***Version-1***

***Oct 20, 2021***

**Inquiry Report**

**On**

**Unprofessional Attitude and Poor Supervision Skills of UCPO – Shahi Bala**

**Inquiry Report by:**

**CHIP Training & Consulting Pvt. Ltd.**

**Submitted to:**

**WHO PO-KP**

**Contents**

[**1.** **Background:** - 3 -](#_Toc85200730)

[**2.** **Methodology:** - 3 -](#_Toc85200731)

[**3.** **Conclusion:** - 3 -](#_Toc85200732)

[**4.** **Recommendations:** - 4 -](#_Toc85200733)

# **Background:**

A complaint was received from program team dated 14th September 2021 *(attached as Annex-A)* against UCPO – Shahi Bala Mr. Sibghat Ullah that he has not improved his coordination with team, not extending the required support to team members and reporting his UC staff on baseless grounds as mention below;

* On 7th July 2021 he reported AS Mr. Salih that he has not completed his assigned tasks. It is also highlighted in the complaint that UCPO was the one who had sent his leave application to TDO. Upon verification of TDO, Mr. Salih had already completed his tasks.
* On 15th July 2021, he reported that AS Shoaib has not completed micro plan (MP). However, as per TDO verification he had completed his Area Micro Plan and submitted to UCPO for validation.
* UCPO allowed a CHW Ms. Mobeena for 2 days leaves during intra campaign days 13th and 14th July 2021.
* On 28th July 2021, he reported CHW Mobeena on account of uninformed absenteeism whereas the CHW was attacked by Dog and got injured. It is important to mention that she is 09 months pregnant. However, based on Mr. Sibghat Ullah report/feedback she served with a warning letter.
* In addition, his unprofessional and non-supportive attitude is also informally reported by the three female Area Supervisors. They also highlighted that if they report his attitude or lack of support then he becomes personal and threat the staff. They show annoyance over his authoritative and non-supportive attitude.
* As per TDO email she never saw him in UC WhatsApp group providing instructions or guiding his UC staff. Therefore, TDO requested the concerned authorities to take action against him for persistently poor performance of his UC and reporting baseless complaints.

WHO Provincial Office requested CTC team to conduct an inquiry.

# **Methodology:**

In order to probe into the allegations leveled against UCPO Mr. Sibghat Ullah, CTC team (*PTPP*) and People team (*CBV*) visited UC Shahi Bala on 15th October 2021 and recorded individual’s written statements as below;

1. UCPO Mr. Sibghat Ullah written statement is attached as Annex- B
2. AS Salih written statement is attached as Annex-C
3. AS Shoaib written statement is attached as Annex-D
4. CHW Mobeena written statement is attached as Annex-E
5. Three AS written statements are attached as Annex-F
6. TCO Mr. Arbab Bilal also recorded his feedback to the inquiry team. However, he was not willing to submit written statement.
7. TDO Ms. Robina had already recorded her statement in form of a complaint.

# **Key findings:**

Following were the key findings of the inquiry.

* During the course of investigation, it was found that UCPO Mr. Sibghat Ullah reported team members on baseless grounds and as a result they served with warning letters.
* He was aware of field incident faced by CHW Ms. Mubeena, nonetheless, he reported her absent. He approved leave applications of Area Supervisors Mr. Inayat Ullah and Mr. Salih and then reported them absent (*application is attached as Annex-G*).
* UCPO Sibghat Ullah violated leave policy by approving of Mr. Shoaib’s team member during pre-campaign activities which caused the late submission of a micro plan by Mr. Shoaib.
* As per three females Area Supervisors’ statements, they have no issues from UCPO side.
* According to TCO Arbab Bilal, his team members have never lodged complaint against UCPO so far. However, as per his own observation the UCPO lacks supervisory skills and he is unable control & handle the UC staff.

# **Conclusion:**

He has attitudinal issues and lacks communication with colleagues and subordinates. Instead of leading the UC with one team approach, he claims discrimination between UNICEF and WHO teams.

 In addition, he casually reports the staff to supervisors without verifying/addressing the issues at the field level that shows his lack of seriousness towards work.

Not only does he waste the supervisor's time in baseless inquires. His lack of supervisory skills and unprofessional attitude is also affecting the UC Operations and workplace environment.

# **Suggestions and Recommendations:**

Keep in view the key findings, UCPO Mr. Sibghat Ullah is recommended for termination of contract on account of fake reporting and violation of leave policy.