



OFFICE OF THE DISTRICT HEALTH OFFICER
DERA ISMAIL KHAN

Phone# 0966-933199

Email: dhodikhan@yahoo.com

No. 3017-20 *PR*

Dated: 05/04/2024

To

The Registrar
Khyber Pakhtunkhawa
Service Tribunal Peshawar

Subject: **DE-NOVO INQUIRY OF MRS. RUBINA BIBI LHW**

Respectfully it is stated that: -

1. As per decision of Honorable Khyber Pakhtunkhawa Service Tribunal Peshawar at Camp Court DIKhan decision dated: 18/09/2023.
2. After receiving the attested copy of decision of the said case, this office implemented the decision of Honorable Court.
3. Mrs. Rubina Bibi LHW has re-instated in service for De-Novo inquiry vide office order No: 13513-18/LHW dated: 01/11/2023 and reported to competent authority for De-Novo inquiry. **(Annexure-A)**
4. She has not obeyed the order to join duty and explanation called by this office vide No: 14239-45/LHW dated: 24/11/2023. **(Annexure--B)**
5. Letter to Competent authority for De-Novo inquiry vide No: 14908-13/LHW dated: 13/12/2023. **(Annexure-C)**
6. The Competent authority constituted an Inquiry Committee vide Health Directorate Khyber Pakhtunkhawa Peshawar office order No: 474-77/DGHS/LHWP/Office Order dated: 29/12/2023. **(Annexure-D)**
7. The Inquiry Committee conducted detail Inquiry on 23/01/2024.
8. The Competent authority has submitted Inquiry report for implementation of recommendation of Inquiry Committee vide Health Directorate Khyber Pakhtunkhawa Peshawar letter No: 553-54/LHWP-Cell/DGHS/Robina Bibi/LHW dated: 26/03/2024. **(Annexure-E)**
9. After inquiry, she left the office and this office has not known her whereabouts till dated.

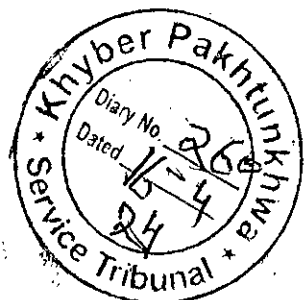
Therefore, the copy of Inquiry Report along with its enclosures are hereby submitted to the Honorable Court for further proceeding/decision. **(Annexure- F 17 pages)**

Cc: -

1. Director General Health Services Khyber Pakhtunkhawa Peshawar.
2. Provincial Coordinator LHW Programme Khyber Pakhtunkhawa Peshawar.
3. Litigation Officer of this office.

District Health Officer
Dera Ismail Khan.

District Health Officer
Dera Ismail Khan.

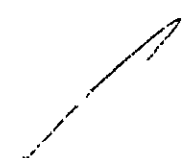


No. 13513-18/LHW

Dated: 01/11/2023

Office Order:-

In pursuance of decision of Honorable Khyber Pakhtunkhawa Service Tribunal Peshawar at Camp Court DIKhan vide dated: 18/09/2023 (received on 31/10/23 through applicant) and application of Mrs. Rubina Bibi D/O Abdul Karim R/O Village Wanda Maddat Tehsil Paharpur District DIKhan vide dated: 25/10/2023, she is hereby re-instated in service for the purpose of de-novo inquiry with immediate effect.


District Health Officer
Dera Ismail Khan

1. Director General Health Services Khyber Pakhtunkhawa Peshawar.
2. Provincial Coordinator LHW Program Khyber Pakhtunkhawa Peshawar for information and necessary action with the request to kindly constitute inquiry committee in the light of decision of Honorable Court. The copy of decision along with detail brief of the above LHW is enclosed for ready reference and further proceeding accordingly.
3. Registrar Khyber Pakhtunkhawa Service Tribunal Peshawar.
4. Secretary Health Khyber Pakhtunkhawa Peshawar.
5. Coordinator LHW Program for further necessary action.
6. Concerned.

Received dated
6/11/23

Ahazam Mustafa
11/23 at 11:00 AM

District Health Officer
Dera Ismail Khan

No. 14239-1451/LHWDated: 24/11/2023

To

Mrs. Robina Bibi LHW
BHU Wanda Maddat.AnnexureSubject: EXPLANATION

With reference to this office order No: 13513-18/LHW dated: 07/09/2023, you are absent from the date of your re-instatement order.

You are directed to obey the order as re-instated by this office as per decision of Honorable Court of Khyber Pakhtunkhawa Service Tribunal Peshawar Camp Court DIKhan vide dated: 18/09/2023. You are also directed to explain your position regarding your willful absence/negligence. Your reply reach must reach to this office within week time positively for further proceeding.

