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FAFEN Health Institution Monitor

A Report Based on the Monitoring of

46 Tehsil Headquarter Hospitals in 34 Districts
across Pakistan in August 2011

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Tehsil Level Hospitals Lack Diagnostic and Medical Services

Forty-six Tehsil Headquarter Hospitals (THQs) monitored in 34 districts nationwide in August 2011 were found to be lacking basic medical services. More than half (57%) of them did not have pathology departments for diagnosis of diseases, putting patients' health at risk. A neglect of female reproductive and children's health was also noticed as 40% of the monitored THQs lacked pediatrics and 38% were without gynecology and obstetrics departments.

Similarly, more than 90% of all monitored THQs lacked cardiology (heart), dermatology (skin) and E.N.T. (ear, nose and throat) departments, more than 80% lacked orthopedic and chest departments, 66% did not have ophthalmology (eye) departments and 26% did not have surgery departments. Absence of these specialist services at tehsil level hospitals means that patients may be forced to seek treatment elsewhere, possibly at private hospitals, which are more expensive. The state's health system promises easy access to healthcare at all government hospitals.

FAFEN Governance Monitors interview up to three patients at each visited health facility to gauge satisfaction levels regarding doctors' and staff's behavior. Out of 135 patients interviewed in 46 THQs, 73% seemed to be satisfied with the behavior and availability of doctor, support staff and other medical services.

However, of the patients who expressed dissatisfaction, nine reported that the doctor was not present on duty, 19 felt they had not been given enough time by the doctor, 13 complained about doctor's behavior and 23 felt that they had not been provided the required support and guidance by the support staff. A total of 35 patients reported that they did not receive free medicines from the in-house pharmacy as per doctor's prescription. Moreover, 13 patients reported that they were charged illegal money for provision of services. It is important to note that state-run health institutions are not supposed to charge fees for services.

FAFEN Governance Monitors observed that conditions of physical infrastructure were relatively good. Housed in buildings in good conditions with a boundary wall, at least 40 of the 46 THQs were clean and approachable by a proper road. With the exception of one THQ in Khyber Pakhtunkhwa (KP), all other monitored THQs had electricity and all had fans. Ninety-four percent of the monitored THQs had a properly shaded waiting area for patients and 40 of the 46 THQs had washrooms with running water. Only 28% of the monitored THQs had Sui gas connections. Eight THQs did not have residential quarters for doctors and the same number did not have residential quarter for support staff on their premises.

Good occupancy rates were observed for sanctioned posts of medical and non medical staff. However, this cannot be generalized as a trend because of lack of information shared by the monitored THQs.

For instance, in KP, information about male medical officers (MOs) was shared by at least half of the nine monitored THQs, and was withheld by more than 50% of the THQs for all other medical posts. The situation was not much better in other regions: In Sindh, only half of the eight monitored THQs shared information about the appointments of women medical officers (WMOs) and chief medical officers (CMOs). Similarly the two THQs monitored in Balochistan shared information about the posts of WMOs, MOs (male) and dentists but withheld data about other medical postings. At least 50% of the 17 THQs monitored in Punjab provided information about WMOs, MOs, surgeons, gynecologists, pediatricians and dentists. Similar observations were made with regard to posts for paramedical, administrative and support staff, in the THQs monitored in each of these four regions.

As many as 66 visits were made to the monitored THQ in the last quarter (June–August 2011) both by elected representatives and government officials. MNAs and MPAs made 11 visits to THQs in Sindh and Punjab.

Detailed Findings:

FAFEN Governance Monitors visited 46 THQs in 34 districts in August 2011 – 27 in 17 districts in Punjab, nine in as many districts in KP, eight in six districts in Sindh and two in two districts in Balochistan.

Graph A: District Covered (Region – Wise)

