



*Dr Waheed Kamran*  
*August 16, 2019*

**MEMORANDUM**

**From:** Dr Waheed Kamran  
Team Leader- KPTD (a.i)

**To:** Ms Saira Nisar  
Regional Manager CTC PTPP

**Date:** 16/Aug/2019

**Attention:** Mr Shahid Ali  
Regional Coordinator CTC -PTPP

*Dr. Simbarashe Mazvidza*  
*16/8/19*

**Originator:** Mr Simbarashe Mazvidza  
Provincial AFO KPTD

**Subject:** Termination of UCPO Abid Khan (UC Pabbi)  
Nowshera

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With reference to the attached inquiry report (Annex-A) and the apology letter (Annex-B) Dr Waheed Kamran (TL KP/KPTD a.i) endorses to proceed with the recommendation of Dr Sahibzada Fazal-e-Raheem (AC Nowshera). Based on the inquiry report & apology letter contract of UCPO Abid Khan (UC Pabbi) should be terminated with immediate effect.

**Attachments:** (Annex-A, Annex-B, Annex-C)

Service history of UCPO Abid Khan, UC Pabbi district Nowshera

Subject: Incident inquiry in light of present event and past tract record.

Autopsy:

Mr. Abid Khan UCPO in union council Pabbi, Tehsil Pabbi- district Nowshera, has misbehaved me and I felt as being humiliated and insulted in front of my junior staff i.e. in an official correspondence group which has more than 90 participants of junior cadre, dated 4<sup>th</sup> Aug 2019. Event forecasted with subject mentioned above in case if criticized for improvement and capacity development, multiple at times supervisors has reported him, misbehaving and showing a sever unexpected reaction.

Reflection of the unofficial, arrogant behavior that happened so many times, like starting from recent most epic to last, would be;

- Accordingly, I as first level supervisor, have always been very helpful and he never disgraced the UCPOs during my stay. While explaining the recent event, on the said day he asked PEOs in very authoritative manner that our UCMO has left the office and now UC has no UCMO, Arrange UCMO for our UC and report to me. This communication was done in official group with a reason, and the words used here by UCPO was like command forwarded to PEO that direct EPI Coordinator regarding our UCMO and then report to me. I here felt insult and humiliation and requested UCPO to use better selection of words before addressing your seniors and ask him not to make Aflaton from yourself. (Aflaton is idiom in Pashto means feeling yourself more intelligent than your seniors) which was not abuse. But in response UCPO answer like antagonism, started abuse in official group calling PEO as Shoda Parak, Batameeza, and Nalaiqa and insulted PEO, which was admitted later on, in-person inquiry by the UCPO where he accepted that he has humiliated his immediate supervisor and he also admitted that in past there was no conflict between him and the PEO.
- At another event when Staff was sent to Thorghar, as out district mission, Mr. Abid simple refused which is clear violation of SOP but the unfortunate is the harsh wordings passed in remarks as by saying that you as PEO cannot move me even from my union council, how dare you.
- Staff like Mr. Abid with their arrogance and childish behavior, is continuous threat to the fame of organization like previously an incident that happened in the office MS THQ Pabbi has created misunderstanding among the departments. At that moment the involvement of senior officials resolved the issue but again it happened within the department with Dr. Hameed Ullah (Myself) when he was trying to support. This superiority complex reflected again and again which is later on admitted and apologized in front of senior official in this office.

So in this context the abusing behavior, use of unethical and unofficial words by Mr. Abid UCPO with trespass has humiliated my esteem as immediate supervisor and in broader aspect not suitable for the departmental environment here at WHO. This event may happen again so for the reason I request my seniors to help me in developing better environment as per the standard operating procedure laid down.

**Other Colleague in meeting and their suggestions;**

**Dr. Muhammad Gul Sartaj (PEO Nowshera):**

On the basis of misbehavior and abuse in group where other juniors also get order from PEO as 1<sup>st</sup> level supervisor will take very negative image from his act and if the organization will not take prompt action against him tomorrow other staff will repeat the same, to keep dignity of senior staff strict action was recommended against him which will be a lesson learned for all others for future.

**Mr. Salamat Shah (PDA):**

Mr. Abid Khan's deed is completely against code of ethics set by the organization, abusing seniors condemned and recommended that the organization should take action.

**Final Recommendation by Area Coordinator:**

This act is completely against code of ethics plus misbehavior with seniors would encourage other to create misunderstanding among staff members and also an environment here which will be not tolerable for any one of us.

Final decision is termination of the UCPO Abid with immediate effect.

**Inquiry on behalf of:**

1. Dr. Hameed Ullah PEO Nowshera
2. Mr. Abid Khan UCPO

*Hameed*

**Inquiry committee:**

1. Dr. Fazle Raheem Area Coordinator Nowshera:
2. Dr. Muhammad Gul Sartaj PEO Nowshera:
3. Mr. Salamatullah Shah PDA Nowshera:

*Fazle Raheem*

*Muhammad Gul Sartaj*

*Salamatullah Shah*

DEAR (PEO),

DISTRICT NOWSHERA,

K/P

SUBJECT: APOLOGY for using inappropriate communication  
with PEO.

