

**From:** DEMEKE, Temesgen Atsedu [mailto:[demeket@who.int](mailto:demeket@who.int)]  
**Sent:** Tuesday, June 22, 2021 11:29 AM  
**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Subject:** RE: [EXT] Fwd: Coordination issue between UCPO and UCDO of Ward 8

I agree with AC's decision. Kindly serve final warning to UCPO (do based on SOPs)  
Thanks

**With Kind Regards**

Temesgen A Demeke  
Team Leader Balochistan  
Polio Eradication initiative - WHO Pakistan  
Serena Bazaar, Quetta  
Email: [demeke@who.int](mailto:demeke@who.int)  
Phone: +923003400530



**From:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Sent:** Tuesday, June 22, 2021 11:00 AM  
**To:** DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>  
**Subject:** RE: [EXT] Fwd: Coordination issue between UCPO and UCDO of Ward 8

Dear Sir,

Thanks for the email .

Sir the staff were issued show cause on account of professional negligence .

The staff has shared her reply, In her reply she negated all the allegation levelled against her. she stated that due to UCDO harassment case all these problems created and she is not doing any personal business and did not disturb any UC environment all the complaint are baseless.

IO has also shared her Response and stated that she and your good self were investigated the whole matter in detail and said staff told the whole story to both of you and now she is negated from all the allegations which are levelled against her. IO considered her reply un satisfactory and recommended her for the action as per policy. AC also shard her remarks and considered the staff reply un satisfactory however as she is old staff so AC stated to give her last chance and recommended Final warning

with 3 month probation period and if reported any kind of negligence during these 3 months contract will be concluded .

As staff negated in her reply about the allegation leveled against her however IO and AC both investigated the matter personally and considered her reply un Satisfactory and recommended final warning with 3 months' probation period.

After your good self-remarks that (Kindly go ahead with SOPs. We need to give extra attention to our female polio workers as they are few in number and we need their support badly. Can she be advised by IO and AC before we take punitive measures?) email is attached for reference.

I communicated with AC and IO both stated that I was not the first time that staff creating issue and disturbing the UC environment she did these types of negligence before and both IO and AC counsel her many times and warned her verbally (and it confirmed by UCPO as well that IO and AC called her 2 to 3 times and counsel her)the staff was transferred from UC Cantt to Ward 8 due to these same negligence she already received show cause and warning before due to her poor performance .

This time AC recommended her final warning and gave her last chance to mend her attitude although it was admitted by the said staff later that she had a personal business with UCDO and due to this she had clashes with him .

The said UCDO contract was concluded 3 days before however AC and IO recommended final warning for UCPO.

In the light of above mentioned scenario your kind remarks and comments is requested for further action.

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

Thanks and Regards  
Sabeela Pasha  
Regional coordinator(Balochistan)

**From:** DEMEKE, Temesgen Atsedu [<mailto:demeket@who.int>]

**Sent:** Tuesday, June 22, 2021 12:57 AM

**To:** Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>

**Subject:** RE: [EXT] Fwd: Coordination issue between UCPO and UCDO of Ward 8

Dear Sabeela,  
Was this issue settled?. Sorry I was on leave.  
Thanks

Sent from my Galaxy

----- Original message -----

From: Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>

Date: 5/31/21 4:14 PM (GMT+05:00)

To: "DEMEKE, Temesgen Atsedu" <[demeket@who.int](mailto:demeket@who.int)>

Cc: Lubna Adnan RAKHSHANI <[rakhshanil@who.int](mailto:rakhshanil@who.int)>, "BUGTI, Muhammad Anwar" <[bugtim@who.int](mailto:bugtim@who.int)>, "Dehani, Aasiya Bano" <[dehania@who.int](mailto:dehania@who.int)>, 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>, "m.usman" <[m.usman@ctc.org.pk](mailto:m.usman@ctc.org.pk)>, "KASI, Arbab Niamat Ullah" <[kasia@who.int](mailto:kasia@who.int)>

Subject: RE: [EXT] Fwd: Coordination issue between UCPO and UCDO of Ward 8

Dear Sir ,

With reference to below placed email regarding complaint received against UCPO of district Quetta launched by IO.

The IO stated that the staff involved in personal business of car purchase and sale from last three months and due to their personal business she has clashes with UCDO of her UCO and due to the clashes issue was raised in BHU and then reached to families of both staff which was creating un professional atmosphere in UC.

Because of her personal business she is creating unprofessional atmosphere in UC wich clearly show her non professional and non serious atttude.

