oftin 3.

TRAINING & CONSULTING

		IP Training & Consulting (Pvt) Ltd						
	II.	NTERVIEW ASSESSMENT SHEET						
andidate's	Muha	muced many	ou Af	red	,			
osition ate of	TPO Darya Khan (Bhakhae)							
iterview	30.	the Man & OI	7		,			
reas of	Guiding Points	Marking Criteria	Max	Marks	Remarks, if			
ssessment			Marks*	Awarded	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 penal 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	M.A. Er			
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	3	11.81			
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	5				
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	4				
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	4				
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5	9				
Communication Skills	Effectively expressing and conveying Ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	8	4				
Total Score			50	24				
Overall Remarks	- Good under	ration skills. Fadis of jobs 7 Ahills pre grow flict resolution	٠.	s ·				
Interviewer's Signature	* Any	Espacery.						
Interviewer's Name		Hyesha Na		- 16 0	0 /			
ente-	Rahin Har &	rch 2021)	(35	0 (CM)	from Ky1			
ent -	UCSP (mar 19-2021 (ce-2 years.	UC 178-FR) Liagas	Pux	141	Ć.			
namas	livis in ?	Darya 1Cha		quares:				

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 knowlede 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.

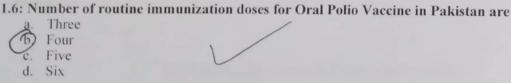
In case you are found cheating / hampering the process of assessment in any way your test assessment will be cancalled and you will become ineligible for any further positins under the program

I agree to the guidelines of the assessment:	
Candidate Roll No: 00 6	
Signature: Languagov	62.
Mobile No: 0345-6066555	(3A)
CNIC No: 3/303- 99 20 193-3	

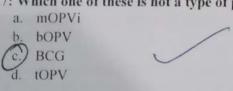
Section A: True & False/Abbreviations & Short Questions

Q. No-I-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 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 e. 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) Abute 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 It is given to the child in sunlight 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

All of the above

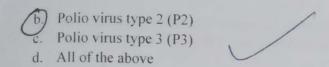


1.7: Which one of these is not a type of polio vaccine?



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

a. Polio virus type 1 (P1)



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

a) Vaccination

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

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.

It destroys several key blood vessels in the spinal cord.

It destroys the motor neurons in the central nervous system.

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

DDM Paily Disburnant method to for emergencias	
RCM Recorde Copacity mangered & Polis	
N-STOP National Stop Hansings invatifiel -	-
GPEI Garment Mio Ladicalion	

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 <u>current workforce</u>. Please advise your strategy to deal with following issues: (10 marks)

- 1. Your Strategy to deal with Employees Shortages in Lahore?
- 2. 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	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					

As I am warring as a TPO growe the idea of
the problems of warrers. There are many warrers working
the problems of warrers. There are many warrers working
the problems of warrers. There are many warrers working
the problems of warriters filled the charlest highlight
the wealk areas and submit the report to the higher authorities
but gas a TPO and as a supportive supervisor will identified
the gaps and solve the problems at the spot: supervisor duty
is not only to find the saps but only solve the problem.

I as a spy supervisor will try to make the work better.

By supportive supervisor we can improve our EPI and
Polio world. When we have the clear preture of the difficulty

difficulties and problem of the workers and from the Community harders we can be in a better place to think about the problems and solve the, and improve our community engagement by the furtful of DPEC, TPECand UPEC.

When our Community engaged withe US Jos the Police in a better position to End the Police.

Q No. 3 Answer. Bejore receiving the vaccine team should chrok. -> Tally Sheels. -> Post map -> tee collitard Ice Packs -> Senitizes -7 Ciloves -> Mas IL -> Zipper Locker -> pen -> Fingermonker. -> Challs -> Nomads registration, HRMP -7 School list. -> Goest List 7 Roaming Children List -> Log Book. -> Previous Campaingn NA chid List

-> Dx. pper.

6/NO 4. Answers-We can improve api in pargrab By using diffaul things Such as, 2 National programs 2 we can improve aprenage by suppositional best use of the LHWs and LHS. Polis Werkers? Newly appointed polioworkers come play a vital sole 74 tue EPI Comoge. Community Engagomis'- Wo can improve Epi by engaging Connunity in the programe. UPEC. 3- We cam improve the EPI UPEC nembers. Social mobilization is the Key task 70 -> Eli Coverge. ->11 Juencers support is Vital.

Q NO. 53- Answer3-

1) 97 there is a constition whose there is the Shortage in the employees we will have to face problem but we this problem Solutions

As unemployound rate is high we will Jind the educated volenteers for our work. employers shortage can be managed by communty Support.

2 97 there is the surplus in the workers it is wervery good for our programe. It we won the worlders much more then our demands we can utilize it in different task regarding the programe.

we can utilize the wallford for the segistration of the HRMP,

-> Meeting wither influencers.

-> Tracking HRMP.

-> IMProve EPI

-> Registration under 5 year Children.

-> Making Due du Jaulter Lists.

-> meeting with I mam Masagid

-> Meeting with Teachers.

Q NO.6 Answers- (

There are many resignation around the Comertry. But Alarming thing is that at Balachistan and KP. the resignation rat is Abroning.

S. first of all we will consider KP and Balachistan provinces in the provity Ust. and the we will go to to the reason of the resigns.

As we see lik resign of all the resigns is obe to the clamestic and personel reason so first of all were will go the this reason of resigns. domestic and personel reason of resign the much move above barof to o of all resigns. Our top priority will be resolve the reason.

Second reason of resigns is due to the bettle Juture of postunities. We can Cooke this proplem by giving the Job Security, by increasement in Sallery, Appriciation, Lettle and Support the in every espect.

3rd Major reason of resign is the behaviour of the Supervisors, The resign number due to this reason in high and abaning So we will trained the Supervisor, We was give pur much respect.

We will test talk to the Supervises

that the worker are not Slower.

We will support the superviser so he can
support his workers.

We will make decisions decenterized.

We will make decisions decenterlized.

We will make promise twoning.

We will be trained the supervisor.

We will sine the ethical support

Field Security. Inadagnate pay and Maternity
and very Low reason of risigh of resigh
but we will Look in these moders.

reason can be discussed and metrornity.

as much Leave so that they can be back

with a high sproits.