District Health Officer
Dera Ismail Khan

Cc:-

1. Director General Health Services Khyber Pakhtunkhawa Peshawar.
2. Provincial Coordinator LHW Programme Khyber Pakhtunkhawa Peshawar for information and necessary action and again requested to kindly constitute inquiry committee for de-novo inquiry in the light of decision of Honorable Court. The copy of decision along with detail brief of the above LHW is enclosed for ready reference and further proceeding accordingly.
3. Registrar Khyber Pakhtunkhawa Service Tribunal Peshawar.
4. PS to Secretary Health, Khyber Pakhtunkhawa Peshawar.
5. Coordinator LHW Programme DIKhan.
6. LHW Concerned.

District Health Officer
Dera Ismail Khan

Amnashir C

email: amnashir@yanoo.com

No. 14908-13/2 LHW

Dated: 13/12/2023

To

The Provincial Coordinator
LHW Program Khyber Pakhtunkhawa Peshawar

Subject: **DE-NOVO INQUIRY OF MRS. RUBINA BIBI LHW**

As per decision of the Honorable Khyber Pakhtunkhawa Service Tribunal Peshawar at Camp Court DIKhan, an office order regarding Re-Instatement De-Novo Enquiry in respect of Mrs. Rubina Bibi LHW, has been issued vide this office order No. 13513-18/LHW dated; 01/11/2023 (copy Enclosed), which has been submitted to your office with the request to kindly constitute inquiry committee in the light of decision of Honorable Court. The copy of decision along with detail brief of the above LHW is again submitted for further proceeding accordingly.

Therefore, this office is requested for early proceeding in this regard being Court matter.

[Signature]
District Health Officer
Dera Ismail Khan

Cc: -

1. Director General Health Services Khyber Pakhtunkhawa Peshawar with the similar request.
2. Registrar Khyber Pakhtunkhawa Service Tribunal Peshawar.
3. PS to Secretary Health Khyber Pakhtunkhawa Peshawar.
4. Coordinator LHW Program for further necessary action.
5. Litigation Officer of this office.

[Signature]
District Health Officer
Dera Ismail Khan



**DIRECTORATE GENERAL HEALTH SERVICES
KHYBER PAKHTUNKHWA PESHAWAR**

All communications should be addressed to the Director General
Health Services Peshawar and not to any official by name
Phone: 091-9210269

OFFICE ORDER

As approved by Director General Health Services Khyber Pakhtunkhwa an inquiry committee comprising of the following Officers is hereby constituted to conduct de-novo inquiry in the Non-resident (NR) status/termination of Mst. Robina Bibi LHW attached to BHU Wanda Madat District D.I Khan.

1. Dr. Fakhar Alam, Regional Director South Region.
2. Dr. Abdu Gul, DHO Lakki.
3. Mr. Khurshid Ahmad Shiekh Logistic Officer LHWS Program Cell DGHS.

The committee is deemed to submit detail report within 15 days positively.

--SD--

**Director Public Health/
Focal Person LHWP
DGHS, Khyber Pakhtunkhwa**

No: 474-77/DGHS/LHWP/Office Order

Date: 29/12/2023

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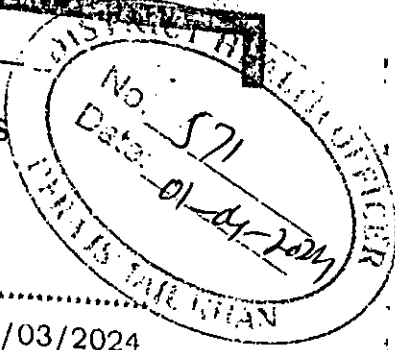
5. District Health officer D.I Khan.
6. Dr. Fakhar Alam, Regional Director South Region
7. Dr. Abdu Gul, DHO Lakki.
8. Mr. Khurshid Ahmad Shiekh Logistic Officer LHWS Program Cell DGHS.
9. PA to Director General Health Services Khyber Pakhtunkhwa.
10. LHW Concerned.

**Director Public Health/
Focal Person LHWP
DGHS, Khyber Pakhtunkhwa**



**DIRECTORATE GENERAL HEALTH SERVICES
KHYBER PAKHTUNKHWA PESHAWAR**

All communications should be addressed to the Director General
Health Services Peshawar and not to any official by name
Phone#: 091-9210269



No: 553-54/LHWP-Cell/DGHS/Robina bibi/LHW

Date: 26/03/2024

To

District Health Officer
D.I.Khan

**Subject: DE-NOVD INQUIRY I.R.O MS. ROBINA BIBI LHW HELD ON
23-01-2024 IN THE OFFICE OF DHO D.I.KHAN ON THE
DIRECTIVES OF SERVICE TRIBUNAL KHYBER PAKHTUNKHWA.**

Reference your Office Order bearing endorsement No. 13513-18/LHW
dated 01-11-2023.

Enclosed please find herewith an inquiry report in respect of Mrs. Robina
bibi D/O Abdul Kareem R/o village Wanda Maddat Tehsil Paharpur District D.I.
Khan submitted by inquiry committee.

You are advised to implement the recommendations of the inquiry
committee under intimation to this Directorate.

