

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	Muhammad Ramzan				
Position	TPO Kaloor Kot (Blakkar)				
Date of Interview	28 th 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	4	
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	
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	3	
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	2	
Personal Attributes	Competencies (Integrity, ambition, initiative, learning aptitude)	As per Panel members judgment	5	2	
Communication Skills	Effectively expressing and conveying Ideas in response to questions	Ask questions on strength and weaknesses & mark accordingly	8	3	
Total Score			50	26	
Overall Remarks	<p>- Good understanding of TORs.</p> <p>- Job related knowledge average.</p> <p>- Scenario based answers average.</p> <p>- Computer based knowledge is lack.</p> <p>- Average communication skills.</p> <p>- Knowledge related to SOPs average.</p> <p>- Seems confused during interview.</p>				
Tribe	Baloch				
Interviewer's Signature	Ayesha Naem				
Interviewer's Name	Ayesha Naem				

Residence - Cayyah, UC Khairwala (Adjacent district with Kaloor Kot)

Qualification - M.CS

UCPO - UC Khairwala (2018 - 2021) Languages: Urdu, Sindhi, English, Punjabi.

RO - Bank (6 months). Teacher - 2 years.

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: 003

Signature: Maj

Mobile No: 0302-9016466

CNIC No: 32201-2966356-5

(8)
2/5
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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 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
SAGE
RCM
N-STOP
GPEI

Direct Disbursement Mechanism.

Generalist Polio Eradication Initiative.

15

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)

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: In this table different provinces shows the resignation for different reasons.

In the first reason for the resignations they follow the best job opportunity in other sectors in different provinces who is total 12.

7

In the second form they follow on the pay packages. They follow the best pay packages and resigned the current job.

In the third point or the resignation the employ follow up the maternity resolution for the current job.

In the fourth point the reasons of resignation they avail the domestic opportunity. For the domestic problem there are 44 employees in different provinces give a resign.

In the fifth resignation reason the employees are not agree to work with his supervisor and give the resignation letter. There are eight employees who give the resign in the different provinces who

unhappy with his/her supervisor.

In the sixth and last reason of the resignation there is a different difficulties in the working of the job. There is no security provided in the dangerous and tribal area.

For there all of the above reasons of the resignation there are 69 employees who resign from the different provinces.

In Balochistan total 31 employees resign from their job on the base of different difficulties. KP-30, Fata, 6 and Punjab 2 resign there job on different reasons.

Answer to Question No. 2

x⁰

In the job of TPO and supervision on the other staff must be cooperate and help for the difficulties. Make a tentative plan to check and supervise the staff who working or not.

In the field there is a different problems created by the people for the vaccination like refused for vaccination then guide and motivate on DPCs for the coverage of refusals.

The supervisor should to motivate the staff on Polio eradication and communicate for the dangerous virus like Polio.

The supervisor like B should
to know his team what to
do and how to do. Conduct
a monthly or weekly meeting
with team and motivate for PE).

The primary and initial
work for counseling and motivate for
job discription. B can work with
his team as a family member.
we should to cooperate to each-
us. To assign the work to
his team and checked properly
by conducting a meeting or
individually.

B
v.

Answer to Question No. 3

There are some essential material/instruments access for the vaccination.

- 1 Route map 2 Daily Target.
- 3 School Registration form. 4 Ice Box with ice. 5 Tally sheets.
- 6 HRMP list who registered.
- 7 Finger marker 8 chalk for wall chalking.
- 9 Covid-19 material. ✓

All of the above mentioned things must be avail with the team on morning before the receiving of vaccine OPV vials. (2)

Answer to Question No. 4

The routine EPI coverage should be increased by the use of PEI resources. In the Polio Eradication Initiative there is a opportunity to convince the people for routine EPI. The PEI team mobilize the local influences and conduct the session for routine EPI. The Polio Eradication Initiative team is a local team who guide the people for the routine immunization.

For the social mobilization by conducting a session to motivate for the routine EPI program. The PEI resources aware for the best

APCs in the local language.

The PEI team is the best way to motivate the community for routine EPI. The PEI team take a list of zero doses child and motivate to their parents for the vaccination of routine EPI. The PEI is a local team those who is the best way to motivate the parents for the EPI of their child and then they improve the routine EPI.

②

Answer to Question No. 5

The strategy to deal with Employees shortages in Lahore who are the Ucs performed his work good to shortages the employees. And some of the Ucs the employ cannot proper work with honestly shortage of these employees.

The TT Ucs who is not need to retain the employee shortage of there employees. If there is a sufficient staff of that Ucs who shortage of there employes who extra and not perform his work and or not work for performance.

If there is an increase in the demand of work and there are employees shortage and transfer to the other units were needed.

If the strategy of the work changed the current employees will not be able to work to shortage his. Some times the employees cannot perform his work for the demand of the supervisor supervisor shortage it.

Some of the UCs work is very poor. The EPI work is very poor and need for the new employ a surplus the employees for the need of work to improve.

If the routine EPI is very poor of the US need for the new employ a deal with surpluses of employees to improve the EPI work. In the Polio program should be the surplus staff who eradicate the polio from Pakistan.

For the Polio program and eradicate the Polio from the

nation must be the fair with
employees and take a sufficient
staff for eradication of
the Polio.

In the Polio program to
eradicate the Polio must be the
shortage the employees where the
surplus and retain or hire new
employees where need.

✓ (b)