

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	Ishfaq Ahmed.				
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	4	M.A. Political Sc.
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	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	7	
Total Score			50	39	
Overall Remarks	<p>The candidate have Profound Knowledge about the issues of the Community.</p> <p>He has very good understanding of the job TORs.</p> <p>He is well versed with the field dynamics.</p> <p>Have good understanding of SOPs and have average computer related knowledge.</p>				
Interviewer's Signature	Ayesha Naeem.				
Interviewer's Name	Ayesha Naeem.				

Tribe  
Beloch

Residency → Boundary of Ali Pur & Muzaffargarh.  
 UCHO → 2013 till 2021. PRSP - 2 years as social educator.  
 Currently → UOSP (May 2021 onwards)  
 Languages → Siraki, urdu, English.

3/5

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: 087 014

Signature: M. S. P.

Mobile No: 0304-722 6331

CNIC No: 32304-1615400-3

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 that 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 Organization*  
*Strategic Advocacy Group of Eradication*  
*National Strategic Transmission Staff of Polio*  
*Global Polio Eradication Initiative*

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

2.5

### 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

2

(i) Refusal children. Their parents said these children as received the polio drops.

2. No Teams children. In this regard team visit the house and missed the child and shown vaccinated on the tally sheets.

3. Na children. Teams show them vaccinated but when the supervisor children are unvaccinated.

(ii) Types PCM.

P - means post

C - means Campaigns.

M. means monitoring.

2

It also means post Campaign monitoring. After the Campaigns to check the the quality of Campaigns PCM should be done.

(iii) Readiness meeting:

Readiness meeting should have <sup>been</sup> held before the 7 days of campaign. DC chairs the meeting. And other departments of the Govt can participate in it. For example.

- 1- Health department
- 2- Education department
- 3- Revenue department
- 4- Police department.
- 5- param staff can participate in it.

CEO health can briefly describes all the ~~the~~ necessary equipment which we need for the campaign are ready. For example:

① HR & vaccine. ② other logistics items etc

(2)

The main reason to introduce (IPV) in national immunization program are to boost the <sup>local</sup> community of the under 2 years children against the polio virus. And to control the polio cases in the country.

Q. No = 3

(a) As a TPO firstly I collect the correct information. After getting information to meet all the supervisors of the UC staff. All these information shared their <sup>staff</sup> supervisors. After this I go to the way of law because this is crime. And take strictly action against him. (2)

(b) I himself explain the situation to the project team. and if they take any action

against the (CHW) and other uc  
staff & supported them about this  
suetation.

(C) AS a TPO I suggested my programme  
team to gives awasness to the (CHW)  
about the sensstivile of vaccine through-

1- mobilization.

(2) Training.

3. Helping material

4- Strong supervision.

5- Strong monitoring

6- Strict disciplinary ations.

If we use these points in the  
field. This situation we not  
faced next.

Qr. No = 4

(5)

Strategies to covered

The High-Risk population in my

Province.

I - Firstly to identify the localities where the High-Risk population settled.

(II) To registered their under 5 years children.

(III) Then put the target of under 5 years children in the operational plan of teams.

(IV) Then we prepared the logistic plan.

for the target children.

(5) Then we put the <sup>Target</sup> ~~Children~~ teams whose cover these children in the supervisory plan of Aics.

(6) Aics can visit these teams on ~~the~~ priority base. He can visit this population on daily base and look clusters.

(7) The team record the children who <sup>not</sup> can received vaccine team record them. Team circle the houses of ~~these~~ locality.

Other activities we covered high-risk population.

- (1) mobilization.
- (2) communication
- (3) community influencers.
- (4) to involve local persons.
- (5) to involve school teachers
- (6) to involve Revenue Staff.

all these points can supports us to covered the High Risk population on top priority base.

Q. No = 5

- (1) About better career-opportunities.

After the Analyze all the Provinces needs more human resource to improved

Their work quality.

(5)

(2) Inadequate pay.

In the second office the government pay the workers properly and they cannot work interestly. If government wants work should be done betterly it should pay timely to the workers.

(3) Maternity - All the nationwide Summary should be needs improvement.

(4) Personal / Domestic reason.

In this regard local domestic people problem to distribute the quality work of the provinces.

like

1- Regular refusal. 2- Silent refusal.

update families they can not support  
the field teams and supervisory staff.

15) Staff behaviours.

Lot depends on the  
behaviours of staff. How can they  
detail the community.