

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	Atiq-ur-Rehman				
Position	TPO Ali Pur (Muzaffargarh)				
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 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	M.Sc Sociology Associate Engineer
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	
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	7	
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	3	
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	5	
Total Score			50	36	
Overall Remarks	- Have good understanding of TORs of the job. - Have average computer related skills. - Have understanding of field dynamics. - TORs clear. - Average level communication skills.				
Interviewer's Signature	Ayeshe Naem				
Interviewer's Name	Ayeshe Naem				

Tpibe  
Santia,  
Siraki

Residency → Tehsil Kot Addu. (60 to 70 Km to Ali Pur)  
 Single and can get shifted anywhere easily.  
 UCPO - 2017 till 2021. Jan currently - UCSP (Muzaffargarh)  
 SM - 2011 till 2014 and 2015 till 2016. General exp 2 years.  
 Languages → Urdu, Punjabi, Siraki, English, Pashto (can understand)

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: \_\_\_\_\_

007

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

Atiq

Mobile No: \_\_\_\_\_

03004282960

CNIC No: \_\_\_\_\_

32303-0947860-3

27/10  
Atiq

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 Disposal Macanarain*

SAGE

*Strategic Advisory Group of Experts*

RCM

*Resource Capacity Management*

N-STOP

*National Stop Transmission of Polio*

GPEI -

*Government Polio Eradication Initiative*

5  
1.5

Q.No-2)-Please give short answers to following questions: (10-Marks)

i- What are the various types of fake vaccinations? 2.5

ii. What is PCM and why it is carried out? (2.5)

iii. What is Readiness meetings? 2.5

iv. What are the main reasons for introducing IPV in the national immunization program? 03

### Section B: Scenario Based and Interpretation

Q.NO-3): Case Scenario: (10 Marks)

A local Community Health worker (CHW) has been seen by one of his colleagues selling polio vaccination in local medical store. The colleague immediately informs local supervisor who, in turn, informs you. As TPO, you meet with this employee to ask him to explain the situation. The employee immediately confirms the facts, & explains that because his father is sick and he has great financial problems that the reason he sells vaccination. It is for you to advise the Program team on following:

- a) What may be the possible disciplinary measures to take against the employee? (5 marks)
- b) How can you communicate this situation to the project team? (2.5 marks)
- c) What could you advice to the Program team in terms of communication to the communities? (2.5 marks)

Q.NO.4)-Which innovative strategies need to be employed to ensure 100 percent coverage of High-Risk Population in your province ? (05- Marks)

Section C: Analysis & Interpretation

Q.NO.05)- 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

THANK YOU FOR APPLYING

Q-NO=2

✓ (1) Fingers marked but not given vaccine.

✓ (2) Given vaccine but no finger marking.

✓ (3) Given one polio drop.

(4) Given polio drop in sunlight.

(5) Cold chain not maintain.

(6) Given <sup>polio</sup> drop with out dropper.

(ii) what is PCM? And why it is carried out?

"PCM stand for Post Campaign Monitoring.

After the campaign Analyses the campaign quality called PCM.

✓ (i) After the campaign check the houses because the team leave the houses or children. In the PCM check all the children then analises the data and get result.

(iii) what is Readness Meeting? Readness meeting like that

(15)

UPPC meeting. In the Readiness meeting invite the political person, influencers, social person, AC, Patwari, NGO worker for the specific purpose that called Readiness meeting.

(iv) Reduce risks of an outbreak after 2 OPV vaccine withdrawal. Stop outbreak quickly if type 2 virus is reintroduced. Boost immunity against Polio type 1 and 3 to protect populations and hasten eradication. (2)

Q. NO # 03

(A) what may be the possible disciplinary measures to take against the employees?

First of all as a supervisor listen the situation and tell to the CHW about the polio vaccine. And tell them ~~after~~ when you selling the polio vaccine the efficacy of polio vaccine is 0. Then me ask him who person given the vaccine and give the both person explanation letter. And take the polio vaccine and (2)

How can you communicate this situation to the project team?

We communicate all the situation and tell them a community health worker has ~~been~~ <sup>is</sup> selling the polio vaccination in local medical store. We go to the store and take the vaccine and ~~bring it~~ <sup>bring it</sup> and ask the higher management of Government.

(c) We advise do not selling the vaccine only vaccinator given the vaccination. And advise the community the father and ~~parent~~ <sup>mother</sup> put up the children and go to ~~health~~ <sup>health</sup> BHU, RHC, THQ, DHQ and vaccinate our child. The polio vaccine not provided in the medical store.

Q. No = 4

~~1~~ 1

Ans

(i) Register all the less than 5 year children.

(ii) Register less than 12 month children



- (iii) Father And Mother awareness session
- (iv) Need one leader of every community.
- (v) where they come from.
- (vi) After this place where they go.
- (vii) The language of the every group.
- (vii) take every leader cell No.
- (viii) First of day vaccinated the High Risk Population.
- (ix) Before the campaign tell the date of polio campaign.
- (x) Polio walk in the population. (2)
- (xi) The supervisor <sup>2</sup> visit per day in the every community.
- (xiii) Good Team Training.
- (xii) Good ucmo And Ali Training and tell the HRP.

Q. No = 05

In The table "For better Career opportunities" 12 person <sup>resigne</sup> in The Pakistan. 'Inadequate pay only one person resignation. Maternity only 02 person resignation. Personal/Domestic reasons 44 people leave The job. unhappy with supervisor 8 people leave The job. Field difficulty/ security reasons. only 02 person leave The job.

The table show The personal/ Domestic reason a right No of people from Balochistan and KP 44 people leave The job ~~in~~  
In The Balochistan and KP

personal reason is big issue.  
identify the personal issue and  
solve the personal issue.

In the table the 31 people  
resignations in Balochistan.  
And KP 30 people resignations.  
In the Fata only 06 people leave  
the job and the only 02  
people leave the job in  
Punjab.

The table show the Balochistan  
and KP many people leave the  
job. The work out in this province  
and identify the problem and solve  
the problem. In the Punjab only  
one person leave the job for

better careers and one person  
leave the job for security reasons  
and in the FATA province  
2 people leave the job for  
better career opportunities  
and 4 people for personal/  
domestic reasons. And a  
big