Handwritten notes:
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copy for
copy for report

Signature
Director Public Health/
Focal Person LHWP
DGHS, Khyber Pakhtunkhwa

Copy forwarded to:

PA to Director General Health Services Khyber Pakhtunkhwa Peshawar.

Handwritten notes:
1/4/2024
1-4-24

Director Public Health/
Focal Person LHWP
DGHS, Khyber Pakhtunkhwa

OFFICE OF THE DISTRICT HEALTH OFFICER LAKKI MARWAT

Email: dholakki@yahoo.com
Ph#: 0969-510472
Fax#: 0969-510474
Dated: 29/01/2024



No. 870 P.F

[Handwritten signature]

MSD No. 3555
Date: 31/01/24
Directorate of Health Services
Khyber Pakhtunkhwa

To

The Director Public Health / Focal Person LHW Program
DGHS Khyber Pakhtunkhwa Peshawar.

SUBJECT: DE-NOVO INQUIRY I.R.O MS. ROBINA BIBI LHW HEALD ON 23-01-2024 IN THE OFFICE OF DHO D.I.KHAN ON THE DIRECTIVES OF SERVICE TRIBUNAL KHYBER PAKHTUNKHWA

Sir, Reference your letter No. 474-77/DGHS/LHWP/OFFICE ORDER Dated: 29-12-2023.

I have the honor to enclose herewith the inquiry report along with supportive documents, inquiry conducted by inquiry committee comprising of Dr. Fakhar Alam Regional Director General South Region (Chairman), Khurshid Ahmad Sheikh Logistic Officer LHW Program Cell at DGHS KP (Member) & Dr. Abdu Gul District Health Officer Lakki Marwat (Member) against the above mentioned LHW, which is self explanatory for your further necessary action please.

Encl: As above.

[Handwritten signature]
District Health Officer
Lakki Marwat

No. _____

C.C:

- 1. Director General Health Services Khyber Pakhtunkhwa Peshawar.

*LHWs Cell
26/02*

[Handwritten signature]
District Health Officer
Lakki Marwat.

OFFICE OF THE DISTRICT HEALTH OFFICER LAKKI MARWAT



Email: dholakki@yahoo.com

Ph#: 0969-510472

Fax#: 0969-510474

Dated: 29/01/2024

No. 870 P.F

To

The Director Public Health / Focal Person LHW Program
DGHS Khyber Pakhtunkhwa Peshawar.

Handwritten notes: 3533, 31/01/23, and a stamp: Director General Health Services, Khyber Pakhtunkhwa

SUBJECT: DE-NOVO INQUIRY I.R.O MS. ROBINA BIBI LHW HEALD ON 23-01-2024 IN THE OFFICE OF DHO D.I.KHAN ON THE DIRECTIVES OF SERVICE TRIBUNAL KHYBER PAKHTUNKHWA

Sir, Reference your letter No. 474-77/DGHS/LHWP/OFFICE ORDER Dated: 29-12-2023.

I have the honor to enclose herewith the inquiry report along with supportive documents, inquiry conducted by inquiry committee comprising of Dr. Fakhar Alam Regional Director General South Region (Chairman), Khurshid Ahmad Sheikh Logistic Officer LHW Program Cell at DGHS KP (Member) & Dr. Abdu Gul District Health Officer Lakki Marwat (Member) against the above mentioned LHW, which is self explanatory for your further necessary action please.

Encl: As above.

District Health Officer
Lakki Marwat

No. _____

C.C:

1. Director General Health Services Khyber Pakhtunkhwa Peshawar.

District Health Officer
Lakki Marwat.

Handwritten notes: LHWs cell, 26/02

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**DE-NOVO INQUIRY I.R.O MS. RUBINA BIBI LHW HELD ON 23rd JANUARY
2024 IN THE OFFICE OF DISTRICT HEALTH OFFICER D. I. KHAN ON THE
DIRECTIVES OF SERVICES TRIBUNAL, KHYBER PAKHTUNKHWA**

Reference letter No.74-77/DGHS/LHWP/OFFICE ORDER dated 29/12/2023 regarding above noted subject received from The Director General Health Services, Khyber Pakhtunkhwa. Vide the said letter an Enquiry Committee was constituted comprising of the following members:

1. Dr. Fakhar Alam, Regional Director General Health, South Region, Chairman
2. Dr. Abdu Gul, District Health Officer, Lakki Marwat, Member
3. Mr. Khurshid Ahmad Sheikh, Logistics Officer, LHWs Programme Cell at Directorate General of Health Services, KP, Member

In compliance to the above notification, the DHO Lakki Marwat, Member Enquiry Committee issued a letter No. 704/PF dated 18/01/2024 addressed to DHO D. I. Khan to call all the concerned officers/officials on 23/01/2024 to the office of DHO D. I. Khan for enquiry purpose.

DHO D. I. Khan informed all the concerned staff to attend his office on 23/01/2024 vide letter No. 664-72/LHW dated 23/01/2024, however, the concerned staff was also informed in advance on 19/01/2024 through telephone, to avoid any inconvenience. The receipt of letter has been acknowledged by all concerned staff by signing the office copy of the letter. (Annexure "A").

