

Inquiry Report

On

**Immoral Activities by AS, ALSM and
CHW**

UC: Surezai Payan,

Tehsil Saddar, District Peshawar

Inquiry Report by:

CHIP Training & Consulting Pvt. Ltd.

Submitted to:

WHO-PO

Contents

1. Background:	3
1.1 Allegations	3
2. Methodology.....	3
3. Key findings	4
4. Conclusion:	5
5. Recommendations	5

1. Background:

A complaint regarding Involvement in immoral activities by CHW Ms. Laiba, AS Mr. Izhar and ALSM Mr. Mudassir (UC: Surezai Payan) has been received on 3rdth Oct 2024. (*Attached as Annex A*).

1.1 Allegation.

An anonymous email was received to CTC on 3 October 2024, alleging that in UC Surizai Payan, AS Izhar Ullah, ALSM Mudassar ul Hassan, and CHW Laiba are involved in immoral activities. He also alleged facilitation by AS Ms. Gul Meena in support of the immoral activities.

2. Methodology:

In order to probe the matter, CTC conducted Joint Investigation of the matter in the field on 12th Nov 2024. Individual meetings with the following staff members were conducted.

- UCCO Mr. Akhlaq, ALSM Mr. Haroon, CHW Ms. Asma, AS Rani, CHW Saira, AS Rameena, CHW Ms. Maryum Gul, CHW Naila Noor, (*Written statements attached as Annex-B*)
- CHW Ms. Laiba (*Written statements attached as Annex-C*)
- ALSM Mr. Mudassir (*Written statement attached as Annex- D*)
- UCCO Mr. Talha (*Written statement attached as Annex- E*)
- AS Mr. Izhar (*Written statement attached as Annex- F and Car Accident recording as Annex G*)

3. Key findings:

Allegations against CHW Ms. Laiba, AS Mr. Izhar and ALSM Mr. Mudassir	UC Staff statements (CHWs, AS,ALSM, UCOO, UCCO)	Investigation Committee Remarks	Evidence
CHW Ms. Laiba, AS Mr. Izhar and ALSM Mr. Mudassir are involved in inappropriate relationships.	The staff have witnessed no such activity, nor has any incident occurred indicating their involvement in immoral activities.	According to the majority of the staff members CHW Ms. Laiba, AS Mr. Izhar and ALSM Mr. Mudassir are doing their job in a professional manner and no such activity has been observed at all expect on several occasions workers were spotted sitting together	Statements of the staff in (Annexure-B, C,D,E and F)

4. Conclusion:

- During the investigation, it was observed that after the accident these rumor started after the accident happened and CHW Ms. Laiba, AS Mr. Izhar and ALSM Mr. Mudassir reached out to the concerned supervisor about the allegations against them. On 26 Sep, 2024, AS Mr. Izhar where he borrowed car from his friend Mr. ALSM Mr. Musadarir and he was present and on duty and as verified by his attendance record, fellow colleagues and location shared. Ms. Laiba was subsequently on leave same day due to some personal reasons where Mr. Izhar went outstation due to some work(Annexure -B, C and F).
- On 26th September 2024, an accident occurred involving Mr. Izhar's car, which was subsequently rescued by the rescue team. Given the severity of Mr. Izhar's injuries, it is reasonable to assume that anyone accompanying him would have sustained similar injuries. Following the incident, Mr. Izhar took medical leave for 7 days to recover (26 sep till 3rd Oct). In contrast, CHW Ms. Laiba and ALSM Mr. Mudsassir, who were also at the scene allegedly, did not sustain any injuries and continued with their duties without interruption (Annexure F and G)
- It is pertinent to mention that the complaint was lodged anonymously, and the identity of the complainant was not disclosed. However, it was later found that CHW Ms. Laiba's family, who were previously employed by the People Team, might be involved in spreading these allegations.

- During the investigation, when the UCOO Mr. Talha and UCCO Mr. Akhlaq were requested to share the attendance record book to establish the timeline for the incident and verify the staff leaves, the UCOO Mr. Talha fully cooperated and provided the required records. However, the UCOO Mr. Talha stated that the attendance book had been misplaced since the end of September, and a new register had been in use since October. Not only did the UCOO Mr. Talha fail to notify the concerned superiors about the lost attendance record, but he also admitted that on 26th September 2024, no leave request had been made for the staff involved. Instead of marking the staff member as "A" (absent), the UCOO Mr. Talha marked them as "L" (leave).
- To address the complaint, a CTC representative guided the concerned parties on the proper mechanism for lodging complaints, providing the contact numbers and email addresses. Staff members were encouraged to share any concerns anonymously and confidentially using these channels.

5. Recommendations:

- CHW Ms. Laiba, AS Mr. Izhar and ALSM Mr. Mudassir are set free of all allegations against them since these allegations were baseless.