



QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR GEMS AND 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

Contact Us:

Gem and Jewellery Skill Council of India, 3rd floor, BFC building, SEEPZ, Andheri East, Mumbai - 400096

E-mail: ceo@gjsci.org





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Introduction

Qualifications Pack - Driller - Gemstone Processing

SECTOR: GEMS & JEWELLERY

SUB-SECTOR: Gemstone Processing

OCCUPATION: Drilling

REFERENCE ID: G&J/Q6801

ALIGNED TO: NCO-2015/7313.1701

Brief Job Description: The individual at work uses drilling machine and different types of drill bits or needles to create even sized holes through the finished gemstone to make it ready for threading. The gemstone driller makes holes through the gemstones for threading.

Personal Attributes: The job requires the individual to have: attention to details, good eyesight, steady grip, ability to work in a process driven team and for long hours in standing position and in a monotonous job. The individual must also be able to use problem solving skills in order to avert machine failures, errors and hazards.







Qualifications Pack Code	G&J/Q6801			
Job Role	Driller – Gemstone Processing			
Credits (NSQF)	TBD	Version number	2.0	
Sector	Gems & Jewellery	Drafted on	28/08/2016	
Sub-sector	Gemstone Processing	Last reviewed on	17/01/2018	
Occupation	Drilling	Next review date	17/01/2022	
NSQC Clearance on*	DD/MM/YYYY			

^{*}only after clearance from NSQC

Job Role	Driller – Gemstone Processing		
Role Description	Drilling holes through, usually, round gemstones in order to make them ready for threading		
NSQF level	2		
Minimum Educational Qualifications*	8th Standard		
Maximum Educational Qualifications*	Not applicable		
Training (Suggested but not mandatory)	Not applicable		
Minimum job entry age	18 years		
Experience	Not applicable		
Applicable National Occupational Standards (NOS)	1. G&J/N6801 Drill hole in the gemstone 2. G&J/N9901 Coordinate with others 3. G&J/N9902 Maintain health and safety at workplace		
Performance Criteria	As described in the relevant OS units		





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.			
Job role	Job role defines a unique set of functions that together form a unique			
	employment opportunity in an organization.			
Occupational Standards	OS specify the standards of performance an individual must achieve when			
(OS)	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	NOS are occupational standards which apply uniquely in the Indian context.			
Standards (OS)				
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			
5	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			
Scono	are looking for. Scope is a set of statements specifying the range of variables that an individual			
Scope	may have to deal with in carrying out the function which have a critical impact			
	on quality of performance required.			
Knowledge and	Knowledge and understanding are statements which together specify the			
Understanding	technical, generic, professional and organizational specific knowledge that an			
	individual needs in order to perform to the required standard.			
Organizational Context	Organizational context includes the way the organization 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 and			
Skills	working in today's world. In the context of the OS, these include			
	communication related skills that are applicable to most job roles.			
	3			







Acronyms

Keywords /Terms	Description
NOS	National Occupational Standard(s)
NSQF	National Skills Qualifications Framework
QP	Qualifications Pack

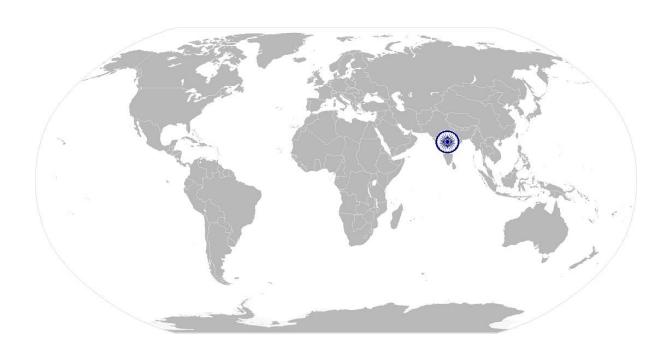






Drill hole on the gemstone

National Occupational Standard



Overview

This unit is about drilling holes through gemstones in order to make them ready for threading into a necklace or earring. It is a high precision job, especially, when the size of the finished gemstone to be drilled is small.







