

Subject: FW: Letter and Clearance
Date: Thursday, November 28, 2024 at 1:54:54 PM Eastern Standard Time
From: Nagender Aneja
To: vc@ubd.edu.bn

Respected VC Sir,

I completed my contract in February 2024 and resigned in Aug 2024 from the new contract, but my gratuity has not yet been paid. I have been working even during no-pay leaves. Can you kindly help me?

Regards,

Nagender

From: Nagender Aneja <naneja@gmail.com>
Date: Thursday, November 28, 2024 at 12:10 AM
To: Prof Liyanage Chandratilak De Silva <liyanage.silva@ubd.edu.bn>, Dk Sarbiah binti Pg Hj Osman <sarbiah.osman@ubd.edu.bn>
Cc: Salmiah binti Hj Sabtu <salmiah.sabtu@ubd.edu.bn>, Prof Liyanage Chandratilak De Silva <liyanage.silva@ubd.edu.bn>
Subject: Re: Letter and Clearance

Hi Dk Sarbiah binti Pg Hj Osman,

Any update.

Regards,

Nagender

From: Nagender Aneja <naneja@gmail.com>
Date: Friday, November 22, 2024 at 5:24 PM
To: Prof Liyanage Chandratilak De Silva <liyanage.silva@ubd.edu.bn>, Dk Sarbiah binti Pg Hj Osman <sarbiah.osman@ubd.edu.bn>
Cc: Salmiah binti Hj Sabtu <salmiah.sabtu@ubd.edu.bn>, Prof Liyanage Chandratilak De Silva <liyanage.silva@ubd.edu.bn>
Subject: Re: Letter and Clearance

Thank you, Prof Liya, for the recommendation letter, as this was an important step in the process.

Regards,

Nagender

From: Prof Liyanage Chandratilak De Silva <liyanage.silva@ubd.edu.bn>
Date: Thursday, November 21, 2024 at 9:03 PM

To: Nagender Aneja <naneja@gmail.com>, Dk Sarbiah binti Pg Hj Osman <sarbiah.osman@ubd.edu.bn>
Cc: Salmiah binti Hj Sabtu <salmiah.sabtu@ubd.edu.bn>, Prof Liyanage Chandratilak De Silva <liyanage.silva@ubd.edu.bn>
Subject: Re: Letter and Clearance

Dear Dr Nagender,

Thank you for explaining your situation in detail. I appreciate your honesty and understand that you have gone through a challenging time both professionally and personally that made your decision of leaving UBD a complex matter although your intention was to leave UBD at any time from August 2023 (when you applied for no pay leave) given you got a job in the US. We were also saddened that we may lose you. But we recognize the family priority.

At the School of Digital Science, we recognize and value the hard work you've put in, especially in making sure the transition was smooth for important roles like DYC and Headstart. I'm also grateful for the support you continued to provide to our students, even when things were difficult. I can remember well that we co-supervised a student together while you were in the US and it was a great contribution from your side.

I'm sorry to hear about the obstacles you faced, including the unexpected challenges with your health and the professional uncertainties. It's clear you made your decisions with good intentions and based on what you believed was best for both you and to the school and I am equally happy that I was able to support your recommendation process while you are still an employee at UBD to support your career objective. I take your concerns seriously, especially about communication and expectations, and will consider them as we work to improve.

We were glad to hear that you've secured a position at Virginia Tech, and I wish you every success in this new chapter. Your well-being is important to us, and we are here to learn from these experiences.

I wish you all the best and good health in the future.

Thank you again for sharing your story.

Take care and best regards.

Liya

From: Nagender Aneja <naneja@gmail.com>
Sent: Friday, November 22, 2024 9:16:24 AM
To: Prof Liyanage Chandratilak De Silva; Dk Sarbiah binti Pg Hj Osman
Cc: Salmiah binti Hj Sabtu; Prof Liyanage Chandratilak De Silva
Subject: Re: Letter and Clearance

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Let me explain from the beginning, and it is up to you all as how you see it; everyone is right in their perspective. Below is only my attempt to answer respectfully the points raised:

Before the announcement of PLs for the following year, I communicated that I may not be joining the

new contract in Feb 2024. If I had to do any disgraceful, I should have kept silent and have informed later. I could have earned easily allowance of 6 months without any care as what happened after I leave. Leave from Aug 2023 were not in my initial agenda, I told that I will take break from the next contract and will join in August 2024 when I am able to settle everything at my family front. It was I who told that it will be better to make someone else PL, DYC, and Headstart Coordinator since I was handling all of these. While PL was easy to transfer, headstart and DYC weren't easy. For the benefit of SDS, I helped to the maximum and ensured that Daphne is well settled as DYC and in the Headstart. It almost took a semester to fully transfer since the marks of summer and previous internship record were submitted in Dec 2023, and I was constantly in touch and guiding as what needs to be done in different situations. No one will talk about what I was doing in teaching, administration, and research meetings since it is considered my initiative.

