

QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR GEMS & JEWELLERY INDUSTRY

What are Occupational Standards(OS)?

- OS describe what individuals need to do, know and understand in order to carry out a particular job role or function
- OS are performance standards that individuals must achieve when carrying out functions in the workplace, together with specifications of the underpinning knowledge and understanding

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Introduction

Qualifications Pack- Supervisor-Gemstone Shaping

SECTOR: GEMS & JEWELLERY

SUB-SECTOR: Gemstone Processing

OCCUPATION: Pre-forming/ Pre-shaping

REFERENCE ID: G&J/Q6601

ALIGNED TO: NCO-2004/ NIL

Gemstone Shaping Supervisor: The Shaping Supervisor is in-charge of running the day-to-day work flow and processes of the pre-forming or pre-shaping and final shaping departments.

Brief Job Description: The individual allocates work to subordinates workers, trains and educates them, instructs about the job to be performed on daily basis, checks quality of output, manages departmental accounts, manages team and systems, and interacts with other departments in order to produce lots of pre-formed or pre-shaped gemstones as per customer's requirement and delivers on time.

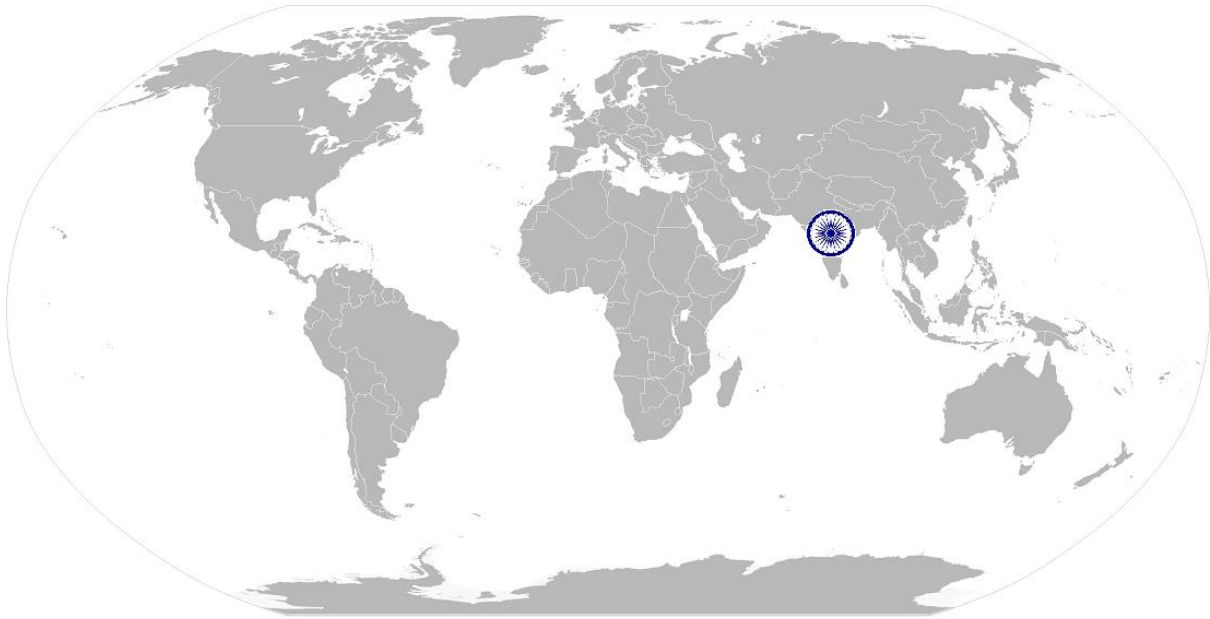
Personal Attributes: The job requires the individual to have: attention to details; good eyesight; ability to manage a process driven team and for long hours in sitting position with a lot of patience and in a high-decibel machine-generated noise environment. The individual must have ability to manage team.

Job Details

Qualifications Pack Code	G&J/Q6601		
Job Role	Supervisor – Gemstone Shaping		
Credits(NSQF)	TBD	Version number	1.0
Sector	Gems & Jewellery	Drafted on	08/08/13
Sub-sector	Gemstone Processing	Last reviewed on	13/08/14
Occupation	Gemstone Pre-forming/ Pre-shaping	Next review date	12/08/15

Job Role	Supervisor - Gemstone Shaping
Role Description	Managing the process of grinding the rough cut gemstone into a pre-shaped and then final shaped stone for further faceting and polishing
NSQF level	5
Minimum Educational Qualifications	Minimum: 10 th Standard passed
Maximum Educational Qualifications	
Training	Pre-forming or pre-shaping
Experience	3 years minimum in gemstone processing
Applicable National Occupational Standards (NOS)	<p>Compulsory:</p> <ol style="list-style-type: none"> G&J/N6605 Supervise doping, pre-shaping & final shaping G&J/N9920 Maintain IPR at work G&J/N9922 Interact with colleagues G&J/N9924 Maintain safety at work <p>Optional: Not applicable</p>
Performance Criteria	As described in the relevant OS units

National Occupational Standard



Overview

This unit is about supervising the doping, pre-shaping and final shaping activities by instructing, educating and training in order to achieve the planned outcome for the different lots of gemstones allocated in terms of quality, grade, stone loss permitted and customer's requirement. Dissemination of information and knowledge, management of work flow and team are important aspects of this job role.