Drill hole on the gemstone

Unit Code	G&J/N6801			
Unit Title (Task)	Drill hole on the gemstone			
Description	This OS unit is about drilling holes in a finished gemstone for threading in to a necklace or earring, while maintaining its shape, size, alignment of hole from both sides and acceptable stone loss level.			
Scope	This unit/task covers the following: • Preparing for drilling of gemstones • Drilling of gemstones • Maintaining productivity			
Performance Criteria(P	C) w.r.t. the Scope			
Element	Performance Criteria			
Preparing for drilling of gemstones	To be competent, the user/individual on the job must be able to: PC1. match the stone type, weight and number as mentioned on the bag PC2. analyse the drilling requirement as per shape, finishing and plan			
Drilling of gemstones	PC3. match and ensure the alignment of the centre holes are drilled from both sides PC4. avoid over drilling at the mouth of holes on both sides PC5. maintain finish and colour on outer side PC6. finish inner hole after drilling PC7. ensure proper calibration after drilling PC8. deliver maximum number of QC approved stones			
Maintaining	PC9. meet target for number and carats of stones faceted per day			
productivity	PC10. achieve scratch-less drilling PC11. maintain stone loss within prescribed limits, particularly, in precious stones			
Knowledge and Unders	standing (K)			
A. Organizational Context (knowledge of the company/organisa	The user/individual and understand on the job needs to know: KA1. company's policies on: personnel management, relevant legislation, standards, policies, and procedures followed in the company KA2. non-disclosure of "confidential information" provided by the company either			
tion and its process)	orally or in writing marked as confidential KA3. liability arising out of loss, theft or inadvertent disclosure of confidential information			
	KA4. work flow involved in gemstone processing of company KA5. importance of the individual's role in the workflow			

KA6. reporting structure







Drill hole on the gemstone

B. Technical	The user/individual on the job needs to know and understand:				
Knowledge	KB1. basic gemology and properties of different types of stones in terms of heat				
3 3 3	and scratch resistance				
	KB2. different types of stones such as precious, semi-precious, synthetic				
	KB3. market value of stone to understand the rationale for different acceptable				
	levels of stone loss				
	KB4. origin of the stone, i.e., which mine it has originated from, particularly,				
	precious stones to read the softness/ hardness as developed from				
	precedence of use KRS invallary transferred and their effect on drilling technique				
	KB5. jewellery trends and their effect on drilling technique				
	KB6. use of drill machine and aligning drill bit with marking for hole				
	KB7. how to use water jet and keep the stone cool				
	KB8. use of measuring instruments such as millimeter drawing scales, Vernier				
	calipers and micro meter				
	KB9. inner hole polishing techniques and powders to be used for different types of				
	stones				
	KB10. importance of measuring, planning and marking of the stone				
Chille (C) [Ontional]					
Skills (S) [Optional]					
A. Core Skills/	Writing Skills				
Generic Skills	The user/ individual on the job needs to know and understand how to:				
	A Marine Company of the Company of t				
	SA1. fill the requisition slip for ordering drill bits/needles for drilling				
	SA2. report stone loss via documentation Reading Skills				
	SA3. read height, weight, dimensions of the stones facets as given on job sheets				
	SA4. read company rules and compliance documents required to complete the				
	work				
	Oral Communication (Listening and Speaking skills)				
	Oral Communication (Listering and Speaking skins)				
	SA5. receive instructions and materials from reporting supervisor				
	SA6. give feedback to supervisor or polisher on any specific stone handling				
	requirement				
	SA7. rework based on feedback from quality control department				
	, , , , , , , , , , , , , , , , , , , ,				
	SA8. share work load when multiple deliverables are required				
B. Professional Skills	Decision Making				
	The user/ individual on the job needs to know and understand how to:				
	SB1. decide the correct size of the drill bit/needle to be used as per the product				
	such as beads and size				
	Plan and Organize				
	SR2 plan and organize the drilling of genetones, using provided tools and				
	SB2. plan and organize the drilling of gemstones using provided tools and				
	machines				







