

| CHIP Training & Consulting (Pvt) Ltd | | | | | |
|--------------------------------------|---|---|------------|---------------|-----------------|
| INTERVIEW ASSESSMENT SHEET | | | | | |
| Candidate's Name | Zeeshan Mustafa | | | | |
| 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 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 | 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 | 6 | |
| 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 | 2 | |
| Communication Skills | Effectively expressing and conveying Ideas in response to questions | Ask questions on strength and weaknesses & mark accordingly | 8 | 5 | |
| Total Score | | | 50 | 32 | |
| Overall Remarks | <p>→ Good communication and convincing skills.</p> <p>→ Knows about the field related issues.</p> <p>→ Have knowledge about the loopholes of the Radio Program.</p> <p>→ So far understanding is good. → Computer based knowledge is above average.</p> | | | | |
| Interviewer's Signature | Ayesha Naeem | | | | |
| Interviewer's Name | Ayesha Naeem | | | | |

Tribe
Shaikh

Residency → Rahim Yar Khan (3.5 hours drive) to Ali Pur.

Currently → UCSP (R4K).

UCPO → 2017 till 2021 (UC 38-I, R4K) → MIO for 1.5 years.

Languages → English, urdu, Siraki, Punjabi. → As Procurement officer 2.5 years.

(39) -2
= 37
Racheekha
*yasha.

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: 022 022

Signature: Zeehan

Mobile No: 2303 0492099

CNIC No: 31303-2162836-7

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 to 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 Direct Disbursement Mechanism ✓
SAGE Special Advisory Group ✓
RCM Routine Campaign Monitoring ✓
N-STOP National Supplementary targeted Polio ✓
GPEI - Global Polio Eradication Initiative ✓

3

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

Short Answers!

(2)

① What are the types of fake vaccinations?

Ans: Just filling the EPI card and not giving vaccines to child.

Just entering data on daily & permanent registers and not administered vaccines to child.

Waiting OPV, not given to child and just put data on tally sheet and door marking.

Just finger mark the child, not given OPV.

Cover due & defaulters just on list but in actual not covered.

② What is PCM and why it is carried out?

Ans- Post campaign monitoring is very important and serious part of campaign. Which shows that how many zero dose children recorded by teams and how many covered after campaign. It shows the real picture of the area that how many still NA children recorded during campaign and how many are still remaining.

To check and Analyse of Tally sheets of teams with Form 2A & 2B. To check that the data is matching between tally sheet & control form of Area Incharge and UCIO.

(2)

③ What is Readiness Meeting?

Ans Readiness Meeting shows that the Tehsil, District is ready for the upcoming campaign. All the preparations are done, Micro Plans are complete, Desk Review and field validation is being completed. All the HR is completed & documented. Vaccine management is proper. Community is well aware for upcoming SIA round. Line & Education department is well aware of campaign dates & deployed their staff & Non-staff. them.

(2)

Q) What are the main reasons of introducing IPV in the national immunization program?

Ans: There are some important and major reasons due to which IPV is added in national immunization program is to save at least one child by giving IPV once in a life so that he will remain safe from Polio life time. by getting single injection. To change the route of giving vaccine, mostly people refuse to vaccinate their children from oral Polio vaccine. We added in injectable form.

Scenario Based Question!

a) what may be the possible disciplinary action to take against the employee?

Ans: First of All the specific area must be vaccinated as all the area remain missed due to selling vaccines.

Then as TPO, suggest DHMTs to check neighbouring area may not be missed by taking clusters. Then the Health worker should be responsible & must punished for her act. It may be in case of deduction salary or show cause notice.

b) How can you communicate the situation to the project team?

Ans: I'll communicate to project team that the negligence occurs by health worker is due to dense pressure on him or her. Father is seriously ill and they were facing a lot of financial problems. But now the issue is resolved, as TPO I advised to redo in all the area of that team & cover all the children.

c) What could you advise to the program team in terms of communication to the communities?

Ans: I will advise to my program team to tell people that this area is missed due to some confidential & serious problem now you have to take your all under five year children and come at nearby EPB centre so that your child can get vaccine. and if it happens again that in campaign days your child remain unvaccinated please inform us.

Q No 4! Which Innovative Strategies need to be employed to ensure 100 Percent coverage of High Risk Population in your Province?

Ans HRMP can be covered 100% at two times which is early morning or late in evening, because most of HRMP people left their hats in morning due to economic issues and came back in evening. So if you visit after 8 am in the morning and before 5 pm in the evening they will remain NA and unvaccinated.

At the major stops, Check Posts, Borders where the influx of traffic is high, their PTPs need to be more efficient so that not a single child can pass through unvaccinated. HRMP must be 100% registered at any cost and when you go there to cover them you must have the registration list.

We need to do awareness sessions there at HRMP settlement to tell them about the importance of vaccination and tell them drawbacks of not getting vaccine.

We need to engage community Influencers, Patwari, School Principal, Imam, Mosque and Health Care Providers to tell them the importance of vaccine.

(6)

QNos.

Section C: Analysis and Interpretation.

Analyze the table -----

Balochistan:- The reasons for resignation in

Balochistan are given i.e. for better carrier opportunities because in Balochistan there is no big number of jobs offices and other companies to be the part of. That's why people remain in search of better opportunity to apply for. Another reason for resign is inadequate pay as assured earlier there is no big companies to give good salary to their employees that's why some people may resign.

Maternity is other serious concern due to which people may resign from their jobs. Personal / Domestic reasons. As in Balochistan there are a lot of issues between people they become a part of enemies easily that's why people may resign.

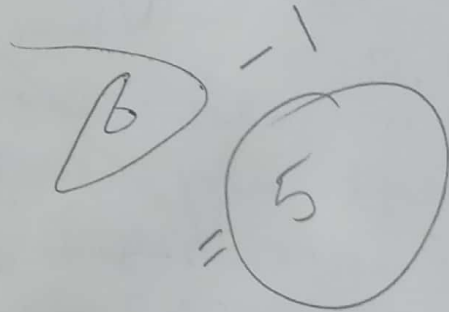
Unhappy with supervisor's Behaviour of supervisor with their employees may vary that people leave their jobs.

KP: All the issues discussed earlier are

approximately similar with BPK. Few people left their jobs in search of better future. Personal / Domestic issues as in KP there types of issues are very common. Unhappy with supervisor is also an hot issue. And somehow difficulty in field work,

In Fata there are some issues
re for the search of better opportunity
and personal issues of people became the
reason to left the job.

Punjab: In Punjab situation is very
better. Some of people left their
jobs for the better opportunity &
some for the difficulty in areas.



- * FATA details not analyzed
- * Turn-over rate wise data not analyzed.