G&J/N6605

Supervise gemstone doping, pre-shaping and final shaping

National Occupational Standard

Unit Code	G&J/N6605
Unit Title (Task)	Supervise doping, pre-forming or pre-shaping and final shaping
Description	This OS unit is about supervising and managing the work flow, teamwork, quality of output and productivity of pre-shaping and final shaping functions
Scope	<p>This unit/task covers the following:</p> <ul style="list-style-type: none"> • Deliver the bag of gemstones to pre-former or pre-shaper and final shaper • Describe the doping requirement to dooper • Describe the pre-shaping and final shaping requirement to the pre-shaper and final shaper, respectively • Receive shaped stone and conduct quality check • Manage accounts of stones • Handle or report problems related to: • Interact with Operations Manager, dooper, pre-shaper, facet maker, polisher and other departments
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Allocating work	<p>To be competent, the user/ individual on the job must be able to:</p> <p>PC1. match the stone type, weight and number as mentioned on the bag and handover to pre-shaper and final shaper</p> <p>PC2. allocate work to dooper, pre-shaper and final shaper according to their work load and level of expertise, e.g., type of stones handled in the past, size and weight of stone</p> <p>PC3. instruct about the delivery time, tools and machines, and consumables to be used and quality requirements</p> <p>PC4. educate about a new plan, shape or cut and demonstrate if required</p> <p>PC5. explain the hazards involved and precautions to be taken to avoid accidents</p> <p>PC6. instruct about the sequence of side, angle and alignment of doping</p> <p>PC7. remind about secure doping and type of dop to be used, e.g., wood or metal</p> <p>PC8. remind about doping heat sensitive stones, e.g., Tanzanite</p> <p>PC9. explain the permitted level of stone loss and precautions to be taken so that there is no damage the stone</p> <p>PC10. describe the final outcome as desired by the customer or as per plan</p> <p>PC11. educate about the stone type such as soft or hard, transparent or translucent or opaque and the appropriate pre-shaping and final shaping requirement, e.g., bead, cabochon or faceting</p> <p>PC12. explain the faceting requirements as per plan such as how many facets and shape of facet to be created, e.g., round brilliant, marquise, square, princess oval, heart, baguette, emerald, briolette, pear, trilliant, octagon</p> <p>PC13. instruct on type of machine to be used</p>

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	<p>PC14. explain the type of powdered lap to be used, e.g., diamond lap for hard stone, steel for soft</p> <p>PC15. remind about levelling of scaife for vibration-free faceting, use of water jet for cooling the stone, and pressure to be applied to the stone based on hardness</p> <p>PC16. remind about any stone that changes colour on too much shaping, e.g., Garnet; or Opal which is to be polished without the use of water</p> <p>PC17. explain the permitted level of stone loss and precautions to be taken so that there is no damage the stone</p> <p>PC18. describe the final outcome as desired by the customer or as per plan</p> <p>PC19. accurately assess worker’s capabilities and work load in order to distribute work for maximum productivity</p> <p>PC20. accurately read and describe job at hand to worker</p> <p>PC21. instruct about precautions to be taken to deliver the job at hand as planned</p> <p>PC22. clearly define delivery schedule and work output requirements</p> <p>PC23. anticipate and alert about any disruptions and worker’s capabilities</p>
<p>Receiving shaped stones and managing account</p>	<p>To be competent, the user/ individual on the job must be able to:</p> <p>PC24. receive pre-formed or pre-shaped stone and final shaped</p> <p>PC25. receive any damaged stone from dooper or pre-shaper or final shaper</p> <p>PC26. perform quality check – of all stones in a lot or sample from a lot depending on the type of stone, e.g., precious or semi-precious and as per company policy – based on: calibration, weight loss, colour, cut and shape as per plan</p> <p>PC27. match the stone type, weight and number of stones received against those handed over to dooper, pre-shaper and final shaper</p> <p>PC28. count and send rejects back to dooper and pre-shaper or final shaper for rework</p> <p>PC29. count and bag all quality checked stones of the lot and document on job sheet</p> <p>PC30. return bagged QC okayed damaged stones to Operations Manager</p>
<p>Achieving productivity</p>	<p>To be competent, the user/ individual on the job must be able to:</p> <p>PC31. deliver the number and carats of stones faceted per day against target given</p> <p>PC32. achieve maximum number of QC okayed stones that pass final QC</p> <p>PC33. achieve required grade of stone delivered</p> <p>PC34. maintain stone loss as per company’s prescribed limit</p> <p>PC35. complete work as per customer’s satisfaction</p>
<p>Handling problems</p>	<p>To be competent, the user/ individual on the job must be able to:</p> <p>PC36. report machine failure</p> <p>PC37. identify and fulfil shortage of dops, powder and laps</p> <p>PC38. assess and address workforce shortage</p> <p>PC39. identify and address reasons for anticipated delays that may adversely affect delivery</p> <p>PC40. resolve problems related to machine, tools and consumable to deliver on time</p> <p>PC41. resolve problems related to workers and their productivity</p> <p>PC42. encourage and motivate workers to achieve higher productivity</p>
<p>Interactions with co-workers and superior</p>	<p>To be competent, the user/ individual on the job must be able to:</p> <p>PC43. receive instructions and job sheet from Operations Manager about deliverables and work flow</p>

