

## Qualification Pack



# Panchakarma Technician

QP Code: HSS/Q3601

Version: 4.0

NSQF Level: 4.5

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## Qualification Pack

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### HSS/Q3601: Panchakarma Technician

#### Brief Job Description

The individuals in this job provide panchakarma therapy as per the prescription by creating appropriate and conducive ambience, and ensuring the availability of required materials, herbs and related formulations. These professionals provide support to individuals before, during and after therapy. They also perform basic administrative functions including record maintenance of day to day activities at work place.

#### Personal Attributes

The job requires individuals to have good communication skills, time management skills, basic IT skills, the ability to work in a multidisciplinary team. They also need to possess key qualities such as self discipline, confidence, maturity, compassion, patient centricity, empathy.

#### Applicable National Occupational Standards (NOS)

##### Compulsory NOS:

1. [HSS/N3630: Introduction to the Ayush Healthcare System](#)
2. [HSS/N3601: Prerequisites to a panchakarma therapy session](#)
3. [HSS/N3602: Pradhan Karma of Panchkarma Therapy](#)
4. [HSS/N3603: Paschat Karma of Panchkarma Therapy](#)
5. [HSS/N3631: Support in day-to-day activity work](#)
6. [HSS/N9617: Maintain a safe, healthy and secure working environment](#)
7. [HSS/N9618: Follow infection control policies & procedures including biomedical waste disposal protocols](#)
8. [DGT/VSQ/N0102: Employability Skills \(60 Hours\)](#)

#### Qualification Pack (QP) Parameters

|                   |                  |
|-------------------|------------------|
| <b>Sector</b>     | Healthcare       |
| <b>Sub-Sector</b> | AYUSH            |
| <b>Occupation</b> | Ayurveda Therapy |

## Qualification Pack

|                                                           |                                                                                                                                                                                              |
|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Country</b>                                            | India                                                                                                                                                                                        |
| <b>NSQF Level</b>                                         | 4.5                                                                                                                                                                                          |
| <b>Credits</b>                                            | 40                                                                                                                                                                                           |
| <b>Aligned to NCO/ISCO/ISIC Code</b>                      | NCO-2015/2230                                                                                                                                                                                |
| <b>Minimum Educational Qualification &amp; Experience</b> | 12th Class<br>OR<br>10th grade pass with 3 Years of experience relevant experience<br>OR<br>Previous relevant Qualification of NSQF Level (3) with 3 Years of experience relevant experience |
| <b>Minimum Level of Education for Training in School</b>  | Not Applicable                                                                                                                                                                               |
| <b>Pre-Requisite License or Training</b>                  | NA                                                                                                                                                                                           |
| <b>Minimum Job Entry Age</b>                              | 18 Years                                                                                                                                                                                     |
| <b>Last Reviewed On</b>                                   | NA                                                                                                                                                                                           |
| <b>Next Review Date</b>                                   | 08/05/2028                                                                                                                                                                                   |
| <b>NSQC Approval Date</b>                                 | 08/05/2025                                                                                                                                                                                   |
| <b>Version</b>                                            | 4.0                                                                                                                                                                                          |
| <b>Reference code on NQR</b>                              | QG-4.5-HE-00649-2025-V2-HSSC                                                                                                                                                                 |
| <b>NQR Version</b>                                        | 2                                                                                                                                                                                            |

## Qualification Pack

# HSS/N3630: Introduction to the Ayush Healthcare System

## Description

This Occupational Standard describes the core components of the healthcare system, establishing a basic understanding of its framework, key players, and essential functions.

## Scope

The scope covers the following :

- Introduction to Ayush Healthcare System

## Elements and Performance Criteria

### • *Introduction to Ayush Healthcare System*

To be competent, the user/individual on the job must be able to:

- PC1.** Identify the key principles and terminology of Ayurveda
- PC2.** Describe the key anatomical structures as described in Ayurvedic texts
- PC3.** Describe the specific duties of a Panchakarma Technician.
- PC4.** Understand the concept of Prakriti (constitution) and Vikriti (imbalance).
- PC5.** Describe the indications and contraindications for each Panchakarma procedure
- PC6.** Identify the specific oils and herbs used in each procedure

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** fundamental principles of Ayurveda, including the Panchamahabhutas, Tridoshas (Vata, Pitta, Kapha) and their sub-doshas, Agni, and Ama.
- KU2.** ayurvedic perspective on human anatomy (Sharira Rachana), including the concept of Koshas (body layers).
- KU3.** nadis ,marmas and srotas
- KU4.** preparatory (Purvakarma), main (Pradhana Karma), and post-treatment (Paschatkarma) stages of each procedure
- KU5.** ability to differentiate the characteristics and tendencies of various Prakriti types (Vata, Pitta, Kapha, and their combinations).
- KU6.** the conditions and circumstances (contraindications) under which each Panchakarma procedure should be avoided or modified
- KU7.** the different types of herbs (Dravya) utilized in Panchakarma, their energetic properties (Rasa, Guna, Virya, Vipaka), and their specific applications.

## Generic Skills (GS)

User/individual on the job needs to know how to:

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- GS1.** document findings and procedure details completely and accurately
- GS2.** read and interpret instructions and prescriptions
- GS3.** demonstrate active listening skills
- GS4.** interpret and follow verbal instructions
- GS5.** report incidents in line with organisation requirements
- GS6.** select and use appropriate attire

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                          | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| • <i>Introduction to Ayush Healthcare System</i>                                          | 76           | 80              | 40            | 50         |
| <b>PC1.</b> Identify the key principles and terminology of Ayurveda                       | -            | -               | -             | -          |
| <b>PC2.</b> Describe the key anatomical structures as described in Ayurvedic texts        | -            | -               | -             | -          |
| <b>PC3.</b> Describe the specific duties of a Panchakarma Technician.                     | -            | -               | -             | -          |
| <b>PC4.</b> Understand the concept of Prakriti (constitution) and Vikriti (imbalance).    | -            | -               | -             | -          |
| <b>PC5.</b> Describe the indications and contraindications for each Panchakarma procedure | -            | -               | -             | -          |
| <b>PC6.</b> Identify the specific oils and herbs used in each procedure                   | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                          | <b>76</b>    | <b>80</b>       | <b>40</b>     | <b>50</b>  |

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### National Occupational Standards (NOS) Parameters

|                            |                                             |
|----------------------------|---------------------------------------------|
| <b>NOS Code</b>            | HSS/N3630                                   |
| <b>NOS Name</b>            | Introduction to the Ayush Healthcare System |
| <b>Sector</b>              | Healthcare                                  |
| <b>Sub-Sector</b>          |                                             |
| <b>Occupation</b>          | Ayurveda Therapy                            |
| <b>NSQF Level</b>          | 4.5                                         |
| <b>Credits</b>             | 12                                          |
| <b>Version</b>             | 1.0                                         |
| <b>Last Reviewed Date</b>  | 08/05/2025                                  |
| <b>Next Review Date</b>    | 08/05/2028                                  |
| <b>NSQC Clearance Date</b> | 08/05/2025                                  |

## Qualification Pack

### HSS/N3601: Prerequisites to a panchakarma therapy session

#### Description

This Occupational Standard describes the knowledge, understanding and skills required by an individual to prepare unit for panchakarma therapy sessions including patient preparation as per instructions and guidance from a therapist/doctor

#### Scope

The scope covers the following :

- Apply hygiene standards
- Fulfill preprocedural requirements
- Prepare medicament as required for the procedure

#### Elements and Performance Criteria

##### *Apply hygiene standards*

To be competent, the user/individual on the job must be able to:

- PC1.** wear appropriate and clean attire as per organisational policies and procedures
- PC2.** maintain conducive ambience, environment and cleanliness in the unit

##### *Fulfill preprocedural requirements*

To be competent, the user/individual on the job must be able to:

- PC3.** introduce oneself to the patient
- PC4.** coordinate with therapist/doctor who is treating the patient for appointment schedule
- PC5.** confirm the appointment schedule with the patient and the therapist/doctor who is treating the patient
- PC6.** confirm the identity of the patient through relevant information available
- PC7.** seek permission and orient the patient about the procedure to be carried out
- PC8.** maintain patients privacy throughout the session
- PC9.** keep the required resources ready for therapy and remove all obstructions
- PC10.** ensure health and safety measures are always implemented while preparing the individual for the procedure
- PC11.** check the patients vitals and record the same
- PC12.** identify any deviation from normal parameters and inform the same to the therapist/doctor
- PC13.** confirm if the patient has obtained a consent from therapist/doctor
- PC14.** position the patient correctly in a dignified way as per therapist/doctors instruction
- PC15.** drape the patient as per the procedure or as per therapist/doctors instructions
- PC16.** ensure that personal articles of the individual are handed safely to the family members as per organizational policies
- PC17.** take prompt appropriate action in response to the problems which occur during the preparations or inform concerned authority