All the concerned officers/officials were available at DHO Dera Ismail Khan office on the stipulated date and time and signed the attendance sheet accordingly. (Annexure "B").

BACKGROUND OF THE SUBJECT CASE

Ms. Rubina Bibi LHW attached to Wanda Madat Khan, D. I. Khan was terminated twice after fulfillment of codal procedures. After first termination, she pledged on stamp paper that she will abide by her job description and will not give any opportunity of complaint to her seniors. Despite the pledge she continued her ill practices and she was terminated second time, however; the Services Tribunal reinstated her for the purpose of DE-NOVO enquiry.

Ms. Rubina Bibi was appointed as LHW on 31/03/2001 as Lady Health Worker on contact basis for village Wanda Madat Khan, D. I. Khan vide appointment letter issued by DHO Dera Ismail Khan. She completed her initial trainings and was inducted to field for providing health services to her catchment population.

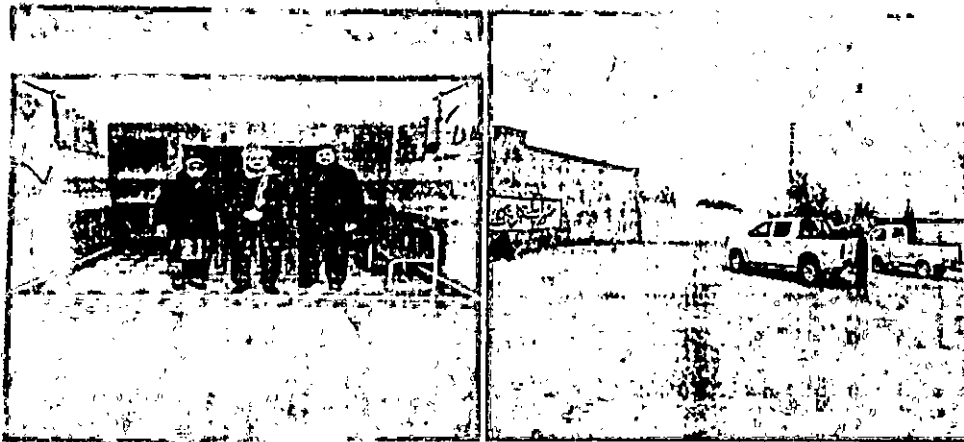
The services of all LHWs Programme staff were regularized by the provincial government w.e.f. 1st July 2012 after the Supreme Court Suo-motto decision. The scrutiny of her personal file and record shows that Right from December 2015, she has been found guilty of misconduct, willful disobedience, non-compliance of official orders, refusal in Polio Campaigns, absenteeism and finally the status of Non-Resident in her designated community. Since the LHW is a community embedded worker, therefore, if LHW changes her residential area, she stands terminated as per PC-1 of the LHWs Programme. A series of reports by the Field Monitoring Officers from provincial level, as well as district level are submitted for necessary action. She was terminated in 2017 and reinstated after enquiries vide letter No. 14997-12001/PP dated 31/10/2017.

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Despite reinstatement she continued her old practices and again she was charge sheeted after the fulfillment of the laid down procedures under E&D rules, and the DHO terminated her vide order No. 12309/PF dated 27/11/2019 with copies to all concerned.

De-Novo Enquiry Proceedings held on 23/01/2024 at the office of DHO D. I. Khan

1. At first instance, the members of the enquiry committee visited the base facility BHU Wanda Madat Khan to which LHW Rubina Bibi was attached. The MO Incharge was recently posted and he was not much aware about her performance, however, the local staff stated that she was a poor performer. The Enquiry Committee members also visited her catchment area community. The community member stated that they have not seen LHW Rubina Bibi since she wed and left the village.



2. All the concerned officers and officials were present in the office of DHO D.I.Khan by stipulated time and date communicated through letter No. 664-72/LHW dated 23/01/2024.

3. The following Officers and staff attended the enquiry proceedings:

- a. Dr. Abdu Gul, District Health Officer Lakki Marwat, Member Enquiry Committee
- b. Mr. Khurshid Ahmed Sheikh, Logistics Officer, LHWs Program Cell, DGHS KP Member Enquiry Committee
- c. Dr. Mehmood Jan, District Health Officer D. I. Khan
- d. Dr. Taj Muhammad, District Coordinator LHWs Programme, D. I. Khan
- e. Ms. Rehana Yasmeen, Assistant District Coordinator, LHWs Programme D. I. Khan
- f. Ms. Sidra Bibi, Lady Health Supervisor, BHU Wanda Madat Khan
- g. Ms. Mussarat Shaheen, Lady Health Supervisor, DHQ, D. I. Khan
- h. Ms. Rubina Bibi, LHW under enquiry

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4. The attendance sheet was signed accordingly. (Annexure "C")
5. The LHW Ms. Rubina Bibi was heard in person as evident from the picture given below:



6. The LHW concerned admitted the following misconducts during personal hearing in front of the Enquiry Committee, DHO D. I. Khan, District Coordinator LHWs Program, Assistant District Coordinator LHWs Program and 2 Lady Health Supervisors:

- a. She appeared in F.A, B.A and M.A examination without taking prior approval and N.O.C from the competent authority for appearing in examinations which is misconduct under E&D Rules.
- b. She took admission in Lady Health Visitor 2 year's regular diploma course in Government Public Health School D. I. Khan without approval and NOC from competent authority. During the diploma course she remained absent from her duty place which is a misconduct under E&D rules and LHWs Programme Policy.
- c. She took admission in the Ultra sound 3 months course at Peshawar private institute without prior approval of competent authority and requisite NOC and remained absent from her duty which is a misconduct under E&D Rules.
- d. She got married and shifted to village Maara and became Non Resident (NR) and became liable to termination as per rules of LHWs Programme.
- e. She admitted that during her absence period, she assigned her duties to another female who was not eligible for the job, which is misconduct under LHWs Program Rules.
- f. She admitted that during her absence, her monthly reports were submitted by another LHW which is a deliberate deceiving the LHWs Program and same has been reported by monitoring officers.
- g. After completion of her LHV regular diploma and Ultrasound course from a private institute at Peshawar, she opened a clinic at Wana, District Waziristan. She also admitted that she has not taken any permission for opening of clinic in Wana, Waziristan from concerned authorities which is illegal under Health Regulatory Authority rules and a gross misconduct and she also remained absent from her duty place.

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WRITTEN STATEMENTS


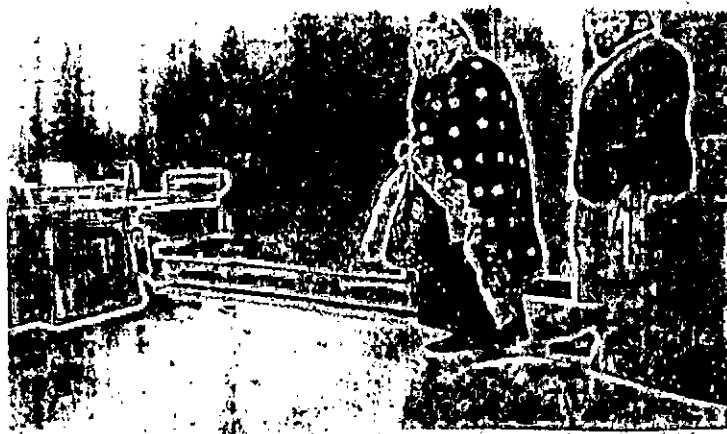
- 1. Dr. Taj Muhammad, District Coordinator (DCNP) given statement which endorsed that she is a poor performer, willful absence, refusal from Polio campaigns etc. (Annexure "D")

2. Assistant District Coordinator (ADC) Ms. Rehana Yasmeen in her written statement endorsed the charges against her. (Annexure "E")
3. Ms. Sidra Bibi, Lady Health Supervisor (LHS) at BHU Wanda Madat Khan also endorsed the charges leveled against her. (Annexure "F")
4. Ms. Mussarat Shaheen, former LHS at BHU Wanda Madat Khan stated that she remained dutiful during her period i.e. before 2016. (Annexure "G")
5. The Principal of Public Health School verified through letter No. 01-01-2024 dated 23/01/2024 that Ms. Rubina Bibi remained enrolled in government Public Health School for the diploma of Lady Health Visitor from 2013 to 2015 as a regular candidate. (Annexure "H")
6. The under enquiry LHW Ms. Rubina Bibi allegedly admitted all the charges leveled against her from time to time which constituted basis for her terminations in her written statement and begged for mercy and tendered apologies. (Annexure "I").
7. The chunks of audio have also been recorded when she was confessing and admitting all the charges and misconducts done by her and begging pardon and apologies. This audio can also be produced in court of law if required. The audio recording has been done in best public service interest and she knew that recording is being done and she did not object on this.

Opinion of the Enquiry Committee

1. It has been proved and established that she has done multiple gross misconducts under E&D Rules, Rules and regulations of the LHWs Programme, violations of her Job Description through her verbal admittance and in writing too.
2. It is worth mentioning that during the prayers and lunch break, Ms. Rubina Bibi LHW rushed to the local market and brought gifts for the enquiry Committee members and the DHO office staff and people around the office has seen this entire episode, which again is a gross misconduct rather a criminal offense. Pictorial evidence is also available which shows the gift pack shoppers in her hand brought to the office of DHO. Her this act could have damaged the integrity of the Enquiry Committee and bring bad name to the worthy department.

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3. The multiple gross misconducts make her liable for major penalty under E&D Rules, leading to termination/dismissal from services.

