

(DRAFT)

Inquiry Report

On

Misbehavior of UCPO Mr. Muhammad Imran Khan

With

Community Health Worker Ms. Nazish

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

**Submitted to:
WHO and UNICEF PO-KP**

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1. Background:

A complaint from Community Health Worker UC Pakha Ghulam Ms. Nazish was received to CTC Regional Manager – KP 23rd October 2020 regarding displaying nonprofessional attitude towards his subordinate of UCPO Muhammad Imran Khan.

As per the complaint received:

- The subject misbehaved with the complainant shouted her, warned her to get lost from BHU, never come again and threat her for termination of employment contract.

2. Methodology:

In order to probe the matter reported a joint investigation was conducted PTPP and CBV project team members (including female staff member) of CTC dated 18th December 2020, Previous track record of both the Complainant and the Subject was reviewed.

3. Key findings:

Following are the key findings of the inquiry.

- During the sequence of investigation the complainant (CHW Ms. Nazish) statement was recorded and she described that she was busy in vaccination, NA and refusal coverage activities in the community at campaign day second in village Abdul Wali Shah Town UC Pakha Ghulam. During the activity UCPO Mr. Imran arrived and shouted with a loud voice in front of the community members with a non-professional attitude, the subject said why you are not attending the calls nor responding the messages, and the subject warned the complainant for termination of employment contract. (Annex-A)
- The subject (UCPO-Mr. Muhammad Imran Khan) statement was also recorded and he explained that during field activities he was conducting supportive monitoring and supervision of the teams. He called Ms. Nazish several times to verify her activities and support the team activities but she did not response him, Area Supervisor Ms. Munazza was also calling her but she did not response. And finally when she was found in the street, UCPO asked her that why she did not receive the calls nor replying the messages; in response the subject complainant (CHW-Ms. Nazish) explained that she has facing problems in her mobile OK/Yes button which was not working properly.
- Accordingly to the subject in catch up day-1 he tried to solve the issue in the presence of UPEC Chairman, UCDO and UCCO but the complainant misbehaved with him and told him that you have to keep silence, you are a man and you do not have to talk among women and female.(Annex-B)
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4. Conclusion:

On the basis of the facts and findings during the course of investigation, it has been concluded that the complainant admitted that she did not attend subject UCPO and AS Phones calls during the field activities due her mobile button problems.

Subject has admitted that he warned the complainant due to her misbehavior in front of the other staff members.

5. Recommendations:

Keeping in view the key finding the following recommendations are made:

- Counselling session needs to be conducted with Subject UCPO by his first line supervisors along with CTC team.

Thanks.