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**PC18.** check the schedule and number of participants on a daily basis and arrange necessary resources accordingly

*Prepare medicament as required for the procedure*

To be competent, the user/individual on the job must be able to:

**PC19.** assemble the required articles, herbs and related formulations as per prescription/therapist/doctors instructions

**PC20.** check the expiry date of formulations or material as per organizational policies

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** procedures for safe practice
- KU2.** relevant Workplace Health and Safety (WHS) legislation
- KU3.** norms set by accreditation agencies for panchakarma units
- KU4.** relevant Indian hospital standards, regulations and guidelines
- KU5.** about Ayurveda, its aim and objectives, including specialties of Ayurveda
- KU6.** five elements of body including concept of Dosha, Dhātu and Mala
- KU7.** applied aspects of koshta and Agni
- KU8.** human anatomy and physiology
- KU9.** how to measure and record the vital parameters
- KU10.** about Marma (vital points)
- KU11.** concept of Swasthya - Swasthavritta, Dinacharya (daily regimen), Ritucharya (seasonal regimen)
- KU12.** principles of Chikitsa: Shadupakrama, Shodhana, Panchakarma, Shamana, Poorva, Pradhan & Pashchat karma, Trividha karma for Shodhana
- KU13.** five procedures of Panchakarma Vamana (Emesis), Virechana (Purgation), Nirooha Basti (Decoction enema), Nasya (Instillation of medicine through nostrils), Anuvāsana Basti (lipid enema) Uttara Basti (instillation of medicines into urogenital tract), and Rakta Mokshana (bloodletting)
- KU14.** about purpose, types, benefits, indications, contraindications, safety precautions of Shodhana, Snehana, Swedana, Rukshana
- KU15.** Bhaishajya Kalpana (pharmacy procedures) including instruments used in pharmacy preparations related to panchakarma
- KU16.** plant origin, animal origin, compound formulations, minerals origin and other related preparations used for panchakarma therapy procedures
- KU17.** patient rights and wishes relating to their sex, age, culture, privacy, beliefs, and dignity
- KU18.** position and posture for basic panchakarma procedures
- KU19.** dos and don'ts to be followed during pre-therapy procedures
- KU20.** escalation protocols in case of non-compliances
- KU21.** individual medical history and how to correlate with therapy practises
- KU22.** how to interpret the body language of the participants to assess any discomfort or challenges

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**KU23.** how to prepare and maintain compliance report to keep a record of the problems and complaints received by the patients

### Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** document findings and procedure details completely and accurately
- GS2.** read and interpret instructions and prescriptions
- GS3.** demonstrate active listening skills
- GS4.** report incidents in line with organisation requirements
- GS5.** complete all activities accurately and in a timely manner
- GS6.** solve problems including the ability to use available resources
- GS7.** considering participants benefits

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                                       | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Apply hygiene standards</i>                                                                                         | <b>27</b>    | <b>25</b>       | <b>10</b>     | <b>10</b>  |
| <b>PC1.</b> wear appropriate and clean attire as per organisational policies and procedures                            | -            | -               | -             | -          |
| <b>PC2.</b> maintain conducive ambience, environment and cleanliness in the unit                                       | -            | -               | -             | -          |
| <i>Fulfill preprocedural requirements</i>                                                                              | <b>27</b>    | <b>25</b>       | <b>10</b>     | <b>20</b>  |
| <b>PC3.</b> introduce oneself to the patient                                                                           | -            | -               | -             | -          |
| <b>PC4.</b> coordinate with therapist/doctor who is treating the patient for appointment schedule                      | -            | -               | -             | -          |
| <b>PC5.</b> confirm the appointment schedule with the patient and the therapist/doctor who is treating the patient     | -            | -               | -             | -          |
| <b>PC6.</b> confirm the identity of the patient through relevant information available                                 | -            | -               | -             | -          |
| <b>PC7.</b> seek permission and orient the patient about the procedure to be carried out                               | -            | -               | -             | -          |
| <b>PC8.</b> maintain patients privacy throughout the session                                                           | -            | -               | -             | -          |
| <b>PC9.</b> keep the required resources ready for therapy and remove all obstructions                                  | -            | -               | -             | -          |
| <b>PC10.</b> ensure health and safety measures are always implemented while preparing the individual for the procedure | -            | -               | -             | -          |
| <b>PC11.</b> check the patients vitals and record the same                                                             | -            | -               | -             | -          |
| <b>PC12.</b> identify any deviation from normal parameters and inform the same to the therapist/doctor                 | -            | -               | -             | -          |
| <b>PC13.</b> confirm if the patient has obtained a consent from therapist/doctor                                       | -            | -               | -             | -          |
| <b>PC14.</b> position the patient correctly in a dignified way as per therapist/doctors instruction                    | -            | -               | -             | -          |

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| Assessment Criteria for Outcomes                                                                                                          | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <b>PC15.</b> drape the patient as per the procedure or as per therapist/doctors instructions                                              | -            | -               | -             | -          |
| <b>PC16.</b> ensure that personal articles of the individual are handed safely to the family members as per organizational policies       | -            | -               | -             | -          |
| <b>PC17.</b> take prompt appropriate action in response to the problems which occur during the preparations or inform concerned authority | -            | -               | -             | -          |
| <b>PC18.</b> check the schedule and number of participants on a daily basis and arrange necessary resources accordingly                   | -            | -               | -             | -          |
| <i>Prepare medicament as required for the procedure</i>                                                                                   | <b>25</b>    | <b>30</b>       | <b>10</b>     | <b>20</b>  |
| <b>PC19.</b> assemble the required articles, herbs and related formulations as per prescription/therapist/doctors instructions            | -            | -               | -             | -          |
| <b>PC20.</b> check the expiry date of formulations or material as per organizational policies                                             | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                                                          | <b>79</b>    | <b>80</b>       | <b>30</b>     | <b>50</b>  |

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### National Occupational Standards (NOS) Parameters

|                            |                                                |
|----------------------------|------------------------------------------------|
| <b>NOS Code</b>            | HSS/N3601                                      |
| <b>NOS Name</b>            | Prerequisites to a panchakarma therapy session |
| <b>Sector</b>              | Healthcare                                     |
| <b>Sub-Sector</b>          | AYUSH                                          |
| <b>Occupation</b>          | Ayurveda Therapy                               |
| <b>NSQF Level</b>          | 4                                              |
| <b>Credits</b>             | 3.5                                            |
| <b>Version</b>             | 3.0                                            |
| <b>Last Reviewed Date</b>  | 08/05/2025                                     |
| <b>Next Review Date</b>    | 08/05/2028                                     |
| <b>NSQC Clearance Date</b> | 08/05/2025                                     |

## Qualification Pack

### HSS/N3602: Pradhan Karma of Panchakarma Therapy

#### Description

This Occupational Standard describes the skills and knowledge required to carry out panchakarma therapy session based on the client needs following instructions from the doctor/therapist or concerned authority

#### Scope

The scope covers the following :

- Provide panchakarma therapy as per doctors/therapists instructions

#### Elements and Performance Criteria

*Provide panchakarma therapy as per doctors/therapists instructions*

To be competent, the user/individual on the job must be able to:

- PC1.** check vital parameters to assess physical state of individual as and when required during therapy
- PC2.** follow prescription or instruction from doctor/therapist for providing specific panchakarma therapy
- PC3.** help the patients in attaining a posture which is appropriate for providing the therapy
- PC4.** be alert towards the patients safety during therapy session
- PC5.** maintain patients privacy throughout the procedure
- PC6.** maintain accurate, legible and complete records
- PC7.** take appropriate steps for handling emergencies that may arise during the panchakarma procedure
- PC8.** adhere to legislation, protocols and guidelines relevant to ones role and field of practice
- PC9.** seek supervision when situations are beyond ones competence and authority

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** procedures for safe practice
- KU2.** relevant Workplace Health and Safety (WHS) legislation
- KU3.** norms set by accreditation agencies for panchakarma units
- KU4.** relevant Indian hospital standards, regulations and guidelines
- KU5.** patient positioning: sitting, lying, on right side, supine, prone, on Left side, and specific positioning for Basti (enema procedure)
- KU6.** purpose, benefits, indications including safety precautions of procedure like Abhyanga, Shiro abhyanga (head massage), Padabhyanga (Foot massage), Pizhichil treatment
- KU7.** purpose, benefits, indications, contraindications, safety precautions of procedure like (Moordhni Taila) Shirodhara, Takradhara, Shiropichu, Pichu, Talam, Shiro lepa etc.

