Brief Report

On

Professional Misconduct of Abid Khan UCPO with PEO Hameed Ullah

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| Title of Inquiry | Complaint on professional misconduct of UCPO Abid Khan |
| Date: | 9/8/2019 |
| Investigation by: | Shahid Ali (Regional Coordinator-CTC) |
| Reported by: | CTC PTPP Team |

1. **Background of the inquiry:**

A complaint of professional misconduct (using inappropriate language) was received against UCPO Abid Khan from Mr. Faizan Khan HR Assistant WHO office KP. The complaint was initiated by PEO Hameed Ullah.

As per the complaint received UCPO Mr. Abid Khan has used inappropriate language fro PEO Hameed Ullah during conversation on WhatsApp group used for official communication by all UCPOs, TTMs and PEOs.

WHO provincial office requested CTC to initiate official inquiry against the complaint lodged. Compliant is attached as Annex- 1.

PEO has shared the snap shot of the conversation taken place on WhatsApp platform regarding the reported incident. The snapshot is attached as Annex- 2

1. **Methodology:**

In order to investigate the case, CTC team visit UC Pabbi, Nowshera on 8th August 2019 and conducted meeting with UCPO Mr. Abid Khan and his written statement was acquired.

1. **Key findings:**

Following are the key findings of the inquiry;

* As per UCPO Abid Khan, DHO nominated UCMO had refused to lead UC EPI team and as per the Area Coordinator the activities timeline for CRC/SNID to be strictly followed and due to the non-availability of UCMO it was not possible for UCPO to adhere to the deadline given by area coordinator.
* On 4th August 2019 he reported the issue to his supervisor (PEO) in official WhatsApp group that there is no UCMO working in UC Pabbi to lead the PEI activities so all documents will be submitted without verification and sign of UCMO, additionally he asked the PEO to convey the same to government official and share the feedback with him.
* The above mentioned message was not received positively by PEO as UCPO has used word “convey” in his message and it was perceived as command/order and not a professional request for guidance.
* According to UCPO, in response PEO Dr. Hameed Ullah has used inappropriate words and told him to adhere to his TORs while making such request.
* In response to which both UCPO and PEO has exchanged unprofessional words and sentences on WhatsApp group.

**Other Findings:**

* The same UCPO is alleged to have misbehaved previously as well but there is no evidence or report for the same.
* The UCPO is suspended from his duty by field supervisors which is against the SOP as CTC is responsible for initiating the required action with due approval from WHO provincial team.
* As evident from the snapshots both PEO and UCPO have mutually misbehaved and exchanged unprofessional sentences with each other , as a supervisor PEO should have not responded and should have reported the UCPO to the concerns or have dealt it privately to avoid unnecessary attention to the incident.
* As per the findings of investigation team the message was unconsciously being communicated in a wrong way due to lack of professional communication skills and have already apologized to the PEO on same platform of WhatsApp group and in written as well.

1. **Recommendations:**

* The UCPO should be subject to Final warning on account of gross misconduct with his supervisor. Additionally he should tender an official apology to his supervisor for the misconduct he has done.

**Thanks.**