CONCLUSION/RECOMMENDATIONS

1. In the light of enquiry conducted as per official procedure:
 - a. Verbal interviews and written statements of the concerned officers and officials and Public Health School,
 - b. Her own verbal admitting the charges before the Enquiry Committee and written statement in her own hand writing, accepting the charges against her constitute the firm and solid basis for imposition of major penalty.
 - c. She has been found guilty of gross misconducts and liable for termination or dismissal from service.
2. The Committee is also of the view that:
 - a. As she has acquired the LHV and Ultra sound diplomas therefore,
 - i. She will keep practicing the conduction of delivery cases,
 - ii. May run an illegal clinical practice and
 - iii. May carry on the ultrasound practice.


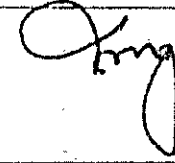

As per her job description as LHWs, she can neither conduct delivery cases nor she can run any clinic or business. Whereas, she can earn multiple times higher than the monthly pay of LHW, therefore, she would not resist herself from this illegal practice and continuation of ill practices already she was already charged and allegedly found guilty.

3. Under the rules of LHWs Programme, the LHW terminated twice cannot be reinstated.
4. The Enquiry Committee, keeping in view the foregoing evidences is of the opinion, that she shall be immediately terminated or dismissed from the service in best public service interest.
5. However, the case is put forth for the perusal and decision of the Honorable Service Tribunal for deciding whether she shall be terminated or reinstated.
6. In case the Honorable Service Tribunal decides for her reinstatement, then the following recommendations are forwarded in best public service interest.
 - a. She may be reinstated after fulfillment of laid down procedure of LHWs Programme re-adjustment process in the new area of BHU Maara where she is residing with her husband after marriage, subject to condition that if a vacant seat of LHW is available there.
 - b. She shall remain on 06 months' Probation period and will remain under strict and vigorous supervision and surveillance of the different monitoring tiers of LHWs Programme and DHO Office and in case of any complaint, her services shall be liable to termination/dismissal without any further probe and enquiry.


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- c. She shall not be entitled to claim the back benefits of the period of her termination as the charges against her have been established as valid, further she has earned multiple times more than her salary practicing her illegal practices, however, for continuation of her service record, the termination period shall be counted as extra ordinary leave without pay through a notification by the DHO concerned.

The Enquiry Report is submitted for perusal and further necessary action.

		
<p>Khurshid Ahmed Sheikh, Logistics Officer, LHWS Program Cell at DGHS, KP Member Enquiry Committee</p>	<p>Dr. Abdu Gul, District Health Officer, Lakki Marwat Member Enquiry Committee</p>	<p>Dr. Fakhar Alam, Regional Director General South Region Chairman Enquiry Committee</p>

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No. 664-72/LHW

Dated: 23/01/2024

To

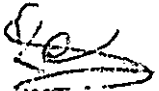
1. Coordinator LHW Program
2. ADC LHW Program
3. Clerk LHW Program
4. LHS BIU Wanda Madat
5. Mrs. Robina Bibi LHW

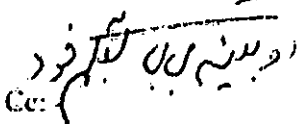
DHO office DIKhan

Subject: DE-NOVO INQUIRY OF MRS. RUBINA BIBI LHW

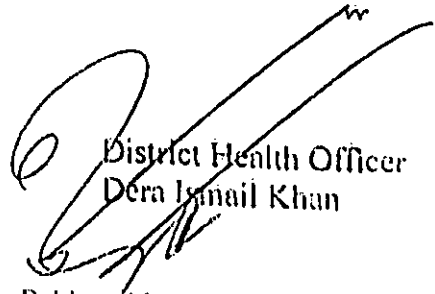
With reference to the DHO Lakki Marwat Letter No 704/PF dated: 18/01/2024, it is stated that subject mentioned Enquiry Committee will visit to this office on 23/01/2024 regarding said Enquiry, you all are directed to attend this office on 23/01/2024 Tuesday at 11:00 AM alongwith relevant record positively.

Received



دوبینہ بی بی لکھی
Cc: 

See



District Health Officer
Dera Ismail Khan

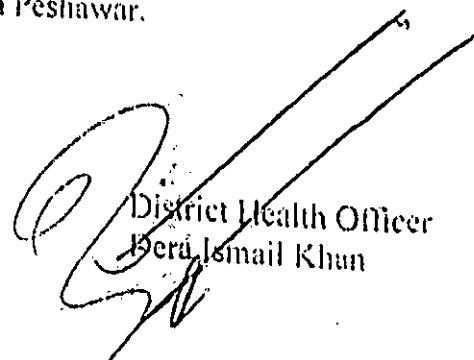
23/1/24
ADC

1. Director General Health Services Khyber Pakhtunkhawa Peshawar.
2. Registrar Khyber Pakhtunkhawa Service Tribunal Peshawar.
3. Provincial Coordinator LHW Program Peshawar.
4. District Health Officer Lakki Marwat.

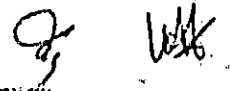
Muzaffar
23/1/24

LHS Sid Sidha
23-1-2024

23/01/2024
LHS Musarat



District Health Officer
Dera Ismail Khan



ATTENDANCE SHEET

D. I. Khan Office

Meeting Subject: De-Novo Enquiry 23/01/2024 at DHO Dated: 23/01/2024.

