**Preliminary Analysis Report**

**On**

**Unprofessional Behavior and Management Issues (UCDO, UCPO, AS).**

**UC Trata District Pishin-Baluchistan**

Date of Complaint received: October 19, 2023.

**Submitted By;**

**Date of Submission;**

1. **Introduction**

A complaint has been received via email dated 13-10-2023 by Syed Naqeebullah Tehsil Delivery, Operation, Monitoring & Supervision Officer Tehsil Pishin regarding abusive and threatening behavior of UC-level staff. The complaint has been filed by Nasima Area Supervisor UC Trata District Pishin-Baluchistanwhereby she alleged that UCDO Zia Rehman and UCPO Dost Ali used abusive and unethical language with her during meetings. She further stated that due to said attitude of the UCDO and UCPO, she is unable to prepare data at the data center. The complaint is attached as Annex 1.

It is pertinent to mention here that Syed Najeeb TDSO and CBV Officer conducted a brief investigation into the alleged issues as well. (The email is attached as Annex 2)

1. **Previous Disciplinary Actions or Complaints (Background Check)**

In terms of previous disciplinary actions, it seems that only AS Abdul Rab has received a warning for a nonserious or casual attitude, while the others have no prior actions against them. The absence of previous inquiries or related allegations history is noted.

1. **Initial Assessment**

Based on the provided information, it appears that there are several issues regarding the working environment and professionalism within UC Tarata. The observations from AS Nasima, UCDO Zia Rehman, and UCPO Dost Ali collectively point to issues such as informal language during meetings, direct contact with (CHWs) potentially leading to breaches of professional ethics, inappropriate data compilation practices, and even suggestions of potential blackmailing by involving police personnel during campaigns.

1. **Conclusions**

After going through the complaint, it appears that there are serious violations of the SOPs with regard to working norms and the conduct of supervisors. Therefore, it is requested that a thorough investigation be conducted by CTC and identify the issues for immediate corrective measures.