Coming back to leave, when I said that I would take a break in Feb 2024 at that time, I also requested if I could be helped with the Gratuity of this contract, and I prefer to take leave now also. I was given a friendly suggestion to take leave from this contract and I can take leave in the next contract also. I felt really happy with the gesture. I submitted the leave application till July 2024, and then was told that the leaves of the next contract cannot be approved since the new contract itself has not been approved yet. I was asked to submit the leave till the last day of the contract and accept some no-pay leaves in exchange for the gratuity.

Before the leave expiry, I asked about extending the leaves in new contract, and was told that it is not possible and was given reasons for that (not writing here). This was the second surprise; first surprise was annual bonus wasn't given for the time I worked physically there.

Now, I needed leave from Feb 2024, and leave from Aug 2023 was requested only if there was no financial loss to me, and the reverse happened to me. The leaves from Aug 2023 were approved with no pay in exchange for gratuity, but no leave from Feb 2024. What should I say here and where should I go? I got stuck in the middle when I needed leave, I had no leave, and I got no money either from Salary or gratuity. I was still not discouraged and continued what I was doing with UBD Students. I don't have much to argue and was not in a condition mentally to join in Feb so that I could request again and see the refusal of my leave application. I have seen the close impact of such rejections on someone else and don't want to go for such impact. So, I decided not to join and face life as it is. In a way, I had to leave my UBD job when there was no job in front of me because I believed someone in authority that leave would be extended in the new contract. Anyway, life is to learn, God is kind, and eventually, all accounts are settled.

Now, there was no question of resignation at least in my mind when I hadn't joined the new contract. For me, the door is closed, and I was following on Bonus and Gratuity. As time progressed, I was giving interviews in the US and started receiving the rejections also. I have been going through a very tough situation since I had to leave the UBD job without another job in hand. I discussed it with the family and decided to explore it again with UBD since we really had a great time, and why we had to leave is also a situation that was created. Most people know what is made visible to them but are unaware of the full details. I am trying to defend myself, and not everyone will or can. I hope the situation improves that one is not given false hopes since some hopes may impact other's lives.

Now when I came back and joined UBD, I don't know what happened but there was lot of coughing and was unable to breathe and sleep properly. People started saying that I got Asthma and I went to hospital and was given medicine. Medicine was okay and temporary relief. My health was really not

good, and then I asked for end-of-contract leaves, which were approved. I requested the end-of-contract incoming passage but was suggested to go for leave without the passage as it will take time. During this time, I got a few positive replies. This was good news for me.

Now is getting an offer from another University is the time to resign or when everything is settled then one should resign. I am not very intelligent, but I have learned from the circumstances. When I was offered SDS position, I resigned the IE job as per the date mentioned in the SDS offer letter and visa was already discussed that it can be transferred internally. However, I got stuck in the medical; there was something complicated in my one medical test that needed additional investigation, and I was given time by RIPAS of more than three months. Now, I can't join SDS, and IE resignation has been processed, so it can't be taken back. I had the proper valid Visa that allowed me to stay. Dr Ayub did his best to help but he couldn't get me back to IE. He was also not aware that medical is strict in the first contract and can be submitted later in the following contract. Anyway, I started teaching since Visa was there and I did my checkup in JPMC and went to RIPAS with all the reports for early medical examination, which they kindly accepted and was cleared to join in Feb instead of Jan. The SMT has been kind enough to support this. I don't know what happened now.

Now, why am I telling this? I didn't want to repeat this of resigning early and later getting stuck since US Immigration is unpredictable and unsure of any other unknown condition. I requested in response to the email to allow me few days since my US Visa is under process. If visa is denied for any reason, I was to join back UBD since I wasn't interested in continuing on the social or any other visa, so the only option was to return Brunei or India.

There was a delay in first submitting the visa application, I had to submit a lot of paperwork to the Attorney. Although I could have joined UBD and done all the paperwork for US from UBD and informed UBD once all is settled, my conscience didn't allow me for this step that I am in Brunei just for this and going to join when US Visa will be approved which had high chances, still, one can never say on US Immigration. If I had processed from UBD, I wouldn't have to beg and spend time in writing all of this and may have saved others time. I have attached a portion of my US Visa that mentions that it was submitted on June 20 and approved on July 31. You can check my resignation date July 31 and there was no delay of even one day once I received US Visa Approval. Possibly, I could have joined in June after submitting and left in August; everyone may have been happy at least till July 31 and may have been disgraceful after that. But I am an idiot who is listening to this without doing anything such.

