

Inquiry Report

On

**Involvement in Grouping, Harassment and Miss Use of Authority by
UCPO Mr. Jehan Afsar- UC Mashogagar**

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

**Submitted to:
WHO-PO**

Contents

1. Background:	3
1.1 Allegations	3
2. Methodology:	3
3. Key findings:	4
4. Conclusion:	5
5. Recommendations:	5

1. Background:

The Program Team shared several complaint regarding involvement in grouping, harassment and miss use of authority by UCPO Mr. Jehan Afsar (UC Mashogagar).

(Several Grievances attached as Annexure-A)

1.1 Allegation.

- Bossy, discourteous and nonprofessional attitude reflecting harassment with female staff.
- Aggressive attitude against staff as an attempt to suppress the voice of staff against injustice. Misguiding and threatening the staff.
- Direct involvement with staff families. Disclosing the official matter (Information) to the staff and their families.

2. Methodology:

On dated 11 Jan 2023, CHW Ms. Nazia was called to People Office for inquiry. On 12 Jan 23, the UC Staff (AS Ms. Ayesha, AS Ms. Naila Gul, AS Ms. Sabiha, AS Ms. Amna Hayat, AS Ms. Nusrat and CHW Ms. Shehla Noreen) were called PEOPLE office for the same purpose. On 13 Jan 23, both UCDOs (Mr. Sajid Ali and Mr. Adnan Khan) were called to People office for inquiry. As the matter was referred to a joint enquiry to be conducted by Professional Employers Private Limited and CHIP Training & Consulting (Pvt) Ltd so a joint visit was planned to Union Council Mashogagar on 13-Feb-2023 and all the above mentioned staff were once again jointly enquired including three more staff members (AS Mr. Khalid Shah, AS Mr. Hamid Khan and AS Mr. Muhammad Usman). (Complainant Statements attached as Annexure-B)

UCPO Mr. Jehan Afsar was called to CTC Office on 14-Feb-23, for enquiry and his statement was recorded. (UCPO Statement attached as Annexure-C)

A joint visit was conducted to the Shelton Rezidor House on 15-Feb-23, to enquire the UC Staff as they were undergoing a training. The Staff included CHW Ms. Fozia Bibi, CHW Ms. Fozia Qayyum, CHW Mr. Haroon Khan, CHW Ms. Iqra, CHW Mr. Jahangir, CHW Mr. Kamran Khan, CHW Ms. Mahasin and CHW Mr. Malik Dil Nawaz. (UC Staff Statements attached as Annexure-D)

3. Key findings:

Allegations against UCPO Mr. Jehan Afsar	Defense of the allegations by UCPO Mr. Jehan Afsar	CTC Remarks	Evidence
UCPO bossy, discourteous and nonprofessional attitude reflecting harassment with female staff.	Mr. Jehan Afsar stated that all the staff were misused and misguided/mislead by the UCDO Mr. Sajjid Ali as well as CHW Ms. Nazia who has friendly relationship with UCDO Mr. Sajjid Ali. As I reported her on account of fake finger marking and the UCDO Mr. Sajjid Ali taunted me that this is not Swabi as this is CBV program and no need to report her directly by ignoring to ask me about her. After that, in front of all staff members, CHW Ms. Nazia stated that now she will report UCPO as a token of revenge.	In light of verbal and written statements of UCPO, UCDOs, ASs etc., it has been observed that there is hierarchical overriding and misuse of channel of command.	(Annexure-B) and (Annexure-D)
UCPO aggressive attitude against staff as an attempt to suppress the voice of staff against injustice. Misguiding and threatening the staff.	The situation of the UC is very bad from day first and UCDOs are in friendly environment with lower staff. Both UCDOs have lenient approach with the staff as neither pay attention to their late coming nor reported them to the district level. Both UCDO's are hatching conspiracy to remove him (UCPO) from the position as he tried to streamline the UC's activities and betterment in UC can be noticed / witnessed now.	Further it is observed that the whole mess is created by the UCPO Jehan Afsar, UCCO Wali Muhammad and ALSM Shaheen Nawaz	(Annexure-B) and (Annexure-D)
UCPO direct involvement with staff families. Disclosing the official matter (Information) to the staff and their families.	All the allegations are baseless and have no validity. The Complainants are a blackmailer and characterless group as it always used such approach against people earlier. One of the CHW Ms. Shehla Noreen was taken by AS Ms. Nusrat at the order of UCDO Mr. Sajjid Ali to HR office for the purpose of reporting UCPO in HR Office but she denied the blackmailing statement to HR. Upon which, a female in the HR told her that you are saving the UCPO. However, all such matters were reported timely by me (UCPO) to Dr. Ahsan and TDO Ms. Robina. but she replied that this is just your assumption.	It can be also inserted here that the programme is being dragged towards families of the staff members instead of handling the issues in a professional manner at the BHU level.	(Annexure-B) and (Annexure-D)

4. Conclusion:

The UCPO is handling the UC staff directly instead of following the channel of hierarchical communication, misbehaving/shouting at staff members as evident from statements of the staff, degrading the role of UCDOs, allegations of approaching families of the staff members, sharing of secret information with dear to eyes staff, female harassment etc.

The UCCO Wali Muhammad is involved in grouping as ALSMs are responsible to report to him while the scenario shows that the ALSMs involved with UCPO are neither reported by him nor asked for about professional responsibilities. The same grouping sense was noticed during the HR SOP's session held at BHU Mashogagar by People HR Team as all the ALSMs under his control were absent from the session including him.

The ALSM Shaheen Nawaz is go-between performer in the whole situation, being local of the area, as evident from all the statements above showing his complete involvement in this scenario.

The CHW Ms. Shehla Noreen and CHW Ms. Fozia Qayyum involvement cannot be denied in the matter as Ms. Shehla Noreen has accepted in her written statement all the allegations against the UCPO but in the field activities, they are involved in direct correspondence with the UCPO, breaching the hierarchy. Overall the environment of the Union Council does not seem satisfactory due to such grouping.

5. Recommendations:

- The UCPO Jehan Afsar as well as ALSM Shaheen Nawaz are recommended for Termination from the programme.
- The UCCO Wali Muhammad, CHW Shehla Noreen and Fozia Qayyum are recommended to be issued Final Warning.
- All the staff of the Union Council to be directed to follow the SOP's in letter and spirit.