



GOVERNMENT OF THE PUNJAB
PRIMARY & SECONDARY HEALTHCARE
DEPARTMENT

Dated Lahore, the 14th June, 2024

ORDER


No.SO(AHP-I)04-18/2020. **WHEREAS**, the staff along with in-charge of Basic Health Unit, Thatta Muhammad Shah, Tehsil Bhawana, District Chiniot and DDHO Bhawana submitted complaints against M/s. Aman Ullah, Chief Technician (Emergency & Clinical Medicine Technology) (BS-16/Regular) and Abdul Rehman, Scholl Health and Nutrition Supervisor (BS-17/Contract), BHU Thatta Muhammad Shah, Bhawana, District Chiniot through the Medical Officer / Incharge BHU Thatta Muhammad Shah on 13.09.2023 and 18.09.2023 to Chief Executive Officer (DHA), Chiniot wherein they leveled following charges against the both accused employees:-

- i. Both the above-mentioned employees are creating problems for the Health Facility BHU TM Shah, specially the female staff complained against Mr. Abdul Rehman, SH&NS.
- ii. Mr. Abdul Rehman telephonically called and threaten Dr. Hasan Talal, Medical Officer, BHU TM Shah.
- iii. Mr. Abdul Rehman harassed Mst. Nosheen LHV (daily wages), Mst. Shumaila, Aya and Mst. Musarat, Midwife.
- iv. Mr. Abdul Rehman being focal person KDC and secretary Health Council failed to perform his duties properly etc.
- v. Mr. Aman Ullah is reluctant to perform his official duties and whenever he was insisted to perform his duties he uses political and bureaucratic tools to pressurize the incharge and the staff. His official record was checked by the incharge and found incomplete.
- vi. The Hospital's property including LHV's tab, flood lights, water cooler compressor, bed sheets, woods of BHU trees, ceiling fans have stolen and the stock register is also not maintained.
- vii. Both accused employees used to bring girls at residential quarter of Mst. Zaib-un-Nisa, LHV BHU Thatta Muhammad Shah for unethical intentions and they have also threatened / harassed Mst. Zaib-un-Nisa when she refused/forbade them.

2. **AND WHEREAS**, the Chief Executive Officer, District Health Authority, Chiniot constituted a committee to probe / inquire the matter on 18.09.2023. The committee after inquiring the matter concluded that Mr. Aman Ullah and Mr. Abdul Rehman are guilty of harassing the female staff at BHU Thatta Muhammad Shah and they used to bring girls at

residential quarter of BHU Thatta Muhammad Shah whereas Mr. Aman Ullah have illegally kept the hospital tab and bed sheets in his custody. They are also creating problems at BHU TM Shah, for the DHA Chiniot and bringing bad name to the department. In the light of recommendation of probe committee, Chief Executive Officer, District Health Authority, Chiniot surrendered the aforesaid accused employees to the disposal of Secretary, Primary & Secondary Healthcare Department vide letter 02.10.2023.

3. **AND WHEREAS**, this Department constituted an inquiry committee, under Section 3 of the Protection Against Harassment of Women at Workplace Act, 2010 to inquire into the allegations / complaint filed by staff of BHU Thatta Muhammad Shah, District Chiniot against the both accused employees vide order dated 23.10.2023. The accused employees were called for personal hearing before the said committee on 03.05.2024 vide letter dated 29.04.2024. Both accused were appeared for personal hearing on fixed date & time and submitted their written stated which is as under:-

-  14.6.24
- i. Mr. Abdul Rehman stated that he was deputed as focal person of biometric at BHU TM Shah. Subsequently, he requested all the staff of his BHU to mark their biometric attendance. In the meanwhile, it came into his knowledge that Dr. Hassan Talal has registered thumb impression of Mr. Hafiz Iram Shahzad, Driver in his biometric profile to mark fake attendance. He asked Dr. Hassan Talal to mark biometric attendance on daily basis by himself on which the said doctor quarreled with him and submitted application with fake charges against him.
 - ii. Mr. Muhammad Aman Ullah stated that he is a punctual employ and he marked attendance on regular basis that can be seen on the record. Further, MEAs report may be checked for his stock register maintenance and his other duties. He was provided total 04 Lenovo Tabs for smooth functioning of daily matters from these Tabs he issued one to the Medical Officer, one to the Dispenser and one to the LHV to perform their official activities. However, 4th Tab was not issued to the anyone and saved in cupboard with lock. He has further stated that he is not responsible for misplacement of light, fans, compressor or woods and if the said things have misplaced then the Security Guard shall be responsible of the said items. He has requested that illegal allegation levelled against him and enquiry may be dropped.