Drill hole on the gemstone

(Customer Centricity
	N.A.
ı	Problem Solving
	SB3. resolve problems such as shortage or damage of drill bits or machine failure SB4. resolve difficulties with respect to practicality of plan or holes to be drilled
1	Analytical Thinking
	SB5. convert design on paper into final stone with a hole
	SB6. suggest improvements in order to reduce stone loss limits
(Critical Thinking
	SB7. spot process disruption and reasons for delay





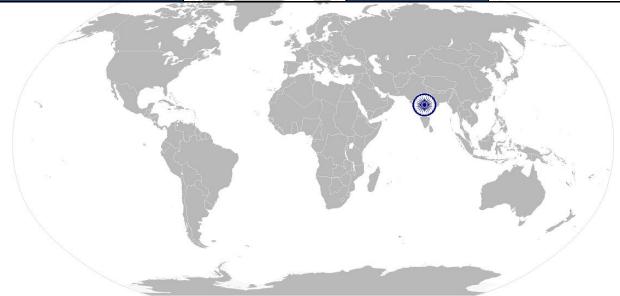




Drill hole on the gemstone

NOS Version Control

NOS Code	G&J/N6801		
Credits (NSQF)	TBD	Version number	2.0
Industry	Gems & Jewellery	Drafted on	28/08/2016
Industry Sub-sector	Gemstone Processing	Last reviewed on	17/01/2018
Occupation	Drilling	Next review date	17/01/2022



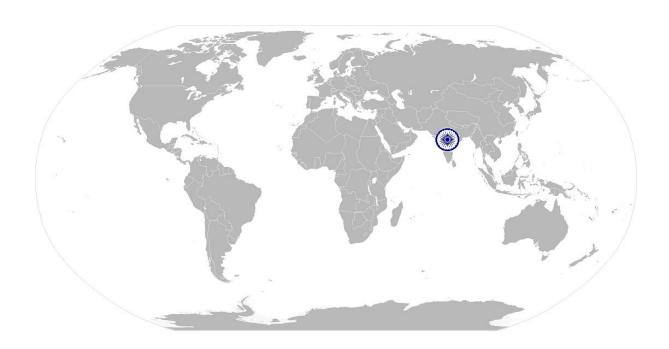






Coordinate with others

National Occupational Standard



Overview

This unit is about team work and communication with colleagues or clients. It determines the coordination capability of an individual to work as a team member, share work and multitask in order to achieve the deliverables as per schedule.







Coordinate with others

Coordinate with others This OS unit is about communicating with colleagues, seniors and outside parties in order to achieve the deliverables on schedule This unit/task covers the following: Interacting with supervisor Interacting with colleagues within and outside the department Interacting with outside parties W.r.t. the Scope Performance Criteria To be competent, the user/individual on the job must be able to: PC1. coordinate for receiving work instructions and raw materials from reporting supervisor PC2. communicate to the reporting supervisor about process flow improvements, product defects received from previous process, repairs and maintenance of tools and machinery as required PC3. communicate to reporting supervisor about operation details and hazards
Performance Criteria To be competent, the user/individual on the job must be able to: PC1. coordinate for receiving work instructions and raw materials from reporting supervisor PC2. communicate to the reporting supervisor about process flow improvements, product defects received from previous process, repairs and maintenance of tools and machinery as required
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PC4. interact with supervisor regarding compliance of company policy and rules PC5. coordinate with colleagues to share work, as per the workload in order to achieve team goals
 PC6. communicate and discuss work flow related difficulties in order to find solutions with mutual agreement PC7. coordinate and receive feedback from quality control department resolve conflicts by communicating with colleagues and other departments PC9. coordinate with colleagues regarding multitasking in other departments as per requirements
PC10. adhere to nondisclosure policy of the company in all outside coordination
nding (K)
 KA1. company's policies on: preferred language of communication, reporting and escalation policy, quality delivery standards, and personnel management KA2. company's policies on non-disclosure of "confidential information" provided by the company either orally or in writing marked as confidential

