



# Model Curriculum

**QP Name: Panchakarma Assistant**

**QP Code: HSS/Q3603**

**QP Version: 1.0**

**NSQF Level: 3**

**Model Curriculum Version: 1.0**

Healthcare Sector Skill Council || Healthcare Sector Skill Council, 520, DLF Tower A, 5th Floor, Jasola District Centre, New Delhi – 110025

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## Training Parameters

<b>Sector</b>	Healthcare
<b>Sub-Sector</b>	AYUSH
<b>Occupation</b>	Ayurveda Therapy
<b>Country</b>	India
<b>NSQF Level</b>	3
<b>Aligned to NCO/ISCO/ISIC Code</b>	NCO-2015/NIL
<b>Minimum Educational Qualification and Experience</b>	<ul style="list-style-type: none"> <li>• 8th class pass with 1 year of experience or</li> <li>• 8th pass with 1 year ITI or</li> <li>• 10th class pass with no experience or</li> <li>• NSQF level 2 with 1 year experience</li> </ul>
<b>Pre-Requisite License or Training</b>	
<b>Minimum Job Entry Age</b>	16 Years
<b>Last Reviewed On</b>	15/09/2021
<b>Next Review Date</b>	31/03/2025
<b>NSQC Approval Date</b>	31/03/2022
<b>QP Version</b>	1.0
<b>Model Curriculum Creation Date</b>	
<b>Model Curriculum Valid Up to Date</b>	
<b>Model Curriculum Version</b>	1.0
<b>Minimum Duration of the Course</b>	480 Hrs.
<b>Maximum Duration of the Course</b>	480 Hrs.

## Program Overview

This section summarizes the end objectives of the program along with its duration.

### Training Outcomes

At the end of the program, the learner should have acquired the listed knowledge and skills.

- Explain the concept and fundamental principles of Ayurveda.
- Discuss the significance of Ayurveda in Panchakarma procedures.
- Understand about scope of work in the role of a Panchakarma Assistant.
- Demonstrate the skills required for carrying out work including preparation of medicine, patient, equipment, instruments and providing support to the patient before, during and after the procedure.
- Assist the therapist/doctor and other related professionals during the procedure.
- Prepare the work area with required equipment and medicines to ensure the efficiency and effectiveness of the outcome.
- Demonstrate the process of maintaining relevant records.
- Maintain a safe, healthy, and secure working environment.
- Follow biomedical waste disposal and infection control policies and procedures.
- Maintain interpersonal relationships with others.
- Maintain professional and medico-legal conduct in accordance with legislation, protocols and guidelines set up by the relevant authorities.

### Compulsory Modules

The table lists the modules and their duration corresponding to the Compulsory NOS of the QP.

NOS and Module Details	Theory Duration	Practical Duration	On-the-Job Training Duration (Mandatory)	On-the-Job Training Duration (Recommended)	Total Duration
<b>HSS/N3610: Assist in preparing the clients and medicaments for panchakarma procedure as per instructions or prescriptions.</b> <b>NOS Version No. 1.0</b> <b>NSQF level 3</b>	<b>65:00</b>	<b>100:00</b>	<b>00:00</b>	<b>00:00</b>	<b>165:00</b>
Module 1: Introduction to AYUSH Healthcare System	10:00	10:00	00:00	00:00	20:00
Module 2: Basic structure and function of human body	10:00	10:00	00:00	00:00	20:00
Module 3: Roles and responsibilities of Panchakarma Assistant	10:00	10:00	00:00	00:00	20:00

