**Inquiry Report**

**On**

**PROFESSIONAL MISCONDUCT OF UCPO CHAMKANI**

**Inquiry Report by:**

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

**Submitted to:**

**WHO-PO**

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# Background

A complaint was filed by a worker namely Rabia KPK – Peshawar – Saddar - Chamkani working as CHW before the Medical OfficerDr. Khurrum regarding the disclosure of her cell number. She reported that she always keeps her phone number very secret and the number has been only shared with UCPO, UCDO, ALSM however she has received a message from an unknown number. After verification, it was transpired that the unknown number was registered against the name of transit team Wisal **(Which is Annexure – A).**

The complainant requested Medical Officer Dr. Khurrum to look into this matter and figure out who shared her phone number to Wisal. Dr. Khurrum upon inquiry came to know that the messages were sent to the complainant from the Wisal’s cell phone by another staff member namely Asfandiyar who is working as UCPO in the same UC **(Which is Annexure – B).**

# Methodology.

The case was investigated by a field visit to the concerned UC. The investigation team conducted one-on-one sessions with the concerned CHW, AS, UCOO and UCPO and took their stance.

**Annex-C:** Statement by UCPO Asfandiyar

**Annex-D:** Statement by UCOO Muhammad Junaid

**Annex-E** Statement by AS Khalida

**Annex-F:** Statement by CHW Robina

# Findings:

The investigation team visited UC on 19th December, 2023 at 10.30 am a detailed conversation was conducted with staff members.

1. **Statement by UCPO Asfandiyar:-**

Asfandiyar shared that he had received a video clip from his wife who is working as Area Supervisor in the same UC **(Annex-B2- Video clip)**. He admitted that he sent messages to the complainant from Wisal’s cell phone because he was suspicious that the complainant is involved in a relationship with Wisal. The logic and reasons gave by Asfandiyar does not make any sense and even if there was any relationship between the complainant and Wisal, it has nothing to do with Asfandiyar **(Annexure –C)**

1. **Statement by UCOO:**

The UCOO Junaid stated that he has heard different stories from different people regarding the complainant which he thought are considered as immoral and against the norms and value of our society. He stated that he has heard about the video but he hasn’t watched it yet**. (Annexure – D)**

1. **Statement by AS Khalida:**

The Area Supervisor Khalida stated that she has received an immoral video of the complainant. Khalida (AS) has forwarded that video to Asfandiyar (UCPO) and stated that she has deleted that video from her mobile to stop the video from getting viral in the community. Khalida further added that she got surprised when she came to know that the video scenario already being discussed with BHU Doctor. **(Annexure – E)**

1. **Statement by the complainant:**

The complainant stated that she is working as CHW since 5 years and there is no issue related to her designated area as well as in her BHU. She further added that there was one issue raised regarding her mobile number which has been sorted out by their supervisor. She says that she doesn’t want to precede any disciplinary action against UCPO and want to close this case. (**Annex-F**)

# Conclusion

The UCPO has indulged in unprofessional conduct by sending messages to the complainant from Wisal’s cell phone. The UCPO has been asked as to why he resorted to such kind of behavior and why you felt the need to verify whether she has a relationship with anyone else. The UCPO failed to respond and admitted that the messages were sent without any logic or reasoning. The conduct of the AS who is also wife of UCPO was not professional as she not only shared private videos of the complainant but also speculated that the videos are immoral.

The videos have been viewed by the investigation officer and finds nothing immoral or highly unethical. The videos show the complainant meeting a man at his home in which they shook hands. The video is also believed to be two years old and has nothing to do with any violations of the code of conduct prescribed at workplace.

The conduct of the complainant in the video was her personal conduct and UCPO and the AS has gratuitously involved in her personal life and their actions were much ado about nothing. The personal conduct as long as it does not conflict with the SOPs or program’s interest is entirely their own conduct and no other staff member is allowed to look at them suspiciously or resort to inquiries to satisfy their own ego. The actions of the UCPO and AS are sheer violations of the SOPs and therefore disciplinary action is not only justified against them but also essential to deter them from similar conduct in the future.

# Recommendation

Based on the unprofessional attitude of both the AS and UCPO, it is strongly recommended to issue them warning for violation of privacy of a co-worker and unethical practices by sending messages/videos and attempting to defame her.