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- KU8.** purpose, benefits, indications, contraindications, safety precautions related to Udwartana treatment
- KU9.** history, purpose, benefits, indications, contraindications, safety precautions of different types of Swedana procedures like Pottali sveda like Patrapotali sveda, Choorna pinda sveda, Valuka sveda, Jambeera pinda sveda, Shashtika shali pinda sveda, Drava sweda, Bashpa sveda, Nadi sveda, Parisheka sveda, Avagaha sveda, others like , Upanaha sveda
- KU10.** purpose, benefits, indications, contraindications, safety precautions related to different types of localized external bastis like Kati basti, Griva basti, Janu basti, Uro basti , Shiro basti, etc
- KU11.** use, benefits and safety precautions of various essential oils, aromatic oils etc.
- KU12.** five elements of body including concept of dosha, dhatu and mala
- KU13.** human anatomy and physiology
- KU14.** how to measure and record the vital parameters
- KU15.** Marma (vital points)
- KU16.** concept of Health (Swasthya) - Swasthavritta, Dinacharya (daily regimen), Ritucharya (seasonal regimen)
- KU17.** principles of chikitsa: Shadupakrama, shodhana, panchakarma, shamana, poorva, Pradhan & pashchat karma, trividha karma for shodhana
- KU18.** five procedures of Panchakarma Vamana (Emesis), Virechana (Purgation), Niroohabasti (Decoction enema), Nasya (Instillation of medicine through nostrils), Anuvasana basti (lipid enema) Uttara Basthi (instillation of medicines into urogenital tract), and Raktamokshana (bloodletting)
- KU19.** purpose, types, benefits, indications, contraindications, safety precautions of Shodhana, Snehana, Swedana, Rukshana
- KU20.** bhaishajya kalpana (pharmacy procedures) including instruments used in pharmacy preparations related to panchakarma
- KU21.** basics about ayurvedic diet and concepts related to panchakarma
- KU22.** plant origin, animal origin, compound formulations, minerals origin and other related preparations used for panchakarma therapy procedures
- KU23.** how to handle stressful or risky situations when communicating with patients and/or other individuals
- KU24.** when to ask for assistance when situations are beyond ones competence and authority

## Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** document findings and procedure details completely and accurately
- GS2.** read and interpret instructions and prescriptions
- GS3.** interpret and follow verbal instructions
- GS4.** report incidents in line with organisation requirements
- GS5.** select and use appropriate attire
- GS6.** complete all activities accurately and in a timely manner
- GS7.** ensure that all activities related to panchakarma therapy are performed considering participants benefits

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### Assessment Criteria

| Assessment Criteria for Outcomes                                                                                | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-----------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Provide panchakarma therapy as per doctors/therapists instructions</i>                                       | <b>50</b>    | <b>60</b>       | <b>20</b>     | <b>15</b>  |
| <b>PC1.</b> check vital parameters to assess physical state of individual as and when required during therapy   | -            | -               | -             | -          |
| <b>PC2.</b> follow prescription or instruction from doctor/therapist for providing specific panchakarma therapy | -            | -               | -             | -          |
| <b>PC3.</b> help the patients in attaining a posture which is appropriate for providing the therapy             | -            | -               | -             | -          |
| <b>PC4.</b> be alert towards the patients safety during therapy session                                         | -            | -               | -             | -          |
| <b>PC5.</b> maintain patients privacy throughout the procedure                                                  | -            | -               | -             | -          |
| <b>PC6.</b> maintain accurate, legible and complete records                                                     | -            | -               | -             | -          |
| <b>PC7.</b> take appropriate steps for handling emergencies that may arise during the panchakarma procedure     | -            | -               | -             | -          |
| <b>PC8.</b> adhere to legislation, protocols and guidelines relevant to ones role and field of practice         | -            | -               | -             | -          |
| <b>PC9.</b> seek supervision when situations are beyond ones competence and authority                           | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                                | <b>50</b>    | <b>60</b>       | <b>20</b>     | <b>15</b>  |

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### National Occupational Standards (NOS) Parameters

|                            |                                     |
|----------------------------|-------------------------------------|
| <b>NOS Code</b>            | HSS/N3602                           |
| <b>NOS Name</b>            | Pradhan Karma of Panchkarma Therapy |
| <b>Sector</b>              | Healthcare                          |
| <b>Sub-Sector</b>          | AYUSH                               |
| <b>Occupation</b>          | Ayurveda Therapy                    |
| <b>NSQF Level</b>          | 4.5                                 |
| <b>Credits</b>             | 6                                   |
| <b>Version</b>             | 3.0                                 |
| <b>Last Reviewed Date</b>  | 08/05/2025                          |
| <b>Next Review Date</b>    | 08/05/2028                          |
| <b>NSQC Clearance Date</b> | 08/05/2025                          |

## Qualification Pack

### HSS/N3603: Paschat Karma of Panchkarma Therapy

#### Description

This Occupational Standard describes the knowledge, understanding and skills required by an individual to carry out post therapy procedures including analysis of therapy performed, for self-evaluation and improvement

#### Scope

The scope covers the following :

- Patient cleaning as per therapist/doctor instructions
- Provide support for follow up as per prescription
- Equipment and consumable maintenance and storage
- Maintain reflective report of panchakarma therapy session

#### Elements and Performance Criteria

##### *Patient cleaning as per therapist/doctor instructions*

To be competent, the user/individual on the job must be able to:

- PC1.** clean the patients body post procedure as per organizational policies
- PC2.** maintain patients privacy throughout the procedure
- PC3.** provide clothes or appropriate attire to the patient as per organizational policies

##### *Provide support for follow up as per prescription*

To be competent, the user/individual on the job must be able to:

- PC4.** refer to the prescription by the therapist/doctor regarding next follow up date
- PC5.** provide information to the patient about specific precautions to be taken in a home setting with respect to specific panchakarma therapy as per instructions
- PC6.** maintain records for the next follow up

##### *Equipment and consumable maintenance and storage*

To be competent, the user/individual on the job must be able to:

- PC7.** select an appropriate disinfection process for equipment in line with identified disinfection requirements and organisational policies and procedures
- PC8.** apply and maintain environmental standards while packing and storage of equipment and materials/consumables used
- PC9.** use personal protective equipment while handling the equipment
- PC10.** check linen for grease, stains, lint, identifying markers, damage, quality and wear
- PC11.** segregate rejected linen for wash or condemning as required

##### *Maintain reflective report of panchakarma therapy session*

To be competent, the user/individual on the job must be able to:

- PC12.** take feedback from the patient about the therapy session as per organizational policies and procedure
- PC13.** check the vitals of the patient post therapy and record it

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- PC14.** update the findings to the therapist/doctor or concerned authorities in case of deviation from normal findings
- PC15.** hand over patient documents or any relevant records to patient/care givers
- PC16.** assess the emotional state of the patient post therapy and record it as per organizational policies
- PC17.** list the modifications in practices carried out during the session to therapist/doctor
- PC18.** maintain records as per organizational policies

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** procedures for safe practice
- KU2.** relevant Workplace Health and Safety (WHS) legislation
- KU3.** norms set by accreditation agencies for panchakarma units
- KU4.** relevant Indian hospital standards, regulations and guidelines
- KU5.** position and posture for basic panchakarma procedures
- KU6.** dos and donts for post therapy relevant for patients in a home setting
- KU7.** Standard Operating Procedures for maintenance of the panchakarma unit
- KU8.** suitable cleaning agents and methods of cleaning
- KU9.** safe practices while handling/cleaning articles and linen
- KU10.** identify faulty articles and report as per policies and procedures
- KU11.** how to do evaluation and analysis of a session
- KU12.** how to conclude a session based on evaluation and analysis
- KU13.** information, charts, checklists and training materials for report writing

## Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** document findings and procedure details completely and accurately
- GS2.** read and interpret instructions and prescriptions
- GS3.** demonstrate active listening skills
- GS4.** report incidents in line with organisation requirements
- GS5.** select and use appropriate attire
- GS6.** complete all activities accurately and in a timely manner
- GS7.** ensure that all activities related to panchakarma therapy are performed considering participants benefits

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                                                                                         | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Patient cleaning as per therapist/doctor instructions</i>                                                                                                             | <b>20</b>    | <b>10</b>       | <b>8</b>      | <b>5</b>   |
| <b>PC1.</b> clean the patients body post procedure as per organizational policies                                                                                        | -            | -               | -             | -          |
| <b>PC2.</b> maintain patients privacy throughout the procedure                                                                                                           | -            | -               | -             | -          |
| <b>PC3.</b> provide clothes or appropriate attire to the patient as per organizational policies                                                                          | -            | -               | -             | -          |
| <i>Provide support for follow up as per prescription</i>                                                                                                                 | <b>15</b>    | <b>10</b>       | <b>8</b>      | <b>5</b>   |
| <b>PC4.</b> refer to the prescription by the therapist/doctor regarding next follow up date                                                                              | -            | -               | -             | -          |
| <b>PC5.</b> provide information to the patient about specific precautions to be taken in a home setting with respect to specific panchakarma therapy as per instructions | -            | -               | -             | -          |
| <b>PC6.</b> maintain records for the next follow up                                                                                                                      | -            | -               | -             | -          |
| <i>Equipment and consumable maintenance and storage</i>                                                                                                                  | <b>17</b>    | <b>10</b>       | <b>8</b>      | <b>5</b>   |
| <b>PC7.</b> select an appropriate disinfection process for equipment in line with identified disinfection requirements and organisational policies and procedures        | -            | -               | -             | -          |
| <b>PC8.</b> apply and maintain environmental standards while packing and storage of equipment and materials/consumables used                                             | -            | -               | -             | -          |
| <b>PC9.</b> use personal protective equipment while handling the equipment                                                                                               | -            | -               | -             | -          |
| <b>PC10.</b> check linen for grease, stains, lint, identifying markers, damage, quality and wear                                                                         | -            | -               | -             | -          |
| <b>PC11.</b> segregate rejected linen for wash or condemning as required                                                                                                 | -            | -               | -             | -          |
| <i>Maintain reflective report of panchakarma therapy session</i>                                                                                                         | <b>17</b>    | <b>10</b>       | <b>8</b>      | <b>5</b>   |

## Qualification Pack

| Assessment Criteria for Outcomes                                                                                            | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-----------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <b>PC12.</b> take feedback from the patient about the therapy session as per organizational policies and procedure          | -            | -               | -             | -          |
| <b>PC13.</b> check the vitals of the patient post therapy and record it                                                     | -            | -               | -             | -          |
| <b>PC14.</b> update the findings to the therapist/doctor or concerned authorities in case of deviation from normal findings | -            | -               | -             | -          |
| <b>PC15.</b> hand over patient documents or any relevant records to patient/care givers                                     | -            | -               | -             | -          |
| <b>PC16.</b> assess the emotional state of the patient post therapy and record it as per organizational policies            | -            | -               | -             | -          |
| <b>PC17.</b> list the modifications in practices carried out during the session to therapist/doctor                         | -            | -               | -             | -          |
| <b>PC18.</b> maintain records as per organizational policies                                                                | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                                            | <b>69</b>    | <b>40</b>       | <b>32</b>     | <b>20</b>  |

## Qualification Pack

### National Occupational Standards (NOS) Parameters

|                            |                                     |
|----------------------------|-------------------------------------|
| <b>NOS Code</b>            | HSS/N3603                           |
| <b>NOS Name</b>            | Paschat Karma of Panchkarma Therapy |
| <b>Sector</b>              | Healthcare                          |
| <b>Sub-Sector</b>          | AYUSH                               |
| <b>Occupation</b>          | Ayurveda Therapy                    |
| <b>NSQF Level</b>          | 4                                   |
| <b>Credits</b>             | 7                                   |
| <b>Version</b>             | 3.0                                 |
| <b>Last Reviewed Date</b>  | 08/05/2025                          |
| <b>Next Review Date</b>    | 08/05/2028                          |
| <b>NSQC Clearance Date</b> | 08/05/2025                          |

## Qualification Pack

### HSS/N3631: Support in day-to-day activity work

#### Description

This Occupational Standard describes the knowledge, understanding and skills required by an individual to carry out Support in day-to-day activity work.

#### Scope

The scope covers the following :

- Support in day-to-day activity in the unit

#### Elements and Performance Criteria

##### • *Support in day-to-day activity in the unit*

To be competent, the user/individual on the job must be able to:

- PC1.** Maintains patient comfort and safety throughout procedures
- PC2.** Monitors patients for adverse reactions and reports any concerns to the Ayurvedic practitioner
- PC3.** Provides clear and concise post-treatment instructions to patients
- PC4.** Maintains strict hygiene and sanitation standards.
- PC5.** Conducts regular inventory checks to identify low stock levels
- PC6.** Check orders for supplies to ensure uninterrupted treatment services
- PC7.** Ensures proper storage and labels to all inventory items to maintain freshness and potency
- PC8.** Maintains organized and confidential patient records
- PC9.** Reports any equipment malfunctions or safety concerns to the Ayurvedic practitioner or supervisor
- PC10.** Check Files and documents in a timely and accurate manner.

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** factors that contribute to patient comfort during various Panchakarma procedures
- KU2.** the signs and symptoms of common adverse reactions (e.g., skin irritation, nausea, dizziness, changes in vital signs).
- KU3.** ability to observe and interpret patient responses during and after treatments.
- KU4.** the rationale behind the instructions and their importance for optimising treatment outcomes and preventing complications.
- KU5.** ability to communicate effectively both verbally and potentially in written form, ensuring the patient understands the instructions
- KU6.** awareness of personal hygiene practices is required to maintain a clean and safe environment.

## Qualification Pack

- KU7.** the procedures for reporting low stock levels according to organizational protocols.
- KU8.** Knowledge of quality control procedures for incoming supplies
- KU9.** accurately label all inventory items with relevant information, including name, batch number (if applicable), date of receipt, and expiry date.

## Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** document findings and procedure details completely and accurately
- GS2.** read and interpret instructions and prescriptions
- GS3.** demonstrate active listening skills
- GS4.** interpret and follow verbal instructions
- GS5.** report incidents in line with organisation requirements

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                              | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|---------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| • <i>Support in day-to-day activity in the unit</i>                                                           | 15           | 10              | 6             | 5          |
| <b>PC1.</b> Maintains patient comfort and safety throughout procedures                                        | -            | -               | -             | -          |
| <b>PC2.</b> Monitors patients for adverse reactions and reports any concerns to the Ayurvedic practitioner    | -            | -               | -             | -          |
| <b>PC3.</b> Provides clear and concise post-treatment instructions to patients                                | -            | -               | -             | -          |
| <b>PC4.</b> Maintains strict hygiene and sanitation standards.                                                | -            | -               | -             | -          |
| <b>PC5.</b> Conducts regular inventory checks to identify low stock levels                                    | -            | -               | -             | -          |
| <b>PC6.</b> Check orders for supplies to ensure uninterrupted treatment services                              | -            | -               | -             | -          |
| <b>PC7.</b> Ensures proper storage and labels to all inventory items to maintain freshness and potency        | -            | -               | -             | -          |
| <b>PC8.</b> Maintains organized and confidential patient records                                              | -            | -               | -             | -          |
| <b>PC9.</b> Reports any equipment malfunctions or safety concerns to the Ayurvedic practitioner or supervisor | -            | -               | -             | -          |
| <b>PC10.</b> Check Files and documents in a timely and accurate manner.                                       | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                              | <b>15</b>    | <b>10</b>       | <b>6</b>      | <b>5</b>   |

## Qualification Pack

### National Occupational Standards (NOS) Parameters

|                            |                                     |
|----------------------------|-------------------------------------|
| <b>NOS Code</b>            | HSS/N3631                           |
| <b>NOS Name</b>            | Support in day-to-day activity work |
| <b>Sector</b>              | Healthcare                          |
| <b>Sub-Sector</b>          |                                     |
| <b>Occupation</b>          | Ayurveda Therapy                    |
| <b>NSQF Level</b>          | 4.5                                 |
| <b>Credits</b>             | 8                                   |
| <b>Version</b>             | 1.0                                 |
| <b>Last Reviewed Date</b>  | 08/05/2025                          |
| <b>Next Review Date</b>    | 08/05/2028                          |
| <b>NSQC Clearance Date</b> | 08/05/2025                          |

