Dear Saqib,

Greetings from Islamabad Office.

Kindly find the attached word file with written documentation about Mr. Azam UCPO. Verbal warnings are not included here. Furthermore, his attitude towards his supervisor is also objectionable. A letter was written to me by Additional DC against his behaviour in the UC which I will share once I get it (misplaced at the moment). He also left his UC on August 10 (Saturday) at 11 AM without written permission despite his PEO asked him to write an email. However, when he was followed, he didn't respond and in the evening, he sent a picture from a mobile shop that his cellphone was not working which is doubted to be true as he disappeared from the access at 11 which he already communicated to our data team as well that he wouldn't be working after 11. An email was sent to Ms. Naila seeking her support in taking disciplinary action.

Your support in this regard is highly appreciated.

Thanks & Regards

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**Dr. Waheed Miraj**

Area Coordinator

WHO Islamabad

Dear Saqib,

I would like to reiterate the two points; attitudinal issues and failing to follow the SOPs by Mr. Azam. He has a record of such issues and has already got a warning for leaves without approval. I would request you to take a disciplinary action as his presence is creating a political and union type environment as we have heard from various circles.

Thanks

---------- Forwarded message ---------
From: **Dr shumaila Akbar** <drshumailaakbar@yahoo.com>
Date: Thu, 29 Aug 2019 at 12:21 PM
Subject: Attitude issues of Ucpo Azam Islamabad
To: Dr Waheed Miraj AC <areacoordinatorislamabad@gmail.com>

Respected sir,

It is to bring in your knowledge that UCPO Azam has attitude issues with the under signed & other officers, drivers, on different occasions.
On last Saturday of Eid ul Azaha the 10th of August 2019, he was asked multiple times after 11am to share his location & whereabouts, which he failed to do.

Later in the evening he sent a picture (& email ) from a mobile phone repairing shop that he wasn’t able to reply due to broken phone in the rain .

However actually he verbally told & texted a voice message to data team in the morning about leaving early before 11am.

In addition when a meeting was called for ucpo regarding counseling for how to reply to an explanation & avoidance of copy paste material he was constantly arguing & showing attitude to his supervisor in front of all ucpo”s and PEO Dr Nida.

Dear sir, kindly guide according to SOP”s .
Regards
Dr. Shumaila
PEO WHO