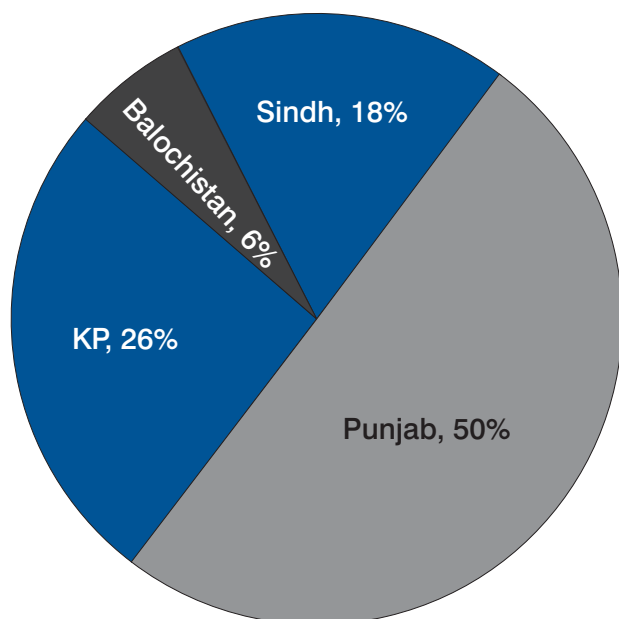


Table A: Monitored THQs (Region Wise)

Province	No. of Districts Covered	% of Districts Covered	No. of THQ Visited
Punjab	17	50%	27
KP	9	26%	9
Balochistan	2	6%	2
Sindh	6	18%	8
Total	34	100%	46

1. Medical Infrastructure

Twenty-seven of the 46 THQs did not have ophthalmology (eye) rooms. All two THQs monitored in Balochistan, six of eight monitored in Sindh, four of nine in KP, and 15 of 27 in Punjab did not have ophthalmology rooms.

All THQs monitored in KP and Punjab had labour rooms. However, one THQ in Sindh and both monitored in Balochistan lacked this facility. As many as seven out of the 46 THQs did not have operation rooms for general surgery – two in Balochistan, four out of nine in KP, and one out of eight in Sindh. Dental rooms were present in all the monitored THQs except for one in Sindh. All the monitored THQs had x-ray rooms.

Nearly a third of the monitored THQs – two in Balochistan, three out of

Monitoring Methodology

The Free and Fair Election Network (FAFEN) has launched a nationwide initiative to monitor governance processes under its Supporting Transparency Accountability and Electoral Processes in Pakistan (STAEP) in line with its mandate to strengthen all forms of democratic accountabilities in Pakistan. Objective information about governance processes is vital to encourage informed engagement of citizenry with elected and public institutions for progressive outputs. FAFEN Governance Monitoring aims at enriching the public discourse and debate on governance and developing research-based recommendations for reforms.

FAFEN advocates for transparency, accountability, responsiveness, representativeness and public participation as essential elements of democratic governance to enhance the output, efficiency and effectiveness of all elected and public institutions.

FAFEN Governance Monitors visit schools and colleges, health facilities, police stations and other public institutions to monitor and evaluate their efficiency and efficacy in 200 National Assembly constituencies of 119 districts in Punjab, Khyber Pakhtunkhwa (KP), Balochistan, Sindh, Federally Administered Tribal Areas (FATA) and Islamabad Capital Territory (ICT). In addition, FAFEN is also monitoring complaints handling mechanisms of various public institutions to gauge their effectiveness.

Trained FAFEN Governance Monitors fill out standardized checklists during their monitoring visits, employing interviewing and observation techniques, and then transmit the data to the FAFEN Secretariat in Islamabad for data entry, cleaning and analysis. FAFEN plans to produce monthly thematic reports such as this one. This information will also contribute to FAFEN Bi-Annual State of Governance in Pakistan Reports.

FAFEN Governance Monitoring reports are based on non-probability sampling, and their findings should not be considered national or provincial generalizations. However, FAFEN's outreach across the country allows it to access most districts as well as urban and rural areas. Standardized methodology is applied across Pakistan to draw information in a uniform way through observation and interviewing. The observation and interviews are recorded on a standardized checklist. All information received at the FAFEN Secretariat is verified through multiple sources for authenticity and accuracy. These reports provide data analysis and inferences only for the monitored institutions within the sample. These reports are meant to present to relevant stakeholders a consolidated and current snapshot of the state of governance in public institutions in order to inspire public dialogue and as a contribution towards targeted interventions and reforms.

However, FAFEN's unique methodology to assess and evaluate governance processes continues to evolve. Any inaccuracies that may be noticed in the data or suggestions for improvement in the methodology can be sent to the email address at the end of this report.

nine in KP, three out of eight in Sindh and nine out of 27 in Punjab – did not have emergency wards. However, wards for indoor patients were present in all but one THQ in KP. All the monitored THQs had laboratories for conducting tests.

Save one THQ in Sindh, medico-legal services for the facilitation of cases of illnesses/injuries in accidents etc. were present in all the monitored THQs.

