The stance of Naeema Rehmat (AS)

In her statement, Ms. Naseema asserted that her UCOO, Mr. Zai-Ur-Rehman, exhibited behavioral issues towards her. She recounted an unsettling incident during the submission of medical data, where she encountered an inappropriate environment and faced bullying from a mental patient. Additionally, during a campaign, UCOO Zia-Ur-Rehman made derogatory comments about her character, insinuating that a (CHW) like her could only become an Area Supervisor through questionable means. To make matters worse, he urged her to report a team member, Ms. Durkhani, implying that she didn't deserve a CHW salary. When Ms. Naseema reported these incidents to supervisors, UCOO Zia-Ur-Rehman retaliated by intentionally introducing mistakes into her data and displaying inappropriate behavior in front of UC staff, causing her embarrassment. Furthermore, UCOO Zia frequently calls Ms. Naseema to correct the data, adding to the overall discomfort of the situation.

The stance of Zai Ur Rehman (UCOO)

Mr. Zai Ur Rehman stated in his stance that they disagree with the slams Ms. Naseema have addressed against me. He has reported the issues about the concern Ms. Naseema properly with my supervisors, through a proper channel. As he has reported the issue about Ms. Naseema about not reporting actual data and dose not report data timely and about the bypassing her supervisor and share the issues with district person. Also Ms. Naseema were found accountable about not supporting and supervision her teams in Field. Ms. Naseema also found accountable about become personal with her teams. Ms. Naseema not report the data through a proper channel and also false statement against her supervisor.

The stance of Dosti Ali (UCPO)

Mr. Dosti Ali Stated in his stance that Mr. Zai-Ur-Rehman (UCOO) and Ms. Naseema (AS) are getting personal and they leave their work and have obstinacy and hatred among themselves. Zai repeatedly tells Naseema that her data is not correct so correct her data and send him again. if Naseema turns out to a problem, Zai makes it a problem of his ego and Zai also has that he doesn’t compromise on his work and is bound to do his work on time. Naseema is also personal with Zia and some of her team also complain against her that her attitude towards her teams is not right she is also a regular student but on campaign days and in ERM meetings it is always present. UCPO’s suggestion is to transfer Ms. Naseema to UC cadet collage because AS Naseema’s house is in cadet collage then she should be transferred to UC Cadet collage, and in Cadet collage, two Area supervisors are local to UC Tarata, UC Cadet college has its own BHU and has a secure environment for females.

Conclusion

Issues between AS Naseema and UCOO Zia became severe due to not reporting on time. during an investigation, it was found not to be a case of harassment and it is just a conflict between them due to misunderstandings and UCPO was found guilty of not reporting issues ahead to his line supervisor.

1 AS Naseema should be given a warning letter regarding not responding to her supervisors and also for his weak supervision skills, and unprofessional attitude.

2 UCOO Zia-Ur-Rehman should be given a warning regarding his unprofessional attitude and for conducting meetings without any approval in residential areas.

3 UCPO Dost Ali should be given a warning regarding a non-serious or casual attitude for not taking UC issues seriously and not reporting issues to the line supervisor.