4. **AND WHEREAS**, the said committee called complainants for personal hearing on 10.05.2024 vide letter dated 08.05.2024. Following complainants appeared for personal hearing on fixed date & time and submitted their written stated which is as under:-

- i. **Dr. Hassan Talal**, Medical officer, BHU TM Shah stated that he has no personal grievances with the accused employees. However, he received many

complaints regarding behavior of both accused from his staff that's why he became part of the complaint being in-charge of the health facility.

- ii. **Mst. Noreen Zameer**, Lady Health Supervisor, BHU TM Shah stated that she is senior most employ of the center and being senior employ other female staff asked her to be a part of their complaint on behalf of them.
- iii. **Mst. Zaib-un-Nisa**, Lady Health Visitor, BHU TM Shah stated that she is living in residential quarter of BHU TM Shah and both the accused uses her quarter in her absence.
- iv. **Mst. Musarrat**, Midwife, BHU TM Shah stated that one day while she was marking biometric attendance, Mr. Abdul Rehman touched her shoulder and Mr. Aman Ullah frequently uses offensive language and shouts at her.
- v. **Mst. Shumaila**, Aya stated that one day Mr. Abdul Rehman put his feet on her feet.

5. **AND WHEREAS**, as per report received from Chief Executive Officer, District Health Authority, Chiniot, Mr. Abdul Rehman and Mr. Aman Ullah (accused employees) were previously proceeded against under similar complaints on different times. Previously, an inquiry on the complaint of Mst. Nazia, ex-LHV BHU 225JB was conducted against Mr. Abdul Rehman, SH&NS when he was posted at BHU 225/JB and he was found guilty of harassing the said LHV afterward she forgave him. Moreover, inquiry against Mr. Aman Ullah, Chief Technician was also conducted when ex-LHV Aqsa was caught with Mr. Shajar Abbas at residential quarter of BHU TM Shah, Mr. Aman Ullah was also involved and helped Mr. Shajar Abbas and Mst. Aqsa ex-LHV.

6. **NOW THEREFORE**, Under the above circumstances, I, **Muhammad Iqbal**, Special Secretary, Primary & Secondary Healthcare Department / Competent Authority, under Protection Against Harassment of Women at Workplace Act, 2010 do hereby impose the following penalties upon the accused as mentioned against each: -.

Sr. No.	Name of the accused officer with designation	Penalty imposed
1.	Mr. Abdul Rehman, School Health and Nutrition Supervisor (BS-17/Contract/ awaiting posting), formerly posted at Basic Health Unit, Thatta Muhammad Shah, Bhawana, District Chiniot	1. Minor penalty of Censure under section 4(4)(i)(a) of Protection Against Harassment of Women at Workplace Act, 2010. 2. He is Posted at Basic Health Unit, Nadha Ghar, District Jhang against a vacant post.

[Handwritten Signature]
14.6.24

2.	Mr. Aman Ullah, Chief Technician (Emergency & Clinical Medicine Technology) (BS-16/Regular/awaiting posting), formerly posted at Basic Health Unit, Thatta Muhammad Shah, Bhawana, District Chiniot	<p>1. Minor penalty of Censure under section 4(4)(i)(a) of Protection Against Harassment of Women at Workplace Act, 2010.</p> <p>2. He is Posted at Basic Health Unit, Chak No. 446/JB, District Jhang against a vacant post.</p>
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14-6-24

(MUHAMMAD IQBAL)
SPECIAL SECRETARY (OPERATIONS)
P&SH DEPARTMENT /
COMPETENT AUTHORITY

NO. & DATE EVEN:

A copy is forwarded for information and necessary action to the:-

1. Chief Executive Officers, District Health Authority, Chiniot & Jhang.
2. District Accounts Officers, Jhang.
3. Deputy Director, HISDU, P&SH Department.
4. PS to Special Secretary (Ops), P&SH Department.
5. PA to Additional Secretary (Admn), P&SH Department.
6. Mr. Abdul Rehman, School Health and Nutrition Supervisor (BS-17/Contract/awaiting posting), formerly posted at Basic Health Unit, Thatta Muhammad Shah, Bhawana, District Chiniot.
7. Mr. Aman Ullah, Chief Technician (Emergency & Clinical Medicine Technology) (BS-16/Regular/awaiting posting), formerly posted at Basic Health Unit, Thatta Muhammad Shah, Bhawana, District Chiniot.
8. Office file.



SECTION OFFICER (AHP)