Module 4: Prerequisites to Panchakarma procedure	35:00	70:00	00:00	00:00	105:00
<b>HSS/Q3609: Assist in providing support during panchakarma procedure. NOS Version No. 1.0 NSQF level 3</b>	<b>20:00</b>	<b>30:00</b>	<b>00:00</b>	<b>00:00</b>	<b>50:00</b>
Module 5: Provide support to client and other professionals during procedure	20:00	30:00	00:00	00:00	50:00
<b>HSS/Q3608: Assist in post procedure compliances of panchakarma Session. NOS Version No. 1.0 NSQF level 3</b>	<b>15:00</b>	<b>25:00</b>	<b>00:00</b>	<b>00:00</b>	<b>40:00</b>
Module 6: Post Panchakarma procedure care	15:00	25:00	00:00	00:00	40:00
<b>HSS/N9625: Maintain interpersonal relationships and professional conduct. NOS Version No. 1.0 NSQF level 4</b>	<b>10:00</b>	<b>10:00</b>	<b>00:00</b>	<b>00:00</b>	<b>20:00</b>
<u>Module 7: Maintain interpersonal relationship</u>	05:00	05:00	00:00	00:00	10:00
<u>Module 8: Professional standards of grooming and conduct</u>	05:00	05:00	00:00	00:00	10:00
<b>HSS/N9624: Maintain a safe and secure working environment NOS Version 1.0 NSQF Level 4</b>	<b>05:00</b>	<b>05:00</b>	<b>00:00</b>	<b>00:00</b>	<b>10:00</b>
<u>Module 9: Safety, emergency medical response and first aid</u>	05:00	05:00	00:00	00:00	10:00
<b>HSS/N9622: Follow sanitization and infection control guidelines NOS Version 1.0 NSQF Level 3</b>	<b>05:00</b>	<b>10:00</b>	<b>00:00</b>	<b>00:00</b>	<b>15:00</b>

<a href="#">Module 10: Infection control practices and waste management</a>	05:00	10:00	00:00	00:00	15:00
<b>Total Duration</b>	<b>120:00</b>	<b>180:00</b>	<b>180:00</b>	<b>00:00</b>	<b>480:00</b>

# Module Details

## Module 1: Introduction to AYUSH healthcare systems

Mapped to: HSS/N3610, v1.0

### Terminal Outcomes:

- Describe the basic structure and function of AYUSH healthcare delivery system in India.

<b>Duration:</b> 10:00	<b>Duration:</b> 10:00
<b>Theory – Key Learning Outcomes</b>	<b>Practical – Key Learning Outcomes</b>
<ul style="list-style-type: none"> <li>Describe the AYUSH healthcare system in India at primary, secondary, tertiary level.</li> <li>Distinguish between private, public, and non-profit AYUSH healthcare systems.</li> <li>Discuss in detail about Ayurveda healthcare setup and services involved.</li> <li>List the professionals involved at an Ayurveda healthcare facility along with their scope of work.</li> </ul>	<ul style="list-style-type: none"> <li>Prepare a note on the basic structure and function of AYUSH healthcare delivery system in India.</li> </ul>
<b>Classroom Aids:</b>	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	
<b>Tools, Equipment and Other Requirements</b>	
Visit to AYUSH Hospital for field assignment	

## Module 2: Basic structure and function of human body (Rachana Sharira and Kriya Sharira)

*Mapped to: HSS/N3610, v1.0*

### Terminal Outcomes:

- Demonstrate the knowledge of basic structure and function of the human body.

<b>Duration: 10:00</b>	<b>Duration: 10:00</b>
<b>Theory – Key Learning Outcomes</b>	<b>Practical – Key Learning Outcomes</b>
<ul style="list-style-type: none"> <li>• List down various body parts.</li> <li>• Explain the concept of anatomy (Rachana Sharira).</li> <li>• Explain the concept of physiology (Kriya Sharira).</li> <li>• Explain the concept of six regions. (Shadangatwam) of Sharira.</li> <li>• Discuss in detail about divisions of Sharira.</li> <li>• Explain the concept of homeostasis (Dhātusāmya) in Ayurveda.</li> <li>• Explain the concept of qualities (Guna) and disturbing factors (Dosha).</li> <li>• Describe the plasma (Rasa Dhatu), blood (Rakta Dhatu) and muscles (Mamsa Dhatu).</li> </ul>	<ul style="list-style-type: none"> <li>• Prepare a model of human body parts using waste material depicting different anatomical parts.</li> <li>• Prepare a chart of body parts depicting physiological process of human body system.</li> </ul>
<b>Classroom Aids:</b>	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster, AV Aids for Understanding Human Body Structure and Function	
<b>Tools, Equipment and Other Requirements</b>	
Human Body Skeleton, Charts and Posters on body system	

## Module 3: Roles and responsibilities of Panchakarma Assistant

Mapped to: HSS/N3610, v1.0

### Terminal Outcomes:

- Describe roles and responsibilities of Panchakarma Assistant.