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Supervise gemstone doping, pre-shaping and final shaping

	<p>PC44. distribute work to dooper, pre-shaper and final shaper</p> <p>PC45. interact with Operations Manager to arrange for tools, machines, work space, consumables and other facilities for the workers</p> <p>PC46. discuss with co-workers in other relevant department any practical difficulties that may arise in pre-shaping, such as practicality of plan to be discussed with rough-assorter or the cut of stone with rough-cutter</p> <p>PC47. give feedback to pre-shaper or final shaper or other department on handling of particular stone or order</p> <p>PC48. receive instructions on final quality check and grading from Final QC department and passing them to dooper, pre-shaper or final shaper</p>
<p>Knowledge and Understanding (K)</p>	
<p>A. Organizational Context</p>	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. company's policies on: acceptable limits of stone loss, incentives, delivery standards, safety and hazards, integrity and IPR, and personnel management</p> <p>KA2. work flow involved in gemstone processing of company</p> <p>KA3. management of worker, quality and productivity</p> <p>KA4. conflict resolution and problem solving</p> <p>KA5. performance appraisal procedure and standards</p> <p>KA6. reporting structure</p>
<p>B. Technical Knowledge</p>	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. gemmology and properties of different types of stones</p> <p>KB2. grading standards of gemstones</p> <p>KB3. calibration of gemstones pre-shaped or final shaped</p> <p>KB4. different types of stones such as precious, semi-precious, synthetic</p> <p>KB5. market value of stone to understand the rationale for different acceptable levels of stone loss</p> <p>KB6. origin of the stone, i.e., which mine, particularly, precious stones to read the softness/ hardness as developed from precedence of use</p> <p>KB7. different types of shapes and facets possible for different gemstones and the number of steps shaping</p> <p>KB8. processes of doping, shaping, faceting and polishing of gemstones</p> <p>KB9. accounting of stones and documentation</p> <p>KB10. market trends and customer requirements</p> <p>KB11. team management</p>
<p>Skills (S) [Optional]</p>	
<p>A. Core Skills/ Generic Skills</p>	<p>Reading and writing skills</p> <p>The user/ individual on the job needs to know and understand how to:</p> <p>SA1. read about different types of gemstones and their properties</p> <p>SA2. read height, weight, dimensions of the stones as given on job sheets</p> <p>SA3. document work flow, quality standards and outcomes as per company policy</p> <p>SA4. read company rules and compliance documents required to complete the work</p> <p>Calculation and geometry skills</p>

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Supervise gemstone doping, pre-shaping and final shaping

	<p>The user/individual on the job needs to know and understand how to:</p> <p>SA5. assess the angle indexing required</p> <p>SA6. read symmetry requirements of stones as per job sheet</p> <p>SA7. calculate stone loss at every step of processing in order to achieve losses within acceptable limits</p>
	<p>Team management</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SA8. distribute work equitably and according to seniority and experience of worker</p> <p>SA9. encourage workers to share workload and deliver on time</p> <p>SA10. assess worker requirements in terms of training, tools, machinery, workspace and other facilities</p> <p>SA11. appraise based on company's standards and workers' performance</p> <p>SA12. encourage workers to multitask and work on different types of gemstones</p>
B. Professional Skills	<p>Reading the design or plan for the stone</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. explain the plan or design on paper so that worker can convert shape on paper into shape on gemstone</p> <p>SB2. spot difficulties with respect to practicality of plan</p> <p>SB3. check quality of shaped stone as per plan and allocate appropriate type of rework</p>
	<p>Using tools and machines</p>
	<p>The user/individual on the job needs to know and understand how:</p> <p>SB4. the pre-shaping and final-shaping mills work</p> <p>SB5. different types of tools and machines are used for shaping at different stages and what precautions are required in operating them in terms of desired outcome and safety</p> <p>SB6. many different types of laps are available in terms of material such as diamond or steel or the grits</p> <p>SB7. to work in a safe environment, i.e., without injuries</p>
	<p>Reducing stone loss</p>
	<p>The user/individual on the job needs to know and understand how:</p> <p>SB8. to report stone losses via documentation as per company policy</p> <p>SB9. to minimise stone loss below the prescribed limits</p> <p>SB10. to report any incidents of high stone loss</p> <p>SB11. to follow company's policies on stone fragments</p> <p>SB12. to suggest improvements in order to reduce stone loss limits</p>
	<p>Communication skills</p>
	<p>The user/individual on the job needs to know and understand how to communicate effectively in order to:</p> <p>SB13. give appropriate instructions and feedback to different levels of workers under</p>