KA4. reporting structure







Coordinate with others

B. Technical	The user/individual on the job needs to know and understand:			
Knowledge	KB1. various categories of people that one is required to communicate and			
	coordinate within the organization			
	KB2. importance of effective communication in the workplace like expressing and			
	addressing grievances appropriately and effectively			
	KB3. importance of teamwork in organization and individual success			
	KB4. various components of effective communication			
	KB5. barriers to effective communication			
	KB6. common reasons for interpersonal conflict			
	KB7. what constitutes disciplined behavior for a working professional			
Skills (S) [Optional]				
A. Core Skills/	Writing Skills			
Generic Skills	The user/ individual on the job needs to know and understand how to:			
	SA1. write instructions, remarks, job sheets, basic information, technical details			
	etc. in preferred local language of communication and English			
	Reading Skills			
	SA2. read preferred language of communication as prescribed by the company SA3. read job sheets and interpret technical details mentioned in the job sheet			
	Oral Communication (Listening and Speaking skills)			
	SA4. discuss task lists, schedules, and work-loads with co-workers			
	SA5. be a good listener			
	SA6. be effective in communicating the issues faced to the supervisor			
	SA7. avoid using jargon, slang or acronyms when communicating			
B. Professional Skills	Decision Making			
b. Professional Skills				
	The user/ individual on the job needs to know and understand how to:			
	SB1. spot and communicate potential areas of disruptions to work process and			
	report the same			
	SB2. report to supervisor or deal with a colleague individually, depending on the			
	type of concern			
	Plan and Organize			
	SB3. to plan work for maximum productivity			
	SB4. to plan and organize the schedule for maintenance of tools and machines			
	Customer Centricity			
	SB5. convey accurate information to relevant internal as well as external			
	customers			
	Problem Solving			
	-			







Coordinate with others

SB6.	how to handle critical situations caused due to communication issues at workplace and solve problems without blaming others
Analyti	cal Thinking
SB7.	analyse the work processes by interacting with others and adopting best practices
SB8.	use prior experience to observe and reflect for development of ideas
Critical	Thinking
SB9.	think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)
SB10.	deal with clients lacking the technical background to solve the problem on their own
SB11.	spot process disruptions and delays and report and communicate with solutions
SB12.	identify immediate or temporary solutions to resolve delays
	apply, analyze and evaluate the information gathered from observation,









Coordinate with others

NOS Version Control

NOS Code	G&J/N9901		
Credits (NSQF)	TBD	Version number	2.0
Industry	Gems & Jewellery	Drafted on	28/08/2016
Industry Sub-sector	Gemstone Processing	Last reviewed on	17/01/2018
Occupation	Drilling	Next review date	17/01/2022



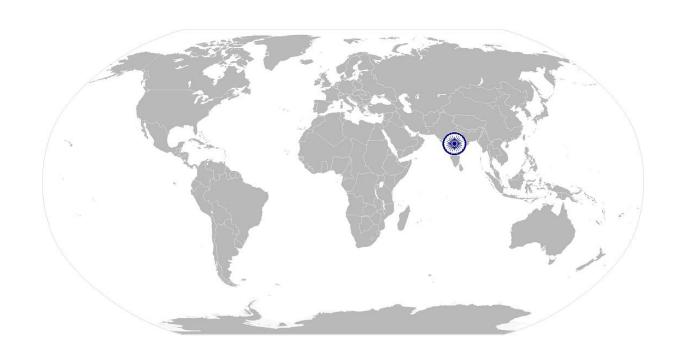






Maintain health and safety at workplace

National Occupational Standard



Overview

This unit is about commitment towards reporting potential hazards, taking preventive measures to avoid accidents at work place, to maintain health and safety of self and colleagues.