Duration: 10:00	Duration: 10:00
<b>Theory – Key Learning Outcomes</b>	<b>Practical – Key Learning Outcomes</b>
<ul style="list-style-type: none"> <li>Explain the role and responsibilities of a panchakarma assistant.</li> <li>Distinguish between the scope of practice of a panchakarma assistant.</li> <li>Explain the process of preparing a patient for the procedure.</li> <li>Explain about different instruments and equipment's to be used in a role of a panchakarma assistant.</li> <li>Explain the process of record keeping.</li> <li>Explain the purpose of obtaining consent before procedure.</li> <li>Explain the importance of using computers, internet in day-to-day activities related the scope of work.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate effective interaction with other professionals to promote appropriate implementation of services.</li> <li>Create a sample set of documents to record procedure related information of panchakarma procedure.</li> <li>Identify the equipment's required in a role of a panchakarma assistant in a skill lab.</li> </ul>
<b>-Classroom Aids:</b>	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	
<b>Tools, Equipment and Other Requirements</b>	
Document and guidelines with detailed role description and limitations	

## Module 4: Prerequisites to Panchakarma procedure

Mapped to: HSS/N3610, v1.0

### Terminal Outcomes:

- Explain the importance of maintaining correct techniques of positioning and draping during procedure.
- Demonstrate the use of required articles, herbs, and related formulations during procedure.
- Demonstrate the method of preparing panchakarma unit/set up as per the requirement.
- Explain the importance of maintaining record of expired materials/ medicaments.

<b>Duration: 35:00</b>	<b>Duration: 70:00</b>
<b>Theory – Key Learning Outcomes</b>	<b>Practical – Key Learning Outcomes</b>
<ul style="list-style-type: none"> <li>• Explain about the roles of a panchakarma assistant for setting up of a panchakarma unit as per required procedure.</li> <li>• Explain about importance of articles, herbs, and related formulations required for procedure.</li> <li>• Explain the functions and processes of maintaining instruments and equipment used in panchakarma unit.</li> <li>• Discuss the significance of ventilation, and cleanliness in the unit.</li> <li>• Identify limitations or comfort areas of client basis on needs considering factors such as gender, religion, culture, language etc.</li> <li>• Explain about the roles of a panchakarma assistant for preparation of medicaments required for panchakarma session.</li> <li>• Communicate and behave in a professional manner when dealing with client.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate safe work practices during the yoga session.</li> <li>• Demonstrate the calm and relaxed position before starting a yoga session.</li> <li>• Demonstrate various voice modulation for effective sessions based on individual preference.</li> <li>• Demonstrate the correct method of positioning as per panchakarma procedure.</li> <li>• Identify commonly used medicinal plants and herbs in a skill lab like Ocimum Sanctum – Tulsi, Vitex Negundo – five leaved chaste tree, Azadirachta Indica – Neem, Calotropis Gigantea – Arka, Datura metel – Datur, Anethum Graveolens – Dill, Zingiber officianale – Ginger, Curcuma longa – Haldi, Piper Nigrum – Black pepper, Piper longum – Pippali, Cynodon Dactylon – Durv, Sesamum indicum – Til, Oryza Sativa – Sashtik Rice Terminalia Chebula – Harida, Phyllanthus Emblica – Amla, Santalum album – Chandan, Chrysopogon zizanioides.</li> </ul>
<b>Classroom Aids:</b>	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster,	
<b>Tools, Equipment and Other Requirements</b>	
Herbs and medicinal plants like Tulsi, Vitex Negundo, Chandan, Chrysopogon zizanioides, Neem, Calotropis Gigantea etc	

## Module 5: Provide support to client and other professionals during procedure

*Mapped to: HSS/N3609, v1.0*

### Terminal Outcomes:

- Demonstrate the massage procedure like Abhyanga, Shirobhyanga, Udwarthanam, Kati Vasti, and Padabhyanga.