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	<p>supervision</p> <p>SB14. educate about safety and work hazards</p> <p>SB15. train on stone loss, productivity and correct steps to follow on the job</p> <p>SB16. inform about IPR issues pertaining to the company and detecting violations</p> <p>SB17. resolve inter-personal conflicts between workers and co-workers</p>
	<p>Reflective thinking</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB18. improve work processes for greater productivity</p> <p>SB19. improve grading of output</p>
	<p>Critical thinking</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB20. spot process disruption and reasons for delay</p> <p>SB21. arrange for tools, machines and consumables in time</p>

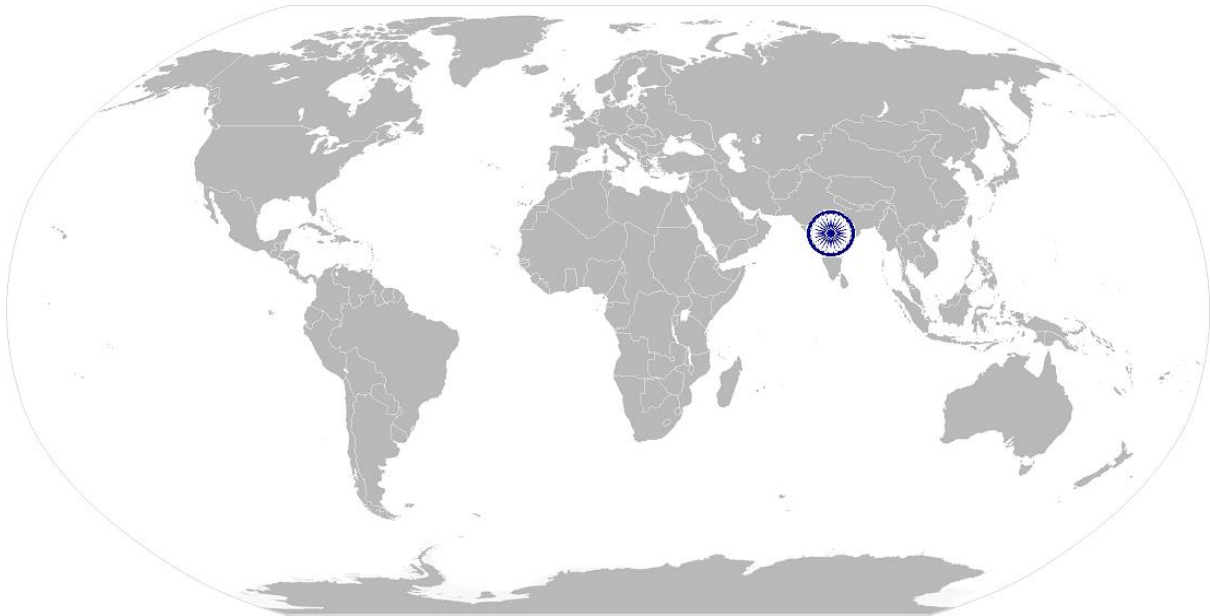
G&J/N6605

Supervise gemstone doping, pre-shaping and final shaping

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NOS Code	G&J/N6605		
Credits(NSQF)	TBD	Version number	1.0
Industry	Gems & Jewellery	Drafted on	08/08/13
Industry Sub-sector	Gemstone Processing	Last reviewed on	13/08/14
		Next review date	12/08/15

National Occupational Standard



Overview

This unit is about respecting intellectual property rights of the company's products and designs.

