**Inquiry Report**

**On**

 **Unprofessional or casual attitude**

 **UC: Mera Surezai Payan, Tehsil Saddar**

 **District Peshawar,**

**Inquiry Report by:**

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

**Submitted to:**

**WHO-PO**

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1. **Introduction**.

A complaint was received from the Peoples Team (Third Party Vendor) against Sameena, AS UC Mera Surezai Payan on dated 5th Sep, 2023 regarding her unprofessional attitude and creating a hostile situation at the BHU. The complaint was lodged by two ALSMs Mr. Ikramullah, Mr. Imran Khan who are under the contract of Peoples Team and UCPO Hameed Ullah who has been working with CTC from 1st Feb 2019.

It was mentioned in the complaint that Sameena's husband has not only threatened the UC staff but also resorted to violent acts by showing a pistol and damaging the assets at the BHU. The husband of AS is also noted for frequently accompanying her during duty hours both at the UC office and in the field. (Email is attached as Annex-1)

According to the complaint, following were the allegations:

1. AS Samina’s Husband entered the premises of Area 5 Center
2. He threatened the staff present in Area 5 Center carrying a pistol.
3. **Background**

The positions of ALSM were advertised in the month of August 2023 and the polio staff already working in the program was invited for interviews. Samina was interviewed by the Peoples Team and she was considered for the position. The husband of AS Samina pressurized the UCCSO to assign her nearby area. The UCCSO being concerned over the undue involvement of AS Samina’s husband reported the matter to high-ups in a bid to review their decision. The name of AS Samina was later discarded and AS Samina and her husband got personal with the polio staff within the UC. The husband of AS Samina was furious over her non-selection and resorted to violent means which led to the incident at BHU on 4th Sep, 2023

1. **Methodology**.

The case was investigated by a field visit to the UC along with the PE Team as a joint investigation team. The investigation team conducted one-on-one sessions with CHWs, ALSM, UCDO and UCPO and also interrogated AS Samina and took her stance. The stance of the complainant was also taken and recorded in this report

1. **Investigation:**

The investigation team visited UC on 22nd September 2023 at 11 A.M. A detailed conversation was conducted with different staff members. It was mentioned by all the staff members during face-to-face meetings that Ms. Samina’s husband frequently visits the field with her and also misbehaves with families who refuse to participate. It was also reported that her husband also misbehaves with female staff and uses abusive language with the female staff in front of the community. Upon confrontation that why the issues were not reported before, it was mentioned by staff that the UC Level staff dealt with them by providing counseling to Samina

The particular incident took place inside the Area 5 Center on 4th September 2023 when the Imran ALSM (complainant) entered station where Ms. Samina and her husband were already present. In order to settle his personal vendetta, the husband of Samina took fake pictures of attendance register and shared with the PE Team where it was falsely shown that ALSM is absent. The CHW Gulmeena also witnessed the incident. ALSM Ikram and CHW Saifullah did not witness the incident but were informed by ALSM Imran Khan.

During the meeting, the UCOO and UCPO shared some issues related to the involvement of Saimna’s husband in the field. They stated that they had counseled both Samina and her husband. He also stated that Samina’s husband threatened them regarding the rejection of Samina as ALSM.

AS Samina was also interrogated and she admitted that her husband accompanied her in the field to cover refusal but denied that neither her husband took any fake pictures of the register nor he carried weapon at Area 5 Center. The investigation team also found that the husband of Samina was furious at the BHU and he was carrying a weapon to intimidate the staff. He used abusive language and blame the staff for non-selection of Samina.

1. **Findings**

Based on the investigation proceedings, following are the key findings.

1. AS Samina and her husband entered the center marked fake attendance and took pictures of the same and then shared with the PE Team in order to take revenge from the COMNet staff. It is also found that he was carrying a weapon and he held the staff hostage within the BHU for quite some time.
2. It is also noted that the AS Samina took no step for stopping her husband to create a hostile environment at the BHU on the date of incident. It was the duty to AS Samina to ensure that her husband stay away from her professional matters which she has miserably failed to ensure. It is also found that the AS might have provoked her husband to resort to such extreme violence due to her resentment of non-selection as ALSM.
3. AS Samina's husband accompanied her in the field frequently and misbehaved with members of the community and UC staff as well. He was also present outside the BHU all the time during the investigation process and threatened the staff with severe consequences if any action is taken against AS Samina.
4. The supervisor of AS Samina did not report the interference of her husband in the field activities which were creating many problems. The husband of AS Samina was not only continuously involved in field activities with her but also misbehaving and threatening the staff and the community members but the incident was not addressed.
5. **Recommendation**
6. The actions of husband of AS Samina are totally unacceptable and AS Samina is equally responsible for the incident as she could have stopped her husband from interfering in field activities and violent conduct. The AS Samina is therefore recommended for show cause followed by termination of contract.
7. The supervisor of AS Samina, UCPO Hameed Ullah is also recommended for warning letter for not reporting the field issues with CTC and taking appropriate measures to address the situation. The failure on the part of supervisor to promptly take corrective measures encourage the AS Samina and her husband to constantly interfering in Program affairs and finally leading to the incident.

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