

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	Rashid Ali				
Position	TPO. Ali Pur (Muzaffargarh)				
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	M. A. Islamiyat
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	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	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	6	
Total Score			50	36	
Overall Remarks	<p>→ 3 years handled whole Tehsil as UCPO.</p> <p>→ Very good communication and convincing skills.</p> <p>→ Have detailed information about the area and community.</p> <p>→ Knowledge about TORs clear.</p> <p>→ SOPs are clear.</p> <p>→ Answered scenario based questions in a well manner.</p>				
Interviewer's Signature	Ayesha Naqem				
Interviewer's Name	Ayesha Naqem				

Mir Bahar

Residency → Tehsil Ali Pur (local).
 Currently → UCSP (Mar 21) onwards.
 UCPO → 2017 till 2021.
 Teacher → 2 years
 Languages → Siraki, Punjabi, Urdu, Eng.

computer skills are average -

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: 0012

Signature: Rana

Mobile No: 0300-3168512

CNIC No: 32301-1330036-3

(S) / (S)

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 1 Direct Disbursement mechanism ✓
SAGE 2 Strategic Advisory Group of Experts ✓
RCM 3 Resource ✓
N-STOP 4 National Stop Transmission of Polio ✓
GPEI - 5 Global Polio Eradication Initiative ✓
- ④

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 advise 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

Q (i) What are the various types of fake vaccination?

ANS = There are many kinds of fake vaccination first of all fake date entry on tally sheets and cards secondly sometimes teams finger malleed but they did not vaccinated. 3rdly only cards selling. ✓

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

ANS PCM means post campaign monitoring it is carried out for the checking of the quality of work of that area. ✓

Q (iii) What is Readiness meeting?

ANS Readiness meeting is chaired by D.C of that district in this meeting all line department attend this meeting, and P.C reviewed

all work on his supervisory or supervision.

Q (iv) what is the main reason for introducing IPV in the National Immunization Program?

ANS IPV means inactivated polio vaccine given on thigh of child of the age of 14 weeks. It is called type two vaccine which is eradicated in the world. It is given for the boost of immunity of a child. It helps to stop outbreaks quickly if type 2 virus is reintroduced.

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Section B

Q A = what may be the possible disciplinary measures to take against the Employee?

ANS first of all as a TPO inquire that vaccine is where from come

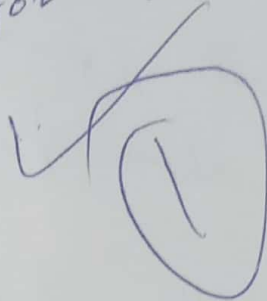
and what is the reason that vaccine remain for her is she did not submit the vials and why she did not kept that vaccine on her house. I see all reasons of selling those reasons then I asked my first level supervisor for strict action against her.

Q B How can you communicate the situation to the project team?

Ans: First of all I can collect that vaccine and then know about all actual reasons and I tell my first level supervisor after the guideline then I inform collect all kinds of information and share with him then he will communicate the project team.

Q C = what could you advise to The Program Team in terms of communications to the community?

ANS As a tpo I advised to The Program team for avoid that kind of incidents



Q No 4
which innovative strategies need to be employed to ensure 100 percent coverage of High Risk population in your Province?

ANS
In our Province I made many strategies for the coverage of High Risk population. first of all I made their registration and know their reasons

Section C

Analysis & Interpretation.

ANS

There are many people who
which they are Resigned of a
job for their personal reasons
and these number are very
increasing in Kf blockistan and fater
we should know their problems
and reasons - That's why some
and they who left their job
for a better career and

opportunities and their position
is in second in KP and then
Balochistan and last number is
Punjab

And the 3rd position is now which
they are unhappy from their bosses
there is very lack of communication
between 1st level supervisor and
his subordinates.

Why there are some places
field difficulty and security reasons
they are few in Punjab and KP
we should solve their problems

lastly some are who check their
they have inadequate pay in Balochistan

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