G&J/N9920

Maintain IPR at work

National Occupational Standard

Unit Code	G&J/N9920
Unit Title (Task)	Maintain IPR at work
Description	This OS unit is about protecting company's Intellectual Property Rights
Scope	This unit/task covers the following: <ul style="list-style-type: none"> Protect company's Intellectual Property Rights (IPR)
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Maintaining IPR	To be competent, the user/individual on the job must: <ul style="list-style-type: none"> PC1. prevent leak of new designs/ plans to competitors by reporting on time PC2. be aware of any of company's product, process or design patents PC3. report IPR violations observed in the market, to supervisor or company heads PC4. be aware of patents and IPR PC5. not be involved in IPR violations
Knowledge and Understanding (K)	
A. Organizational Context	The user/individual on the job needs to know and understand: <ul style="list-style-type: none"> KA1. company's policies on: integrity, IPR and personnel management KA2. work flow involved in gemstone processing of company KA3. importance of the individual's role in the organisation KA4. reporting structure
B. Technical Knowledge	The user/individual on the job needs to know and understand: <ul style="list-style-type: none"> KB1. patents and IPR laws KB2. how IPR protection is important for competitiveness of a company KB3. market trends
Skills (S) [Optional]	
C. Core Skills/ Generic Skills	Communication skills
	The user/ individual on the job needs to know and understand how to: <ul style="list-style-type: none"> SA1. effectively communicate any observed IPR violations or order leaks
D. Professional Skills	Decision making
	The user/individual on the job needs to know and understand: <ul style="list-style-type: none"> SB1. when and how to report potential sources of violations
	Reflective thinking
	The user/individual on the job needs to know and understand how to: <ul style="list-style-type: none"> SB2. learn from past mistakes and report IPR violations on time
	Critical thinking
	The user/individual on the job needs to know and understand how to: <ul style="list-style-type: none"> SB3. spot signs of violations and alert authorities in time

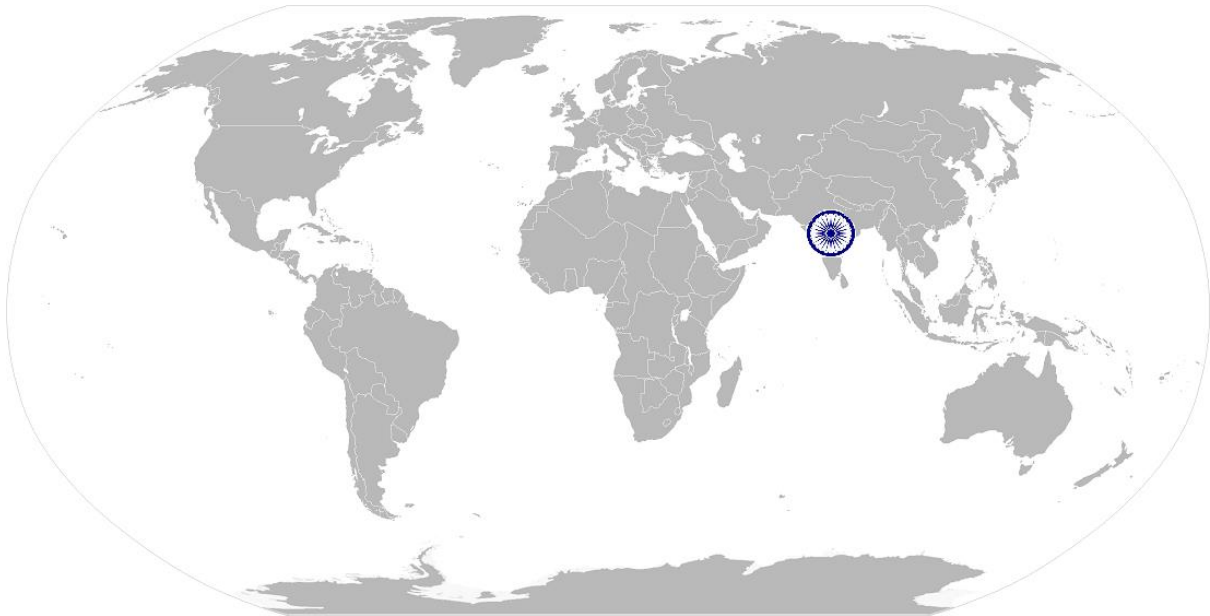
G&J/N9920

Maintain IPR at work

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Industry	Gems & Jewellery	Drafted on	08/08/13
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Overview

This unit is about team work and level of communication with colleagues or clients. It determines the ability to work as a team member, share work and multi-task in order to achieve the required deliverables on schedule.

G&J/N9922

Interact with colleagues

National Occupational Standard

Unit Code	G&J/N9922
Unit Title (Task)	Coordinate with colleagues and seniors
Description	This OS unit is about communicating with colleagues and seniors in order to achieve smooth and hazard-free work flow
Scope	<p>This unit/task covers the following:</p> <ul style="list-style-type: none"> • Interact with superior • Interact with colleagues within and outside the department
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Interaction with superior	<p>To be competent, the user/ individual on the job must be able to:</p> <p>PC1. receive work instructions and raw materials from reporting superior</p> <p>PC2. communicate to reporting superior about process-flow improvements, product defects received from previous process, repairs and maintenance of tools and machinery as required</p> <p>PC3. communicate any potential hazards or expected process disruptions</p> <p>PC4. handover completed work to superior</p> <p>PC5. understand the work output requirements</p> <p>PC6. comply with company policy and rule</p> <p>PC7. deliver quality work on time as required by reporting any anticipated reasons for delays</p>
Interactions with colleagues and other departments	<p>To be competent, the user/ individual on the job must be able to:</p> <p>PC8. work as a team with colleagues and share work as per their or own work load and skills</p> <p>PC9. work with colleagues of other departments</p> <p>PC10. communicate and discuss work flow related difficulties in order to find solutions with mutual agreement</p> <p>PC11. receive feedback and rework in order to complete work on time</p> <p>PC12. put team over individual goals</p> <p>PC13. resolve conflicts and multi-task</p>
Knowledge and Understanding (K)	
A. Organizational Context	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. company's policies on personnel management</p> <p>KA2. work flow involved in gemstone processing of company</p> <p>KA3. importance of the individual's role in the workflow</p> <p>KA4. reporting structure</p>