<b>Duration: 20:00</b>	<b>Duration: 30:00</b>
<b>Theory – Key Learning Outcomes</b>	<b>Practical – Key Learning Outcomes</b>
<ul style="list-style-type: none"> <li>• Explain about importance of maintaining cleanliness and orderliness in Panchakarma unit during procedure.</li> <li>• Explain the importance of maintaining client privacy during the procedure.</li> <li>• Explain the significance techniques, pressures, and rhythms during massage procedure.</li> <li>• Explain about three divisions of Shirodhara as per medium/oil used.</li> <li>• Explain the importance of maintaining correct posture during massage process.</li> <li>• Explain about different oils used as per the massage process, its description and uses.</li> <li>• Explain the importance of following correct techniques, pressure, and rhythm during massage procedures.</li> <li>• Explain the importance of maintaining a participant's privacy and confidentiality.</li> <li>• Explain the process of escalating any safety issues to the concerned authority.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate the correct techniques of Abhyanga, Shirobhyanga, Udwarthanam, Kati Vasti, Padabhyanga etc.</li> </ul>
<b>Classroom Aids:</b>	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster	
<b>Tools, Equipment and Other Requirements</b>	
Oils, droni, Shiro Basti Cap, Shirodhara Sweda, Kindi/Kumbhika for pouring oil, Basti Netra Bras etc	

## Module 6: Post panchakarma procedure care

Mapped to: HSS/N3608, v1.0

### Terminal Outcomes:

- Describe Do's and Don'ts after panchakarma procedure.
- Carry out proper records and maintain confidentiality.
- Carry out post procedure activities of panchakarma unit.

<b>Duration:</b> 15:00	<b>Duration:</b> 25:00
<b>Theory – Key Learning Outcomes</b>	<b>Practical – Key Learning Outcomes</b>
<ul style="list-style-type: none"> <li>• Explain the procedure to clean the client body after procedure.</li> <li>• Enlist post dos and don'ts of related panchakarma session as per prescriptions/orders.</li> <li>• Explain the process of cleaning/ disinfection/ sterilization of panchakarma set up and equipment.</li> <li>• Explain the process of maintaining client's records and confidentiality.</li> <li>• Explain the process of maintaining records of consumables and non-consumables items like sheets, towels, napkins etc.</li> <li>• Explain about safety measures of crude medicine from moist, water, fire, rodents, insects, and mites etc.</li> <li>• Explain the process of report any malfunction, damage, shortage of stock, missing item, or sub-optimal performance to appropriate authority.</li> </ul>	<ul style="list-style-type: none"> <li>• Prepare panchakarma unit for next procedure as per organizational policies.</li> <li>• Demonstrate the process of packing and storing equipment, materials, and consumables.</li> <li>• Demonstrate the process of Sterilization of instruments and procedure room.</li> <li>• Prepare a checklist of equipments, materials and consumables for storage practices.</li> </ul>
<b>Classroom Aids:</b>	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster, B	
<b>Tools, Equipment and Other Requirements</b>	
Linen, sheets, towel, napkins, gloves, mask, cleaning agents, disinfectants, water, sample formats of reports and records	

## Module 7: Maintain interpersonal relationship

Mapped to: HSS/N9625, v1.0

### Terminal Outcomes:

- Communicate effectively with participants.
- Organize and prioritize work to complete assignments on time.
- Adhere to organizational code of conduct while handling conflicts.

