

option 2

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	Muhammed Yasie Ayub Khan.				
Position	TPO Darya Khan (Bhakpae).				
Date of Interview	28 <sup>th</sup> 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 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	MPA.
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	4	
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	6	
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	3	
Communication Skills	Effectively expressing and conveying Ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	8	4	
Total Score			50	34	
Overall Remarks	<p>- Good understanding of job related knowledge.</p> <p>- The response to fake finger marking identification issue couldn't be answered properly.</p> <p>- ToRs clear - communication good.</p> <p>- Computer knowledge good.</p>				
Interviewer's Signature	Ayesha Naem				
Interviewer's Name	Ayesha Naem				

Impe  
Khattar.

Residency → Attock.

UCPO - 2015 till 2021. (UC Attock Urban-1)

Languages - Urdu, English, Punjabi.

Currently - Jobless.

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 cancelled and you will become ineligible for any further positins under the program***

I agree to the guidelines of the assessment:

Candidate Roll No: \_\_\_\_\_ 009

Signature: \_\_\_\_\_

Mobile No: \_\_\_\_\_ 0315-5236848

CNIC No: \_\_\_\_\_ 37101-3764406-3

30.5

## 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 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)

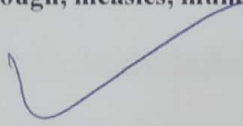


- b. Polio virus type 2 (P2)
- c. Polio virus type 3 (P3)
- d. All of the above



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.
- c. It destroys several key blood vessels in the spinal cord.
- d. It destroys the motor neurons in the central nervous system.



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

DDM Direct Disbursement Method  
 SAGE Rapid Campaign Monitoring ✓  
 RCM Rapid Campaign Monitoring ✓  
 N-STOP  
 GPEI Global Polio Eradication Initiative ✓



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)

Ans. Supportive supervision mean to give guidance during supervision if you found gaps/issues in working. It can improve overall work quality. →

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)

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

Ans. Q no. 2

Supportive supervision mean to give guidance during supervision if you found any gaps/issues in working.

it is totally different from monitoring because in monitoring you just observe the work not give any instruction during working, you just report to higher authority if you found any issue/problem in working.

Supportive supervision is very important factor in PEI program. it can improve

2.5



the overall working modality.

Ans. Q No. 3

(4)

- Checking of VVM of vaccine
- Checking of Expiry date of vaccine
- Conditioning of ice packs
- Receive Tally sheet from AIC
- Receive Micro Plan from AIC
- Receive Route map from AIC
- Receive two fingered markers from AIC
- Receive Clipboard from AIC
- Receive Chalks and Pens from AIC
- Receive face mask and Hand Sanitizer
- Receive vitamin A capsules if applicable.

Ans. Q No. 4

(4)

Following are the sources of PEI to increase the routine immunization.

- Ensure 100% coverage of IPV
- Ensure 100% coverage of routine OPV
- Parents history regarding IPV and OPV
- Social mobilization
- Community sessions regarding PEI
- High risk and mobile population registration

The above factors are very important

to increase routine EPI coverage in Punjab because there is a high number of HRMP which move other places side by side, these HRMP includes Brick kilns (Bhatta-Jat), Nomads Settlements, Seasonal migrants etc. So these registration is very necessary to improve routine EPI vaccination. on the other hand community session regarding the EPI can also increase the routine EPI coverage.

IPV and OPV vaccine is a part of routine EPI So it's checking, monitoring and supervision is very important, you can monitor it through the parent's history because mostly vaccinators not focus on OPV and IPV during routine immunization if parents are illiterate.





I. Strategy to Deal with Employees Shortage in Lahore

- To hire volunteers from local community
- To hire language appropriate workers
- To take Staff from Education department
- To take Staff from Population department
- To arrange local workers through CWA's Sessions.

II. Strategy to deal with employees surplus in Lahore.

- To minimize the burden of work of Pali workers according to new strategy like as.

G1 Area : 61-100 houses per day

G2 Area : 40-60 houses per day

G3 Area : 20-60 houses per day

- To maximize the number of Area Incharges, it helps for better work of teams and best supervision of Area incharges.

- To maximize the number of Transit Teams.
- To maximize the number of Fixed Teams.
- To maximize the number of market Surveyors.



Ans. Q. No. 6



The table shows the reason of resignation from different provinces.

1st reason: For Better career opportunities

→ There is number of jobs people within Balochistan which give resign due to this reason because there is high number of backward areas in Balochistan.

→ In KP the number of resigned people is very high because there is numbers of highly educated people.

→ In Punjab the number of resigned people is very low because they have a lot of opportunities in this program.

2nd Reason: Inadequate pay

→ There is only one man in Balochistan which give resign due to this reason because the expenses are very high.

3rd Reason: Personal / Domestic reason

→ There are a lot of people in KP

and Balochistan which resigned due to Domestic issue because in these provinces people have many problems regarding personal/Domestic issues.

4th Reason: Unhappy with Supervisor

→ If the supervisor take work after working hours the worker resigned from the job because it will not satisfy from the supervisor and will unhappy.

5th Reason: Security reason/Field difficulties

→ There is a security problem in KP and many police workers are fired from terrorist so the one people is resigned due to this issue.

→ There is one person resigned from Punjab due to field difficulty because there is a lot of hilly areas in Punjab.