

*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.

Roll # _____ 1072 _____

Applied for (Tehsil): _____ SWABI _____

Instructions for Candidates:

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Handwritten signature and date: 12/3/21

Section A: True & False & Abbreviations

Q.1-A): Please choose/ highlight best possible answer against the statement mentioned against each question -(10 Marks)

1. Polio is a disease caused by
 - a) Toxin.
 - b) Bacterium.
 - c) Virus
 - d) Fungus.

2. What side effects can occasionally occur after IPV administration?
 - a) Pneumonia
 - b) Paralysis
 - c) Minor side effects like soreness and fever

3. The polio virus affects nerves "
 - a) True
 - b) False

4. Minor symptoms of polio virus include cough
 - a. True
 - b. False

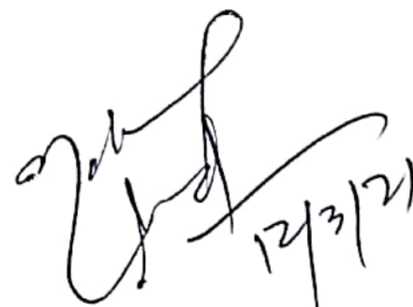
5. While giving polio vaccine, it is important to remember that
 - a) It is stored at room temperature
 - b) Each child gets four drops of polio vaccine
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 - d) None of the above

6. Work load distribution is called rationalization.
 - a. True
 - b. False

7. To enhance the team performance and operational skills is called the team training?
 - a. True
 - b. False

8. Minor symptoms of polio virus include cough
 - a. True
 - b. False

9. Polio Refusal shown as covered are types of fake vaccinations
 - a. True
 - b. False


12/3/21

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

- a. True
- b. False

Q1. B)- Write correct abbreviations of the following (Marks-05)

SNIDs: Sub National Immunization Days
SAGE: Strategic Advisory Group of Experts
RCM : Rapid Campaign Monitoring
IQAS : Lot Quality Assurance Sampling
NEAP. : National Emergency Action Plan

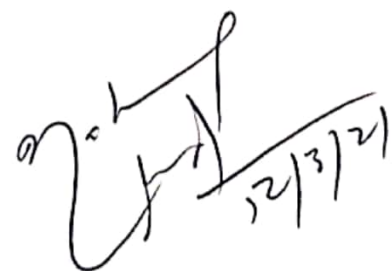
Section B: Analysis and Interpretation

Q. No.2): Each year between May- September nearly approximately 5000 families migrate from the Afghanistan and different districts of Balochistan, to Quetta. They move back between September – November. Data shows that this population is responsible for transmission of virus between the provinces, and within the province. There is no resistance to immunization amongst these population. They travel to Central districts of Balochistan for employment as daily wage workers, domestic workers, beggars and for grazing their cattle. A large population also avails health services from local Basic Health Units.

- a. What information is needed to ensure appropriate vaccination for these populations? (05 Marks)
- b. Ans: Exact numbers of <5 years of children of the said population.
Analyze their Essential Immunization status.
Effective Transit Vaccination Team.
Ethnic Background of the Family.
Involving their community Heads in Vaccination Process
- c. Once you have the information available what will be the key components of your plan to vaccinate these children? (05 Marks)
Ans: Settlement of a Proper Transit Team
Proper Mapping of the area.
Involving Key Influencers of the area to cover maximum children.
Arrange proper awareness session regarding Polio virus and consequences caused by it.

Q.No-3): 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)

- i. Good Communication Relations with subordinates.
- ii. Arrange proper training sessions for your supervisors working under your supervision.
- iii. On Job training where needed.


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iv. Assigning a task to subordinates and asking for a feedback on regular basis can improve their skill of problem solving.

v. Portraying to your subordinates that this National Cause can be done by Combined Efforts rather than by just Monitoring and flashing their mistakes.

vi. Leading from the FRONT can improvise a sense of security and satisfaction which can help in building a trusted and friendly atmosphere.

vii. Documentation of an issue arise timely and its appropriate solution.

viii. Maintain a sustainable and trustable Chain Of Command.

ix. Resolving issues and responding timely to address solutions of issues.

x. Realizing of TORs of subordinates and their limitations when assigning a task which must not be Contradictory to their TORs and must not violate Human values.