## Qualification Pack

### HSS/N9617: Maintain a safe, healthy and secure working environment

#### Description

This OS unit is about monitoring the working environment and ensuring a safe, healthy, secure and effective working conditions

#### Scope

The scope covers the following :

- Complying the health, safety and security requirements and procedures for workplace
- Handling hazardous situation
- Reporting any hazardous situation

#### Elements and Performance Criteria

##### *Complying the health, safety and security requirements and procedures for work place*

To be competent, the user/individual on the job must be able to:

- PC1.** identify individual responsibilities in relation to maintaining workplace health safety and security requirements
- PC2.** comply with health, safety and security procedures for the workplace
- PC3.** comply with health, safety and security procedures and protocols forenvironmental safety

##### *Handling hazardous situation*

To be competent, the user/individual on the job must be able to:

- PC4.** identify potential hazards and breaches of safe work practices
- PC5.** identify and interpret various hospital codes for emergency situations
- PC6.** correct any hazards that individual can deal with safely, competently and within the limits of authority
- PC7.** provide basic life support (BLS) and first aid in hazardous situations, whenever applicable
- PC8.** follow the organizations emergency procedures promptly, calmly, and efficiently
- PC9.** identify and recommend opportunities for improving health, safety, and security to the designated person
- PC10.** complete any health and safety records legibly and accurately

##### *Reporting any hazardous situation*

To be competent, the user/individual on the job must be able to:

- PC11.** report any identified breaches in health, safety, and security procedures to the designated person
- PC12.** promptly and accurately report the hazards that individual is not allowed to deal with to the relevant person and warn other people who may get affected

#### Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

## Qualification Pack

- KU1.** the importance of health, safety, and security in the workplace
- KU2.** the basic requirements of the health and safety and other legislations and regulations that apply to the workplace
- KU3.** the person(s) responsible for maintaining healthy, safe, and secure workplace
- KU4.** the relevant up-to-date information on health, safety, and security that applies to the workplace
- KU5.** the responsibilities of individual to maintain safe, healthy and secure workplace
- KU6.** how to report the hazard
- KU7.** requirements of health, safety and security in workplace
- KU8.** how to create safety records and maintaining them
- KU9.** the importance of being alert to health, safety, and security hazards in the work environment
- KU10.** the common health, safety, and security hazards that affect people working in an administrative role
- KU11.** how to identify health, safety, and security hazards
- KU12.** the importance of warning others about hazards and how to do so until the hazard is dealt with

## Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** report and record incidents
- GS2.** read and understand company policies and procedures
- GS3.** clearly report hazards and incidents with the appropriate level of urgency
- GS4.** make decisions pertaining to the area of work
- GS5.** plan for safety of the work environment
- GS6.** communicate effectively with patients and their family, physicians, and other members of the health care team
- GS7.** be capable of being responsive, listen empathetically to establish rapport in away that promotes openness on issues of concern
- GS8.** identify hazards, evaluate possible solutions and suggest effective solutions
- GS9.** analyze the seriousness of hazards
- GS10.** analyze, evaluate and apply the information gathered from observation, experience, reasoning, or communication to act efficiently

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                                              | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Complying the health, safety and security requirements and procedures for work place</i>                                   | <b>7</b>     | -               | <b>2</b>      | <b>10</b>  |
| <b>PC1.</b> identify individual responsibilities in relation to maintaining workplace health safety and security requirements | -            | -               | -             | -          |
| <b>PC2.</b> comply with health, safety and security procedures for the workplace                                              | -            | -               | -             | -          |
| <b>PC3.</b> comply with health, safety and security procedures and protocols forenvironmental safety                          | -            | -               | -             | -          |
| <i>Handling hazardous situation</i>                                                                                           | <b>8</b>     | -               | <b>5</b>      | <b>10</b>  |
| <b>PC4.</b> identify potential hazards and breaches of safe work practices                                                    | -            | -               | -             | -          |
| <b>PC5.</b> identify and interpret various hospital codes for emergency situations                                            | -            | -               | -             | -          |
| <b>PC6.</b> correct any hazards that individual can deal with safely, competently and within the limits of authority          | -            | -               | -             | -          |
| <b>PC7.</b> provide basic life support (BLS) and first aid in hazardous situations, whenever applicable                       | -            | -               | -             | -          |
| <b>PC8.</b> follow the organizations emergency procedures promptly, calmly, and efficiently                                   | -            | -               | -             | -          |
| <b>PC9.</b> identify and recommend opportunities for improving health, safety, and security to the designated person          | -            | -               | -             | -          |
| <b>PC10.</b> complete any health and safety records legibly and accurately                                                    | -            | -               | -             | -          |
| <i>Reporting any hazardous situation</i>                                                                                      | <b>5</b>     | -               | <b>2</b>      | <b>10</b>  |
| <b>PC11.</b> report any identified breaches in health, safety, and security procedures to the designated person               | -            | -               | -             | -          |

### Qualification Pack

| Assessment Criteria for Outcomes                                                                                                                                      | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <b>PC12.</b> promptly and accurately report the hazards that individual is not allowed to deal with to the relevant person and warn other people who may get affected | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                                                                                      | <b>20</b>    | <b>-</b>        | <b>9</b>      | <b>30</b>  |

## Qualification Pack

### National Occupational Standards (NOS) Parameters

|                            |                                                                                   |
|----------------------------|-----------------------------------------------------------------------------------|
| <b>NOS Code</b>            | HSS/N9617                                                                         |
| <b>NOS Name</b>            | Maintain a safe, healthy and secure working environment                           |
| <b>Sector</b>              | Healthcare                                                                        |
| <b>Sub-Sector</b>          | Social Work & Community Health, Healthcare Management, Allied Health & Paramedics |
| <b>Occupation</b>          | Generic                                                                           |
| <b>NSQF Level</b>          | 4                                                                                 |
| <b>Credits</b>             | 0.5                                                                               |
| <b>Version</b>             | 2.0                                                                               |
| <b>Last Reviewed Date</b>  | 08/05/2025                                                                        |
| <b>Next Review Date</b>    | 08/05/2028                                                                        |
| <b>NSQC Clearance Date</b> | 08/05/2025                                                                        |

## Qualification Pack

### HSS/N9618: Follow infection control policies & procedures including biomedical waste disposal protocols

#### Description

This OS unit is about the safe handling and management of health care waste and following infection control policies

#### Scope

The scope covers the following :

- Classification of the Waste Generated, Segregation of Biomedical Waste, Proper collection and storage of Waste

#### Elements and Performance Criteria

##### *Classification of the Waste Generated, Segregation of Biomedical Waste, Proper collection and storage of Waste*

To be competent, the user/individual on the job must be able to:

- PC1.** handle, package, label, store, transport and dispose of waste appropriately to minimize potential for contact with the waste and to reduce the risk to the environment from accidental release
- PC2.** store clinical or related waste in an area that is accessible only to authorized persons
- PC3.** minimize contamination of materials, equipment and instruments by aerosols and splatter

##### *Complying with an effective infection control protocols*

To be competent, the user/individual on the job must be able to:

- PC4.** apply appropriate health and safety measures following appropriate personal clothing & protective equipment for infection prevention and control
- PC5.** identify infection risks and implement an appropriate response within own role and responsibility in accordance with the policies and procedures of the organization
- PC6.** follow procedures for risk control and risk containment for specific risks. Use signs when and where appropriate
- PC7.** follow protocols for care following exposure to blood or other body fluids as required
- PC8.** remove spills in accordance with the policies and procedures of the organization
- PC9.** clean and dry all work surfaces with a neutral detergent and warm water solution before and after each session or when visibly soiled
- PC10.** demarcate and maintain clean and contaminated zones in all aspects of health care work
- PC11.** confine records, materials and medicaments to a well designated clean zone
- PC12.** confine contaminated instruments and equipment to a well designated contaminated zone
- PC13.** decontaminate equipment requiring special processing in accordance with quality management systems to ensure full compliance with cleaning, disinfection and sterilization protocols
- PC14.** replace surface covers where applicable

## Qualification Pack

**PC15.** maintain and store cleaning equipment

**PC16.** report and deal with spillages and contamination in accordance with current legislation and procedures

*Maintaining personal protection and preventing the transmission of infections from person to person*