I have explained the situation since there was no intentional delay and no promise break at least from my side. Ignoring everything that I explained above, from your side also, there was a delay of less than two months, not several months, since my end-of-contract leave was, I think, mid or end of June, and I submitted in July. During this period also, it was never the case I didn't reply and requested time to make my decision.

It is up to you how you want to see all of these, and I am okay with all and can call me whatever you want. Take care.

Dear Dk Sarbiah binti Pg Hj Osman,
Attached is my clearance from UBD and any letter you issue after this date. Please discuss it with me. I hope you will transfer my pending amount at the earliest.

Regards,

Nagender

From: Prof Liyanage Chandratilak De Silva <liyanage.silva@ubd.edu.bn>

Date: Monday, November 18, 2024 at 4:13 AM

To: Dk Sarbiah binti Pg Hj Osman <sarbiah.osman@ubd.edu.bn>

Cc: naneja@gmail.com <naneja@gmail.com>, Salmiah binti Hj Sabtu <salmiah.sabtu@ubd.edu.bn>, Prof Liyanage Chandratilak De Silva <liyanage.silva@ubd.edu.bn>

Subject: Fw: Letter and Clearance

As Tn Bursar is on leave, I am forwarding the mail to acting Bursar, Pn DK Sarbiah for her kind attention.

Thank you and best regards.

Liya

From: Prof Liyanage Chandratilak De Silva

Sent: Monday, November 18, 2024 5:11 PM

To: Nagender Aneja; Salmiah binti Hj Sabtu

Cc: Muhammad Khairul Anwar bin Hj Shahari; Prof Liyanage Chandratilak De Silva

Subject: Re: Letter and Clearance

Dear Dr Nagender,

Sorry for my late reply.

I want to let you know that the faculty approved your annual and unpaid leave **in the good faith** that you will continue to help a minimal teaching from overseas and it is not anyway equivalent to full time paid job at UBD.

If you did not agree to continue to teach that one module you handled in Aug-Dec 2023, we **wouldn't have approved your annual and unpaid leave in a middle of a teaching semester**. Only option you had at that time was to resign if leave was not approved. But the faculty was considerate about your family matter to approve your unpaid leave. **Please note that.**

Supervision of PhD and master's students was voluntarily, and we did not assign any to you, but you opted to supervise them.

I do not want to argue on this anymore, but please remember that you put us down and made us into a big inconvenience by **not coming back as promised** and we did not have time to submit for new hire until you submitted your resignation which **you delayed intentionally**. I am not sure how someone resigns from a post after not reporting to duty for months. It was such a disgraceful act.

Dear Dr Nagender,

I hope you understand the points I raised above and hope you will get the calculations of the deductions from UBD soon. I am copying this email to UBD Bursar for his kind attention as faculty does not handle any payment matters.

I wish you all the best and hope you will sit back and look at from our side also when you take the next action.

Best regards.

Liya

From: Nagender Aneja <naneja@gmail.com>
Sent: Saturday, November 9, 2024 10:03:38 AM
To: Salmiah binti Hj Sabtu; Prof Liyanage Chandratilak De Silva
Subject: Re: Letter and Clearance

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Dear Pn. Salmiah and Prof Liya,

I am looking forward to the resolution of this.

Before taking leave, I sorted everything and then accepted leave. Otherwise, I had plan to leave in Feb and not renew the contract. In fact, I mentioned in my renewal application that I need a break to sign the new contract.

I appreciate your and the faculty's help with all the approvals. As I was told, I taught the full semester last year and until Aug this year with all Master's and PhD students while on leave and when I wasn't paid. Now, I think I should be paid the salary for that, considering what has happened.

The bursar office stopped my bonus in December, and I kept following up on this and was told that I needed to join first (which means accepting the new contract), then I would get the Bonus. The indication from the Bursar Office was very clear that the University is not paying the Bonus, which was due in Dec last year and getting Gratuity is not going to happen even though all approvals are in place.

I received some amount in the new contract. I don't have details, but my computations in the Bursar Office are not correct, and I may be wrong also, but it needs to be checked. I have also asked for computations.

Please also let me know if I have done any action that was not right to transfer everything without asking any questions.

Regards,

Nagender

From: Salmiah binti Hj Sabtu <salmiah.sabtu@ubd.edu.bn>

Date: Thursday, November 7, 2024 at 3:32 AM

To: Prof Liyanage Chandratilak De Silva <liyanage.silva@ubd.edu.bn>

Cc: Ryan Lim Sei Heng <seiheng.lim@ubd.edu.bn>, Nagender Aneja <NANEJA@GMAIL.COM>, Siti Aisah @ Ayuni binti Sepawi <aisah.sepawi@ubd.edu.bn>, Dr Rosyzie Anna binti Awg Hj Mohd Apong <rosyzie.apong@ubd.edu.bn>, Nur Raina binti Rinchang <nurraina.rinchang@ubd.edu.bn>

Subject: Re: Letter and Clearance

Dear Prof,

As Bursar has already replied to him, I am afraid there is nothing that HR can assist.