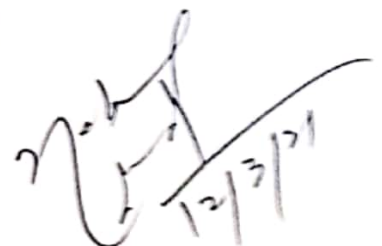
xi. Keep a vigilant eye on Fake Data Submission and Financial embezzlement.

Q.NO.4)- How and which PEI resources can be used to increase Routine EPI coverage in Balochistan? (10 Marks)

Ans:

- i. Proper Micro planning
- ii. Team Training
- iii. Proper workload distribution of teams.
- iv. Adequate Transit teams deployment where needed.
- v. Settlement of EPI centers in every BHUs and trained staff provision.
- vi. Community based Awareness session regarding Polio Eradication and other viral and bacterial caused diseases.
- vii. Sustainable provision of security by Law Enforcement Agencies.
- viii. Building a friendly environment between people and LEAs.
- ix. Provision of a trust build on Health Staff by the locals.
- x. Strengthening of Essential Immunization.

Section C: Computer Assessment (10 Marks)


12/3/21

Q.No.5)- Develop a suitable graph/chart for the reasons of resignations against each province showing the numbers. Explain reasons with analysis, which comprises percentage of each province- (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	

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12/3/21

Q No. 5. Explain reason with analysis which comprises percentage of each

Pre-Verze. Nationwide Summary of Reason for Resigns

Reasons	Baluchistan	KP	FATA	Punjab	Total	%
1) Few Better Opportunities	4	5	2	1	12	
2) Inadequate Pay	1	0	0	0	1	
3) Maternity	1	1	-	0	2	
4) Personal Domestic reasons	20	20	4	0	44	
5) Unhappy with Supervision	5	3	0	0	8	
6) Field Difficulty	0	1	0	1	2	
7) Security Reason	31	30	6	2	69	

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① Baluchistan Career = $\frac{4}{31} \times 100 = 12.90\%$

1) For Better Opportunities = $\frac{1}{31} \times 100 = 3.22\%$

2) Inadequate Pay = $\frac{1}{31} \times 100 = 3.22\%$

3) Maternity = $\frac{1}{31} \times 100 = 3.22\%$

4) Personal Domestic = $\frac{20}{31} \times 100 = 64.51\%$

5) Unhappy with Supervision = $\frac{5}{31} \times 100 = 16.12\%$

6) Field Difficulty = $\frac{0}{31} \times 100 = 0\%$

7) Security Reason = $\frac{0}{31} \times 100 = 0\%$

② KP = $\frac{5}{30} \times 100 = 16.66\%$

③ FATA = $\frac{2}{6} \times 100 = 33.33\%$

④ Punjab = $\frac{1}{44} \times 100 = 2.27\%$

⑤ Total = $\frac{12}{69} \times 100 = 17.39\%$

⑥ % = $\frac{1}{12} \times 100 = 8.33\%$

⑦ % = $\frac{2}{22} \times 100 = 9.09\%$

⑧ % = $\frac{44}{44} \times 100 = 100\%$

⑨ % = $\frac{8}{8} \times 100 = 100\%$

⑩ % = $\frac{2}{2} \times 100 = 100\%$

Notes: Due to computer mistake of unsaving data in this question, the answer is 12.90-30%

Nationwide Summary of Reasons for Resigns

Reasons	KalaChista	NP	FATA	Punjab	Total
For better career opportunities	4	5	2	1	12
Unacquainted for Pay	1	0	0	0	1
Maturity	1	1	0	0	2
Personal					



- Nationwide Summary of Resigns of Punjab Region
- Nationwide Summary of Resigns of FATA Region
- Nationwide Summary of Resigns of KalaChista Region
- Nationwide Summary of Resigns of NP Region


 12/1/21

Assessment Test
For Selection of Tehsil Polio officer (TPO)

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Total Marks: 50

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

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Applied for (Tehsil): ___swabi_____

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Section A: True & False & Abbreviations

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

- a. True
- b. False

Q1. B)- Write correct abbreviations of the following (Marks-05)

SNIDs: Sub National immunization day
SAGE: Strategic advisory group expert on immunization
RCM: Rapid convenience monitoring
LQAS: Lot quality Assurance
NEAP: National emergency action plan

Section B: Analysis and Interpretation

Q. No.2): Each year between May- September nearly approximately 5000 families migrate from the Afghanistan and different districts of Balochistan, to Quetta. They move back between Septembers – November. Data shows that this population is responsible for transmission of virus between the provinces, and within the province. There is no resistance to immunization amongst these population. They travel to Central districts of Balochistan for employment as daily wage workers, domestic workers, beggars and for grazing their cattle. A large population also avails health services from local Basic Health Units.

