC and now u r asking for it on  
the day of the campaign?

Dear sir I'm little UCPO  
Have only 43000 sallery  
Kindly provide us from district



Otherwise I'm going for print not.

8:30 AM

Out. 8:30 AM

**Dr.Sirai NSTOP Sukkur**



&lt; 48

**LIVE Location UCPOs SHP**

Dr.Ghulam Buledi AC Larkana, Fida Hussain...

Following UCPOs have not sent N.A  
Validation Report yet.

1/-Shaheen

2/-Jamaluddin

Is this activity still ongoing that we  
have yet not received the data?

6:21 PM

Shaheen UCPO Shikarpur

Kindly remove DHCSO Shikarpur  
from this group.

Because group tag is LIVE Location  
UCPOs Shikarpur.



8:50 PM

Sunday

sandeep sahita shp

Shaheen UCPO Shikarpur

Kindly remove DHCSO Shikarpur from this  
group.

Because group tag is LIVE Location UCPO...

Please stop interfering in our  
decisions.

5:37 AM



&lt; 48

**LIVE Location UCPOs SHP**

Dr.Ghulam Buledi AC Larkana, Fida Hussain...

Following UCPOs have not sent N.A  
Validation Report yet.

1/-Shaheen

2/-Jamaluddin

Is this activity still ongoing that we  
have yet not received the data?

6:21 PM

Shaheen UCPO Shikarpur

Kindly remove DHCSO Shikarpur  
from this group.

Because group tag is LIVE Location  
UCPOs Shikarpur.



8:50 PM

Sunday

sandeep sahita shp

Shaheen UCPO Shikarpur

Kindly remove DHCSO Shikarpur from this  
group.

Because group tag is LIVE Location UCPO...

Please stop interfering in our  
decisions.

5:37 AM





At Gul Clinic Rustam More/  
For Orientation Session & collecting  
Weekly 0 report. 11:03 AM

sandeep sahita shp

Io	HF	RP UCPO	Status of ZRs
1	BHU Kabalo	Fida	3
2	20 Bed	Shaheen	3
3	Dr Niaz Dahar	Tofique	2
4	BHU Mahmoodabag	Mushtaq	3
5	BHU MirzaPur	Jamal	3
6	BHU Jaagan	Manzoor	3
7	Gul Clinic	Shaheen	3
8	Yaqoob Clinic	Shaeen	3

Defaulter UCPOs in the submission  
of Zero Reports. May we know the  
reason of this? 1:31 PM

Shaheen UCPO Shikarpur

sandeep sahita shp

Defaulter UCPOs in the  
submission of Zero Reports. May  
we know the reason of this?



Reason.

Sir My. neglegency. Reports in my  
pocket  
Today submit Inshallah. 1:49 PM





📶 Live location ended

At BHU M.Bagh

9:19 AM

Shaheen UCPO Shikarpur



📶 Live location ended

At TSC RBUT hospital for Teams Deploy to Cover NA Children .

9:23 AM

sandeep sahita shp

Shaheen UCPO Shikarpur

📶 At TSC RBUT hospital for Teams Deploy to Cover NA Children .



Stop this activity and direct all teams to return urgently.

It is not allowed now during the LQAS days.

9:44 AM



Past Record:-



**OFFICE OF THE DEPUTY COMMISSIONER SHIKARPUR**

# 0726-920200-1

# 0726-920202

NO. DPCR: 62 2016

DATED: 25 / 06 / 2016

To,

Dr. Sundeep Sahita,  
Polio Eradication Officer,  
District Shikarpur.

**SUBJECT:- TERMINATE UCPW OF UC-05 DUE TO HIS BEHAVIOR & POOR PERFORMANCE**

This has been reported that your Union Council Polio Worker (UCPW) Mr. Shaheen Khan of UC-05 Taluka and District Shikarpur is not responding to the urgent calls of Taluka Supervisor in terms of support for nomadic settlements in his assigned UC, he came late deliberately and misbehaved with Taluka Supervisor during Campaign.

The UCPW was called in Evening Meeting dated 24/06/2016, chaired by under signed, attended by District Health Officer DHO, Polio Eradication Officer PEO, NSTOP Officer, DHCSO, Taluka Supervisors and DHMT. His performance is also not satisfactory during his tenure.

You are therefore directed to terminate this UCPW on urgent basis. We have no need of this UCPW in UC-05 and report to this office/District Polio Control Room DPCR on urgent basis.

DEPUTY COMMISSIONER  
SHIKARPUR

CC to:-

1. Dr. Abdul Hameed Kehar (Area Co-Ordinator)
2. Dr. Temesgen Demeke (Team Leader)
3. Dr. Omer Mekki (TL-North Sindh, Partners)
4. Dr. Yahya Moosa (ERU Sukkur)

DEPUTY COMMISSIONER  
SHIKARPUR