SIR,

It was an exchange of hot words due to my frustration at UC level prevailing confusion about UCMO nomination. As you have always found me a sincere and hard working subordinate who is faced with enormous challenges in the current scenario. You can imagine that CRC activities timelines have been shared and in the absence of UCMO, we cannot even bring all stake holders for coordination meeting let alone other task.

So whatever I said was due to immense mental pressure and I regret the uttering of inappropriate words. I apologise for all ~~what~~ that happened b/w me and my PEO.

REGARDS

ABID KHAN  
UCPD PABRI.



Subject: Incident report/Mr. Abid Khan UCPO of UC Pabbi  
Affronted me, misbehaved and used abusive language in  
official group.

Dear Sir, I report Mr. Abid Khan UCPO in union council Pabbi, Tehsil Pabbi- district Nowshera as he has misbehaved me and I felt as being humiliated and insulted in front of my junior staff i.e. UCPOs & TTMs in an official correspondence group which has more than 90 participants of junior cadre, dated 4<sup>th</sup> Aug 2019. Event happened with subject mentioned above in case if Mr. Abid is criticized for improvement and capacity development and following SOPs, multiple times supervisors have reported him, misbehaving and showing a severe unexpected reaction and rude behavior.

Reflection of the unofficial, arrogant behavior that happened so many times, like starting from recent most epic to last, would be;

1. Being as first level supervisor, I have always been very helpful and have never disgraced the UCPOs during my tenure. While explaining the recent event, on the said day he asked PEOs in very authoritative manner that our UCMO has left the office and now UC has no UCMO, Arrange UCMO for our UC and report to me, actually new UCMO Sarwar Khan was assigned to UC Pabbi by department of health and Mr. Abid was in favour of Faseeh Ullah to be UCMO of his UC as he was having personal clashes with UCMO Sarwar Khan, therefore he was against the nomination of UCMO, so I advised him to follow SOPs, UCMO assignment is the responsibility of health department let them whomever and whatever they decide, but the decision of health department was not in favor of Mr. Abid Khan so he started his aggressiveness. This communication was done in official group with a reason, and the words used here by UCPO was like command forwarded to PEO that direct department of health regarding our UCMO and then report to me. I here felt insult and humiliation and requested UCPO to use better selection of words before addressing your seniors, follow SOPs, Job TORs and ask him not to make Aflaton from yourself. (Aflaton is idiom in Pashto means feeling yourself more intelligent than your seniors) which was not abuse. But in response UCPO answer like antagonism, started abuse in official group calling PEO as Shoda Parak, Batameeza,

and Nalaiqa and insulted PEO, which was admitted later on, in-person inquiry by the UCPO where he accepted that he has humiliated his immediate supervisor and he also admitted that in past there was no conflict between him and the PEO.

2. During the month of July when Staff was sent to district Torghar for out district mission, I requested Mr. Abid Khan to be part of this mission as there were directions from our seniors but he told me in authoritative manner that you cannot move me from my own UC Pabbi so another district will be impossible.

3. Staff like Mr. Abid Khan with their arrogance and childish behavior, is continuous threat to the fame of organization like previously an incident that happened in the office MS THQ Pabbi who really support us in AFP surveillance activities, Mr. Abid Khan misbehaved with him and the issues was then resolved by the involvement of senior officers.

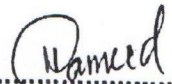
In this regard the abusive behavior, use of unethical and unofficial words by Mr. Abid Khan UCPO with trespass has humiliated my esteem as immediate supervisor and in broader aspect not suitable for the departmental environment here at WHO. This incident may happen again so for the reason I request my seniors to help me in developing better environment as per the standard operating procedure laid down.

Regards,

Dr. Hameed Ullah

Polio Eradication Officer

WHO PEI Nowshera.

Signature.....

Hkare. Batameeza

9:19 pm

+92 331 9020023

~Abid Khan

PEO Hameed

English yaad ka bya WHO ta raza, Be professional or dont spoil our program.

Sta pa rang supervisor v nu english sa da hpla jaba ba hum rana hera shy, Na laiqa

9:20 pm

+92 331 9020023

~Abid Khan

PEO Hameed

Pa ta ke kho da sara manners aw akhlaq neshta,,, Besides so much respect you are getting from your supervisors, You are showing your actual sta...

Taso da hplo ekhlaqo muzahira hpl reply ki okra. Ta ta gora r respect wrkolo ta gora

9:21 pm

2 UNREAD MESSAGES

PEO Hameed

The same expected from the person like you.

9:23 pm

+92 331 9020023

Abid Khan



Type a message