- a. What information is needed to ensure appropriate vaccination for these populations? (05 Marks)

Ans: As the above scenario all the HRMP population needed to a camp for living and if they are scattered in the any area of district. During the field validation they must includes in our micro planning and especially our social mobilization plan and we also utilized focal persons of the specific area for proper polio immunization.

- b. Once you have the information available what will be the key components of your plan to vaccinate these children? (05 Marks)

Ans: i..preparing of HRMP plan

- ii. special focused in social mobilization plan
- iii. well trained and familiar from the area.
- iv. Specially we involved religious leader

Q.No-3): 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)

Ans: During the working in the field in polio programme we identified an issue for example with a polio team has low quality marker which has compromised the finger marking from last 5 houses in that time we provide marker on the spot it means that only issue identification and report to high ups is called Monitoring but identification of issue and resolving on the spot is called supportive supervision.



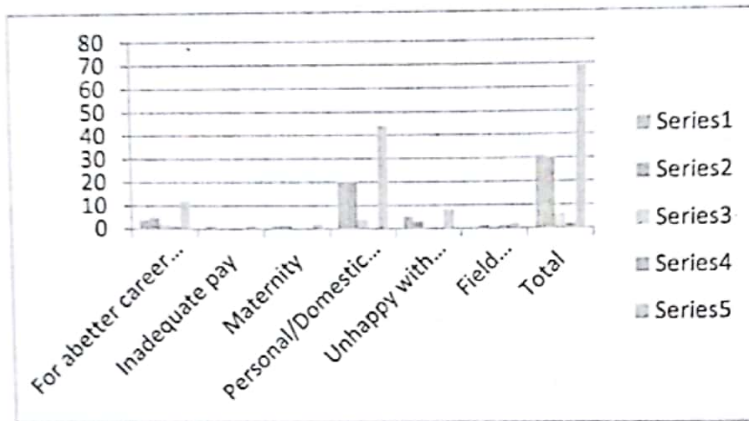
Q.4)- How and which PEI resources can be used to increase Routine EPI coverage in Baluchistan? (10 Marks)

Section C: Computer Assessment (10 Marks)

Q.No.5)- Develop a suitable graph/chart for the reasons of resignations against each province showing the numbers. Explain reasons with analysis, which comprises percentage of each province- (Marks -10)

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Maternity	1	1		0	2	
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Assessment Test
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Section A: True & False & Abbreviations

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Ahmed

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

- a. True
- b. False

Q1. B)- Write correct abbreviations of the following (Marks-05)

SNIDs	sub national immunization days
SAGE	strategic advisory groups of experts
RCM	rapid campaign monitoring
LQAS	lot quality assurance sampling
NEAP	National emergency action plan

Section B: Analysis and Interpretation

Q. No.2): Each year between May- September nearly approximately 5000 families migrate from the Afghanistan and different districts of Balochistan, to Quetta. They move back between September – November. Data shows that this population is responsible for transmission of virus between the provinces, and within the province. There is no resistance to immunization amongst these population. They travel to Central districts of Balochistan for employment as daily wage workers, domestic workers, beggars and for grazing their cattle. A large population also avails health services from local Basic Health Units.

- a. What information is needed to ensure appropriate vaccination for these populations? (05 Marks)
- b. Once you have the information available what will be the key components of your plan to vaccinate these children? (05 Marks)

Ans 2 ;A; Afghanistan and Pakistan is two last endemic country of polio .polio virus is still exist in both country .Baluchistan is geographically scattered and for flung province of Pakistan .1st we will identify from where these high risk mobile population came. From which province .before entering to our province where the stay in which district the stay and how long the stay .and what will be the next destiny of these population .second I will identify that these settlement are which type of high risk population .nomads ,seasonal migrant ,agriculture migrant are afghan refugee. High risk group are vulnerable because we don't about there stay vaccination status and traveling history .i will make micro census of these population to ensure no single child remain unvaccinated than put these population in our micro plan and also spot out in map .we will make liaison with theses community elder .before campaign we will ensure social mobilization activities for the awareness of these community .we will make campaign inauguration in these area before campaign .the information which is need to us to know that how much have under 5 years population in these high risk group .what was the status of their essential immunization

