Brief Report

On

Unethical behavior and Misuse of Authority of UCPO Sheikh Junaid Abad

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| Title of Inquiry | Inquiry against UCPO Wasim Gul |
| Date: | 26/2/2020 |
| Investigation by: | CTC PTPP Team |
| Reported by: | Naib Nazim (Khalid Khan) & CBV staff |

1. **Background of the inquiry:**

On 20th June 2019 as per the directive of ADC Peshawar, Deputy Coordinator ERU, Members of Local Administration and CTC CBV team conducted an inquiry against UCO (Rida Gul) and UCPO Wasim Gul based on complaint received from Naib Nazim Khalid Khan and resignation letters submitted by CBV staff.

The inquiry committee recommended UCPO Wasim Gul for termination based on their findings during the inquiry conducted on 20th and 21st June 2019 at CD Sheikh Junaid Abad. WHO provincial office requested CTC (PTPP Team) on dated 28th January 2020 to conduct an independent inquiry and submit findings and recommendations to WHO PO.

As per the complaint received from Naib Nazim Khalid Khan, UCPO Wasim Gul retain CBV staff at CD Sheikh Junaid Abad till late hours. When he asked him the reason, UCPO started arguments with me and used abusive language. **(Complaint is attached as Annex-A Page-2&3).**

Second allegation leveled against UCPO Wasim Gul that Two AS and one CHW resigned from their job due to unethical relationship of UCO and UCPO.

1. **Methodology:**

To investigate the matter CTC suspended UCPO Wasim Gul from his position on 28th January 2020. CTC team conducted meeting with UCPO Sheikh Junaid Abad, Local body members of UC Sheikh Junaid Abad and below mentioned written statements were recorded.

1. Written statement of UCPO Wasim Gul (Annex-B)
2. Written statement of PEO Dr. Najeeb (Annex-C)
3. Written statement of AC Dr Rizwan Anwar (Annex-D)
4. Written statement of PEO Dr Musawar (Annex-E)
5. Written statement of Nazim Shahid Gul (Annex-F)
6. Written statement of Naib Nazim Khalid Khan (Annex-G)

1. **Limitation:**

And as per internal protocols of CTC, UNICEF Provincial office were also informed through CBV team regarding the investigation as CBV staff were also involved. However, UNICEF Provincial Office did not allow CTC PTPP team to interview CBV staff as the case is too old and the decisions has already been taken. Moreover, CBV Ex-staff Ms. Rida Gul was also not available for investigation purpose.

1. **Key findings:**

Following are the key findings of the inquiry.

* According to UCPO Wasim Gul, Deputy Coordinator Dr. Jehanzeb and PEO Dr. Najeeb had some personal clashes, Dr. Jehanzeb asked Wasim Gul to keep inform him regarding the activities of Dr. Najeeb as he is involved in some immoral activities and he is mostly absent from field. On some occasion Dr. Jehanzeb called UCPO Wasim Gul and keep mobile on speaker and was asking about Dr. Najeeb presence in field. When UCPO refused to share such information Dr. Jehanzeb turned against him and threaten him that I will terminate you from your position and you are also involved in such activities. The same has also been verified by PEO Dr Najeeb Ullah **(Dr. Najeeb feedback is attached as Annex-C)**
* During the SIA March 2019, UCPO send CBV staff to field for same day coverage as per the directives of UPEC Chairman, the team combined return to CD at 7:00 PM. UCPO retain all staff to clear discrepancies from data, when discrepancies were cleared all staff including UCPO left CD combined. On the next day Naib Nazim Khalid Khan came to the CD and started abusive and harsh conversation with UCPO Wasim Gul. Naib Nazim Khalid Khan submitted written statement to Dr. Usman UPEC chairman. After some while, Other local body elected members came and they resolved the issue between Naib Nazim and Wasim Gul.
* Naib Nazim Khalid Khan mentioned to the inquiry team that some CBV staff from CD Sheikh Junaid Abad came to his house and informed him regarding the late sitting of staff at CD. On Next day he went to CD Sheikh Junaid Abad and submitted written complaint against UCPO Wasim Gul. However, the issue has been resolved by other local body members at the spot.
* Feedback from other supervisors of Wasim Gul are also acquired, and as per their feedback they always found Waseem Gul obedient, committed to work and they never received a complaint regarding his involvement in immoral activities and misuse of authority. **(Feedback attached as Annex-C, D, E).**
* As per the resignation letter submitted by CHW Rani dated 11 June 2019, the work environment of CD Sheikh Junaid Abad is incapable of working. All staff speaks against each other and instead of supporting us they blame our behavior if there is a problem in field. That’s’ why she resigned from her position. **(Resignation attached as Annex-A Page-4).**
* As per the resignation letter submitted by AS Asma Noureen dated 10 June 2019, Ms Asma Noureen has been working in polio program since 2016 and until March 2019 her supervisor never encountered problems in her work and behavior. However, now UCO Rida Gul is complaining about her work and behavior. UCO Rida Gul never listen their problems and neither she allows them to room in presence of UCPO Wasim Gul. When she spoke to her second level supervisor, he threatens her of demotion if the issue highlighted at higher forums. **(Resignation attached as Annex-A Page 5-9).**
* As per the resignation letter submitted by AS Noor Ul Ain dated 31st March 2019, she resigned from her job due to some domestic problems with 15 days’ notice period. **(Resignation attached as Annex-A).**
* On 27th May 2019, AS Asma Naoreen and AS Reema Alam were reported by UCO on account of tempering leave applications of their subordinates. And Reema Alam was also reported as regular student of B.A **(evidence attached as Annex-H).** As a result, they turned against her and submitted complaints to UCPEC Chairman in form of resignations.
* As per telephonic discussion with Ex CBV staff Ms. Reema Alam, she had problem only from UCO and she don’t know about the relationship of UCO and UCPO, and neither she has seen them together. She also mentioned that during the Performance Management Inquiry she has submitted written statement against UCO Rida Gul not Wasim Gul.
1. **Conclusion:**
* Based on the findings of the meetings and the written statements, UCPO Wasim Gul retained CBV staff as per the instruction of UPEC Chairman to accomplish campaign targets. He never forced CBV staff to sit till late hours.
* The written complaint of Naib Nazim Khalid Khan has been used against UCPO Wasim Gul in June inquiry which was already resolve in March 2019.
* Moreover, CBV staff has not accused UCPO Wasim Gul for misuse of authority or involvement in immoral activities as per their resignation letters. And neither CTC CBV team has received written complaint from CBV staff against UCPO for misuse of authority and unethical relation between UCO and UCPO.
* CBV staff had resigned due to their personal problems and problem they were facing from UCO Rida Gul. UCPO Wasim Gul has been dragged into this inquiry on personal grudges and politics.
1. **Recommendations:**
* Based on the above-mentioned inquiry findings and conclusion, it is recommended to reinstate Mr. Wasim Gul on his position. It is also recommended to shuffle him from SMT circle to another UC as it will be difficult for him to work in Sheikh Junaid Abad due to personal grudges of local administration with him.

 **Thanks.**