Brief Report

On

 Dual Job case of UCPO Syed Abdur Rauf Shah

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| Title of Inquiry | Dual job of UCPO Syed Abdur Rauf Shah |
| Date: | 28/10/2019 |
| Investigation by: | Shahid Ali (Regional Coordinator-CTC) |
| Reported by: | Dr. Farrukh Saddique (PEO) |

1. **Background of the dual job inquiry:**

A compliant was received on 2nd October 2019 from PEO Dr. Farrukh regarding UCPO Mr. Syed Abdur Rauf Shah dual job that he is working as Primary School Teacher (BPS-12) in Government primary school *(complaint is attached as Annex-A).* CTC investigated his dual job status from AG office Peshawar and issued show cause letter dated 18th October 2019 to record his statement.

1. **Methodology:**

In order to investigate the case, the status of his dual job was confirmed from District Education office Peshawar through an official letter, the response of DEO is attached as Annex-B.

1. **Key Findings**
* His show cause response was received dated 21st October 2019, in which he accepted his dual job. The response received is attached as Annex-C.
* In response he mentioned that he has been recently appointed as Primary School Teacher (BPS-12) and he has not withdrawn any salary from government.
* Additionally, he mentioned that he did not informed CTC regarding his new job, as his employment contract with CTC is expiring on 31st October 2019 and after that he does not want to continue his UCPO job.
* During the investigation process Education department provided his joining letter, he has joined PST position on 3rd September 2019 and as per education department from 3rd September 2019 he is regularly present in school (Charge report attached as Annex-D).
* As per his supervisor PEO Dr. Farrukh feedback before 19th August 2019 he used to be present in field at all time during his surprise visits, his overall performance is satisfactory except punctuality. After 19th August 2019 Mr. Farman is looking after UC Jogani. (Feedback attached as Annex-E).
* As per the appointment order Endst. No. 4734-4748 Mr. Syed Abdur Rauf Shah has been appointed as PST in August 2019 and as per AG office Peshawar he has not withdrawn salary as it takes time in documentation process (Appointment order is attached as Annex-F).

1. **Other findings against dual job inquiry:**

Following are the key findings against dual job inquiry;

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| S# | Inquiry Point | Key findings | Remarks if any |
| 3.1. | Violation of CTC employment contract | During the contract signing activity dated 1st February 2019, he has been oriented on dual job policy. However, he did not disclosed his dual job at the time of joining new position dated 3rd September 2019. |  |
| 3.2. | Willful concealment of dual job | As per his response and Charge Report he has joined PST position from 3rd September 2019, but he concealed his new job from CTC and he was waiting for contract expiry which is another gross misconduct.  |  |

1. **Conclusion:**

In light of Mr. Syed Abdur Rauf Shah’s response and available evidences it has been concluded that he is a government employee. He concealed his dual job status from CTC and resigned from UCPO position after submitting response against show cause notice.

1. **Recommendations:**

The said UCPO has violated CTC employment contract and have concealed his dual job, which prove his lack of commitment and dedication towards program and organization. Based on above provided information his contract should be terminated and he should not be entertained in any upcoming polio program recruitment.

 **Thanks.**