

## Nadeem Jan

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**From:** Nadeem Jan <nadeemjan@ctc.org.pk>  
**Sent:** Monday, 21 December, 2020 1:49 PM  
**To:** 'Waseem'; 'Faizan'  
**Cc:** 'Ayesha Naeem'; 'Naila Nizam'  
**Subject:** FW: [EXT] FW: Explanation letter on account of insulting behavior towards colleagues

Dear Mr. Waseem,

With reference to the following email, an explanation letter has issued to **UCPO- Mr. Aamir Abbas** on account of insulting behaviors towards colleagues dated 10th December 2020, (A complaint has received from LHW Ms. Kalsoom Razaq against UCPO Mr. Amir Abbas that he has humiliated her and used undignified words in front of the team and enforced her for working in irrelevant and unknown catchment area. The concerned PEO has also investigated the issue and found him UCPO-Mr. Aamir Abbas guilty.

Mr. Aamir Abbas response to the explanation letter has received and he considered the allegation baseless, while he also accepted the interference and his role in this matter to solve the problem.

Accordingly, first line supervisor feedback and comments Mr. Aamir Abbas severely misbehaved with LHW Ms. Kalsoom at team training and directed her not work in her catchment area, While accordingly to the rules LHW can't work outside of their catchment area; only in a special case with the approval of LHW Coordinator and DHO.

First line Supervisor and AC feedback has also received and considered the response of subject staff member unsatisfactory (below email trail).

As per SOP he is recommended for Warning letter on account of insulting behavior towards colleagues.

In case if you need any further assistance regarding the same, Please let us know.

Regards,

Nadeem Jan  
Project Officer-PTPP CTC

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**From:** ALAM, Sardar [mailto:salam@who.int]  
**Sent:** Monday, 21 December, 2020 12:23 PM  
**To:** Nadeem Jan  
**Cc:** KHAN, Sikandar Ali  
**Subject:** RE: [EXT] FW: Explanation letter on account of insulting behavior towards colleagues

Dear Nadeem Jan sb,

Thank you for following the case.

We appreciate the commitment of the UCPO concerned towards polio eradication but there shall be a clear set of roles and responsibilities under TORs and that shall not be over exercised nor chain of command may be violated.

Hence the matter case sensitive, he may be issued with warning on direct interaction with FLWs bypassing AICs and UCMO/ UPEC and use of unprofessional language/ misconduct.

Kind Regards,

*Dr. Sardar Alam*  
*Area Coordinator, WHO*  
*Office of The Commissioner DI Khan Division*  
*Contact# +92-334-914-2143*

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**From:** Nadeem Jan <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)>  
**Sent:** Wednesday, 16 December 2020 5:06 PM  
**To:** ALAM, Sardar <[salam@who.int](mailto:salam@who.int)>  
**Subject:** [EXT] FW: Explanation letter on account of insulting behavior towards colleagues

Dear Sardar Alam Sb,

With reference to the following email an explanation letter has issued to **UCPO- Mr. Aamir Abbas** on account of insulting behaviors towards colleagues dated 10<sup>th</sup> December 2020, (A complaint has received from LHW Ms. Kalsoom Razaq against UCPO Mr. Amir Abbas that he has humiliated her and used undignified words in front of the team and enforced her for working in irrelevant and unknown catchment area. The concerned PEO has also investigated the issue and found him UCPO-Mr. Aamir Abbas guilty.

Mr. Aamir Abbas response to the explanation letter has received and he considered the allegation baseless, while he also accepted the interference in this matter to solve the problem.

First line Supervisor feedback has also received and considered the response unsatisfactory (below email). Accordingly, first line supervisor Mr. Aamir Abbas severely misbehaved with LHW Ms. Kalsoom at team training and directed her not work in her catchment area, While accordingly to the rules LHW can't work outside of their catchment area; only in a special case with the approval of LHW Coordinator and DHO.

Looking forward for your valuable feedback/ comments in this regard.

Regards,

Nadeem Jan  
Project Officer-PTPP CTC

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**From:** ZEESHAN MIR [[mailto:mir\\_zeeshan@hotmail.com](mailto:mir_zeeshan@hotmail.com)]  
**Sent:** Tuesday, 15 December, 2020 04:22 PM  
**To:** Nadeem Jan; [mirz@who.int](mailto:mirz@who.int)  
**Cc:** [salam@who.int](mailto:salam@who.int); KHAN, Faizan; ABBAS, Waseem; PDA Sikander DIKhan; KHAN, Sikandar Ali  
**Subject:** Re: Explanation letter on account of insulting behavior towards colleagues

***Nadeem Jan***

***Project Officer-PTPP CTC***

1. *Kalsoom LHW Code.03 is working in her catchment Area Gara Hayat, UC Gara Baloch from the past 20 years.*

2. Rules are LHWs cannot work outside their catchment Areas, if necessary due to some reasons, a special permission letter is granted by LHW Coordinator after approval by DHO.
3. On 21<sup>ST</sup> November 2020 at Team Training of UC Gara Baloch for NID.3 2020, UCPO UC Gara Baloch Mr.Amir Abbass severely misbehaved the LHW and directed her NOT TO WORK in her Catchment Area Gara Hayat and assign her new Area Barki Abad which was also mention in Microplan of UC Gara Baloch submitted to DPCR Tank.
4. Above stated Point No.1 and Point No.2, it is very clear that, directions to teams/LHWs to change their catchment areas due to some reasons and after approval from DHO Tank, was the responsibilities of UPEC UC Gara Baloch, not UCPO UC Gara Baloch Mr.Amir Abbass. Miss behaved to female staff is also not accepted.