Regards,



| Salmiah Hj Sabtu |

Acting Deputy Registrar (Human Resource)

Universiti Brunei Darussalam

Jalan Tungku Link, BE1410, Negara Brunei Darussalam

salmiah.sabtu@ubd.edu.bn | personnel.services@ubd.edu.bn | office.hr@ubd.edu.bn

Be a friend of nature. Print e-mail only if necessary.

From: Prof Liyanage Chandratilak De Silva

Sent: Thursday, November 7, 2024 4:22:23 PM

To: Salmiah binti Hj Sabtu

Cc: Ryan Lim Sei Heng; Nagender Aneja; Prof Liyanage Chandratilak De Silva; Siti Aisah @Ayuni binti Sepawi; Dr Rosyzie Anna binti Awg Hj Mohd Apong; Nur Raina binti Rinchang

Subject: Re: Letter and Clearance

Dear Pn Salmiah,

I was told by Dr Nagender that he did not get his gratuity yet.

Could you please let us know if anything to be done form our side to expedite the matter?

Thank you and best regards.

Liya

[Senior Professor Dr Chandratilak De Silva LIYANAGE](#)

BSc(Eng)Hons, MPhil, MEng, PhD(Univ Tokyo Japan), SrMIEEE

Dean **School of Digital Science (SDS)** <http://sds.ubd.edu.bn>

Director **Institute of Applied Data Analytics (IADA)** <http://iada.ubd.edu.bn>

Member **Bioinspiration Group (BIG)** <http://big.ubd.edu.bn>

[Universiti Brunei Darussalam](#)

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+673-7196204

From: Nagender Aneja <naneja@gmail.com>
Sent: Tuesday, September 24, 2024 10:01:07 AM
To: Prof Liyanage Chandratilak De Silva
Cc: Ryan Lim Sei Heng
Subject: FW: Letter and Clearance

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Dear Prof Liya and Ryan,

Can someone help with MOFE clearance form, there may be some expenses also e.g. water charges if this form is to get clearance from all places and I will transfer online.

Regards,

Nagender

From: UBD Personnel Services <personnel.services@ubd.edu.bn>
Date: Tuesday, September 17, 2024 at 11:29 PM
To: Nagender Aneja <naneja@gmail.com>
Cc: Hj Jualina binti Hj Talib <jualina.talib@ubd.edu.bn>, Nur Izzati Afiqah binti Abdul Ghani <izzati.ghani@ubd.edu.bn>
Subject: Re: Letter and Clearance

Dr Nagender,

It has come to my attention that your gratuity might not be processed as you did not do the MOFE clearance form. Normally this might not be the case for staff who renewed their contract, but given your circumstance, MOFE will require that clearance is done.

The form is only available in MOFE, and you will have to assign someone to do this on your behalf. I include Hj Jualina in this email should you need further clarification.

"Futuring Together"

Regards,



| Salmiah Hj Sabtu |

Acting Deputy Registrar (Human Resource)

Universiti Brunei Darussalam

salmiah.sabtu@ubd.edu.bn | personnel.service@ubd.edu.bn

Be a friend of nature. Print e-mail only if necessary.

From: Nagender Aneja <naneja@gmail.com>

Sent: 15 September 2024 20:05:07

To: UBD Personnel Services

Subject: Fwd: Letter and Clearance

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Dear HR,

I hope you are well. Can you kindly help me receive the gratuity from my previous contract?

Regards,

Nagender

Begin forwarded message:

From: UBD Personnel Services <personnel.services@ubd.edu.bn>

Subject: Letter and Clearance

Date: August 19, 2024 at 4:03:55 AM EDT

To: Dr Nagender Aneja <nagender.aneja@ubd.edu.bn>

Cc: Prof Liyanage Chandratilak De Silva <liyanage.silva@ubd.edu.bn>, Ryan Lim Sei Heng <seiheng.lim@ubd.edu.bn>

Dear Dr.,

I hope this email finds you well.

Please find attached letter for your kind perusal. You may seek an assistance from the Faculty for the Clearance Form submission.

Thank you.

“Futuring Together”

Regards,

Contract Renewal Secretariat

Nur Raina binti Rinchang

Clerk

nurraina.rinchang@ubd.edu.bn

Salmiah Hj Sabtu

Assistant Registrar (Human Resource III)

salmiah.sabtu@ubd.edu.bn



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