Ans 2 ;B ; once I have collect information about these high risk population . The next step is their vaccination in campaign to ensure each and every child vaccinate in campaign Deployed such teams which is socially accepted to his norms and value don't deployed such teams which are not accepted in his culture .the team which will be deployed for the vaccination of these high risk group must be equip with sufficient knowledge .because to provide the information to the community if the ask question . will make proper supervision plan for these high risk group during campaign the because these high risk group make our district in red zone .

Ahmed

Q.No-3): 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)

Ans 3; supervision you have the authority to instruct guide and support, While monitoring is systematic continues process to examine monitor process procedure and practice over period of time.

Polio program is base on supportive supervision ,supportive supervision means to solve the problem when you visit to field and find issue in teams are in area in charge provide on the job training and sought issue . Supportive supervision is necessary for proper coordination, In supervision you have the authority to instruct and support and guide your subordinate .

Q.NO.4)- How and which PEI resources can be used to increase Routine EPI coverage in Balochistan? (10 Marks)

Ans 4; out reach activity social MOLIZATION PROVIDE FACILY TO EPI FOR BETTER COVERAGE SUPPORT IN XERO DOSE VALIDATION ACES IMUNIZATION

Section C: Computer Assessment (10 Marks)

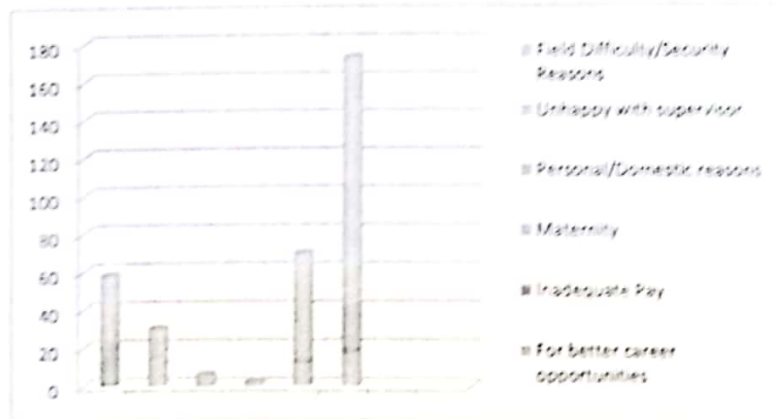
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Reasons	Salochista	KP	PAJA	Punjab	Total	
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Inadequate Pay	1	0	0	0	1	3
Maternity	20	1		0	21	23
Personal/Domestic reasons	5	20	4	0	29	64
Unhappy with supervisor	0	3	0	0	3	16
Field Difficulty/Security Reasons	31	1	0	1	32	69
Total		30	6	2	38	172



Almad

Assessment Test
For Selection of Tehsil Polio officer (TPO)

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Total Marks: 50

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Roll # 1077

Applied for (Tehsil): _____ Razar _____

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Section B: Analysis and Interpretation

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- a. What information is needed to ensure appropriate vaccination for these populations? (05 Marks)

Ans: we must collect there under 5year children data and their status of epi immunization for better vaccination.

- b. Once you have the information available what will be the key components of your plan to vaccinate these children? (05 Marks)

Ans: for vaccination of these children we must plan polio campaigns on those areas where the hrmps are.

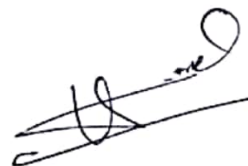
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Ans: supportive supervision means to solve a problem during monitoring when an issue raise and reported to you by your staff member and you go there for supporting them in field and solve the issue on spot. While in monitoring you are in field only to raise and report issues.

Q.NO.4)- How and which PEI resources can be used to increase Routine EPI coverage in Balochistan? (10 Marks)

Ans:1:

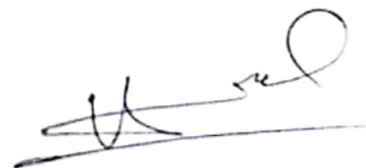
For increase routine EPI coverage we must conduct out reach sessions community awareness sessions to develop immunization .develop Social mobilization increase skills of epi tec involve influencer to mobilize the community involve religious persons like imam masjid mobilize local health care providers to agree community for vaccination there children's.