Maintain health and safety at workplace

Unit Code	G&J/N9902
Unit Title (Task)	Maintain health and safety at workplace
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 health and safety at workplace
Scope	This unit/task covers the following: • Health and safety in work area • Fire safety • Emergencies, rescue and first aid procedures
Performance Criteria(PC) v	w.r.t. the Scope
Element Health and safety in work area Fire safety	Performance Criteria To be competent, the user/individual on the job must be able to: PC1. identify and use appropriate protective clothing/equipment for specific tasks and work PC2. identify hazardous job activities in his/her job and communicate the possible causes of risks or accidents in the workplace PC3. carry out safe working practices while dealing with hazards to ensure safety of self and others PC4. identify and avoid doing any tasks or activities in a wrong posture PC5. practice appropriate working postures to minimise occupational health related issues PC6. use the appropriate fire extinguishers on different types of fire PC7. demonstrate rescue techniques applied during fire hazard PC8. demonstrate good housekeeping in order to prevent fire hazards PC9. demonstrate the correct use of any fire extinguisher
Emergencies, rescue and first aid procedures	PC10. provide appropriate first aid procedure to victims wherever required eg.in case of bleeding, burns, choking, electric shock etc. PC11. respond promptly and appropriately to an accident or medical emergency PC12. participate in emergency procedures such as raising alarm, safe evacuation etc.,
Knowledge and Understan	- 1 1
A. Organizational Context (knowledge of the company/organisation and its process)	The user/individual on the job needs to know and understand: KA1. company's policies on: safety and hazards and personnel management KA2. names and location of documents that refer to health and safety in work place KA3. reporting structure







G&J/N9902 Maintain health and safety at workplace

B. Technical Knowledge	The user/individual on the job needs to know and understand:				
	KB1. meaning of "hazards" and risks				
	KB2. health and safety hazards commonly present in the work place and related				
	precautions				
	KB3. various dangers associated with usage of electrical equipment				
	KB4. preventative and remedial actions to be taken in case of exposure to toxic				
	material				
	KB5. methods of accident prevention				
	KB6. how different chemicals react and the related hazards				
	KB7. how to use machines and tools without causing any accident				
	KB8. importance of using protective clothing/ equipment while working				
	KB9. precautionary activities to prevent the fire accident				
	KB10. various causes of fire				
	KB11. techniques of using different fire extinguishers				
	KB12. different materials used for extinguishing fire				
	KB13. rescue techniques applied during a fire hazard				
	KB14. various types of safety signs and what they mean				
	KB15. appropriate basic first aid treatment relevant to condition e.g. bleeding,				
	minor burns, eye injuries etc.				
	KB16. casualty lifting in case of an accident caused to a person				
Skills (S) [Optional]					
A. Core Skills/ Generic	Writing Skills				
Skills	The individual on the job needs to know and understand how to:				
	N.A.				
	Reading Skills				
	SA1. read and comprehend basic content to read labels, charts, signage				
	SA2. read and comprehend basic English to read manuals of operations				
	Oral Communication (Listening and Speaking skills)				
	SA3. communicate effectively the risk of not following safety measures				
B. Professional Skills	Decision Making				
	The individual on the job needs to know and understand how to:				
	SB1. respond to emergencies/accidents, by taking an apt and timely decision				
	SB1. respond to emergencies/accidents, by taking an apt and timely decision				
	SB1. respond to emergencies/accidents, by taking an apt and timely decision Plan and Organize				
	Plan and Organize				
	Plan and Organize SB2. organize work schedule, work area, tools, equipment and material to				
	Plan and Organize				
	Plan and Organize SB2. organize work schedule, work area, tools, equipment and material to minimize health and safety risk				
	Plan and Organize SB2. organize work schedule, work area, tools, equipment and material to minimize health and safety risk Customer Centricity				

