

**From:** DUBE, Tafadzwa [mailto:dubet@who.int]  
**Sent:** Thursday, December 24, 2020 11:42 AM  
**To:** SHAIKH, Wasif Jamil  
**Cc:** ALI, Asif; ASLAM, Shaista; Imran Ali; KHAN, Ishtiaq Ahmed; SEID, Zahra  
**Subject:** RE: FW: [EXT] FW: Resignation letter

Dear Dr Wasif,

Thank you for your timely feedback.

I have also copied CTC for their further actions.

Best wishes,

Dube

**From:** SHAIKH, Wasif Jamil <shaikhw@who.int>  
**Sent:** Thursday, 24 December 2020 11:40 am  
**To:** KHAN, Ishtiaq Ahmed <iskhan@who.int>; SEID, Zahra <seidz@who.int>  
**Cc:** DUBE, Tafadzwa <dubet@who.int>; ALI, Asif <asifa@who.int>; ASLAM, Shaista <aslamsh@who.int>  
**Subject:** Re: FW: [EXT] FW: Resignation letter

Dear Dr Asif and Dr Zahra,

Thank you for the email. After considering the remarks from 1st Level supervisor, the behavior of the resigning candidate does not appear to be serious towards his job responsibilities. Therefore, keeping in view the feedback from first level supervisor, it is recommended from the undersigned to proceed with the organizational procedure for conclusion of contract.

Best Regards,  
Dr Wasif Jamil Shaikh  
D-ERU Polio Officer

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**From:** KHAN, Ishtiaq Ahmed <[iskhan@who.int](mailto:iskhan@who.int)>  
**Sent:** Thursday, December 24, 2020 11:08 AM  
**To:** SHAIKH, Wasif Jamil <[shaikhw@who.int](mailto:shaikhw@who.int)>; SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>  
**Cc:** DUBE, Tafadzwa <[dubet@who.int](mailto:dubet@who.int)>; ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>; ASLAM, Shaista <[aslamsh@who.int](mailto:aslamsh@who.int)>  
**Subject:** RE: FW: [EXT] FW: Resignation letter

Dear Dr. Wasif,

Thanks for the email.

Last Campaign (starting from 30<sup>th</sup> of Nov'2020) was the 2<sup>nd</sup> consecutive campaign in which he was asking for the whole campaign leave due to the death of his aunt. As per SOPs he was allowed for 2 to 3 days leave but he did not apply for the leave and went to his village for the whole campaign. After the

campaign he could have joined his duties but instead he remained absent till to-date and wrote his Resignation email. His casual and non-professional attitude does not show his interest towards his job.

Regards,  
Dr. Ishtiaq  
PEO Songal

**From:** SHAIKH, Wasif Jamil <[shaikhw@who.int](mailto:shaikhw@who.int)>  
**Sent:** Thursday, December 24, 2020 10:11 AM  
**To:** SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>  
**Cc:** DUBE, Tafadzwa <[dubet@who.int](mailto:dubet@who.int)>; ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>; ASLAM, Shaista <[aslamsh@who.int](mailto:aslamsh@who.int)>; KHAN, Ishtiaq Ahmed <[iskhan@who.int](mailto:iskhan@who.int)>  
**Subject:** Re: FW: [EXT] FW: Resignation letter

Dear Dr Zahra,

Many thanks for your email. As discussed, I think it will be most appropriate if we take the opinion of first level supervisor first before the second level supervisor can share his suggestion.

I have copied Dr. Ishtiaq in the trail of email for his opinion.

Best regards  
Dr Wasif

On 22 Dec 2020 11:04 am, "SEID, Zahra" <[seidz@who.int](mailto:seidz@who.int)> wrote:

Dear Wasif

We need your suggestion and feedback on the below issue resignation request with out prior notice

Best Regards,

Zahra

**From:** DUBE, Tafadzwa <[dubet@who.int](mailto:dubet@who.int)>  
**Sent:** Monday, December 21, 2020 2:09 PM  
**To:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>  
**Cc:** SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>; ASLAM, Shaista <[aslamsh@who.int](mailto:aslamsh@who.int)>; BELAYNEH, Asalif Demissie <[belayneha@who.int](mailto:belayneha@who.int)>; Imran Ali <[imran.ali@ctc.org.pk](mailto:imran.ali@ctc.org.pk)>  
**Subject:** RE: [EXT] FW: Resignation letter

Dear Dr Asif,

My contribution is that the Polio program requires team members who willingly avail their services within the rules and regulations of the organization and also identify with the program objectives. Be that as it may, I am kindly requesting that we engage the supervisor for their feedback before finalizing on the case.