To be competent, the user/individual on the job must be able to:

**PC17.** maintain hand hygiene following hand washing procedures before and after patient contact /or after any activity likely to cause contamination

**PC18.** cover cuts and abrasions with waterproof dressings and change as necessary

**PC19.** change protective clothing and gowns/aprons daily, more frequently if soiled and where appropriate, after each patient contact

**PC20.** perform additional precautions when standard precautions alone may not be sufficient to prevent transmission of infection

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

**KU1.** relevant up-to-date information on health, safety, and security that applies to the organization

**KU2.** organizations emergency procedures and responsibilities for handling hazardous situations

**KU3.** person(s) responsible for health, safety, and security in the organization

**KU4.** good personal hygiene practice including hand care

**KU5.** importance of and how to handle, package, label, store, transport and dispose of waste appropriately to minimize potential for contact with the waste and to reduce the risk to the environment from accidental release

**KU6.** the importance to adhere to the organizational and national waste management principles and procedures

**KU7.** the hazards and risks associated with the disposal and the importance of risk assessments and how to provide these

**KU8.** the required actions and reporting procedures for any accidents, spillages and contamination involving waste

**KU9.** the requirements of the relevant external agencies involved in the transport and receipt of your waste

**KU10.** the importance of organizing, monitoring and obtaining an assessment of the impact the waste may have on the environment

**KU11.** The current national legislation, guidelines, local policies and protocols which affect work practice

**KU12.** the policies and guidance that clarify scope of practice, accountabilities and the working relationship between yourself and others

**KU13.** identification and management of infectious risks in the workplace

**KU14.** aspects of infectious diseases including opportunistic organisms & pathogens

**KU15.** basic microbiology including bacteria and bacterial spores, fungi, viruses

**KU16.** the path of disease transmission including direct contact and penetrating injuries, risk of acquisition

## Qualification Pack

- KU17.** how to clean and sterile techniques
- KU18.** susceptible hosts including persons who are immune suppressed, have chronic diseases such as diabetes and the very young or very old
- KU19.** routine surface cleaning procedures at the start and end of the day, managing a blood or body fluid spill
- KU20.** sharps handling and disposal techniques
- KU21.** effective hand hygiene including hand wash, surgical hand wash, when hands must be washed
- KU22.** good personal hygiene practice including hand care
- KU23.** how to use personal protective equipment such as: The personal clothing and protective equipment required to manage the different types of waste generated by different work activities

## Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** report and record incidents
- GS2.** read and understand company policies and procedures to managing biomedical waste and infection control and prevention
- GS3.** listen patiently
- GS4.** report hazards and incidents clearly with the appropriate level of urgency
- GS5.** take in to account opportunities to address waste minimization, environmental responsibility and sustainable practice issues
- GS6.** apply additional precautions when standard precautions are not sufficient
- GS7.** consistently ensure instruments used for invasive procedures are sterile at time of use (where appropriate)
- GS8.** consistently follow the procedure for washing and drying hands
- GS9.** consistently maintain clean surfaces and limit contamination
- GS10.** how to make exceptional effort to keep the environment and work place clean
- GS11.** identify hazards and suggest effective solutions to identified problems pertaining to hospital waste and related infections
- GS12.** analyze the seriousness of hazards pertaining to hospital waste and related infections
- GS13.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to act
- GS14.** take into account opportunities to address waste minimization, prevent infection, environmental responsibility and sustainable practice issues

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                                                                                                                           | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Classification of the Waste Generated, Segregation of Biomedical Waste, Proper collection and storage of Waste</i>                                                                                      | 5            | -               | 3             | 10         |
| <b>PC1.</b> handle, package, label, store, transport and dispose of waste appropriately to minimize potential for contact with the waste and to reduce the risk to the environment from accidental release | -            | -               | -             | -          |
| <b>PC2.</b> store clinical or related waste in an area that is accessible only to authorized persons                                                                                                       | -            | -               | -             | -          |
| <b>PC3.</b> minimize contamination of materials, equipment and instruments by aerosols and splatter                                                                                                        | -            | -               | -             | -          |
| <i>Complying with an effective infection control protocols</i>                                                                                                                                             | 8            | -               | 5             | 10         |
| <b>PC4.</b> apply appropriate health and safety measures following appropriate personal clothing & protective equipment for infection prevention and control                                               | -            | -               | -             | -          |
| <b>PC5.</b> identify infection risks and implement an appropriate response within own role and responsibility in accordance with the policies and procedures of the organization                           | -            | -               | -             | -          |
| <b>PC6.</b> follow procedures for risk control and risk containment for specific risks. Use signs when and where appropriate                                                                               | -            | -               | -             | -          |
| <b>PC7.</b> follow protocols for care following exposure to blood or other body fluids as required                                                                                                         | -            | -               | -             | -          |
| <b>PC8.</b> remove spills in accordance with the policies and procedures of the organization                                                                                                               | -            | -               | -             | -          |
| <b>PC9.</b> clean and dry all work surfaces with a neutral detergent and warm water solution before and after each session or when visibly soiled                                                          | -            | -               | -             | -          |
| <b>PC10.</b> demarcate and maintain clean and contaminated zones in all aspects of health care work                                                                                                        | -            | -               | -             | -          |
| <b>PC11.</b> confine records, materials and medicaments to a well designated clean zone                                                                                                                    | -            | -               | -             | -          |

## Qualification Pack

| Assessment Criteria for Outcomes                                                                                                                                                                  | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <b>PC12.</b> confine contaminated instruments and equipment to a well designated contaminated zone                                                                                                | -            | -               | -             | -          |
| <b>PC13.</b> decontaminate equipment requiring special processing in accordance with quality management systems to ensure full compliance with cleaning, disinfection and sterilization protocols | -            | -               | -             | -          |
| <b>PC14.</b> replace surface covers where applicable                                                                                                                                              | -            | -               | -             | -          |
| <b>PC15.</b> maintain and store cleaning equipment                                                                                                                                                | -            | -               | -             | -          |
| <b>PC16.</b> report and deal with spillages and contamination in accordance with current legislation and procedures                                                                               | -            | -               | -             | -          |
| <i>Maintaining personal protection and preventing the transmission of infections from person to person</i>                                                                                        | <b>8</b>     | -               | <b>5</b>      | <b>10</b>  |
| <b>PC17.</b> maintain hand hygiene following hand washing procedures before and after patient contact /or after any activity likely to cause contamination                                        | -            | -               | -             | -          |
| <b>PC18.</b> cover cuts and abrasions with waterproof dressings and change as necessary                                                                                                           | -            | -               | -             | -          |
| <b>PC19.</b> change protective clothing and gowns/aprons daily, more frequently if soiled and where appropriate, after each patient contact                                                       | -            | -               | -             | -          |
| <b>PC20.</b> perform additional precautions when standard precautions alone may not be sufficient to prevent transmission of infection                                                            | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                                                                                                                  | <b>21</b>    | -               | <b>13</b>     | <b>30</b>  |

## Qualification Pack

### National Occupational Standards (NOS) Parameters

|                            |                                                                                              |
|----------------------------|----------------------------------------------------------------------------------------------|
| <b>NOS Code</b>            | HSS/N9618                                                                                    |
| <b>NOS Name</b>            | Follow infection control policies & procedures including biomedical waste disposal protocols |
| <b>Sector</b>              | Healthcare                                                                                   |
| <b>Sub-Sector</b>          | Social Work & Community Health, Healthcare Management, Allied Health & Paramedics            |
| <b>Occupation</b>          | Generic                                                                                      |
| <b>NSQF Level</b>          | 4                                                                                            |
| <b>Credits</b>             | 0.5                                                                                          |
| <b>Version</b>             | 2.0                                                                                          |
| <b>Last Reviewed Date</b>  | 08/05/2025                                                                                   |
| <b>Next Review Date</b>    | 08/05/2028                                                                                   |
| <b>NSQC Clearance Date</b> | 08/05/2025                                                                                   |

## Qualification Pack

### DGT/VSQ/N0102: Employability Skills (60 Hours)

#### Description

This unit is about employability skills, Constitutional values, becoming a professional in the 21st Century, digital, financial, and legal literacy, diversity and Inclusion, English and communication skills, customer service, entrepreneurship, and apprenticeship, getting ready for jobs and career development.

