

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	Amir Bashir				
Position	TPO Darya Khan (Bhakkar)				
Date of Interview	28th May, 2021				
Areas of Assessment	Guiding Points	Marking Criteria	Max Marks*	Marks Awarded	Remarks, if any
Personality	Appearance, Dressing	Interviewer should assess whether s/he properly dressed up for the interview=2, Not=0	2	2	
Conduct during Interview	General conduct/Communication with coordinators and panel members	Satisfactory=3, Normal=1, Poor=0	3	2	
Qualification	Relevant qualification as per TORs or Master level qualification however not relevant	Relevant Qualification= 5, Not Relevant= 2	5	5	MBA HR.
Experience	Relevant Experience as per TORs and general experience	One mark per year for relevant experience while for general experience not relevant to the position total marks will be max.2	5	5	
Job Competence Assessment	Competence assessment through scenario based questions taken from ToRs	Ask 5 scenario based questions relevant to the position, (2 marks each * 5 questions)	10	8	
Job Knowledge	Knowledge of the position and ToRs s/he has applied for	Ask three questions on the job position and ToRs (2 marks each*3 questions)	6	5	
Computer Proficiency	Competence assessment through scenario based questions taken from ToRs	Ask 3 scenario based questions relevant to the position, (2 marks each * 3 questions)	6	5	
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5	3	
Communication Skills	Effectively expressing and conveying Ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	8	6	
Total Score			50	41	
Overall Remarks	<p>Tribe Award</p> <ul style="list-style-type: none"> - Confident & very good Communication skills. - Have good understanding of job TORs & field related issues. - very good in conflict resolution - Have good computer based skills. -> SOPs clear. 				
Interviewer's Signature	Ayesha Naeem				
Interviewer's Name	Ayesha Naeem				

Residence -> Sargodha (1 hour & 15 mins to Darya Khan)

2013 - 2021 - UCPD Lahore (Data Entry Bahush Town UC 74)

16 years general experience of management & marketing.

Languages:- Urdu, Punjabi, English.

in case of selection of TPO Darya Khan
District Bakenha, I will be shifted at
Darya Khan.

Respect

Amer Bashir

3840322042477

03333966030



28/5/2021

Assessment Test
For Selection of Tehsil Polio officer (TPO)

Time: 2 hours
Total Marks: 50

Attempt all questions. The answers should be in asked format.

Instructions for Candidates:

Welcome to the assessment centre, the test will approximately take around 2 hrs to solve that will evaluate your basic knowledge about polio and PEI programme. **The test is to be attempted on the test sheet provided to you by the invigilator.**

Kindly note that this is a confidential document and should be submitted back to the invigilator on completion of assessment.

Kindly save all your working on the desktop by creating a folder with the specific ID provided to you by the invigilator. Kindly conform with the instructions and address any queries you have to the invigilator.

In case you are found cheating / hampering the process of assessment in any way your test assessment will be cancelled and you will become ineligible for any further positins under the program

I agree to the guidelines of the assessment:

Candidate Roll No: 005

Signature: 

Mobile No: 03333966030

CNIC No: 3840322042477

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Section A: True & False /Abbreviations & Short Questions

Q. No-1-A): Choose the Correct Answer from the following: 1 Marks for each- (Marks-10)

1.1. What side effects can occasionally occur after IPV administration?

- a. Pneumonia
- b. Paralysis
- c. Minor side effects like soreness and fever

1.2: Select the main reasons for introducing IPV in the national immunization program

- a. Reduce risks of an outbreak after type 2 OPV vaccine withdrawal (tOPV-bOPV switch)
- b. Help stop outbreaks quickly if type 2 virus is reintroduced
- c. Boost immunity against polio types 1 & 3 to protect populations and hasten eradication
- d. All of the above

1.3: Following are the Important Sources of EPI Data

- a. Tally sheets
- b. Children and women immunization cards
- c. Daily & permanent registers
- d. Defaulter lists/ register
- e. ~~None~~ All of the above.

1.4: While giving polio vaccine, it is important to remember that

- a. It is stored at room temperature
- b. Each child gets four drops of polio vaccine
- c. It is given to the child in sunlight
- d. None of the above

1.5: What information is provided by the immunization card?

- a. Child's date of birth
- b. Vaccines already received
- c. Vaccines needed for the future
- d. Next appointment for vaccination
- e. All of the above

1.6: Number of routine immunization doses for Oral Polio Vaccine in Pakistan are

- a. Three
- b. Four
- c. Five
- d. Six

1.7: Which one of these is not a type of polio vaccine?

- a. mOPVi
- b. bOPV
- c. BCG
- d. tOPV

1.8: Reportedly which type of polio virus has been eradicated from the world?

- a. Polio virus type 1 (P1)

- b. Polio virus type 2 (P2)
- c. Polio virus type 3 (P3)
- d. All of the above

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1.9: Diseases like polio, whooping cough, measles, mumps etc. can be avoided by

- a. Vaccination
- b. Precautions
- c. Medicine
- d. Avoiding contact

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2.0: How does the poliovirus cause paralysis?