Table 1: Medical Infrastructure

Sr. No.	Question	Yes/No	Punjab	KP	Balochistan	Sindh	Total
1.	The THQ has an X-Ray Room.	Yes	27	9	3	8	46
		No	0	0	0	0	0
2.	The THQ has dental room.	Yes	27	9	2	7	45
		No	0	0	0	1	1
3.	The THQ has labour room.	Yes	27	9	0	7	43
		No	0	0	2	1	3
4.	The THQ has ophthalmology room.	Yes	12	5	0	2	19
		No	15	4	2	6	27
5.	The THQ has operation room for general surgery.	Yes	27	5	0	7	39
		No	0	4	2	1	7
6.	The THQ has laboratory for tests.	Yes	27	9	3	8	46
		No	0	0	0	0	0
7.	The THQ has wards for indoor patients.	Yes	27	8	2	8	45
		No	0	1	0	0	1
8.	The THQ has emergency (20-50 beds) ward for outdoor patients.	Yes	18	6	2	5	33
		No	9	3	0	3	15
9.	The THQ has medico-legal services.	Yes	27	9	2	7	45
		No	0	0	0	1	1

2. Specialist Medical Services

Forty THQs had dental departments. Only one out of 27 THQs monitored in Punjab, three out of nine in KP and three out of eight in Sindh did not have dental departments.

More than half (26) of the monitored THQs did not have pathology departments – both THQs monitored in Balochistan, six in KP, 15 in Punjab and three in Sindh. It suggests a lack of specialist services for proper diagnosis of diseases, which may lead to improper or inadequate treatment, putting patients' health at risk. More than a quarter (11) of the monitored THQs did not have surgery departments – all THQs monitored in Balochistan, a quarter in Sindh, five in KP and two in Punjab.

A neglect of female reproductive health and children's health was noticed as 40% of the monitored THQs lacked pediatrics and 38% lacked gynecology and obstetrics departments. All THQs monitored in Balochistan, four in Sindh and six each in KP and Punjab did not have pediatrics departments. Similarly, at least half of the THQs monitored in KP, Sindh and Balochistan, and 26% of those monitored in Punjab lacked gynecology and obstetrics departments.

More than 90% of all monitored THQs lacked cardiology (heart), dermatology (skin) and E.N.T. (ear, nose and throat) departments. Only one THQ each in Punjab and Sindh had cardiology and dermatology departments. Four THQs - two in Sindh and one each in Punjab and KP - had E.N.T. departments.

As many as 30 of the monitored THQs did not have an ophthalmology department – two monitored in Balochistan, six each in Sindh and KP, and 16 in Punjab lacked this service. Radiology departments were absent in 29 out of 46 THQs monitored in August 2011 – two THQs monitored in Balochistan, four in Sindh, five in KP and 18 in Punjab.

Thirty-eight of the monitored 46 THQs did not have orthopedic (bone) departments – all THQs monitored in Balochistan and KP, and at least three quarters in Punjab (21) and Sindh (6). Chest departments were not present in 40 of the monitored THQs. Only four THQs in Sindh and one each in Punjab and KP had chest departments.

Table 2: Specialist Medical Services

Sr. No.	Question	Yes/No	Punjab	KP	Balochistan	Sindh	Total
1.	Cardiology (heart)	Yes	1	0	0	1	2
		No	26	9	2	7	44
2.	Chest	Yes	1	1	0	4	6
		No	26	8	2	4	40
3.	Dental	Yes	26	6	2	5	39
		No	1	3	0	3	7
4.	Dermatology (skin)	Yes	1	0	0	1	2
		No	26	9	2	7	44
5.	E.N.T. (Ear, Nose, Throat)	Yes	1	1	0	2	4
		No	26	8	2	6	42
6.	Gynecology and Obstetrics	Yes	20	4	1	4	29
		No	7	5	1	4	17
7.	Ophthalmology (eye)	Yes	11	3	0	2	16
		No	16	6	2	6	30
8.	Orthopedic (bone)	Yes	6	0	0	2	8
		No	21	9	2	6	40
9.	Pathology (diagnosis of disease)	Yes	12	3	0	5	20
		No	15	6	2	3	26
10.	Pediatrics (children)	Yes	21	3	0	4	28
		No	6	6	2	4	18
11.	Radiology (x-ray)	Yes	9	4	0	4	17
		No	18	5	2	4	29
12.	Surgery	Yes	25	4	0	6	35
		No	2	5	2	2	11

3. General Facilities

Housed in buildings in good conditions with a boundary wall, at least 40 of the 46 THQs were clean and approachable by a proper road. With the exception of one THQ in KP, all other monitored THQs had electricity. As all had fans, medicines were available in the in-house pharmacies of all monitored THQs except three, all in Punjab.

