**Inquiry Report**

**On**

**Unprofessional Attitude and Immoral Activities of UCPO – Khalsa II**

**Inquiry Report by:**

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**Submitted to:**

**WHO PO-KP**

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# **Background:**

A complaint was received from the program team dated 16th October 2021 *(attached as Annex-A)* against UCPO –Khalsa II Mr. Muhammad Ishaq in which ALSM Umair has leveled allegations against UCPO as mention below;

* Community Elders has complained to UCCO and ALSMs regarding immoral/unethical activities of UCPO that he invites females to the health facility after the departure of Polio and civil dispensary staff and locks the door.
* After reporting the community complaint to UPEC Chairman, UCPO adopted discriminatory behavior and tried to harass and torture ALSM Umair by reporting his minor mistakes such as not wearing a face mask. Umair brought the unprofessional behavior of UCPO into the notice of UCCO Shoaib but he told him not to report these issues as this will create more problems.
* UCPO Muhammad Ishaq asked UCCO to share the live location of ALSMs in the WhatsApp group, in response, UCCO told that ALSMs will share their live locations later, after which UCPO became angry and used abusive/slang language.

# **Methodology:**

In order to probe into the allegations leveled against UCPO Mr. Muhammad Ishaq, the CTC team (*PTPP*) and People team (*CBV*) visited UC Khalsa 2 on 1stNovember 2021 and conducted a meeting with ALSM Umair, UCCO Sohaib, UPEC Dr. Ateeqa,UCPO Muhammad Ishaq and Area Supervisors.

# **Key findings:**

Following were the key findings of the inquiry.

* ALSM Umair mentioned to the inquiry team that District Nazim Hazrat Gul Haji complained to UCCO and ALSMs that UCPO Muhammad Ishaq was seen by a shopkeeper with a female while entering a health facility after the departure of the whole facility staff. They did not recognize the female, either she was an internal staff member or external.
* UCCO and ALSM reported this issue to UPEC chairman Dr. Ms. Ateeqa and she got the health facility keys from UCPO without discussing the matter to avoid further problems.
* During a discussion with staff, it has been found that UCPO Muhammad Ishaq has behavioral issues. He loses his temper and shouts with staff, ALSM Umair also presented a video clip to the inquiry team as evidence. However, he was not using abusive language as alleged in the complaint.

# **Conclusion:**

Based on the findings and evidences, it has been concluded that UCPO Muhammad Ishaq has behavioral issues. He often loses his temper and behaves rudely with UC staff but doesn’t use abusive language.

Furthermore, no tangible evidence was found against him that could prove his involvement in immoral activities

# **Recommendations:**

Keeping in view the key findings, UCPO Mr. Muhammad Ishaq is recommended for an explanation letter followed by warning letter on account of unprofessional attitude with staff.

**Thank You**