S. No	Name	Designation	Contact No	Signature
1	Dr Abdul Gul	DHO Caklei office LHW Dist office	0833 9107052	
2	Muhammad A. Sheikh	Logistics Officer LHW Prog. DGHs	03100999582	
3	Dr Taj Muhammad Khan	LHW coordinator BIK	03349158127	
4	Rahana Yasmeen	A.D.C. - LHW.P. DHR	03467991977	
5	Sadia Bibi	LHS BHU Wanda mald	03444492907	
6	Musarat Shahreen	LHS DHO	03429582784	
7	Dr. Mahmood Jan	DHO	0334-334-7800	
8	Robina Bibi	LHW	0341-7262308	

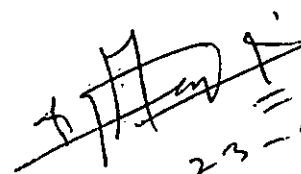
Written Statement

This is with reference to the letter No. 664-72/LHW dated 23/01/2024 regarding the De-Novo enquiry in respect of Ms. Rubina Bibi D/O Abdul Karim, W/O Shaukat Ali, currently residing in Village Maara, Tehsil Paroa, District D. I. Khan with her husband.

I, Dr. Taj Muhammad Khan District Coordinator LHWs Programme D. I. Khan do hereby solemnly affirm my statement as below: That

1. Ms. Rubina Bibi LHW attached to BHU Wanda Madat is a poor performer in her assigned duties which is evident from a series of explanations issued to her from time to time which are a part of her personal file.
2. She has been terminated twice on the basis of Polio refusal, willful disobedience, misconduct, habitual absentee and Non-Resident status as per LHWs Programme policy.
3. She was reinstated on her pledge on the Stamp Paper duly signed by her that she will remain dutiful in future and will not give any opportunity of any complaint which she failed to do so.
4. She was again terminated and reinstated by the worthy Service Tribunal for the purpose of De-Novo enquiry.

The facts are submitted for record and further necessary action please.


23-04-2024

Dr. Taj Muhammad
District Coordinator
LHWs Programme
D. I. Khan

تذکرہ کتابیں اور دستاویزات کی فہرست

عنوان
اسٹیمپ

کتاب عالیہ ۱
تذکرہ ۱
حوالہ لکھنؤ ۱۹۷۲-۷۳-۷۴-۷۵-۷۶-۷۷-۷۸-۷۹-۸۰-۸۱-۸۲-۸۳-۸۴-۸۵-۸۶-۸۷-۸۸-۸۹-۹۰-۹۱-۹۲-۹۳-۹۴-۹۵-۹۶-۹۷-۹۸-۹۹-۱۰۰
صفحہ ۲۴/۰۱/۲۳

۱۔ روایت لکھنؤ ۱۹۷۲-۷۳-۷۴-۷۵-۷۶-۷۷-۷۸-۷۹-۸۰-۸۱-۸۲-۸۳-۸۴-۸۵-۸۶-۸۷-۸۸-۸۹-۹۰-۹۱-۹۲-۹۳-۹۴-۹۵-۹۶-۹۷-۹۸-۹۹-۱۰۰
دورانہ سرویس سٹیشن

۲۔ مندرجہ ذیل کو حسب ذیل
۱۔ مندرجہ ذیل کو حسب ذیل

۳۔ بارہوا مندرجہ ذیل
۱۔ مندرجہ ذیل کو حسب ذیل

۴۔ تفریح دہلی لکھنؤ ۱۹۷۲-۷۳-۷۴-۷۵-۷۶-۷۷-۷۸-۷۹-۸۰-۸۱-۸۲-۸۳-۸۴-۸۵-۸۶-۸۷-۸۸-۸۹-۹۰-۹۱-۹۲-۹۳-۹۴-۹۵-۹۶-۹۷-۹۸-۹۹-۱۰۰
مستند سولہ ایسی

کتاب عالیہ ۱
تذکرہ ۱
حوالہ لکھنؤ ۱۹۷۲-۷۳-۷۴-۷۵-۷۶-۷۷-۷۸-۷۹-۸۰-۸۱-۸۲-۸۳-۸۴-۸۵-۸۶-۸۷-۸۸-۸۹-۹۰-۹۱-۹۲-۹۳-۹۴-۹۵-۹۶-۹۷-۹۸-۹۹-۱۰۰
صفحہ ۲۴/۰۱/۲۳

صفحہ ۲۴/۰۱/۲۳

۱۔ مندرجہ ذیل کو حسب ذیل
۱۔ مندرجہ ذیل کو حسب ذیل

۲۳/۱۱/۲۴

۱۱/۱۱/۲۴

① حضرت جناب ڈسٹرکٹ کوآرڈینر ہائیڈرو گرام ڈی آئی فار

جناب عالی!