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Interact with colleagues

<p>B. Technical Knowledge</p>	<p>The user/individual on the job needs to know and understand how to:</p> <p>KB1. communicate effectively KB2. build team coordination</p>
<p>Skills (S) [Optional]</p>	
<p>A. Core Skills/ Generic Skills</p>	<p>Teamwork and multitasking</p> <p>The individual on the job needs to know and understand:</p> <p>SA1. importance of sharing work load as required SA2. significance of delivering product to next work process on time</p>
<p>B. Professional Skills</p>	<p>Decision making</p> <p>The individual on the job needs to know and understand:</p> <p>SB1. potential areas of disruptions to work process and report the same SB2. when to report to supervisor and when to deal with a colleague individually, depending on the type of concern</p> <p>Reflective thinking</p> <p>The individual on the job needs to know and understand how to:</p> <p>SB3. improve work processes by working with others</p> <p>Critical thinking</p> <p>The individual on the job needs know and understand how to:</p> <p>SB4. spot process disruptions and delays due to unavailability of workers</p>

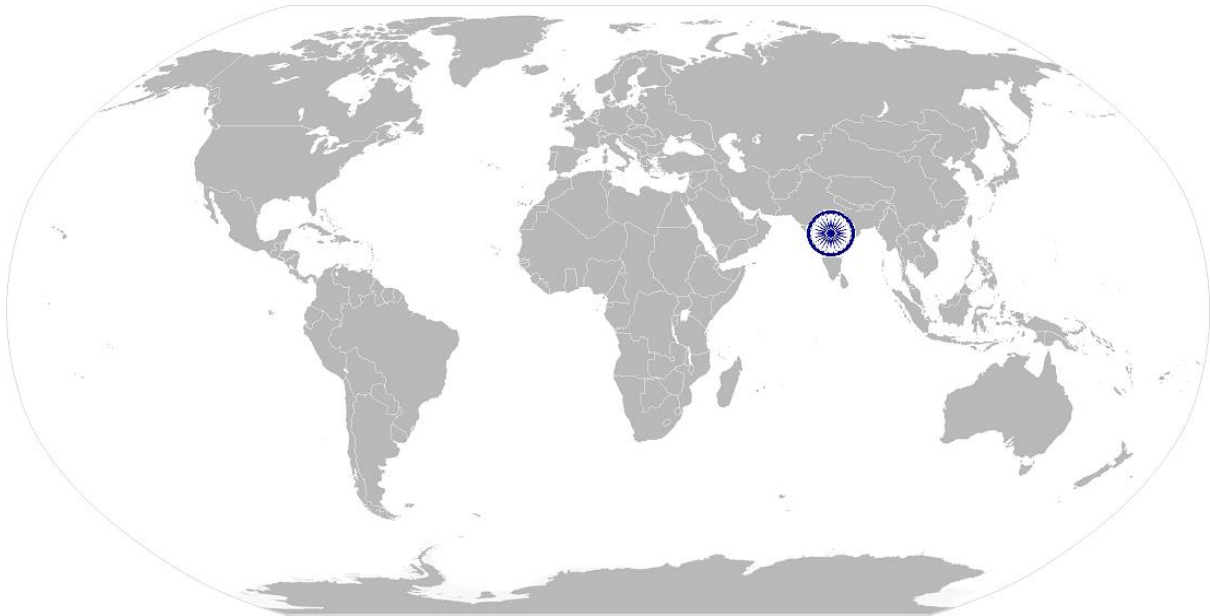
G&J/N9922

Interact with colleagues

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Overview

This unit is about commitment towards reporting potential hazards, taking preventive measures to contain accidents in order to make the work environment safe for self and colleagues and maintaining a clean working environment.

