

CHIP Training & Consulting (Pvt) Ltd					
INTERVIEW ASSESSMENT SHEET					
Candidate's Name	M Asif				
Position	Bolan - Sunni				
Date of Interview	12-Mar-21				
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	MA
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	Total: 11 years Polio: 9 years
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	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	Bhravi Sindhi Balochi Urdu Pashto
Total Score			50	34	
Overall Remarks	A good candidate but his locality is not clear. Recommendation is subject to locality verification				
Interviewer's Signature					
Interviewer's Name					

Currently, working as UCPO in Quetta Kichi-Baig - 2016.
 → As per his statement, he is local of Sunni but verification is required.
 has good understanding of Polio Activities - 4p
 Average Computer skills -

38-3=35

Assessment Test paper 2

For Selection of Tehsil Polio officer (TPO)

Time: 2 hours

Total Marks: 50

Attempt all questions. The answers should be in asked format.

Roll # _____ 002 _____

Applied for (Tehsil): _____ SANI BOLAN, _____


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


11-3-2021

Section A: True & False / Abbreviations & Short Questions

(A): Please choose/ highlight best possible answer against the statement mentioned against each question -(05 Marks)

(4)
✓ i) What is the preferred route of administration and injection site of IPV?

- Oral.
- Intramuscular into the thigh.
- Intramuscular into the upper arm.
- Intradermal into the upper arm.
- Subcutaneous into the upper arm.

✓ ii) The best way to covert refusal families is to

- Provide incentives in form of money
- threaten them with legal action
- involve partners' communications staff
- Involve relevant religious leaders and molvis

iii) Interpersonal communication is the process of exchange of information through

- ✓ Face to face communication
- Mass Communication
- Gestures & Postures
- Coordinating with each other

✓ iv) When teaching the parents of an infant about adverse effects associated with the inactivated polio vaccine (IPV), which of the following statements made by the healthcare provider is correct?

- "Your child may develop a red rash on the chest, but this is a normal reaction."
- "It's likely that your child will develop a sore throat and runny nose for a few days."
- "There may be some redness, swelling, and pain where the vaccination was given."
- "A fever of 101 degrees F (38 degrees C) or more is a common reaction to the vaccine."

✓ v) What side effects can occasionally occur after IPV administration?

- Pneumonia
- Paralysis
- Minor side effects like soreness and fever

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Mark True/False against the statement mentioned against each question? (05 Marks)

4

1- Work load distribution is called rationalization.

- True
- False

2- To enhance the team performance and operational skills is called the team training?

- True
- False

3- Minor symptoms of polio virus include cough

- True
- False

4- Polio Refusal shown as covered are types of fake vaccinations

- True
- False

5- Regular Performance Appraisals, between an employee & their supervisor, are not necessary for junior posts (e.g.: health workers)

- True
- False

C)- Write correct abbreviations of the following (Marks-05)

✓ LQAS . LOT QUALITY ASSURANCE SAMPLING.

✓ EPI . EXPANDED PROGRAM OF IMMUNIZATION

✓ SIA . SUPPLEMENTARY IMMUNIZATION ACTIVITY

✓ SAGE

✓ OPV. TRI VALENT POLIO VACCIN

Q.NO.2:) Write Short Answers of the following Questions- (Marks- 10)

1- What are the various types of fake vaccinations? 3.

1. FAKE FINGER MARKING

2. SHOW YES ON MC BOOK

11.3.2021

What is supportive supervision? 03 (1)

Ans. A supervisor who not only find issues but support team on the also on duty

ii. What is Readiness meetings? 3.5

Ans. Meeting with BEFORE polio campaign start AND OTHER ISSUES TO DISCUSS ABOUT POLIO

Q.No.3)- List the number of things that a polio team should check and do in the morning before receiving OPV vials: (05-Marks)

- 1. CHECK VIALS
- 2. CHECK MC BOOKS
- 3. CHECK JALL PACK
- 4. CHECK PEN
- 5. CHECK MARKER
- 6. CHECK CHOCK

Section B: Scenario Based Interpretation

Q. No.4)- Staff turnover is a major issue for the polio vaccination program. Permanent vaccinators are leaving the program for various reasons based on the chart below kindly explain: (10 Marks)