گزارشی پے حوالہ سیر نمبر 72/WHG-664 مورخہ 24-11-23

ممبر 1 = روہینہ بی بیکہ وانڈر دست جی LHS کی کوب بی وزٹ کیا گیا
یا Verification کی گئی تو غیر حاضر پایا گیا۔

ممبر 2 LHS روہینہ کو جوگی بی بیات وی گئی فلا پوڈیو ڈیوڈیا EP
ڈیوڈی کو پے روہینہ بی بی انکار وی۔

ممبر 3 روہینہ نے اپنا معارفہ ڈاؤن نہ بھی درست رکھانہ دیکھی جمع کروایا۔

ممبر 4 اسی سلسلے میں پھورہ کی ل طور LHS اسی کو NR رپورٹ
کے چکی یوں

العارضی مورخہ 24-11-23

سردہ می جی LHS BHU وانڈر دست
23-1-24

Handwritten marks/signatures at the bottom right.

خدمت جناب ڈسٹرکٹ سوشل ورکس آف سی ڈی ڈی

664-72

مشغول ہو کر
انکوائری
LHW program جناب عالی

گزارش ہے کہ قریب 2016ء تک BHC وزارت صحت

کی LHW کی سپروائزنگ کرتی تھی لہذا وہ سب کی

BHC وزارت صحت میں سپری ویزنگ Under supervision کام

کرتی تھی اور اپنے علاقے وزارت صحت میں رہتی تھی۔

رپورٹ حاضر خدمت ہے۔

الغرض۔

LHS صحت شاہین

DHO Hospital D.K.

23/01/2024
LHS DHO

[Signature]

[Signature]

OFFICE OF THE PRINCIPAL PUBLIC HEALTH SCHOOL
DERA ISMAIL KHAN.

13

No: 01-01-2024 /

Dated: 23 /01/2024

To

The District Health Officer
Dera Ismail Khan.

Subject: PROVIDE THE RECORD MRS. RUBINA BIBI LHW D/O ABDUL KARIM

With reference to your office letter No: 663/LHW dated: 23/01/2024.

I have the honor to state that the 02-years training has been completed session 2013 & 2015 in respect of Mrs. Rubina Bibi LHW at Public Health School Dera Ismail Khan.

Therefore, report is submitted for further necessary action please.

[Signature]
Principal
Public Health School
Dera Ismail Khan
23/01/2024

شاہدت لکھتے آلو انگریزی آئینہ

ہنر عالی

موردہ ہنر لٹریچر کے لئے سالانہ سب 2001 میں کھینٹ

لکھنے والی ورک لکھنے والی تو مسائل کے *linguistics* میں

کئی کئی مسائل تو ہنر نہیں سائنس حکمت و اجازت کے

لکھنے کے لئے تو *MA* اور *PhD* تو سیکھا، دوران میں کہ سنتی

سالانہ *MA* کے لئے *MA* کے لئے *MA* کے لئے *MA* کے لئے

سب کے لئے *MA* کے لئے *MA* کے لئے *MA* کے لئے

تو کرسی سے *MA* کے لئے *MA* کے لئے *MA* کے لئے

میں آج کے لئے *MA* کے لئے *MA* کے لئے *MA* کے لئے

تو کرسی سے *MA* کے لئے *MA* کے لئے *MA* کے لئے

نہی فرمائی *MA* کے لئے *MA* کے لئے *MA* کے لئے

ہنر کے لئے *MA* کے لئے *MA* کے لئے *MA* کے لئے

روینہ سے 070 عبد اللہ کیم

DATE 23/01/2024

روینہ سے

0341726235

7

OFFICE OF THE DISTRICT HEALTH OFFICER
DERA ISMAIL KHAN
Phone# 0966-933199
Email: dhodikhan@yahoo.com

7

No. 664-72/LHW

Dated: 23/01/2024

To

1. Coordinator LHW Program
2. ADC LHW Program
3. Clerk LHW Program
4. LHS BHU Wanda Madat
5. Mrs. Rubina Bibi LHW

DHO office DIKhan

Subject: DE-NOVO INQUIRY OF MRS. RUBINA BIBI LHW

With reference to the DHO Lakki Marwat Letter No 704/PF dated: 18/01/2024, it is stated that subject mentioned Enquiry Committee will visit to this office on 23/01/2024 regarding said Enquiry, you all are directed to attend this office on 23/01/2024 Tuesday at 11:00 AM alongwith relevant record positively.

Received

[Signature]

[Signature]

[Signature]
District Health Officer
Dera Ismail Khan

دستور العمل
23/1/24

23/1/24
ADC

1. Director General Health Services Khyber Pakhtunkhawa Peshawar.
2. Registrar Khyber Pakhtunkhawa Service Tribunal Peshawar.
3. Provincial Coordinator LHW Program Peshawar.
4. District Health Officer Lakki Marwat.

Muzaffar
23/1/24

LHS Sid Sidra
23-1-2024

23/01/2024
LHS Musarat

[Signature]
District Health Officer
Dera Ismail Khan

[Signature]