**Inquiry Report**

**On**

**Dishonesty and Deceitful Behavior by UCPO**

**UC: Shaheen Town,**

**Tehsil City, District Peshawar**

**Inquiry Report by:**

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

**Submitted to:**

**WHO-PO**

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#  1. Background:

### A complaint regarding dishonesty and deceitful behavior by UCPO Shaheen town has been received on 28th Oct, 2024. *(Attached as Annex A).*

## Allegation:

A complaint has been lodged regarding UCPO Mr. Fahad Zaman. According to the complaint, during a field visit, AS Ms. Suneela, CHW Ms. Nayab, and ALSM Ms. Naheed discovered a household in Lalazar Colony near University Town that claimed Mr. Zaman had provided them with a polio marker. Additionally, it is alleged that he is involved in conducting fake cluster activities and fraudulent field and desk validations, rather than fulfilling his required field visits as outlined in his Terms of Reference (TOR). The complaint also states that he only reports to the office between 10 AM and 11 AM and attends only evening meetings during the OPV campaign. Furthermore, it is suggested that he is engaged in corrupt practices within the DDM and selectively hires transit observers, favoring friends' relatives or young women.

# Methodology:

### In order to probe the matter, CTC conducted Investigation of the matter in the field on 20th Nov, 2024. Individual meetings with the following staff members were conducted.

### AS Javeria, CHW Shandana Irum, CHW Neelum, AS Afshan, CHW Shahida, CHW Ambreen, CHW Saira, AS Shabana

### *(Written statements attached as Annex-B*)

* CHW Nayyab, AS Suneela and ALSM Naheed

(*Written statement attached as Annex- C and Video as Annex D)*

* UCPO Mr. Fahad Zaman

(*Written statement attached as Annex- E)*

# Key findings:

|  |  |  |  |
| --- | --- | --- | --- |
| **Allegations against UCPO** | **UC Staff statements (CHWs, AS, ALSM)** | **Investigation Committee Remarks** | **Evidence** |
| UCPO Mr. Fahad Zaman provided marker to alleged house 99 for finger marking | The staff have stated that a marker was found at the house, which was subsequently returned to the UCPO. However no forthcoming evidence that who actually gave them marker | According to the staff members a marker was indeed found at house 99 which was later returned to UCPO by ALSM , AS and CHW but no conclusive evidence was found to actually know how it got there in first place. | Statements of the staff in (Annexure-B , C and E)Video of marker returned to Staff in (Annexure-D) |
| UCPO Mr. Fahad doesn’t take Cluster and conduct desk validation as per his TOR’s | The staff have stated that UCPO Mr. Fahad Zaman was taking cluster by himself, visits field and also conducts desk validation | According to the majority of the staff members UCPO Mr. Fahad take Cluster and conduct desk validation as per his TOR’s | Statements of the staff in (Annexure-B ) |
| UCPO Mr. Fahad Zaman arrives to Center late and evening review meetings | The staff have witnessed that UCPO Mr. Fahad Zaman arrives on time however a few of them arrives to the center by 9:00 | According to the majority of the staff members UCPO Mr. Fahad Zaman is following official timing of duty | Statements of the staff in (Annexure-B and C) |
| DMM corruption such as hiring transit observers, favoring friends relatives or young women | The staff mentioned that transit observer are hired but TDOSO and District team not by UCPO. Sometimes by mere coincidence a staff relative or known person is hired | According to the majority of the staff members UCPO Mr. Fahad Zaman is not involved in any hiring process | Statements of the staff in (Annexure-B and C) |

# Conclusion:

* During the investigation, it was observed that CHW Nayyab, AS Suneela, and ALSM Naheed, when visited House No. 99 for a catch-up, they found a marker. However, the house member did not hand over the marker. Upon inquiry, they mentioned that it had been provided to them by UCPO Mr. Fahad Zaman. CHW Nayyab, AS Suneela, and ALSM Naheed returned to the center and informed the UCPO, who denied giving them the marker. UCPO Mr. Fahad contacted the house, instructing them to return the marker or the police would be sent to search the house. Later, when CHW Nayyab, AS Suneela, and ALSM Naheed visited the house again, the house member returned the marker to the team while recording a video as evidence (Annexure C, D and E).
* UCPO Mr. Fahad mentioned that house 99 had various statement about getting marker such as scrap shop, Gharib-abad or by Mr. Fahad Zaman. Seeing ambiguity in these statement it safe to say that these allegations are such associated with his name since community people are well aware of his details of working as polio worker. Furthermore UCPO mentioned that family is still in refusal list in NID-OCT 2024 campaign. As per MCB Book the child was covered in SNID-Sept 2024 by UCOO Ms. Hina cause of refusal (Annexure E).
* UCPO Mr. Fahad Zaman arrives at the center on time and is present at the evening review meetings. Mr. Fahad manages the cluster and conducts desk validation as per his TOR’s, accompanying staff in the field when required. All transit observers are hired by the TDOSO and the district team, and Mr. Fahad is not involved in the hiring process. Furthermore, DDM cards fall under the jurisdiction of the district team, not the UCPO (Annexure B and E).

# Recommendations:

* UCPO Mr. Fahad Zaman is set free of all allegations against them since these allegations were baseless.
* It is important to note that finding a maker at the community house still poses a risk to the noble cause of the polio program. Therefore, the district team should take measures to ensure that other similar markers are not present in the community and, if they are sold locally in shops, then it may hinder the program activities.