Ten THQs – five in KP, one in Balochistan, two in Sindh and two in Punjab – did not have clean drinking water arrangements for patients. As many as 94% of the monitored THQs had a properly shaded waiting area for patients – two THQs in KP and one in Sindh lacked this facility. Washrooms with running water for patients were also present in 40 THQs. All THQs monitored in Punjab, 87% in Sindh, 56% in KP and 50% (one of two) in Balochistan had washrooms.

Only 13 of the monitored THQs had Sui gas connections – 50% (one of two) in Balochistan, 37% in Punjab, 12% in Sindh and 11% in KP. Four THQs in KP, two in Sindh and one in Balochistan did not have telephone landlines connections.

Eight THQs did not have residential quarters for doctors and the same number did not have residential quarters for support staff on the premises of the THQs. Six THQs in Punjab, out of a total 27, did not have residential quarters for doctors and six lacked residential quarters for support staff. Two THQs in KP lacked residential quarters for doctors and a similar number lacked quarters for support staff.

Table 3: General Facilities

Sr. No.	Question	Yes/No	Punjab	KP	Balochistan	Sindh	Total
1.	A proper road leads to the THQ.	Yes	27	9	2	7	45
		No	0	0	0	0	0
2.	The building is in a good condition.	Yes	26	8	2	5	41
		No	1	1	0	3	5
3.	The THQ is clean.	Yes	26	7	1	6	40
		No	1	2	1	2	6
4.	There is a boundary wall around the THQ.	Yes	24	9	2	5	40
		No	3	0	0	2	5
5.	The THQ has clean drinking water arrangements for patients.	Yes	25	4	1	6	36
		No	2	5	1	2	10
6.	The THQ has wash room [with running water] for patients.	Yes	27	5	1	7	40
		No	0	4	1	1	6
7.	There is proper place/shade for waiting patients.	Yes	27	7	2	7	43
		No	0	2	0	1	3
8.	The THQ has a landline telephone connection.	Yes	27	5	1	6	39
		No	0	4	1	2	7
9.	The THQ has a Sui gas connection.	Yes	10	1	1	1	13
		No	17	8	1	7	33
10.	The THQ has electricity	Yes	27	8	2	8	45
		No	0	1	0	0	1
11.	The THQ has fans in wards.	Yes	27	9	3	8	46
		No	0	0	0	0	0
12.	Medicines are available in the in-house pharmacy.	Yes	24	9	2	8	43
		No	3	0	0	0	3
13.	There are residential quarters for staff in the premises of THQ.	Yes	21	7	2	7	37
		No	6	2	0	0	8
14.	There is a residential house for the doctors in the premises of the THQ.	Yes	21	7	2	7	37
		No	6	2	0	0	8

4. Patient Perception

FAFEN Governance Monitors interview three patients at each health facility to gauge satisfaction levels regarding doctors' and staff's behavior. A total of 135 patients were interviewed in 46 THQs – 79 in Punjab, 26 in KP, 24 in Sindh and six in Balochistan. Three patients in Balochistan, two each in Punjab and KP and one in Sindh reported that the doctor was not present on duty. Nineteen patients felt they had not been given enough time by the doctor and 14 complained that the doctor's behavior was not satisfactory.

As many as 23 patients – 13 in Punjab, seven in Sindh, two in Balochistan and one in KP – felt that they had not been provided the required support and guidance by the staff.

A total of 35 patients – 25 in Punjab, four in Balochistan, four in KP and two in Sindh – reported that they did not receive free medicines from the in-house pharmacy as per doctor's prescription. Nationwide 13 patients reported that they were charged illegal money for provision of services – nine in Punjab, two in Balochistan, and two in KP.