The said staff has already issue explanation and warning on accunt of poor performance and now again she is showing that much casual and non serious attitude in front of her staff.

AC also recommended show cause against her.

As per Policy it is recommended to issue her show cause on account of professional negligence(un professional attitude) further action will be taken adfter getting response from the staff.

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

Thanks and Regards  
Sabeela Pasha  
Regional coordinator(Balochistan)

**From:** Dehani, Aasiya Bano [<mailto:dehania@who.int>]  
**Sent:** Sunday, May 30, 2021 10:04 AM  
**To:** [sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)  
**Cc:** Lubna Adnan RAKHSHANI <[rakhshanil@who.int](mailto:rakhshanil@who.int)>; BUGTI, Muhammad Anwar <[bugtim@who.int](mailto:bugtim@who.int)>;  
DEMEKE, Temesgen Atsedu <[demeket@who.int](mailto:demeket@who.int)>  
**Subject:** Fwd: [EXT] Fwd: Coordination issue between UCPO and UCDO of Ward 8

Dear Sabeela,

I am forwarding you a self explanatory email required action against UCPO Ward 8.

Regards

Dr Aasiya Bano

----- Forwarded message -----

**From:** DEOC Quetta <[deocquetta@gmail.com](mailto:deocquetta@gmail.com)>  
**Date:** May 28, 2021 3:43 PM  
**Subject:** [EXT] Fwd: Coordination issue between UCPO and UCDO of Ward 8  
**To:** Asif Khan <[asif@ctc.org.pk](mailto:asif@ctc.org.pk)>,Sabeela <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>  
**Cc:** Lubna Adnan RAKHSHANI <[rakhshanil@who.int](mailto:rakhshanil@who.int)>,Zarii Gull  
<[zariigull669@gmail.com](mailto:zariigull669@gmail.com)>,Malik Israr <[israrmalik2@hotmail.com](mailto:israrmalik2@hotmail.com)>,"DEMEKE, Temesgen  
Atsedu" <[demeket@who.int](mailto:demeket@who.int)>,"BUGTI, Muhammad Anwar" <[bugtim@who.int](mailto:bugtim@who.int)>,"Dehani,  
Aasiya Bano" <[dehania@who.int](mailto:dehania@who.int)>

Dear Asif,

Show cause recommended for Mr Asmath for misusing the PEI activities fro personal business.

Dear Sabeela ,

Show cause recommended for Miss Saeeda for using program for personal business and creating coordination issues in UC .

Regards  
DEOC

*Regards,  
DEOC, Quetta*

----- Forwarded message -----

**From:** Lubna Adnan RAKHSHANI <[rakhshanil@who.int](mailto:rakhshanil@who.int)>

Date: Fri, 28 May 2021 at 15:20

Subject: Coordination issue between UCPO and UCDO of Ward 8

To: DEOC Quetta <[deocquetta@gmail.com](mailto:deocquetta@gmail.com)>

Cc: Zarii Gull <[zariigull669@gmail.com](mailto:zariigull669@gmail.com)>, israr malik <[israrmalik2@hotmail.com](mailto:israrmalik2@hotmail.com)>, Asif Khan <[asif@ctc.org.pk](mailto:asif@ctc.org.pk)>, Sabeela Pasha <[sabeela@ctc.org.pk](mailto:sabeela@ctc.org.pk)>

Dear DEOC,

After shuffling of TDOs when Israr joined ward 8 for introductory meeting he noticed a conflict between UCPO and UCDO and verbally reported to me. I called a meeting in DEOC for discussion and investigation.

Investigation started in presence of Dr Aasiya, Zarina and myself with UCPO and UCDO and following points were noted.

1. They both are involved in personal business of car purchase and sale from last three months.
2. Saeeda(UCPO) has invested 11 lac rupees in car financing with Asmat (UCDO).
3. As UCDO was unable to give her profit and her actual amount invested so the conflict arises and they both started targeting each other.
4. The issue was raised in BHU and then reached to families of both staff which was creating an unprofessional atmosphere in UC.
5. After detail investigation, investigation team recommended for show cause to Ms. Saeeda and Mr. Asmat for doing personal business within the program.

Therefore, DEOC is requested to kindly share the final action for sharing with CTC as this type of business and behavior is not acceptable in PEI.

**Best Regards,**

**Dr Lubna Adnan**

Immunization Officer/ District Delivery, Operation & Supervision Officer

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