#### Scope

The scope covers the following :

- Introduction to Employability Skills
- Constitutional values - Citizenship
- Becoming a Professional in the 21st Century
- Basic English Skills
- Career Development & Goal Setting
- Communication Skills
- Diversity & Inclusion
- Financial and Legal Literacy
- Essential Digital Skills
- Entrepreneurship
- Customer Service
- Getting ready for Apprenticeship & Jobs

#### Elements and Performance Criteria

##### *Introduction to Employability Skills*

To be competent, the user/individual on the job must be able to:

- PC1.** identify employability skills required for jobs in various industries
- PC2.** identify and explore learning and employability portals

##### *Constitutional values – Citizenship*

To be competent, the user/individual on the job must be able to:

- PC3.** recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.
- PC4.** follow environmentally sustainable practices

##### *Becoming a Professional in the 21st Century*

To be competent, the user/individual on the job must be able to:

- PC5.** recognize the significance of 21st Century Skills for employment
- PC6.** practice the 21st Century Skills such as Self-Awareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life

##### *Basic English Skills*

To be competent, the user/individual on the job must be able to:

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- PC7.** use basic English for everyday conversation in different contexts, in person and over the telephone
- PC8.** read and understand routine information, notes, instructions, mails, letters etc. written in English
- PC9.** write short messages, notes, letters, e-mails etc. in English

### *Career Development & Goal Setting*

To be competent, the user/individual on the job must be able to:

- PC10.** understand the difference between job and career
- PC11.** prepare a career development plan with short- and long-term goals, based on aptitude

### *Communication Skills*

To be competent, the user/individual on the job must be able to:

- PC12.** follow verbal and non-verbal communication etiquette and active listening techniques in various settings
- PC13.** work collaboratively with others in a team

### *Diversity & Inclusion*

To be competent, the user/individual on the job must be able to:

- PC14.** communicate and behave appropriately with all genders and PwD
- PC15.** escalate any issues related to sexual harassment at workplace according to POSH Act

### *Financial and Legal Literacy*

To be competent, the user/individual on the job must be able to:

- PC16.** select financial institutions, products and services as per requirement
- PC17.** carry out offline and online financial transactions, safely and securely
- PC18.** identify common components of salary and compute income, expenses, taxes, investments etc
- PC19.** identify relevant rights and laws and use legal aids to fight against legal exploitation

### *Essential Digital Skills*

To be competent, the user/individual on the job must be able to:

- PC20.** operate digital devices and carry out basic internet operations securely and safely
- PC21.** use e- mail and social media platforms and virtual collaboration tools to work effectively
- PC22.** use basic features of word processor, spreadsheets, and presentations

### *Entrepreneurship*

To be competent, the user/individual on the job must be able to:

- PC23.** identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research
- PC24.** develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion
- PC25.** identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity

### *Customer Service*

To be competent, the user/individual on the job must be able to:

- PC26.** identify different types of customers
- PC27.** identify and respond to customer requests and needs in a professional manner.

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**PC28.** follow appropriate hygiene and grooming standards

*Getting ready for apprenticeship & Jobs*

To be competent, the user/individual on the job must be able to:

**PC29.** create a professional Curriculum vitae (Résumé)

**PC30.** search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively

**PC31.** apply to identified job openings using offline /online methods as per requirement

**PC32.** answer questions politely, with clarity and confidence, during recruitment and selection

**PC33.** identify apprenticeship opportunities and register for it as per guidelines and requirements

## Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

**KU1.** need for employability skills and different learning and employability related portals

**KU2.** various constitutional and personal values

**KU3.** different environmentally sustainable practices and their importance

**KU4.** Twenty first (21st) century skills and their importance

**KU5.** how to use English language for effective verbal (face to face and telephonic) and written communication in formal and informal set up

**KU6.** importance of career development and setting long- and short-term goals

**KU7.** about effective communication

**KU8.** POSH Act

**KU9.** Gender sensitivity and inclusivity

**KU10.** different types of financial institutes, products, and services

**KU11.** how to compute income and expenditure

**KU12.** importance of maintaining safety and security in offline and online financial transactions

**KU13.** different legal rights and laws

**KU14.** different types of digital devices and the procedure to operate them safely and securely

**KU15.** how to create and operate an e- mail account and use applications such as word processors, spreadsheets etc.

**KU16.** how to identify business opportunities

**KU17.** types and needs of customers

**KU18.** how to apply for a job and prepare for an interview

**KU19.** apprenticeship scheme and the process of registering on apprenticeship portal

## Generic Skills (GS)

User/individual on the job needs to know how to:

**GS1.** read and write different types of documents/instructions/correspondence

**GS2.** communicate effectively using appropriate language in formal and informal settings

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- GS3.** behave politely and appropriately with all
- GS4.** how to work in a virtual mode
- GS5.** perform calculations efficiently
- GS6.** solve problems effectively
- GS7.** pay attention to details
- GS8.** manage time efficiently
- GS9.** maintain hygiene and sanitization to avoid infection

## Qualification Pack

### Assessment Criteria

| Assessment Criteria for Outcomes                                                                                                                                                                                                                                                                                 | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Introduction to Employability Skills</i>                                                                                                                                                                                                                                                                      | <b>1</b>     | <b>1</b>        | -             | -          |
| <b>PC1.</b> identify employability skills required for jobs in various industries                                                                                                                                                                                                                                | -            | -               | -             | -          |
| <b>PC2.</b> identify and explore learning and employability portals                                                                                                                                                                                                                                              | -            | -               | -             | -          |
| <i>Constitutional values – Citizenship</i>                                                                                                                                                                                                                                                                       | <b>1</b>     | <b>1</b>        | -             | -          |
| <b>PC3.</b> recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.                                                               | -            | -               | -             | -          |
| <b>PC4.</b> follow environmentally sustainable practices                                                                                                                                                                                                                                                         | -            | -               | -             | -          |
| <i>Becoming a Professional in the 21st Century</i>                                                                                                                                                                                                                                                               | <b>2</b>     | <b>4</b>        | -             | -          |
| <b>PC5.</b> recognize the significance of 21st Century Skills for employment                                                                                                                                                                                                                                     | -            | -               | -             | -          |
| <b>PC6.</b> practice the 21st Century Skills such as Self-Awareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life | -            | -               | -             | -          |
| <i>Basic English Skills</i>                                                                                                                                                                                                                                                                                      | <b>2</b>     | <b>3</b>        | -             | -          |
| <b>PC7.</b> use basic English for everyday conversation in different contexts, in person and over the telephone                                                                                                                                                                                                  | -            | -               | -             | -          |
| <b>PC8.</b> read and understand routine information, notes, instructions, mails, letters etc. written in English                                                                                                                                                                                                 | -            | -               | -             | -          |
| <b>PC9.</b> write short messages, notes, letters, e-mails etc. in English                                                                                                                                                                                                                                        | -            | -               | -             | -          |
| <i>Career Development &amp; Goal Setting</i>                                                                                                                                                                                                                                                                     | <b>1</b>     | <b>2</b>        | -             | -          |

## Qualification Pack

| Assessment Criteria for Outcomes                                                                                      | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|-----------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <b>PC10.</b> understand the difference between job and career                                                         | -            | -               | -             | -          |
| <b>PC11.</b> prepare a career development plan with short- and long-term goals, based on aptitude                     | -            | -               | -             | -          |
| <i>Communication Skills</i>                                                                                           | <b>2</b>     | <b>2</b>        | -             | -          |
| <b>PC12.</b> follow verbal and non-verbal communication etiquette and active listening techniques in various settings | -            | -               | -             | -          |
| <b>PC13.</b> work collaboratively with others in a team                                                               | -            | -               | -             | -          |
| <i>Diversity &amp; Inclusion</i>                                                                                      | <b>1</b>     | <b>2</b>        | -             | -          |
| <b>PC14.</b> communicate and behave appropriately with all genders and PwD                                            | -            | -               | -             | -          |
| <b>PC15.</b> escalate any issues related to sexual harassment at workplace according to POSH Act                      | -            | -               | -             | -          |
| <i>Financial and Legal Literacy</i>                                                                                   | <b>2</b>     | <b>3</b>        | -             | -          |
| <b>PC16.</b> select financial institutions, products and services as per requirement                                  | -            | -               | -             | -          |
| <b>PC17.</b> carry out offline and online financial transactions, safely and securely                                 | -            | -               | -             | -          |
| <b>PC18.</b> identify common components of salary and compute income, expenses, taxes, investments etc                | -            | -               | -             | -          |
| <b>PC19.</b> identify relevant rights and laws and use legal aids to fight against legal exploitation                 | -            | -               | -             | -          |
| <i>Essential Digital Skills</i>                                                                                       | <b>3</b>     | <b>4</b>        | -             | -          |
| <b>PC20.</b> operate digital devices and carry out basic internet operations securely and safely                      | -            | -               | -             | -          |
| <b>PC21.</b> use e- mail and social media platforms and virtual collaboration tools to work effectively               | -            | -               | -             | -          |
| <b>PC22.</b> use basic features of word processor, spreadsheets, and presentations                                    | -            | -               | -             | -          |