Table 4: Patient Perception

Sr. No.	Questions	Punjab		Punjab (No. of Responses)	Sindh		Sindh (No. of Responses)	KP		KP (No. of Responses)	Balochistan (No. of Responses)	Balochistan		Balochistan (No. of Responses)	Pakistan	
		Patient			Patient			Patient				Patient				
		Yes	No		Yes	No		Yes	No			Yes	No		Yes	No
1	Was doctor present on his/her duty?	77	2	79	23	1	24	24	2	26	6	3	3	6	127	8
2	Do you think doctor has given you enough time?	69	10	79	22	2	24	23	3	26	6	2	4	6	116	19
3	Was the doctor's behavior good?	74	5	79	20	4	24	23	3	26	6	4	2	6	121	14
4	Did staff of the THQ provide you all the required support and guidance?	66	13	79	17	7	24	25	1	26	6	4	2	6	112	23
5	Did you get free medicines from in-house pharmacy as per doctor's prescription?	54	25	79	22	2	24	22	4	26	6	2	4	6	100	35
6	Did anyone at the THQ demand illegal money for providing services?	9	70	79	0	24	24	2	24	26	6	2	4	6	13	122

5. Government Oversight

Elected representatives and government officials made 66 visits to the monitored THQ in the last quarter (June–August 2011). Three visits were made by MNAs – one in Punjab and two in Sindh. Eight visits were made in Punjab and three in Sindh.

One visit was made by a former elected representative – nazim – in a THQ in Sindh.

A total of 35 visits by executive district officers/health (EDO/Health) were made in the last quarter – 23 in Punjab and six each in Sindh and KP. Other government officials made eight visits to THQs in Punjab and six in Sindh.

Table 5: Government Oversight

Sr. No.	Designation	Punjab	KP	Sindh	Total
1.	MNA	1		2	3
2.	MPA	8		3	11
3.	EDO/Health	23	6	6	35
4.	Any other Government Official	10		6	16
5.	Any other Elected Representative			1	1
Total		42	6	18	66

6. Referrals

When a case can not be treated at lower level health facilities like Basic Health Units (BHUs) and Rural Health Centers (RHCs) either due to lack of equipment and/or specialist personnel, it is referred to THQs and/or District Headquarter Hospitals (DHQs). As many as 1,684 cases were referred to the monitored THQs according to information shared by 44 facilities. A total of 1,044 patients were referred to 26 THQs monitored in Punjab, 422 to eight in Sindh, 163 to seven in KP and 55 to two in Balochistan. As many as 3,502 medico legal cases were treated in 41 monitored THQs – 1,616 in Punjab, 1,605 in KP, 268 in Sindh and 13 in Balochistan.

Table 6: Referrals

Sr. No.	Region	Number of serious patients referred to THQ/DHQ in last calendar month	Number of THQs Sharing Information	Number of medico legal cases treated in last calendar month	Number of THQs Sharing Information
1.	Punjab	1044	26	1616	25
2.	KP	163	7	1605	7
3.	Balochistan	55	3	13	2
4.	Sindh	422	8	268	7
Total		1684	44	3502	41

7. Appointment of Medical and Non Medical Staff against Sanctioned Posts

FAFEN Governance Monitors requested the administrations of 46 THQs for information regarding appointments made against sanctioned posts for medical, paramedical, administrative and support staff.

7.1 Appointment of Medical Staff

While more than half of the THQs monitored in each region shared information about the posts of medical officers (male), a majority withheld information regarding sanctioned posts and appointments of other medical staff.

In Sindh, only information about the appointments of women medical officers (WMOs), chief medical officers (CMOs), MOs and anesthetists was shared by at least half of the monitored THQs. Similarly the two THQs monitored in Balochistan shared information about the posts of WMOs, MOs (male) and dentists but withheld data about other medical postings.

In KP, only information about MOs was shared by at least half of the monitored THQs. At least 50% of the THQs monitored in Punjab provided information about WMOs, MOs, surgeons, gynecologists, pediatricians and dentists.

With the exception of KP where two sanctioned posts for WMOs were filled, in all other regions at least a third of the sanctioned posts were unoccupied. Similarly, three CMO posts were fully occupied in KP but at least two-fifths were unfilled in Punjab and Sindh, whereas information was withheld by all the monitored THQs in Balochistan. At least half of all sanctioned posts for MOs were filled in all regions. All sanctioned posts for dentists were filled in Punjab, Sindh and KP. However, in Sindh and KP, information about these posting was provided by less than 50% of the monitored THQs. Three out of four posts for dentists were filled in two THQs in Balochistan, all of which shared information in this regard.