Section C: Computer Assessment (10 Marks)

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TS 4/3

Section A: True & False & Abbreviations

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 - c) Virus
 - d) Fungus.
2. What side effects can occasionally occur after IPV administration?
 - a) Pneumonia
 - b) Paralysis
 - c) Minor side effects like soreness and fever
3. The polio virus affects nerves "
 - a) True
 - b) False
4. Minor symptoms of polio virus include cough
 - a. True
 - b. False
5. 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
6. Work load distribution is called rationalization.
 - a. True
 - b. False
7. To enhance the team performance and operational skills is called the team training?
 - a. True
 - b. False
8. Minor symptoms of polio virus include cough
 - a. True
 - b. False
9. Polio Refusal shown as covered are types of fake vaccinations
 - a. True
 - b. False

TS CW/3

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

- a. True
- b. False

Q1. B)- Write correct abbreviations of the following (Marks-05)

SNIDs : Sub National Immunization Days
SAGE : Strategic Advisory Group of Expert on immunization
RCM : Rapid Cluster Monitoring
LQAS : Lot Quality Assurance Sampling
NEAP. : National Emergency Action Plan

Section B: Analysis and Interpretation

Q. No.2): Each year between May- September nearly approximately 5000 families migrate from the Afghanistan and different districts of Balochistan, to Quetta. They move back between Septembers – November. Data shows that this population is responsible for transmission of virus between the provinces, and within the province. There is no resistance to immunization amongst these population. They travel to Central districts of Balochistan for employment as daily wage workers, domestic workers, beggars and for grazing their cattle. A large population also avails health services from local Basic Health Units.

- a. What information is needed to ensure appropriate vaccination for these populations? (05 Marks)

Ans: During time of migration of families it need the complete information to be recorded:

- From where they move
- Where will they stay
- Number of children and number of children under age of five years and 2 years.
- Their vaccination status
- New born
- Transit point vaccination
- Inform and map these Migrants where they stay

- b. Once you have the information available what will be the key components of your plan to vaccinate these children? (05 Marks)

Ans: After getting complete information we need the following components:

- Identifying the migrants
- Including in Microplan Target
- Migrants coverage plan
- Team allocation
- Social mobilization, community sessions, community vaccination, mosque announcement, pasting charts, meeting with influencer, Ullama and Peshe Imam's etc.

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Q.No-3): 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)

Ans: Polio Eradication uses monitoring as supportive supervision, i.e PEI monitors identify the gaps and try to rectify that gaps on the spot if possible.

The roll of supportive supervision is very important because when we find any gap or issue in the field the montitory tries to rectify that for future.

I suggest to supportive supervision because each time different types of issues and gaps are found in the field therefore, as monitor try to rectify and improve the ability and skills of the subordinates.

Onjob training and documentation of problem and issue.

Q.NO.4)- How and which PEI resources can be used to increase Routine EPI coverage in Balochistan? (10 Marks)

Ans: To increase the Routine EPI caoverage we need:

- Social mobilization on large scale
- Trained staff i.e vaccinator
- Microplaning

Social mobilization is most important activity for all types of immunization activites. Most of the parents are unaware of importance of vaccination therefore through social mobilization we can educate the parents to vaccinate their children.

Parents also refuses to vaccinate their childeren because of rumours through social mobilization we convert them and agreed them for vaccination.

Through socail mobiliztion we can aware the community regarding vaccination and vaccination dates. i.e mousque announcement, use of media, community sessions, meeting is ulama and pesh imam's,

Trined staff is playing very important roll in routine immunizations and SIA activities, because only trained worker can educate the parents and tells the parents about side effects and impoetance of vaccination. Also they knows the medium of SM activites that which type SM activity convey a good massege to community.

As field worker we knows the views of parents as they complain about vaccinator their manners, their skills and ability only a trained vaccinator can answer them.

Micplaning is very important to cover overall activities, i.e target, coverage plan, and all activities timeline etc.

