

Inquiry Report

On

**Involvement in Grouping, Favoritism, Harassment and Miss Use of
Authority by UCPO Mr. Iftikhar Ahmad- UC Nothia Jadeed**

**Inquiry Report by:
CHIP Training & Consulting Pvt. Ltd.**

**Submitted to:
WHO-PO**

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1. Background:

Several complaints were received from different staff members of CBV and COMNET regarding involvement in grouping, favoritism, harassment and miss use of authority by UCPO Mr. Iftikhar Ahmad (UC Nothia Jadeed).

These staff included Ms. Nadia-AS, Ms. Riffat Hussain-UCDO, Ms. Alia-CHW, Ms. Ayesha-CHW from CBV, Ms. Anita-UCCO, and Mr. Hasnain-ALSM from COMNET.

According to the complaints UCPO Mr. Iftikhar Ahmad was misusing his authority and hijacking the authorities of UCDO's, UCCO as well as ALSM. He was not performing his duties as per the job description and SOP.

1.1 Allegation.

- According to the complaints UCPO Mr. Iftikhar Ahmad was taking all the decisions related to the staff although it was not his authority and he was also supporting a specific group which was led by UCDO Ms. Ayesha Wali.
- UCDO Ms. Ayesha Wali was involved in grouping and favoritism. She favored her friends and favorites only. She has a very friendly relationship with UCPO Mr. Iftikhar Ahmad which is affecting the environment of the workplace.
- UCDO Ms. Riffat Hussain has behavioral issues with the staff. She is very outspoken and spreads rumors about the staff.

2. Methodology:

In order to probe the matter, PEOPLE jointly with CTC team conducted a fact-finding investigation of the matter on 1st and 2nd, March 2023. Individual meetings with the following staff members were conducted.

AS Ms. Nadra Naz, HTHM Ms. Nabila Sajjad, CHW Ms. Jamila Shabnam, ALSM Mr. M. Hasnain, CHW Ms. Nosheen, HTHM Ms. Aqsa, HTHM Ms. Samina, HTHM Ms. Wajeeda, CHW Ms. Noor ul Mobeen, CHW Ms. Sana Fatima, HTHM Ms. Sumbal Bibi, AS Ms. Nadia, CHW Ms. Ayesha, CHW Ms. Alia Asif, HTHM Ms. Amina, HTHM Ms. Gulrukh, UCCO Ms. Anita, UPEC Dr. Tariq Khan. [\(Written statements attached as Annex-A\)](#)

CHW Ms. Gulrukh, HTHM Ms. Shakila Bibi, AS Ms. Misbah, CHW Ms. Shehnaz Kosar, CHW Ms. Saba, CHW Ms. Mahrukh, CHW Ms. Gulandana, ALSM Ms. Poonam Yousaf, HTHM Ms. Sania, HTHM Ms. Rabia Yousaf, AS Ms. Tehmeena.

[\(Written statement attached as Annex-B\)](#)

3. Key findings:

Allegations against the Staff	Defense of the allegations by the Staff	CTC Remarks	Evidence
UCPO Mr. Iftikhar Ahmad is involved in grouping, pressurizing coworkers and subordinates, foul language and unprofessional behavior.	I am doing my professional work with full honesty and dedication to achieve the goals assigned.	According to the majority of the staff members, Mr. Iftikhar Ahmad is found guilty in the mentioned allegations.	Statements of the staff in (Annexure-A)
UCDO Ms. Ayesha Wali is involved in grouping, pressurizing coworkers, unprofessional behavior and favoritism.	I am professional and dedicated towards my assigned TOR's and am still in the learning phase.	According to the majority of the staff members, Ms. Ayesha Wali is found guilty in the mentioned allegations.	Statements of the staff in (Annexure-A)
UCDO Ms. Rifat Hussain is involved in grouping and unprofessional behavior.	I am professional and dedicated towards my assigned TOR's but I am not allowed by UCPO to perform it accurately.	According to the majority of the staff members, Ms. Rifat Hussain is found guilty in the mentioned allegations.	Statements of the staff in (Annexure-B)

4. Conclusion:

- The Fact Finding Committee observed that UCPO Mr. Iftikhar Ahmad and UCDO Ms. Ayesha Wali are leading a group followed by 6 Area Supervisors and their respective staff.
- UCDO Ms. Rifat Hussain is heading another group which includes 2 Area Supervisors and their respective staff.
- Both the groups are confronting each other on a daily basis which is affecting the overall environment of UC and the programme activities as a whole.
- The recent shuffling made in the UC is a biased and manipulated decision.
- All the UC supervisors are harassing the staff and involved in professional negligence to the duty.

5. Recommendations:

- Warning and shuffling of UCDO Ms. Riffat Hussain to another UC as she is involved in professional negligence to the duty.
- Warning and shuffling of UCDO Ms. Ayesha Wali to another UC as she is involved in professional negligence to the duty.
- Warning and shuffling of UCPO Mr. Iftikhar Ahmad to another UC as he is involved in professional negligence to the duty.
- Warning is recommended to AS- Ms. Tehmina, Ms. Mubashira, Ms. Naila Jameel, Ms. Mehwish, Ms. Misbah Nadeem and Ms. Sameera for provoking the situation of UC Nothia Jadeed and bypassing HR SOP's.
- Shuffling of CHW's needs to be reverted as the decision is biased and manipulated by existing UCDO Ms. Ayesha Wali and UCPO Mr. Iftikhar Ahmad. Shuffling should be initiated after the performance evaluation by new supervisors.