

Investigation of UC 13-D

Refer to our discussion regarding the case of UC 13-D on 5th of October 2024. In which following points were raised by team and Area Superior.

- 1- Behavior of Mr. Ibrar UCBO is not good with team and the issues are not being forwarded to higher authorities.
- 2- Ms. Anam, helper of CHW Fareeda was fired by Mr. Ibrar with out any reason.
- 3- External monitor Mr. Gul Zameen missed, he had with Tokeena UCSP and Mr. Ibrar interrupted in between.
- 4- Personal Issue of external monitor with Gul Zameen with AS Zareena.
- 5- Issue of Ms. Safia.

Concerns I have joined 13 Series in April 2024

Here I conducted introductory meetings with all UC Staff and team policy of organization was discussed with all of them thoroughly.

In Campaign of April 2024 Mr. Gul Zameen was assigned UC 13-D as a external monitor. Where Mr. Shah Zameen Sister of Gul Zameen is also working there. Other than that many of relatives of Mr. Gul Zameen are working in UC 13-D. Basically this matter belongs to a

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a family matter where Gul Zameen tortured Mrs Zareena and Naila Shah on basis of personal grudges. Verbally it was discussed with me.

In the evening I discussed this matter with area coordinator and requested him to replace Gul Zameen for next campaign to minimize the personal grudges in future.

In Campaign days Mr. Gul Zameen also missed behave with

UCSP Ms. Rozina Kalkar. in front of all staff. So Mr. Ibrar had interrupted and resolved the matter. he also said all the staff to avoid such a discussion.

Regarding the behavior of Mr. Ibrar, I would like to add that Mr. Ibrar is one of our best performing UCOB of 13 Series. Who is following rules policies of the organization. he is most committed staff of 13 Series. but Shah Zameen dislike his strict action and professional attitude. as she was reported 1st time in his career. I haven't seen any sort of non professional attitude in my tenor. Even I haven't asked the previous supervisor. I0 but we have received regarding his behavior. Yes, he is strict and follows the instructions he always discuss the issues of UC and observes the data. Therefore no any delays and under reporting has not been observed.

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As far as the issue of Ms. Safia CHW is concerned she was called for appraisal activity but she didn't come saying that she is not able to come as her daughter is not feeling well. Mr. Fairuz (AS) asked her to show her application as she was out of station with out any information and intimation, at that time she couldn't provide any document and evidence - therefore she was marked absent as per my instruction. Here I would like to mention that it has been some observations that many of the times she has put some excusis when any activity is going on. Very next day I looked into the matter and called the CHW for further confirmation and processing the appraisal. There the entire case was discussed but she found guilty and put apologies and said that in future she won't be doing such a practices. So that issue was resolved.

Conclusion and Suggestion.

I would like to conclude the investigation from my end suggest to warn Ms. Gul Zameen (TR) to not interrupt in programmatic matters in future. So we can process the program activity without any personal prejudice.

Secondly I suggest that Ms. Sheh Zameen to be shifted from UC B-D to Sirki road as she is ~~not~~ resident of UC ~~B-D~~ Sirki.