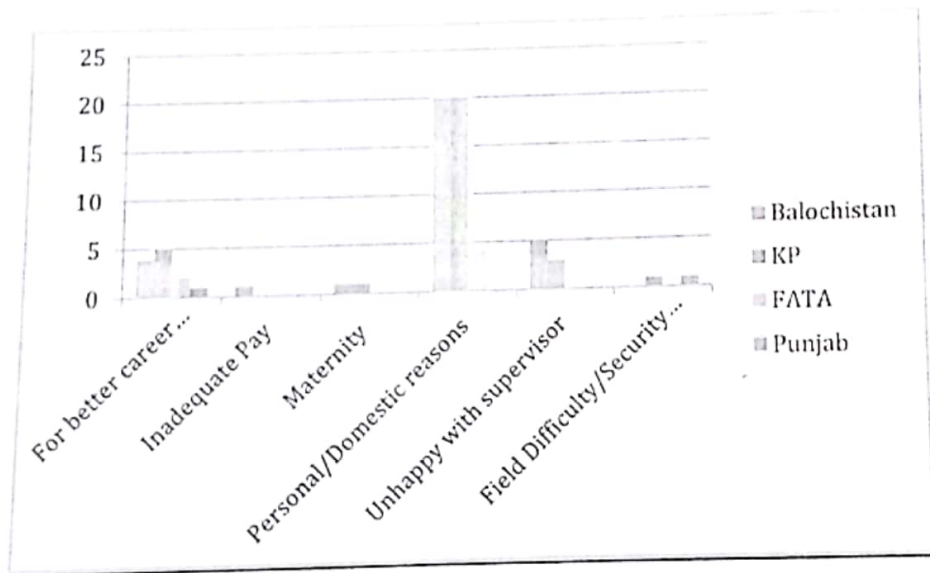
Teams training and proper workload distribution

ES 4/3

Section C: Computer Assessment (10 Marks)

Q.No.5)- Develop a suitable graph/chart for the reasons of resignations against each province showing the numbers. Explain reasons with analysis, which comprises percentage of each province- (Marks -10)

Nationwide Summary of Reasons for Resigns						
Reasons	Balochistan	KP	FATA	Punjab	Total	%
For better career opportunities	4	5	2	1	12	0.48
Inadequate Pay	1	0	0	0	1	0.04
Maternity	1	1		0	2	0.08
Personal/Domestic reasons	20	20	4	0	44	1.76
Unhappy with supervisor	5	3	0	0	8	0.32
Field Difficulty/Security Reasons	0	1	0	1	2	0.08
Total	31	30	6	2	69	4.76

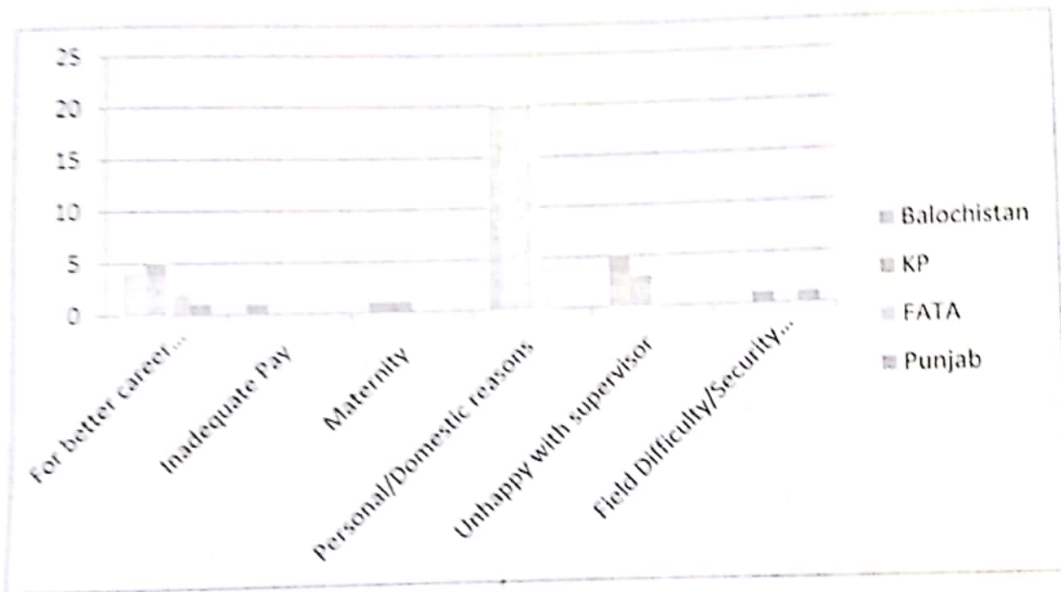


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- in kp and Balochistan the reason personal and domestic reason is very high. Employees can not focus on Opportunities,

Nationwide Summary of Reasons for Resigns

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Total	31	30	6	2	69	2.76



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.

