**Inquiry Report**

**On**

**Professional Misconduct by UCPO Mr Riaz Ahmed in Sindh-Badin-Golarchi-Golarchi**

**Inquiry Report by:**

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

**Submitted to:**

**WHO-PO**

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# 1. Background

On February 25th 2022, a complaint was received in which UCPO Mr.Riaz was allegedly called upon for misuse of authority and workplace harassment. The complaint was made by Team leader Ms.Rahila and Ms.Yasmin.*(attached as Annex A).*

## 1.1 Allegations:

Following are the key accusations.

1. According to Ms.Rahila, UCPO Mr.Riaz Ahmed has misbehaved and threatened her on 23rd February during the team training and criticized her work in a harsh manner. She also leveled harassment charges against the UCPO.
2. According to Ms.Yasmin Ex- polio worker, UCPO Mr. Riaz has removed her daughter from team without any reason.

# 2. Methodology

In order to analyze the situation, a field visit to Golarchi was conducted to carry out individual meetings with the below-mentioned staff and collected their written statements:

* UCPO Mr.Riaz Ahmed
* Team Leader Ms. Rahila (Complainant)
* EX-Polio worker Ms.Yasmin (Complainant)
* UCMO Mr. Muslim
* AIC Mr. Abdul Wahid Changh
* AIC Mr. Abdul Aziz

In response to the above complaints we investigated the matter and asked UCPO Mr. Riaz for his stance. In his statement of defense, he denied all the allegations and said that he never got personal with anyone. His intentions were purely professional and that he was only briefing the team regarding their mistakes. He also stated that while briefing a female team member (TL Ms. Rahila) got furious and started shouting that you are targeting me, this way we got into heated argument and then I left the training after telling UCMO (attached as Annex D).

# 3. Key Findings

1. As per complaint, UCPO Mr. Riaz has misbehaved and threatened Ms.Rahila during 23rd February team training. She also mentioned that UCPO Mr. Riaz pointed figure towards her, and criticized her work (attached as Annex B). However, according to AIC Mr. Abdul Aziz, during the training both squabbled with each other about the strength of children in tally sheet and got into heated argument (attached as Annex E).
2. According to Ms.Rahila’s statement, UCPO Mr.Riaz Ahmed harassed her and passed some unprofessional comment on her when she was on field (attached as Annex B), which UCPO Mr. Riaz completely denied. Ms. Rahila also stated that she had complained regarding this, to UCMO Mr. Muslim at that time. UCMO Mr. Muslim stated that he advised UCPO Mr. Riaz to not appear frank with the female members of team (attached as Annex G).
3. Ex polio worker Ms.Yamin asserted in her statement that, UCPO Mr. Riaz has removed her daughter without any reason (attached as Annex C). However, AIC Mr. Abdul Wahid Changh in his statement penned down that he was not happy with the performance of team 1 (in which Yasmin’s daughter was working) because their performance was not satisfactory, they used to leave early and doesn’t even comply with orders, so I changed the team in consultation with UCPO Mr. Riaz and UCMO Muslim. (attached as Annex F)
4. According to UCMO Mr. Muslim, UCPO Mr.Riaz Ahmed interfere in hiring process, he himself is involved in the hiring and firing of teams (attached as Annex G), but according to AIC Mr. Abdul Wahid and AIC Mr. Aziz, UCPO Mr. Riaz does not interfere but they do it in consultation with each other (attached as Annex F and Annex H).
5. Area Coordinator Mr. Jahangir also affirmed that none of the allegations can be proved and that the responsibility of UCPO is to ensure quality and efficient workers for this noble cause, however, UC team’s miss interpreted his concerns or extra follow up, this is lacking on his part to clarify his role to all colleagues (attached as Annex I).

# 4. Conclusion

Following is the diagnosis of the investigation derived from our findings.

1. No substantial evidence in favor of workplace harassment or professional misconduct was found against UCPO Mr. Riaz Ahmed. Thus, clearing him from all the allegations.
2. The allegation of misuse of authority against UCPO Mr. Riaz cannot be established as the AIC Mr. Aziz and Mr. Abdul Wahid (whose team was removed), have stated that it is always done in consultation with them (attached as Annex F and Annex H).

By keeping in view all the people we interviewed and the testimonies we received, the allegation; neither of workplace harassment nor of misuse of authority can be established. However, it seems that there is some lack of professional attitude from the UCPO being UC lead. As verbal communication of UCPO was not up to mark and he has been observed frank in verbal communication with everyone around him.

# 5. Recommendations

After carefully analyzing the entire situation it is recommended to give UCPO Mr. Riaz a verbal warning and also conduct a counseling session with his Area Coordinator to discuss his TORs as it seems that there is lack of professional attitude in dealing with staff at the end of UCPO being UC lead. The UCPO needs to work on his communication as well as monitoring and supervisory skills to handle such situation in a professional way.