Brief Report

On

 Dual Job case of UCPO Inam Ullah

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| Title of Inquiry | Dual job of UCPO Inam Ullah |
| 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 from PEO Dr. Farrukh regarding UCPO Mr. Inam Ullah dual job dated 7th October 2019 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 20th October 2019, in which he accepted his dual job and have shared Leave without pay document. The response received is attached as Annex-C while the documents submitted as Annex- D.
* Additionally in his response to show cause, he mentioned that as soon as he appointed as Primary School Teacher, he immediately applied for leave without pay till October 2020 for 365 days (Annex-D). During the leave application process summer vacations were also planned so he spent whole time at his UC and extend support to polio program.
* The documents received EOL (Extra Ordinary Leaves) (Annex-D) is duly verified from DEO office by CTC team and found to be correct and authentic.
* During the investigation process Education department provided his school attendance record (from Jan 2019 to October 2019) which clearly shows his presence in school from around 8 AM to 2 PM (attendance record attached as Annex-E).
* As per his supervisor PEO Dr. Farrukh feedback Mr. Inam UIlah used to be in field at all time during his surprise visits and nothing was suspicious about him (feedback attached as Annex-F).
* As per the appointment order Endst. No.2411-3597 Mr. Inam Ullah has been appointed as PST in August 2017 and as per his pay lip he has completed almost 2 years’ service with government (Appointment order and Pay slip attached as Annex-G).

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, he has been oriented on dual job policy. However, he did not disclosed his dual job at the time of signing contract dated 15th February 2019. |  |
| 3.2. | Willful concealment of dual job | As per his response and EOL he has submitted against his government job, he applied for EOL on 23rd September 2019 and received EOL till 8th October 2019. However, he did not inform CTC and these documents furnished with response to show cause notice.  |  |
| 3.2. | Misleading Information | He has provided misleading information in his response that he had applied for leaves soon after appointment. However, the fact is he was a government servant when he had applied for UCPO position and signed contract with CTC.  |  |

1. **Conclusion:**
* In light of Mr. Inam Ullah response and available evidences it has been concluded that Mr. Inam Ullah was a government employee at the time of joining CTC as a UCPO. He concealed his dual job status from CTC and applied for EOL when he come to know that he has been reported in dual job case.
1. **Recommendation:**

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.**