Duration: 05:00	Duration: 05:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> <li>• Discuss the importance of effective communication with participants, relatives, and colleagues without using jargons and colloquial terms.</li> <li>• Describe the attributes of a team player.</li> <li>• Discuss about confidentiality and privacy practices related to participant’s information.</li> <li>• Discuss the importance of teamwork.</li> <li>• Define rapidly changing situations.</li> <li>• Discuss about the importance of following rules and policies of organization for maintaining code of conduct and scope of work.</li> </ul>	<ul style="list-style-type: none"> <li>• Apply guidelines related to usage of technical terms to ensure effective communication.</li> <li>• Apply time management skills during daily activities.</li> <li>• Demonstrate the use of reading and writing skills during written communication.</li> <li>• Demonstrate problem solving and decision-making skills in different situations.</li> <li>• Demonstrate skills of teamwork and work prioritization in different team activities.</li> <li>• Apply effective participant-centric approach while delivering services.</li> <li>• Apply the analytical skills to complete the reports with the information gathered from observation, experience, reasoning, or communication.</li> </ul>
<b>Classroom Aids:</b>	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster.	
<b>Tools, Equipment and Other Requirements</b>	
Case studies and demonstrative videos on teamwork, group dynamics	

## Module 8: Professional standards of grooming and conduct

Mapped to: HSS/N9625, v1.0

### Terminal Outcomes:

- Display appropriate professional appearance for the workplace.
- Display helpful behaviour by assisting others in performing tasks in a positive manner, where required and possible.

<b>Duration: 05:00</b>	<b>Duration: 05:00</b>
<b>Theory – Key Learning Outcomes</b>	<b>Practical – Key Learning Outcomes</b>
<ul style="list-style-type: none"> <li>• Explain the importance of professional appearance: clean uniform, neat and combed hair, polished footwear, well-manicured nails, etc.</li> <li>• Explain about importance of wearing masks and head gear in sensitive areas.</li> <li>• Explain the steps of hand washing.</li> <li>• Consult with and assist others to maximize effectiveness and efficiency in carrying out tasks.</li> <li>• Demonstrate responsible and disciplined behaviour at the workplace.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate hand washing technique.</li> <li>• List various Personal Protective Equipment's (PPE).</li> </ul>
<b>Classroom Aids:</b>	
Charts, Models, Video presentation, Flip Chart, White-Board/Smart Board, Marker, Duster.	
<b>Tools, Equipment and Other Requirements</b>	
PPE, Sink, Liquid Soap, Hand washing Poster, Paper Towel	

## Module 9: Safety, emergency medical response and first aid

Mapped to: HSS/N9624, v1.0

### Terminal Outcomes:

- Perform Basic Life Support or basic first aid in medical emergency situations, as and when required.
- Respond to institutional emergencies appropriately.

<b>Duration:</b> 05:00	<b>Duration:</b> 05:00
<b>Theory – Key Learning Outcomes</b>	<b>Practical – Key Learning Outcomes</b>
<ul style="list-style-type: none"> <li>• Explain the basics of first aid.</li> <li>• List the precautions to be taken for personal safety.</li> <li>• Discuss how to perform Basic Life Support (BLS).</li> <li>• Explain the use of protective devices such as restraints and safety devices.</li> <li>• Identify precautions to be taken for self-safety.</li> <li>• Explain about disaster management techniques to deal with institutional emergencies.</li> <li>• Discuss about the escalation matrix for referral and management of common emergencies.</li> </ul>	<ul style="list-style-type: none"> <li>• Create a chart depicting different types of protective devices such as restraints and safety devices.</li> <li>• Create a flow chart depicting common emergency situations and its referral mechanism.</li> </ul>
<b>Classroom Aids:</b>	
Charts, Models, Video presentation, Flip Chart, Whiteboard/Smart Board, Marker, Duster.	
<b>Tools, Equipment and Other Requirements</b>	
Crash cart trolley, first aid box, CPR nursing manikin, Ambu bag with mask adult, torch, physical restraints, fire extinguisher	

