



**JIUNGE NA WHATSAPP GROUP ZETU HAPA UPATE DISCUSSION NA  
UPDATES MUHIMU KWA AJILI YA INTERVIEW**

**CLINICAL OFFICER ORAL INTERVIEW MARKING SCHEME**

| Criteria  | Max Score | Score Awarded | Comments |
|---|-----------|---------------|----------|
| <b>1. Professional Knowledge</b>                      |           |               |          |
| a) Understanding of Medical Concepts                  | 10        |               |          |
| b) Knowledge of Procedures and Protocols              | 10        |               |          |
| c) Knowledge of Pharmacology                          | 10        |               |          |
| d) Understanding of Anatomy and Physiology            | 10        |               |          |
| e) Knowledge of Pathology                             | 10        |               |          |
| f) Disease Prevention and Health Promotion            | 10        |               |          |
| g) Knowledge of Diagnostics and Laboratory Procedures | 10        |               |          |
| h) Understanding of Medical Ethics                    | 10        |               |          |
| i) Understanding of Public Health                     | 10        |               |          |
| <b>2. Communication Skills</b>                        |           |               |          |
| a) Clarity and Articulation                           | 5         |               |          |
| b) Listening Skills                                   | 5         |               |          |
| c) Ability to Explain Medical Terms to Laypersons     | 5         |               |          |
| d) Non-Verbal Communication Skills                    | 5         |               |          |
| e) Confidence in Communication                        | 5         |               |          |
| <b>3. Problem-Solving Ability</b>                     |           |               |          |
| a) Analytical Thinking                                | 5         |               |          |
| b) Clinical Judgment                                  | 5         |               |          |
| c) Critical Thinking                                  | 5         |               |          |
| d) Decision-Making under Pressure                     | 5         |               |          |

| <b>Criteria</b>                                      | <b>Max Score</b> | <b>Score Awarded</b> | <b>Comments</b> |
|--|------------------|----------------------|-----------------|
| e) Prioritization of Tasks                           | 5                |                      |                 |
| f) Handling of Medical Emergencies                   | 5                |                      |                 |
| <b>4. Professionalism</b>                            |                  |                      |                 |
| a) Ethical Judgment                                  | 5                |                      |                 |
| b) Attitude and Interpersonal Skills                 | 5                |                      |                 |
| c) Professional Appearance                           | 5                |                      |                 |
| d) Responsibility and Accountability                 | 5                |                      |                 |
| e) Adaptability and Flexibility                      | 5                |                      |                 |
| f) Teamwork and Collaboration                        | 5                |                      |                 |
| <b>5. Experience and Practical Knowledge</b>         |                  |                      |                 |
| a) Relevant Clinical Experience                      | 10               |                      |                 |
| b) Knowledge of Current Medical Guidelines           | 10               |                      |                 |
| c) Handling of Medical Equipment                     | 10               |                      |                 |
| d) Case Management Experience                        | 10               |                      |                 |
| e) Infection Control Practices                       | 10               |                      |                 |
| <b>6. Patient Interaction</b>                        |                  |                      |                 |
| a) Empathy and Compassion                            | 5                |                      |                 |
| b) Patient-Centered Care                             | 5                |                      |                 |
| c) Respect for Patient Confidentiality               | 5                |                      |                 |
| d) Handling Difficult Patients                       | 5                |                      |                 |
| e) Cultural Sensitivity                              | 5                |                      |                 |
| <b>7. Continuing Education and Lifelong Learning</b> |                  |                      |                 |
| a) Knowledge of Continuing Medical Education (CME)   | 5                |                      |                 |
| b) Participation in Professional Development         | 5                |                      |                 |
| c) Awareness of Recent Advances in Medicine          | 5                |                      |                 |
| d) Commitment to Lifelong Learning                   | 5                |                      |                 |
| <b>8. Legal and Ethical Issues in Medicine</b>       |                  |                      |                 |
| a) Knowledge of Patient Rights                       | 5                |                      |                 |
| b) Understanding of Medical Law                      | 5                |                      |                 |
| c) Awareness of Consent and Capacity                 | 5                |                      |                 |
| d) Handling Ethical Dilemmas                         | 5                |                      |                 |
| <b>Total Score</b>                                   | <b>220</b>       |                      |                 |