## Qualification Pack

| Assessment Criteria for Outcomes                                                                                                                                                 | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|
| <i>Entrepreneurship</i>                                                                                                                                                          | <b>2</b>     | <b>3</b>        | -             | -          |
| <b>PC23.</b> identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research                                       | -            | -               | -             | -          |
| <b>PC24.</b> develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion                                                      | -            | -               | -             | -          |
| <b>PC25.</b> identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity                                           | -            | -               | -             | -          |
| <i>Customer Service</i>                                                                                                                                                          | <b>1</b>     | <b>2</b>        | -             | -          |
| <b>PC26.</b> identify different types of customers                                                                                                                               | -            | -               | -             | -          |
| <b>PC27.</b> identify and respond to customer requests and needs in a professional manner.                                                                                       | -            | -               | -             | -          |
| <b>PC28.</b> follow appropriate hygiene and grooming standards                                                                                                                   | -            | -               | -             | -          |
| <i>Getting ready for apprenticeship &amp; Jobs</i>                                                                                                                               | <b>2</b>     | <b>3</b>        | -             | -          |
| <b>PC29.</b> create a professional Curriculum vitae (Résumé)                                                                                                                     | -            | -               | -             | -          |
| <b>PC30.</b> search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively | -            | -               | -             | -          |
| <b>PC31.</b> apply to identified job openings using offline /online methods as per requirement                                                                                   | -            | -               | -             | -          |
| <b>PC32.</b> answer questions politely, with clarity and confidence, during recruitment and selection                                                                            | -            | -               | -             | -          |
| <b>PC33.</b> identify apprenticeship opportunities and register for it as per guidelines and requirements                                                                        | -            | -               | -             | -          |
| <b>NOS Total</b>                                                                                                                                                                 | <b>20</b>    | <b>30</b>       | -             | -          |

## Qualification Pack

### National Occupational Standards (NOS) Parameters

|                            |                                 |
|----------------------------|---------------------------------|
| <b>NOS Code</b>            | DGT/VSQ/N0102                   |
| <b>NOS Name</b>            | Employability Skills (60 Hours) |
| <b>Sector</b>              | Cross Sectoral                  |
| <b>Sub-Sector</b>          | Professional Skills             |
| <b>Occupation</b>          | Employability                   |
| <b>NSQF Level</b>          | 4                               |
| <b>Credits</b>             | 2                               |
| <b>Version</b>             | 1.0                             |
| <b>Last Reviewed Date</b>  | 08/05/2025                      |
| <b>Next Review Date</b>    | 08/05/2028                      |
| <b>NSQC Clearance Date</b> | 08/05/2025                      |

## Assessment Guidelines and Assessment Weightage

### Assessment Guidelines

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC.
2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC.
3. Assessment will be conducted for all compulsory NOS, and where applicable, on the selected elective/option NOS/set of NOS.
4. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below).
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on this criterion.
5. To pass the Qualification Pack , every trainee should score a minimum of 70% of aggregate marks to successfully clear the assessment.
6. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack.

## Qualification Pack

### Minimum Aggregate Passing % at QP Level : 70

(Please note: Every Trainee should score a minimum aggregate passing percentage as specified above, to successfully clear the Qualification Pack assessment.)

### Assessment Weightage

Compulsory NOS

| National Occupational Standards                                                                        | Theory Marks | Practical Marks | Project Marks | Viva Marks | Total Marks | Weightage  |
|--------------------------------------------------------------------------------------------------------|--------------|-----------------|---------------|------------|-------------|------------|
| HSS/N3630.Introduction to the Ayush Healthcare System                                                  | 76           | 80              | 40            | 50         | 246         | 30         |
| HSS/N3601.Prerequisites to a panchakarma therapy session                                               | 79           | 80              | 30            | 50         | 239         | 20         |
| HSS/N3602.Pradhan Karma of Panchkarma Therapy                                                          | 50           | 60              | 20            | 15         | 145         | 20         |
| HSS/N3603.Paschat Karma of Panchkarma Therapy                                                          | 69           | 40              | 32            | 20         | 161         | 10         |
| HSS/N3631.Support in day-to-day activity work                                                          | 15           | 10              | 6             | 5          | 36          | 5          |
| HSS/N9617.Maintain a safe, healthy and secure working environment                                      | 20           | -               | 9             | 30         | 59          | 5          |
| HSS/N9618.Follow infection control policies & procedures including biomedical waste disposal protocols | 21           | -               | 13            | 30         | 64          | 5          |
| DGT/VSQ/N0102.Employability Skills (60 Hours)                                                          | 20           | 30              | -             | -          | 50          | 5          |
| <b>Total</b>                                                                                           | <b>350</b>   | <b>300</b>      | <b>150</b>    | <b>200</b> | <b>1000</b> | <b>100</b> |

## Qualification Pack

### Acronyms

|             |                                                 |
|-------------|-------------------------------------------------|
| <b>NOS</b>  | National Occupational Standard(s)               |
| <b>NSQF</b> | National Skills Qualifications Framework        |
| <b>QP</b>   | Qualifications Pack                             |
| <b>TVET</b> | Technical and Vocational Education and Training |

## Qualification Pack

### Glossary

|                                              |                                                                                                                                                                                                                                                                                                  |
|----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Sector</b>                                | Sector is a conglomeration of different business operations having similar business and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.                                                                      |
| <b>Sub-sector</b>                            | Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.                                                                                                                                                                                     |
| <b>Occupation</b>                            | Occupation is a set of job roles, which perform similar/ related set of functions in an industry.                                                                                                                                                                                                |
| <b>Job role</b>                              | Job role defines a unique set of functions that together form a unique employment opportunity in an organisation.                                                                                                                                                                                |
| <b>Occupational Standards (OS)</b>           | OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the Knowledge and Understanding (KU) they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts. |
| <b>Performance Criteria (PC)</b>             | Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task.                                                                                                                                                                    |
| <b>National Occupational Standards (NOS)</b> | NOS are occupational standards which apply uniquely in the Indian context.                                                                                                                                                                                                                       |
| <b>Qualifications Pack (QP)</b>              | QP comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A QP is assigned a unique qualifications pack code.                                                                                                                       |
| <b>Unit Code</b>                             | Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'                                                                                                                                                                                                        |
| <b>Unit Title</b>                            | Unit title gives a clear overall statement about what the incumbent should be able to do.                                                                                                                                                                                                        |
| <b>Description</b>                           | Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.                                                                                                                   |
| <b>Scope</b>                                 | Scope is a set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on quality of performance required.                                                                                            |

## Qualification Pack

|                                         |                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Knowledge and Understanding (KU)</b> | Knowledge and Understanding (KU) are statements which together specify the technical, generic, professional and organisational specific knowledge that an individual needs in order to perform to the required standard.                                                                                                                                               |
| <b>Organisational Context</b>           | Organisational context includes the way the organisation is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.                                                                                                                                                                       |
| <b>Technical Knowledge</b>              | Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities.                                                                                                                                                                                                                                                               |
| <b>Core Skills/ Generic Skills (GS)</b> | Core skills or Generic Skills (GS) are a group of skills that are the key to learning and working in today's world. These skills are typically needed in any work environment in today's world. These skills are typically needed in any work environment. In the context of the OS, these include communication related skills that are applicable to most job roles. |
| <b>Electives</b>                        | Electives are NOS/set of NOS that are identified by the sector as contributive to specialization in a job role. There may be multiple electives within a QP for each specialized job role. Trainees must select at least one elective for the successful completion of a QP with Electives.                                                                            |
| <b>Options</b>                          | Options are NOS/set of NOS that are identified by the sector as additional skills. There may be multiple options within a QP. It is not mandatory to select any of the options to complete a QP with Options.                                                                                                                                                          |