## Module 10: Infection control practices and waste management

Mapped to: HSS/N9622, v1.0

### Terminal Outcomes:

- Apply self-hygiene and social distancing practices and follow infection control guidelines.
- Demonstrate correct waste disposal methods as per guidelines and regulations

Duration: 05:00	Duration: 10:00
Theory – Key Learning Outcomes	Practical – Key Learning Outcomes
<ul style="list-style-type: none"> <li>• Discuss the concept of disease outbreak, epidemics, and pandemics and their impact on society at large.</li> <li>• Explain the significance of following prescribed rules and guidelines during an epidemic or a pandemic.</li> <li>• Differentiate between self-quarantine and self-isolation and their significance.</li> <li>• Discuss the significance of social distancing and alternate ways of carrying out everyday tasks (use of e-payment gateways/online learning/virtual meetings, etc.) during a pandemic.</li> <li>• Discuss the significance of conforming to basic personal and workplace hygiene practices such as washing hands, using alcohol-based hand sanitizers, examining office supplies/deliveries and their sanitization, etc.</li> <li>• List various surfaces that may serve as potential fomites at workplace.</li> <li>• Identify PPE to be used at workplace and the process of donning, doffing, and discarding them.</li> <li>• Discuss the importance and process of identifying and reporting symptoms to the concerned authorities.</li> <li>• Discuss organizational hygiene and sanitation guidelines and ways of following them and reporting breaches/gaps if any.</li> <li>• Explain the importance and mechanism of proper and safe disposal, transportation, and treatment of waste.</li> </ul>	<ul style="list-style-type: none"> <li>• Show how to sanitize and disinfect one's work area regularly.</li> <li>• Demonstrate the correct way of washing hands using soap and water, and alcohol-based hand rubs.</li> <li>• Display the correct way of donning, doffing and discarding PPE such as face masks, hand gloves, face shields, PPE suits, etc.</li> <li>• Demonstrate appropriate social and behavioural etiquette (greeting and meeting people, spitting/coughing/sneezing, etc.).</li> <li>• Prepare a list of relevant hotline/emergency numbers.</li> <li>• Select different types of waste and various types of colour coded bins/containers used for disposal of waste.</li> </ul>

- Discuss the ways of dealing with stress and anxiety during a disease outbreak.

**Classroom Aids:**

Charts, Models, Video presentation, Flip Chart, Whiteboard/Smart Board, Marker, Duster.

**Tools, Equipment and Other Requirements**

Different coded color bins, chart for color coding of bins

**Mandatory Duration: 200:00**

**Module Name: On-the-Job Training**

**Location: On Site**

**Terminal Outcomes**

- Demonstrate activities to be performed by Panchakarma Assistant.
- Demonstrate the skills required for carrying out work including preparation of medicine, patient, equipment, instruments and providing support to the patient before, during and after the procedure.
- Demonstrate the process of packing and storing equipment, materials, and consumables.
- Demonstrate the process of Sterilization of instruments and procedure room.
- Prepare a checklist of equipments, materials and consumables for storage practices.
- Demonstrate the correct techniques of Abhyanga, Shirobhyanga, Udwarthanam, Kati Vasti, Padabhyanga etc.
- Assist the therapist/doctor and other related professionals during the procedure.
- Prepare the work area with required equipment and medicines to ensure the efficiency and effectiveness of the outcome.
- Demonstrate the process of maintaining relevant records.
- Demonstrate strong interpersonal skills, emotional intelligence, and self-awareness.
- Demonstrate the process of donning and doffing of Personal Protective Equipment (PPE).
- Demonstrate handling of biomedical waste from its segregation in different coloured dustbin as per the local biomedical waste management protocol to record entry of inventory of materials purchase for waste disposal.