Roll # 1073

Applied for (Tehsil): tpo

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 PFI 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 postins under the program

J. H. 2

Section A: True & False & Abbreviations

Q.1-A): Please choose/ highlight best possible answer against the statement mentioned against each question -(10 Marks)

1. Polio is a disease caused by
 - a) Toxin.
 - b) Virus
 - c) Bacterium.
 - d) Fungus.

2. What side effects can occasionally occur after IPV administration?
 - a) Pneumonia
 - b) Paralysis
 - c) Minor side effects like soreness and fever

3. The polio virus affects nerves "
 - a) True
 - b) False

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6. Work load distribution is called rationalization.
 - a. True
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 - a. True
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10. Regular Performance Appraisals, between an employee & their supervisor, are not necessary for junior posts (e.g.: health workers)
 - a. True
 - b. False

Q1. B)- Write correct abbreviations of the following (Marks-05)

SNIDsub national immunization days
 SAGE strategic advisory group of experts
 RCM rapid convenience monitoring
 LQAS lot quality assurance sampling
 NEAP. National emergency action plan

Section B: Analysis and Interpretation

Q. No.2):Each year between May- September nearly approximately 5000 families migrate from the Afghanistan and different districts of Balochistan, to Quetta. They move back between Septembers –November. Data shows that this population is responsible for transmission of virus between the provinces, and within the province. There is no resistance to immunization amongst these population. They travel to Central districts of Balochistan for employment as daily wage workers, domestic workers, beggars and for grazing their cattle. A large population also avails health services from local Basic Health Units.

- a. What information is needed to ensure appropriate vaccination for these populations? (05 Marks)their exact number is needed to b identified and also include them in mp with hrmp under 5 years children data is needed.in the central distts where they go each uc needs to incorporate their right under 5 year data in mp .
- b. Once you have the information available what will be the key components of your plan to vaccinate these children? (05 Marks)to show them in mp as hrmp and also establish effective and dedicated transits teams at their transfort routes and ways to cover them on the spot ..

Q.No-3): 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

5/2/2

monitoring in context of Polio Eradication Initiative? How do you think supportive supervision can be improved in the current PEI Program? (05 Marks)

Supportive supervision is a key to success as for as polio program is concerned while monitoring is totally different from supervision. In the current context supportive supervision is highly recommended by neaf and highups. Supportive supervision can be improved in the current PEI program by improving staff capacity and practically in the field to support the staff in a good professional way. Polite behaviour should be adopted at each level with knowledge and skill to improve the level of work. As top I will and I must practically in the field and at each level whenever needed show a good fruitful change by doing hard work understanding this cause as a big responsibility and service of humanity. Mere monitoring is a dictatorial approach while supportive supervision is the right approach for a free Pakistan.

Q.NO.4)- How and which PEI resources can be used to increase Routine EPI coverage in Balochistan? (10 Marks)

As we all know that Balochistan area-wise is the largest province of KP, so it needs right number of staff to achieve access to far areas. Specific funds allocations are needed. Needed UPOS to strengthen routine coverage through access to all areas. Moreover, EPI tech to be highly trained and their number should be according to the needs of the population as well as areas, specific locations and needs of the geographically hard areas. Moreover, transportation resources to be provided to ground staff for access. At each UO of Balochistan ONE WHO staff member is needed. At each facility there must be 2 EPI and LHWs according to the population to strengthen routine coverage.

Section C: Computer Assessment (10 Marks)

Q.No.5)- Develop a suitable graph/chart for the reasons of resignations against each province showing the numbers. Explain reasons with analysis, which comprises percentage of each province- (Marks -10)

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Field Difficulty/Security Reasons	0	1	0	1	2	
Total	31	30	6	2	69	

Note ;graph chart could not make because through my 6 year career no such activity was conducted by our peo.