

## **Inquiry Report**

On

**Misuse of Authority by IQRA - UC Bhuta Village**

**Inquiry Report by:**

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

**Submitted to:**

**WHO-PO**

# Contents

<b>Background:</b> .....	<b>3</b>
<b>1.1 Allegations</b> .....	<b>3</b>
<b>Methodology</b> .....	<b>3</b>
<b>Key findings</b> .....	<b>4</b>
<b>Conclusion:</b> .....	<b>5</b>
<b>Recommendations</b> .....	<b>6</b>

## Background:

On April 11, 2023, complaint was received through Email of Mr. Hamid TSV against Iqra (UCPO Sindh-Kemari-Kemari-UC-1 Bhutta Village) on an account of misusing the authority by money corruption with UC Staff. **(Annex A)**

The complainants leveled the following allegation against her:

## Allegation

- It was reported that UCPO Ms Iqra was involved in misuse of authority and financial embezzlement.

## Methodology:

In order to probe the investigation, CTC teams conducted a fact-finding investigation of the matter on 20<sup>th</sup> July 2023. Individual meetings with the field staff members were conducted in the UC Bhutta Village to acquire their statements.

The details of the statements of the Staff are attached as following Annexures.

- Khadija (CHW) **(Annex B)**
- Hussna (AS) **(Annex C)**
- Gull Banu (CHW) **(Annex D)**
- Sakina (CHW) **(Annex E)**
- Irfana (CHW) **(Annex F)**
- Nasreen (AS) **(Annex G)**
- Zarina (CHW) **(Annex H)**
- Samina (CHW) **(Annex I)**
- Farida(CHW) **(Annex J)**
- Zainab (CHW) **(Annex K)**
- Saeeda Khatoon (AS) **(Annex L)**
- Muneeza (CHW) **(Annex M)**
- Haleema Sadia (CHW) **(Annex N)**
- Zarina (CHW) **(Annex O)**
- Zainab (CHW) **(Annex P)**
- Sabira (CHW) **(Annex Q)**
- Alam Khatoon (CHW) **(Annex R)**
- Anila (CHW) **(Annex S)**
- Saima (AS) **(Annex T)**
- Samina (CHW) **(Annex U)**
- Saniya (CHW) **(Annex V)**
- Shahida (AS) **(Annex W)**
- Shazia bibi (AS) **(Annex X)**

## Key findings:

The key findings of the Investigation Committee are mentioned as below.

- According to Ms. Khadija (CHW), UCPO Ms Iqra had threatened them and taken two thousand rupees from her arrear amount. **(Annex B)**
- According to AS Ms. Husna, she had given her husband's account number on request of Iqra and let no one know about the money and strictly forbade that if anyone asked just denied the received amount. Additionally, whenever the relevant money was received in her husband's bank account, she used to give it to Iqra. Moreover, last time Sir Hamid said to Iqra take the ID card and give it to him then they gave the card to Sir Hamid collected by Sir Azeem. When the new UCPO Ms. Jaweria threatened us that if our staff do not give the money, she won't give the contract of CTC. Then everyone was afraid and told the truth about Iqra. **(Annex C)**
- According to Ms. Sakina (CHW) once she had received some amount in her account during the campaign which she gave to UCPO Iqra and half of it was given back by her and she only received Rs. 3500. **(Annex E).**
- According to Ms. Irfana (CWH) there were two campaigns but she was just paid for one campaign although she collected some amount in her account and expected to received 1500 Rs from Iqra but the relevant money had been given to Iqra and she just received Rs.1000. **(Annex F)**
- According to Ms. Zareena (CHW) and Ms. Nasreen (AS) it was just happened for once as they had received an amount of Rs.7000 after submitting their ID copies as she didn't know the reason behind it. Moreover, she had given the relevant amount to Iqra UCPO and she gave them Rs.1500. **(Annex G and Annex H)**
- According to Ms. Samina (CHW) Ms. Zainab (CHW), Ms. Zareena, Ms Sabira (CHW) couple of times, they had withdrawal money from their account and gave to Iqra. Firstly, they received the amount of Rs.12600 of which they received Rs 1000 in return and then Rs.7500 out of which 1,500 was given to them back by Iqra. **(Annex I, Annex O, Annex Q and Annex K)**
- According to Ms. Farida (CHW) she had received money several times from her account and as what they know it belongs to Sir Hamid and she withdrawal it and handed over to AS Asia. Once it happened that Iqra asked for that money and she gave it to her. When everyone found out that it was Hamid's money, than we were asked to write down that you staff gave this money to Iqra. **(Annex J)**
- According to Ms. Saeeda Khatoun (AS) Ms. Iqra used to threaten her and she had her recording which she forwarded but Dr. Harish supported UCPO and provoked the workers against her. **(Annex L)**

- According to Ms. Muneeza and Ms. Haleema Sadia, they have received money many times at CNIC, first Sir Hamid used to take money, then Ma'am Iqra kept taking money and every time she received money, she would call them saying that money has been deposited in your account, and then they would withdraw the money and give it to Iqra. **(Annex M and Annex N)**
- According to Ms. Zainab (CHW) she received code from Iqra then she collected amount 7500 through pincode and gave Rs 7500 to Iqra out of which she gave her Rs 1500. Moreover, she was unaware of the money process. **(Annex P)**
- According to Ms. Alam Khatoon (CHW) Sir Azeem took the identity card from them and after that the pincode was given to them by Iqra and they received money on it, then they used to give that money to Iqra and they got 7500 rupees, out of which they gave 1500 rupees to them. **(Annex R)**
- According to Ms. Aneela (CHW) In the beginning, she used to give money to Sir Hamid for which Asia (AS) used to get the CNIC copy from them and she used to give them the pincode and through this pin code they used to withdraw the money and give it to Sir Hamid but this time only once they gave money to Iqra. **(Annex S)**
- According to Ms. Samina (CHW), for the first time she had given her ID card copy to Iqra and after that she received a sms of money in her account of Rs.6000 which she given to Iqra out of which she gave 1500 to her and twice before that she gave money to AS Asia. **(Annex U)**
- According to Ms. Sanya Khan, she received amount twice and gave Rs 7500 to Iqra out of which she gave her Rs 1500 in return and in April again she gave her 12 thousand out of which she gave her Rs 2000. Moreover, she had taken my saving amount of Rs.4000. **(Annex V)**
- According to Ms. Shahida (AS) In the beginning, she used to give money to Sir Hamid for which Asia (AS) used to get the CNIC copy from us and she used to give us the pin code and through this pin code we used to withdraw the money and give it to Sir Hamid but this time only once we gave money to Iqra madam. **(Annex W)**
- According to Ms.Saima, Shazia Bibi (AS), and Ms. GullBanu (CHW) denied having any involvement in this matter and they had no money issues. **(Annex T, Annex D and Annex X)**

## **Conclusion:**

Based on investigation it has been found that UCPO Iqra has strong hold over her staff and her staff is reluctant to report anything against her. Furthermore, UCPO Iqra has been found to be involved in financial embezzlement

## **Recommendations:**

Based on the findings of the investigation, UCPO Iqra has been found guilty of workplace harassment and financial embezzlement. It is strongly recommended to terminate her contract with immediate effect.