Best wishes,

Dube

**From:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>  
**Sent:** Monday, 21 December 2020 12:33 pm  
**To:** DUBE, Tafadzwa <[dubet@who.int](mailto:dubet@who.int)>  
**Cc:** SEID, Zahra <[seidz@who.int](mailto:seidz@who.int)>; ASLAM, Shaista <[aslamsh@who.int](mailto:aslamsh@who.int)>; BELAYNEH, Asalif Demissie <[belayneha@who.int](mailto:belayneha@who.int)>; Imran Ali <[imran.ali@ctc.org.pk](mailto:imran.ali@ctc.org.pk)>  
**Subject:** Fwd: [EXT] FW: Resignation letter

Dear Dube

Below case also needs discussion and final action.

Thanks

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**From:** Imran Ali <[imran.ali@ctc.org.pk](mailto:imran.ali@ctc.org.pk)>  
**Sent:** Monday, December 21, 2020 12:27:13 PM  
**To:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>  
**Subject:** FW: [EXT] FW: Resignation letter

FYA

**From:** ALI, Asif [<mailto:asifa@who.int>]  
**Sent:** Thursday, December 10, 2020 6:59 PM  
**To:** Imran Ali  
**Cc:** BELAYNEH, Asalif Demissie; DUBE, Tafadzwa; ASLAM, Shaista  
**Subject:** Re: [EXT] FW: Resignation letter

Thanks Imran,

Let me discuss with provincial team and get back to you for final action.

Regards

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**From:** Imran Ali <[imran.ali@ctc.org.pk](mailto:imran.ali@ctc.org.pk)>  
**Sent:** Thursday, December 10, 2020 5:17:55 PM  
**To:** ALI, Asif <[asifa@who.int](mailto:asifa@who.int)>  
**Cc:** BELAYNEH, Asalif Demissie <[belayneha@who.int](mailto:belayneha@who.int)>; DUBE, Tafadzwa <[dubet@who.int](mailto:dubet@who.int)>; ASLAM, Shaista <[aslamsh@who.int](mailto:aslamsh@who.int)>  
**Subject:** [EXT] FW: Resignation letter

Dear Dr.Asif,

UCPO UC-5 Gadap Mr.Shakeel has applied for 07 days leave on account of family death. As it was in intra campaign and supervisors were suggested him 03 days leave.

He has submitted his resignation without prior notice period as still absent from field. I have a detail discussion with him and he is not willing to continue job.

As per SOP's we will conclude his employment contract in this regard you are requested to share your feedback for further process.

Regards,

Imran

**From:** Imran Ali [<mailto:imran.ali@ctc.org.pk>]  
**Sent:** Wednesday, December 9, 2020 11:43 AM  
**To:** 'shakeel Ahmed'; 'iskhan@who.int'  
**Cc:** 'atiqia@who.int'; 'shaikhw@who.int'; 'soomrom@who.int'; 'asifa@who.int'  
**Subject:** RE: Resignation letter

Dear Mr.Shakeel,

It will lead to contract closure as you have to serve prior notice period.

Immediate family death leave is upto 05 days including travel however you have availed 07 days during intra campaign. We are facilitating employees but does not mean compromise on work.

More important in previous campaign you were also availed same leave and again in Dec 2020 campaign which may affect program services.

Do let me know as you mentioned harsh attitude for your supervisors/ high authorities and we will sort out the things.

Regards,

Imran

**From:** shakeel Ahmed [<mailto:shakeel.baloch687@gmail.com>]  
**Sent:** Tuesday, December 8, 2020 7:46 PM  
**To:** [iskhan@who.int](mailto:iskhan@who.int)  
**Cc:** [atigia@who.int](mailto:atigia@who.int); [shaikhw@who.int](mailto:shaikhw@who.int); [soomrom@who.int](mailto:soomrom@who.int); Imran Ali  
**Subject:** Resignation letter

Respected concerns

It is submitted with great concern that i came to know through different personal emails and phone calls that authorities have not approved my application regarding my emergency departure for attending funeral ceremony of my beloved peternal Aunt.

It is pertinent to mention that i am tribal notable of my area and attending death ceremony of close relatives is part of our culture as well as tradition. we give prime importance to such occasions in our culture. I did not violate any rules and regulations of the organization i only followed the norms while i was told by my seniors not to attend the funeral and don't attend the condolence immediately rather go for condolence after a week which was impossible for me. Moreover, i have been performing my duties honestly and dedicatedly since 2014 during this period i have successfully and smoothly completed my all assigned tasks in post and pre-campaign and also during that time i found my all seniors very supportive and helpful due to their support and team work all hard targets have been achieved. I will never forget their unconditional and non-tiring support during different campaigns regarding performance i have never shown any weakness i always followed and acted on the directions of my seniors for best interest of public as well as organization.

Furthermore, keeping in view the harsh attitude of higher authorities and in-charge concerned regarding disapproval of emergency leave it will be not convenient for me to keep working and performing my duties amicably for the betterment of organization in future therefore, I hereby resign from my position today dated 8/12/2020.

Thanks

Regards

Shakeel Ahmed UCPO

UC 5 songal zone H.