Table 7.1: Appointment of Medical Staff

Medical Staff		Sanctioned Strength				Posted				Occupancy Rate			
Sr. No.	Name of Post	Punjab	KP	Balochistan	Sindh	Punjab	KP	Balochistan	Sindh	Punjab	KP	Balochistan	Sindh
1.	Women Medical Officers (WMOs)	92	2	4	23	62	2	3	12	67.39%	100%	50%	52.17%
2.	CMO	49	3	0	19	28	3	0	10	57.14%	100%		52.63%
3.	Medical Officers (Male)	199	32	12	58	140	16	6	49	70.35%	50%	50%	84.48%
4.	Physicians	5	1	0	2	5	1	0	2	100%	100%		100%
5.	Surgeons	21	0	0	2	21	0	0	2	100%			100%
6.	Gynecologists	31	0	0	3	23	0	0	3	74.19%			100%
7.	Anesthetists	14	0	0	4	13	0	0	4	92.86%			100%
8.	Pediatricians	20	0	0	3	20	0	0	3	100%			100%
9.	Ophthalmologists	10	0	0	2	10	0	0	2	100%			100%
10.	Dermatologists	0	0	0	0	0	0	0	0				
11.	Chest Specialist	0	0	0	3	0	0	0	3				100%
12.	E.N.T Specialists	2	0	0	3	2	0	0	3	100%			100%
13.	Dental Surgeons	24	1	3	5	24	1	2	5	100%	100%	66.67%	100%

7.2 Appointment of Paramedical Staff

At least half of the THQs monitored in Sindh provided information on the sanctioned posts and appointments of all paramedical staff, except for ophthalmic, blood bank technicians and radiographers. Of nine THQs in KP, information sharing by at least 50% was observed only for posts of lady health visitors (LHVs). In Balochistan, at least one of the two THQs monitored in the region provided information about all paramedical posts except for staff nurses, ophthalmic, ECG and blood bank technicians. Information regarding staff nurses, LHVs, laboratory assistants and radiographers was provided by at least half of the THQs monitored in Punjab.

More than 80% of the sanctioned posts for staff nurses were filled in THQs providing information in Punjab and Sindh, while 54% were unoccupied in THQs in KP. All sanctioned posts for LHVs were filled in all regions in the THQs that provided information. With the exception of five posts that were unfilled in THQs in Punjab, all sanctioned posts for operation theater assistants in THQs sharing information in the remaining regions were filled. Similar full occupancy rates were observed for laboratory technicians in Sindh, KP and Balochistan, while one post was unoccupied in a THQ in Punjab.

All posts for dental technicians were filled in all regions in the THQs that shared information. Hundred percent occupancy rates were observed for laboratory assistants in Sindh and Balochistan, and at least 80% posts were filled in Punjab and KP. All radiographer posts were filled in KP and Sindh, 94% were occupied in Punjab and a third was filled in Balochistan.

Table 7.2: Appointment of Paramedical Staff

Paramedical		Sanctioned Strength				Posted				Occupancy Rate			
Sr. No.	Name of Post	Punjab	KP	Balochistan	Sindh	Punjab	KP	Balochistan	Sindh	Punjab	KP	Balochistan	Sindh
1.	Staff Nurses	387	39	0	49	314	18	0	43	81.14%	46.15%		87.76%
2.	Lady Health Visitors (LHVs)	27	7	2	9	27	7	2	9	100%	100%	100%	100%
3.	Operation Theater Technicians	32	5	1	14	27	5	1	14	84.38%	100%	100%	100%
4.	Laboratory Technician	17	7	2	10	16	7	2	10	94.12%	100%	100%	100%
5.	Ophthalmic Technicians	8	2	0	3	6	2	0	3	75%	100%		100%
6.	Dental Technicians	11	3	1	8	11	3	1	8	100%	100%	100%	100%
7.	ECG Technicians	5	4	0	9	4	4	0	9	80%	100%		100%
8.	Blood Bank Technicians	8	2	0	2	7	2	0	2	87.50%	100%		100%
9.	Laboratory Assistants	48	6	2	11	41	5	2	11	85.42%	83.33%	100%	100%
10.	Radiographers	49	6	3	2	46	6	1	2	93.88%	100%	33.33%	100%
11.	X-Ray Technicians	9	4	3	9	8	4	3	9	88.89%	100%	100%	100%

7.3 Appointment of Administrative Staff

At least 50% of all THQs monitored in Sindh provided information regarding sanctioned posts and appointments of administrative staff. Information about posts of medical superintendent and senior clerks was provided by at least half of the THQs monitored in Balochistan and Punjab. In KP, no information regarding any post was shared by at least half of the monitored THQs.