G&J/N9924

Maintain safety at work

National Occupational Standard

Unit Code	G&J/N9924
Unit Title (Task)	Maintain safety at work
Description	This OS unit is about being aware of, communicating and taking steps towards minimizing potential hazards and dangers of accidents on the job and maintaining a clean work environment
Scope	<p>This unit/task covers the following:</p> <ul style="list-style-type: none"> • Understand potential sources of accidents • Use safety gear to avoid accidents • Keep the work environment clean and organised • Communicate to reporting supervisor
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Communicating potential accident points	<p>To be competent, the user/individual on the job must:</p> <p>PC1. to avoid accidents related to use of potentially dangerous chemicals, sharp tools, hazards from machines such as laser sawyer, heating lamps, rotating scaife and lap</p> <p>PC2. spot and report potential hazards on time</p> <p>PC3. follow company policy and rules regarding use of hazardous materials</p> <p>PC4. deliver quality work on time as required by reporting any anticipated reasons for delays</p> <p>PC5. Follow process flow improvements that can reduce anticipated or repetitive hazards</p> <p>PC6. report about mishandling of tools, machines or hazardous materials</p> <p>PC7. inform about electrical problems that could result in accident</p>
Using safety gear	<p>To be competent, the user/individual on the job must:</p> <p>PC8. wear safety gear such as goggles, mask, gloves, ear plugs</p> <p>PC9. use or wear safety gear as per the rules of the company</p>
Cleanliness and hygiene	<p>To be competent, the user/individual on the job must:</p> <p>PC10. keep the work station, machine, tools clean</p> <p>PC11. keep all the tools in an organised manner</p> <p>PC12. not litter or spit on work premises</p> <p>PC13. clean the work station</p> <p>PC14. organise tools and equipment in use</p>

G&J/N9924

Maintain safety at work

Knowledge and Understanding (K)	
A. Organizational Context	The user/individual on the job needs to know and understand: KA1. company's policies on: stone collection, safety and hazards and personnel management KA2. work flow involved in gemstone processing of company KA3. importance of the individual's role in the workflow KA4. reporting structure
B. Technical Knowledge	The user/individual on the job needs to know and understand: KB1. how different chemicals react and the danger involved KB2. how to use machines and tools without suffering bodily harm
Skills (S) [Optional]	
A. Core Skills/ Generic Skills	Communication skills
	The individual on the job needs to know and understand how to: SA1. effectively communicate the danger
	Organising skills
	The individual on the job needs to know and understand how to: SA2. keep all the tools in an organised manner so as to find them quickly SA3. keep the work environment clean
B. Professional Skills	Decision making
	The individual on the job needs to know and understand how to: SB1. report potential sources of danger SB2. follow prescribed procedure in the event of an accident SB3. avoid an accident by wearing appropriate safety gear
	Reflective thinking
	The individual on the job needs to know and understand how to: SB4. learn from past mistakes regarding use of hazardous machines or chemicals
	Critical thinking
	The individual on the job needs to know and understand how to: SB5. spot dangers SB6. organise tools so as the work process is smooth
	Decision making
The individual on the job needs to know and understand how to: SB7. report potential sources of danger SB8. follow prescribed procedure in the event of an accident	

G&J/N9924

Maintain safety at work

NOS Version Control

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Industry	Gems & Jewellery	Drafted on	08/08/13
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Definitions

Keywords /Terms	Description
Sector	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.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Occupation	Occupation is a set of job roles, which perform similar/ related set of functions in an industry.
Function	Function is an activity necessary for achieving the key purpose of the sector, occupation, or an area of work, which can be carried out by a person or a group of persons. Functions are identified through functional analysis and form the basis of OS.
Sub-function	Sub-functions are sub-activities essential to fulfil the achieving the objectives of the function.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organisation.
Occupational Standards (OS)	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the knowledge and understanding they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria	Performance criteria are statements that together specify the standard of performance required when carrying out a task.
National Occupational Standards (OS)	NOS are occupational standards which apply uniquely in the Indian context.
Qualifications Pack (QP)	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.
Unit Code	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
Unit Title	Unit title gives a clear overall statement about what the incumbent should be able to do.
Description	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.
Scope	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.
Knowledge and Understanding	Knowledge and understanding 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.
Organisational Context	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.
Technical Knowledge	Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
Core Skills/ Generic	Core skills or generic skills are a group of skills that are the key to learning

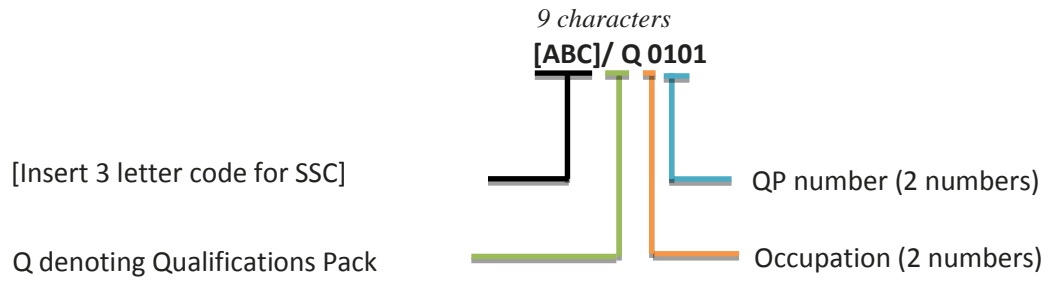
Acronyms

Skills	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.
Keywords /Terms	Description
IPR	Intellectual Property Rights
NOS	National Occupational Standard(s)
NVQF	National Vocational Qualifications Framework
NSQF	National Qualifications Framework
NVEQF	National Vocational Education Qualifications Framework
QP	Qualifications Pack

