

**From:** AHMED SHAH, Syed Irshad [mailto:ahmedshahs@who.int]  
**Sent:** Wednesday, April 1, 2020 10:25 PM  
**To:** ishtiaqueahmednaich@gmail.com  
**Cc:** ALI, Asif; BULEDI LOLAI, Ghulam Hussain; Imran Ali; SOOMRO, Javed  
**Subject:** WARNING

Dear Ishtiaq

As you are well aware of the situation of COVID-19 pandemic, which has affected our district also.

Being a members of leading & dedicated agency we will be always on front line in this fight, to defeat this deadly virus. In this emergency situation we all as a team, working since last 10 days, including Sundays, in data collection, tracking of suspected persons through phone calls, taking follow up of persons who are in home quarantine and data compilation.

Keeping in view of the facts mentioned above you were directed and supposed, like other colleagues to ensure your presence at DPCR to support district in mentioned components.

It is the matter of serious concern that you are not following the instructions, even after repeated verbal warnings given to you regarding punctuality and regularity, which are mandatory for employees in all organizations. It is also observed that, whenever you have been asked for the reason of not being regular and punctual? Unfortunately, your response is unsatisfactory/Unscrupulous, which is not acceptable at any level.

The example of such nonprofessional attitude is also shown by you today, when I asked you that" You have left DPCR without any intimation, while you were given a task for tracking & follow up of pilgrims through telephone at DPCR". Your reply was totally unsatisfactory, where you mentioned that you got permission from Dr. Kashif (Focal Person for COVID-19 at DPCR). And to prove that you have also uploaded a recording of telephonic conversation with Dr. Kashif, on WhatsApp group which is again an unethical behavior. I am really disappointed with this kind of act from your side.

You are hereby WARNED to adopt professional attitude towards your job/team and submit a satisfactory reply in response to this warning, within three days positively, otherwise disciplinary action will be suggested to higher authorities against you.

Dr. Irshad Ahmed Shah

PEO, Kamber