All sanctioned posts for medical superintendents, senior clerks and senior storekeepers were filled in all THQs providing information.

Table 7.3: Appointment of Administrative Staff

Administrative		Sanctioned Strength				Posted				Occupancy Rate			
Sr. No.	Name of Post	Punjab	KP	Balochistan	Sindh	Punjab	KP	Balochistan	Sindh	Punjab	KP	Balochistan	Sindh
1.	Medical Superintendents	23	4	1	7	23	4	1	7	100%	100%	100%	100%
2.	Additional Medical Superintendents	4	1	0	8	4	1	0	8	100%	100%		100%
3.	Deputy Medical Superintendents	2	0	0	6	2	0	0	6	100%			100%
4.	Chief WMO	1	0	1	5	1	0	1	5	100%		150%	100%
5.	Senior Clerk	14	2	1	5	14	2	1	5	100%	100%	100%	100%
6.	Senior Store Keepers	17	3	0	7	17	3	0	7	100%	100%		100%

7.4 Appointment of Support Staff

At least 50% THQs in Punjab and Sindh provided information about posts of other support staff, however, less than half of the THQs monitored in KP shared information about posts for watchmen, while information about posts for gardeners was withheld by the two THQs monitored in Balochistan. All sanctioned posts for dispensers, peons and watchmen were filled in all THQs providing information in KP and Balochistan and at least 90% were filled in other regions. Hundred percent occupancy rates were observed for gardeners in THQs providing information in all regions, except Balochistan (information was not shared). All posts for sanitary workers were filled in THQs providing information in KP and Balochistan, while 92% were filled in Sindh and 83% in Punjab.

Table 7.4: Appointment of Support Staff

Support Staff		Sanctioned Strength				Posted				Occupancy Rate			
Sr. No.	Name of Post	Punjab	KP	Balochistan	Sindh	Punjab	KP	Balochistan	Sindh	Punjab	KP	Balochistan	Sindh
1.	Dispenser	187	16	5	58	179	16	5	57	95.72%	100%	100%	98.28%
2.	Peons	106	8	1	36	102	8	1	36	96.23%	100%	100%	100%
3.	Watchmen	58	16	2	11	54	16	2	11	93.10%	100%	100%	100%
4.	Gardeners	33	7	0	6	33	7	0	6	100%	100%		100%
5.	Sanitary Worker	219	7	2	50	181	7	2	46	82.65%	100%	100%	92%