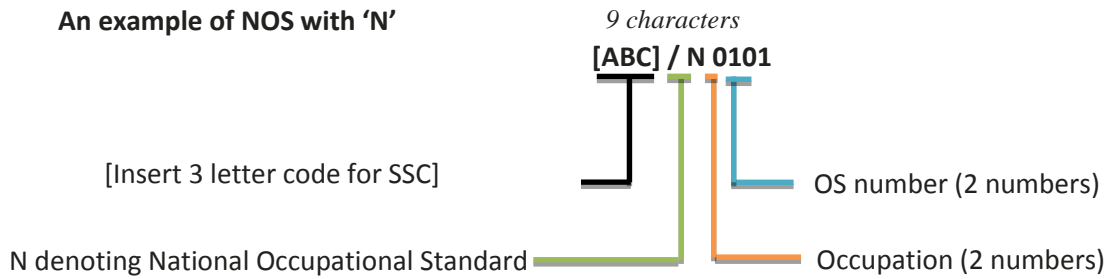
Annexure

Nomenclature for QP and NOS

Qualifications Pack



Occupational Standard



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The following acronyms/codes have been used in the nomenclature above:

Sub-sector	Range of Occupation numbers
Handmade gold and gems-set jewellery	01-20
Cast and diamond-set jewellery	21-40
Diamond processing	41-60
Gemstone processing	61-80
Jewellery retailing	81-98

Sequence	Description	Example
Three letters	Industry name	G&J
Slash	/	/
Next letter	Whether QPor NOS	N
Next two numbers	Occupation code	01
Next two numbers	OS number	01

CRITERIA FOR ASSESSMENT OF TRAINEES				
Job Role		Supervisor Gemstone Shaping		
Qualification Pack		Supervisor Gemstone Shaping		
Sector Skill Council		GEMS & JEWELLERY		
To pass the Assessment, a candidate needs to score 50% in Theory and 70% in Practical				
Assessment Strategy			Marks Allocation	
NOS	Elements	Performance Criteria	Theory	Practical
1. G&J/N6605 Supervise doping, pre-shaping & final shaping	Allocating work	PC1. accurately assess worker's capabilities and work load in order to distribute work for maximum productivity	1	10
		PC2. accurately read and describe job at hand to worker	0	10
		PC3. instruct about precautions to be taken to deliver the job at hand as planned	0	8
		PC4. clearly define delivery schedule and work output requirements	1	8
		PC5. anticipate and alert about any disruptions and worker's capabilities	2	6
	Productivity	PC6. deliver the number and carats of stones faceted per day against target given	2	6
		PC7. achieve maximum number of QC okayed stones that pass final QC	1	6
		PC8. achieve required grade of stone delivered	1	4
		PC9. maintain stone loss as per company's prescribed limit	0	4
	Handling problems	PC10. complete work as per customer's satisfaction	0	4
		PC11. resolve problems related to machine, tools and consumable to deliver on time	2	2
		PC12. resolved problems related to workers and their productivity	1	1
			PC13. encourage and motivate workers to achieve higher productivity	1
		Sub Total	12	70
2. G&J/N8001 Maintain IPR at work	Reducing stone loss and maintaining IPR	PC1. be aware of patents and IPR	1	0
		PC2. not be involved in IPR violations	1	0
		Sub Total	2	0
3. G&J/N8003 Interact with others	Interaction with seniors	PC1. understand the work output requirements	0	1
		PC2. comply with company policy and rule	1	2
		PC3. deliver quality work on time as required by reporting any anticipated reasons for delays	1	2
	Interactions with colleagues, customers and/or vendors	PC5. put team over individual goals	0	1
		PC6. resolve conflicts and multitasking	0	1
		Sub Total	2	7
4. G&J/N8005 Maintain safe work environment	Communicating potential accident points	PC1. spot and report potential hazards on time	1	0
		PC2. follow company policy and rules regarding use of hazardous materials	0	1
		PC3. deliver quality work on time as required by reporting any anticipated reasons for delays	1	1

CRITERIA FOR ASSESSMENT OF TRAINEES				
	Using safety gear	PC4. use or wear safety gear as per the rules of the company	1	0
	Cleanliness and hygiene	PC5. clean the work station	1	0
		PC6. organise tools and equipment in use	0	1
		Sub Total	4	3
		Total	20	80