**It is suggested that:** UCPO UC Gara Baloch Mr.Amir Abbass should be given a disciplinary warning, he should be called to DPCR Tank, and should be oriented by Supervisor to stuck with his TORs, monitoring of SIA, Monitoring of EOAs, Monitor R.I activities, search and report AFP Cases.

Thanks,

**Dr.Zeeshan Mir**

Polio Eradication Officer

World Health Organization (PEI-EPI)

Add: Office of the Deputy Commissioner,

District Tank

Cell: +92 336 5050223

Email: [mir\\_zeeshan@hotmail.com](mailto:mir_zeeshan@hotmail.com)

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**From:** Nadeem Jan <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)>

**Sent:** Tuesday, December 15, 2020 9:43 AM

**To:** 'ZEESHAN MIR' <[mir\\_zeeshan@hotmail.com](mailto:mir_zeeshan@hotmail.com)>; [mirz@who.int](mailto:mirz@who.int) <[mirz@who.int](mailto:mirz@who.int)>

**Cc:** [salam@who.int](mailto:salam@who.int) <[salam@who.int](mailto:salam@who.int)>

**Subject:** FW: Explanation letter on account of insulting behavior towards colleagues

Dear Dr. Zeeshan Mir Sb,

An explanation letter has issued to UCPO-Mr. Aamir Abbas on account of insulting behaviors towards colleagues, The following response to the explanation letter received,

Please looking forward for your valuable comments and feedback in this regard,

Regards,

Nadeem Jan  
Project Officer-PTPP CTC

**From:** Aamir Abbas [<mailto:aamirabbasjaan@gmail.com>]

**Sent:** Monday, 14 December, 2020 09:55 PM

**To:** Nadeem Jan

**Subject:** Re: Explanation letter on account of insulting behavior towards colleagues

Respected sir,

It is stated that I Aamir Abbas, CNIC: 122130605659 UCPO Garra Baloch District Tank, KPK, explain myself against the explanation letter on account of insulting behavior towards colleagues which were baseless and not true about me, kalsoom LHW which is working in catchment area Garra Hayat after merging of CBV UCs into Non CBV, the government decided to involve all the health staff specially LHWs as Polio workers, On the day of team training which was held on 21st Nov 2020, During that training in front of all UC staff, the UPEC of UC Garra Baloch was discuss this matter and he want to involve another LHW to work in catchment area Garra Hayat along with Kalsoom LHW due to which her sister Sumaira which was social worker in that area have no space to work in the team and Kalsoom LHW didn't want this because of which she refuses to work with that LHW which was nominated by UPEC Mr. Azizur Rehman .just to clarify both LHWs The one nominated by UCMO and Kalsoom cover Gara Hayat and as per NEAP requirement and DHO instructions we wanted to involve more Government accountable Health care workers instead of social worker.

During all this matter I talked to all as UCPO try to solve this matter accordingly but both of them didn't listen me either UPEC nor Kalsoom, I also try to convince Kalsoom LHW that she worked with that LHW according to government policy, but she refused all the time and this all discussion do in front of all the polio UC staff which are now witness. you can inquire about allegations to any UC staff/ workers who have attended the said meeting.

After refuses to worked with that LHW and she didn't want to leave her sister, she was alleged me and UPEC Mr, Azizur Rehman that we both misbehaved with her and she also give same application in DHO Office to LHW Coordinator against Mr. Azizur Rehman after which an inquiry was conducted by the DHO Office team and result was that the complaint from Kalsoom LHW was only the allegations nothing else and she did all this because of her sister, Mr, Azizur Rehman still working as UPEC in UC Garra Baloch and that LHW Kalsoom also worked during all the campaign, district monitors didn't monitored such type of issues and the campaign was smoothly ended.

I Also want to emphasis that As a UCPO I have been working in the UC for more than 5 year and never in my career such allegations were made against me. Instead, I was given appreciation multiple times for my honest field work by district and national monitor which is been documented in multiple previous DPEC meeting minutes and can be accessed by a request to DPCR focal person/ PEO/NSTOP officer. Instead, the said worker has been given multiple Show cause and explanations from the office of DHO for not working/hindering Vaccination campaigns in previous year. That record can be accessed via LHW coordinator of the district. it is heart wrenching that I was never given a chance at district level to explain myself and the matter was inquired and escalated without giving a chance for me to clear myself.

I am thankful to Naila Nizam project manager that she gave me chance to prove and explain myself against that type of allegations.

I work in Union council with 100% female staff and I do respect my fellow colleague as a UCPO I firmly believe in One Team Under One roof and I always try to mitigate any dispute when it come while working for a national cause of Polio eradication. I know my responsibilities as being part of culturally diverse community. I respect all of my fellow colleagues and can never even think of being insensitive/bossy.

Thank you so much

Your Respected

Aamir Abbas

UCPO Garra Baloch,

Tank-KPK  
Cell # 03438117703

On Mon, Dec 14, 2020, 12:50 PM Nadeem Jan <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)> wrote:

Dear Aamir Abbas,

Please find attached file of Explanation letter on account of insulting behavior towards colleagues.

Regards,

Nadeem Jan  
Project Officer-PTPP CTC



Virus-free. [www.avg.com](http://www.avg.com)