- a. It causes the receptors to misinterpret the signals from the central nervous system
- b. It eats away at the muscles the provide mobility.
- c. It destroys several key blood vessels in the spinal cord.
- d. It destroys the motor neurons in the central nervous system.

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Q1. B)- Write correct abbreviations of the following (Marks-05)

DDM → Direct Disbursement Mechanism 15

SAGE

RCM

N-STOP

GPEI → guideline Polio Eradication Initiative 15

①

Q.NO-2): You are working as a TPO and there is a number of staff working under your supervision. What you understand by supportive supervision and how is it different from monitoring in context of Polio Eradication Initiative? How do you think supportive supervision can improved in the current PEI Program? (05 Marks)

Q.No.3)- List the number of things that a polio team should check and do in the morning before receiving OPV vials: (04-Marks)

Q.NO.4)- How and which PEI resources can be used to increase Routine EPI coverage in Punjab? (06 Marks)

Section B - Analysis & Presentation skills

Q.No.5)- You are working as TPO Lahore Your organization has currently gone through a massive restructuring process which is aligned with the implementation of new polio program strategy across Punjab.

Your supervisor asked you to suggest strategies to deal with the Surplus and Shortfall of tehsil UC level Staffing under new polio program for effective utilization of current workforce. Please advise your strategy to deal with following issues: (10 marks)

- Your Strategy to deal with Employees Shortages in Lahore?
- Your Strategy to deal with Employees Surpluses in Lahore?

Section C: Analysis & Interpretation

Q. No. 06) Analyze the table for the reasons of resignations showing the numbers of each reason in all provinces. Analyze and explain the table in detail. (Marks -10)

Nationwide Summary of Reasons for Resigns						
Reasons	Balochistan	KP	FATA	Punjab	Total	
For better career opportunities	4	5	2	1	12	
Inadequate Pay	1	0	0	0	1	
Maternity	1	1	0	0	2	
Personal/Domestic reasons	20	20	4	0	44	
Unhappy with supervisor	5	3	0	0	8	
Field Difficulty/Security Reasons	0	1	0	1	2	
Total	31	30	6	2	69	

Maternity

Q6

① For better career opportunities... in the table we saw total 12 numbers of employees change their career. this human habit because each and everyone want to be better position career and salary so it is common. KP is on top and Balochistan on second its show in two province the people have better opportunity.

② Inadequate Pay ... only two people ^{Resigns} ~~Reasons~~ on this Reason

③ Maternity only two female Resigns because of Maternity. because some of organization ~~absent~~ did not allow maternity leave and second Reason is Family issues.

④ Unhappy with supervisor: Huge number of people Resigns. of this Reasons and Balochistan and KP is on top (PTO)

During Jobs People thing ~~the~~ these supervisor is very strict
some of may be business or strict but I think this is
misconception specially those workers those and not
hard worker they think that type of reasons ~~is~~ one

Q2

Factor is very important this is for female staff the
organization have long number of female staff may be
supervisor miss behavior on professional conduct increase
to Resigns this Reasons.

7

Q2 :- The difference between supportive and supervision and monitoring is

Supportive Supervision

during the supportive supervision we ~~Identify~~ ^{Identify} mistakes and also ~~Rectify~~ ^{Rectify} and gave solution for mistakes. In supportive supervision we sport, Educate, help the staff

Monitoring

as the Name shown in monitor the thing specially during SIA we just saw and find the mistake and informed our ~~higher~~ ^{higher} seniors

Overcome

Supportive supervision is kee and back bone of PEI Program. Because during supervision ~~we~~ we are not only identify or note the mistake and issue but the some time we gave ~~solution~~ ^{guideline} and educate the HR. to correct his mistake

Q3 List number of thing

- i = Face Mask
- ii = Sanitizer
- iii = Chip Board
- iv = Vaccine carrier
- v = ~~Sheet~~ Tally sheet
- vi = Zipper
- vii = ~~Sheet~~ Ice Pack
- viii = Mask box

ix = Microplan

x = ANA List

x₁₀ = HRMP List

x₁₁ = Rout Map

x₁₂ = choks

(3)

Q4 Vaccinator is the main Resources to ~~to~~ increase EPI Vaccination also some other number to Improve Routine EPI

i = Out Reach Session ~~to~~ specially in HRMP and selected community

ii = Supervision

iii = data collection and Analyses for Better of Routine EPI

iv = Community Engagement

v = ~~Reach~~ Busy door during out Reach session of the selected area

vi = during SIA teams ^{should} ~~also~~ asked about EPI

Q5 at Lahore with order of my supervisor for implement of new Polio Program I am going to start restructuring staff

~~Start~~ Strategy

(3)

~~Sort~~ First we Identify the UEs as per high Risk area where we Need staff then Identify through field and data validation where our staff is surplus then we shifted surplus staff from low Risk UEs to High Risk UEs.