## Annexure

### Trainer Requirements

Trainer Prerequisites						
Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training Experience		Remarks
		Years	Specialization	Years	Specialization	
M.D.	Panchakarma/ Kayachikista	1				
B.A.M.S.		5				

Trainer Certification	
Domain Certification	Platform Certification
Certified for Job Role: "Panchakarma Assistant" mapped to the Qualification Pack: "HSS/Q3603 v1.0" with minimum score of 80%.	Recommended that the Trainer is certified for the Job Role: "Trainer", mapped to the Qualification Pack: "MEP/Q2601 v1.0" with minimum score of 80%.

## Assessor Requirements

Assessor Prerequisites						
Minimum Educational Qualification	Specialization	Relevant Industry Experience		Training/Assessment Experience		Remarks
		Years	Specialization	Years	Specialization	
M.D.	Panchakarma/ Kayachikista	3				
B.A.M.S.		7				

Assessor Certification	
Domain Certification	Platform Certification
Certified for Job Role: “Panchakarma Assistant” mapped to the Qualification Pack: “HSS/Q3603 v1.0” with minimum score of 80%.	Recommended that the Assessor is certified for the Job Role: “Assessor”, mapped to the Qualification Pack: “MEP/Q2701 v1.0” with minimum score of 80%.

## Assessment Strategy

The emphasis is on 'learning-by-doing' and practical demonstration of skills and knowledge based on the performance criteria. Accordingly, assessment criteria for each job role is set and made available in qualification pack.

The assessment papers for both theory and practical would be developed by Subject Matter Experts (SME) hired by Healthcare Sector Skill Council or with the HSSC accredited Assessment Agency as per the assessment criteria mentioned in the Qualification Pack. The assessments papers would also be checked for the various outcome-based parameters such as quality, time taken, precision, tools and equipment requirement etc.

Each NOS in the Qualification Pack (QP) is assigned a relative weightage for assessment based on the criticality of the NOS. Therein each Element/Performance Criteria in the NOS is assigned marks on relative importance, criticality of function and training infrastructure.

The following tools would be used for final assessment:

**1. Practical Assessment:** This comprises of a creation of mock environment in the skill lab which is equipped with all equipment required for the qualification pack.

Candidate's soft skills, communication, aptitude, safety consciousness, quality consciousness etc. is ascertained by observation and marked in observation checklist. The outcome is measured against the specified dimensions and standards to gauge the level of their skill achievements.

**2. Viva/Structured Interview:** This tool is used to assess the conceptual understanding and the behavioral aspects with regard to the job role and the specific task at hand. It also includes questions on safety, quality, environment, and equipment etc.

**3. Written Test:** Question paper consisting of 100 MCQs (Hard:40, Medium:30 and Easy: 30) with questions from each element of each NOS. The written assessment paper is comprised of following types of questions:

- i. True / False Statements
- ii. Multiple Choice Questions
- iii. Matching Type Questions.
- iv. Fill in the blanks.
- v. Scenario based Questions.
- vi. Identification Questions

### QA Regarding Assessors:

Assessors are selected as per the "eligibility criteria" laid down by HSSC for assessing each job role. The assessors selected by Assessment Agencies are scrutinized and made to undergo training and introduction to HSSC Assessment Framework, competency based assessments, assessors guide etc. HSSC conducts "Training of Assessors" program from time to time for each job role and sensitize assessors regarding assessment process and strategy which is outlined on following mandatory parameters:

- 1) Guidance regarding NSQF
- 2) Qualification Pack Structure
- 3) Guidance for the assessor to conduct theory, practical and viva assessments
- 4) Guidance for trainees to be given by assessor before the start of the assessments.
- 5) Guidance on assessments process, practical brief with steps of operations practical observation checklist and mark sheet
- 6) Viva guidance for uniformity and consistency across the batch.
- 7) Mock assessments
- 8) Sample question paper and practical demonstration

## References

## 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>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.

## Acronyms and Abbreviations

<b>NOS</b>	National Occupational Standard(s)
<b>NSQF</b>	National Skills Qualifications Framework
<b>QP</b>	Qualifications Pack
<b>PPE</b>	Personal Protective Equipment
<b>SOP</b>	Standard Operating Procedure
<b>CPR</b>	Cardio Pulmonary Resuscitation