1. Which district will be your prime concern and why? (02)

- DISTRICT X BECAUSE TRANSFER VERY HIGH
-

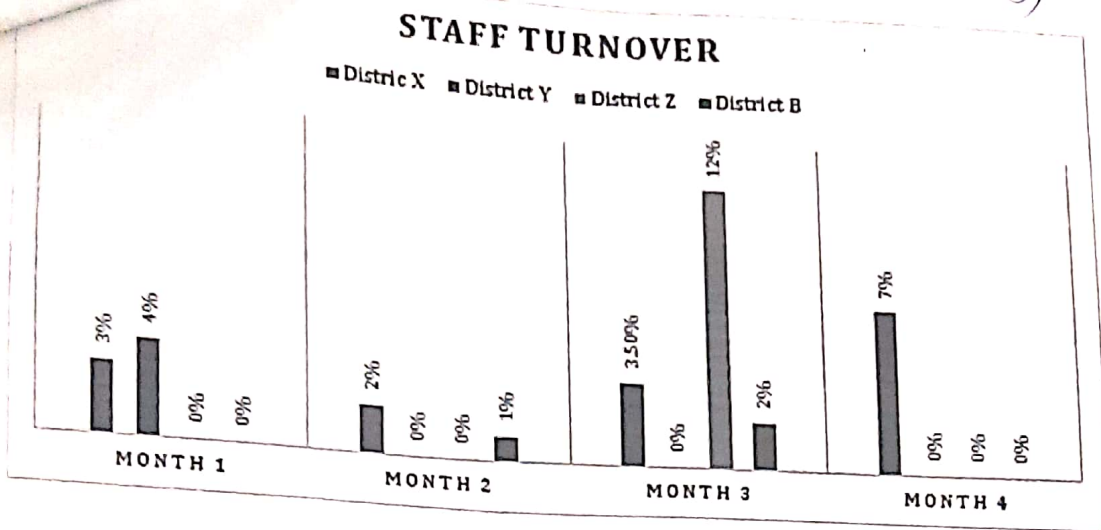
2. What information you need to address the issue of staff turnover and how will you collect it (04)

- Check staff in a local area not
- referred by local teams
-

3. Once you have all the information available what can be main possible components of your staff retention strategy (04)

- Try to higher local teams
 - If team permanent
 - Ensure if the face other problem I will ensure to solve

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11.3.2021



Section C: Computer Assessment (10 Marks)

Q.NO.5): The table highlights the reason for Missed Children in different UCs. Copy the table in excel with borders and formatting and calculate total percentage of missed children for all districts/UC. (10 Marks)

Sr.	District/UC	Reason for Missed <5 Years Children								Total	Total %
		No Team	%	Not available	%	Refusal	%	Others	%		
1	UC-1 Kuchlak	8	11%	12	19%	2	6%	43	34%	65	
2	UC-3 Zarghoon Town	10	14%	5	8%	8	24%	23	18%	46	
3	UC-4 Sariab Road	23	33%	4	6%	9	26%	12	10%	48	
4	UC-4 Gulistan	11	16%	8	13%	4	12%	3	2%	26	
5	UC-5 Chiltan Town	2	3%	12	19%	3	9%	22	18%	39	
6	UC-2 Kharotabad	12	17%	18	29%	5	15%	11	9%	46	

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11-3-2021

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	4	6%	4	6%	3	9%	11	9%	22	
Total	70		63		34		125		292	

THANK YOU FOR APPLYING

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11/13/2021

Reason for Missed <5 Years Children											
	No Team	%	Not available	%	Refusal	%	Others	%	Total	Total %	
UC-3 Kuc	8	11%	12	19%	2	6%	43	34%	65	70%	
UC-3 Zary	10	14%	5	8%	8	24%	23	18%	46	64%	
UC-4 Sari	23	33%	4	6%	9	26%	12	10%	48	75%	
UC-4 Gul	11	16%	8	13%	4	12%	3	2%	26	43%	
UC-5 Chil	2	3%	12	19%	3	9%	22	18%	39	49%	
UC-2 Kha	12	17%	18	29%	5	15%	11	9%	46	70%	
UC-1 Sam	4	6%	4	6%	3	9%	11	9%	22	30%	
Total	70		63		34		125		292		



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3/20/20