Annex: List of Monitored THQs

Sr. No.	Name of the Health Facility	Province	District
1.	Tehsil Headquarter Hospital, Darya Khan	Punjab	Bhakkar
2.	Tehsil Headquarter Hospital, Khanpur	Punjab	Rahimyar Khan
3.	Tehsil Headquarter Hospital, Yazman	Punjab	Bahawalpur
4.	Tehsil Headquarter Hospital, Hasilpur	Punjab	Bahawalpur
5.	Tehsil Headquarter Hospital, Sadiqabad	Punjab	Rahimyar Khan
6.	Tehsil Headquarter Hospital, Liaquatpur	Punjab	Rahimyar Khan
7.	Tehsil Headquarter Hospital, Ahmadpur East	Punjab	Bahawalpur
8.	Tehsil Headquarter Hospital, Gujar Khan	Punjab	Rawalpindi
9.	Tehsil Headquarter Hospital, Khushab	Punjab	Khushab
10.	Tehsil Headquarter Hospital, Talagang	Punjab	Chakwal
11.	Tehsil Headquarter Hospital, Choa Saidan Shah	Punjab	Chakwal
12.	Tehsil Headquarter Hospital, Chishtian	Punjab	Bahawalnagar
13.	Tehsil Headquarter Hospital, Pattoki	Punjab	Kasur
14.	Tehsil Headquarter Hospital, Daska	Punjab	Sialkot
15.	Tehsil Headquarter Hospital, Sambrial	Punjab	Sialkot
16.	Tehsil Headquarter Hospital, Minchinabad	Punjab	Bahawalnagar
17.	Tehsil Headquarter Hospital, Kabirwala	Punjab	Khanewal
18.	Tehsil Headquarter Hospital, Duniyapur	Punjab	Lodhran
19.	Tehsil Headquarter Hospital, Muridke	Punjab	Sheikhupura
20.	Tehsil Headquarter Hospital, Depalpur	Punjab	Okara
21.	Tehsil Headquarter Hospital, Rojhan	Punjab	Rajanpur
22.	Tehsil Headquarter Hospital, Jampur	Punjab	Rajanpur
23.	Tehsil Headquarter Hospital, Fateh Jang	Punjab	Attock
24.	Tehsil Headquarter Hospital, Hazro	Punjab	Attock
25.	Tehsil Headquarter Hospital, Sahiwal	Punjab	Sargodha
26.	Tehsil Headquarter Hospital, Pind Dadan Khan	Punjab	Jhelum
27.	Tehsil Headquarter Hospital, Jand	Punjab	Attock
28.	Taluka Hospital, Nagarparkar	Sindh	Tharparkur
29.	Taluka Hospital, Diplo	Sindh	Tharparkur
30.	Taluka Hospital, Kunri	Sindh	Umerkot
31.	Taluka Hospital, Sujawal	Sindh	Thatta
32.	Taluka Hospital, Ubauro	Sindh	Ghotki
33.	Taluka Hospital, Warah	Sindh	Larkana
34.	Taluka Hospital, LakhiGhulam Shah	Sindh	Shikarpur
35.	Taluka Hospital, Ghotki	Sindh	Ghotki
36.	Tehsil Headquarter Hospital, Haripur	KP	Haripur
37.	Tehsil Headquarter Hospital, Balakot	KP	Mansehra
38.	Tehsil Headquarter, Timergara	KP	Lower Dir
39.	Tehsil Headquarter Hospital, Booni	KP	Chitral
40.	Tehsil Headquarter Hospital, Paroa	KP	Dera Ismail Khan
41.	Tehsil Headquarter Hospital, Takht Bahi	KP	Mardan
42.	Tehsil Headquarter Hospital, Tangi	KP	Charsadda
43.	Tehsil headquarters Hospital, Hangu	KP	Hangu
44.	Tehsil Headquarter Hospital, Banda Daud Shah	KP	Karak
45.	Tehsil Headquarter Hospital, Mach	Balochistan	Bolan
46.	Tehsil Headquarter Hospital, Dukki	Balochistan	Loralai

About FAFEN

Free and Fair Election Network (FAFEN), established in 2006, is a coalition of 42 leading civil society organizations, working to strengthen all forms of democratic accountabilities in Pakistan. Governed by Trust for Democratic Education and Accountability, FAFEN's key achievements are:

- Observed the public display of Pakistan's draft electoral rolls and conducted the country's first statistically-valid voters' list audit in 2007
- Deployed more than 18,829 trained, neutral Election Day observers nationwide to watch the February 18, 2008 polls and 264 long-term observers to monitor the pre-election process
- Fielded long-term observers nationwide and published 19 pre-election reports
- For the February 18, 2008, General Elections, FAFEN conducted 260 simultaneous Parallel Vote Tabulations (PVTs)- the largest effort in the world
- Conducted its first survey, Constituents Aspirations Survey, in December 2008 with a sample size of 3,124 respondents to get the description of the state of public opinion and also to get a deeper understanding of the values, attitudes and beliefs of people living in the constituencies
- Conducted mapping of organizations working for human rights within Pakistan
- Observed general elections at Gilgit-Baltistan in 2009 and by-elections in various constituencies of the Punjab, Balochistan and Khyber Pakhtunkhwa in 2010
- Implemented a unique methodology to observe parliamentary proceedings under its Parliamentary Watch Project
- Monitors public institutions across Pakistan and issues monthly reports on the state and performance of educational, health and other local level institutions. In addition, monthly reports on prices, crimes, incidence of disease, caseload in lower courts and political and electoral violence are issued.

FAFEN continues to implement robust programs in-between elections related to monitoring parliamentary affairs, connecting constituents to their elected representatives, monitoring the performance of public and elected institutions and advocating electoral and democratic reforms. FAFEN is also monitoring political and electoral violence, peace activities and promoting active citizenry through ongoing civic education activities across the country. FAFEN is currently implementing Supporting Transparency, Accountability and Electoral Processes in Pakistan (STAEP) in 200 National Assembly constituencies in 119 districts across Pakistan.



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