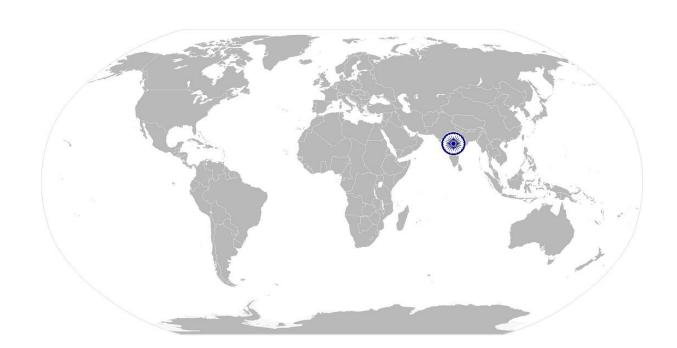






Maintain health and safety at workplace

SB3.	ensure apt action in case of any emergencies, accidents or fire at the work location ical Thinking
SB4.	analyse untoward incidents from the past and implement correct use of machines, tools or hazardous chemicals
Critica	l Thinking
SB5.	critically analyse the processes carried out by self and by colleagues in the department to spot potential hazards and safety issues









Maintain health and safety at workplace

NOS Version Control

NOS Code		G&J/N9902				
Credits (NSQF)	TBD	Version number	2.0			
Industry	Gems & Jewellery	Drafted on	28/08/2016			
Industry Sub-sector	Gemstone Processing	Last reviewed on	17/01/2018			
Occupation	Drilling	Next review date	17/01/2022			







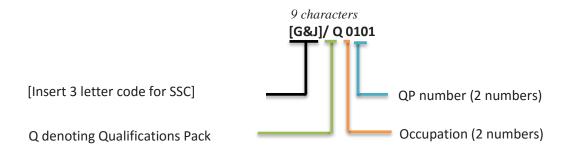


Qualifications Pack for Driller – Gemstone Processing

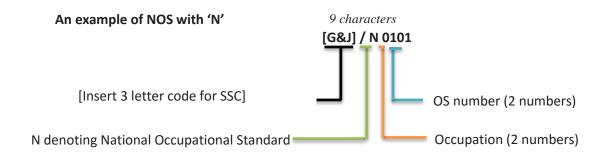
Annexure

Nomenclature for QP and NOS

Qualifications Pack



Occupational Standard



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G&J/Q6801

Qualifications Pack for Driller – Gemstone Processing

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

Sub-sector	Range of Occupation numbers
Handmade gold and gems-set	01-11
jewellery	
Imitation Jewellery	12-20
Cast and diamond-set jewellery	21-40
Diamond processing	41-60
Gemstone processing	61-80
Jewellery retailing	81-90
Silver Smithing	91-98
Common	99

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





Criteria For Assessment Of Trainees

<u>Job Role</u> Driller – Gemstone Processing <u>Qualification Pack</u> G&J/Q6801 <u>Sector Skill Council</u> Gem & Jewellery

Guidelines for Assessment

- 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 practical tests for skill evaluation for candidates at every examination/training centre. (As per assessment criteria below)
- 5. To pass the Qualification Pack, every candidate should score a minimum 50% of aggregate marks to successfully clear the assessment.
- 6. In case of successfully passing only certain number of NOSs, the candidate is eligible to take subsequent assessment to pass the Qualification Pack.
- 7. In case of *unsuccessful completion*, the trainee may seek reassessment on the Qualification Pack.

Compulsory NOS Total Marks: 100					location
Assessment outcomes	Assessment Criteria for outcomes	Total Marks	Out Of	Theory	Skills Practical
1. G&J/N6801 Drill hole on the gemstone	PC1. match the stone type, weight and number as mentioned on the bag	60	2	1	1
	PC2. analyse the drilling requirement as per shape, finishing and plan		3	2	1
	PC3. match and the alignment of the centre holes as drilled from both sides		7	2	5
	PC4. avoid over drilling at the mouths of holes on both sides		5	2	3
	PC5. maintain finish and colour of on outer side		15	2	13
	PC6. finish inner hole after drilling		10	1	9
	PC7. ensure proper calibration after drilling		5	1	4
	PC8. deliver maximum number		5	2	3



Qualifications Pack for Driller- Gemstone Processing



Compulsory NOS Total Marks: 100					Marks Allocation	
Assessment outcomes	Assessment Criteria for outcomes	Total Marks	Out Of	Theory	Skills Practical	
	of QC approved stones					
	PC9. meet target for number and carats of stones faceted per day		5	1	4	
	PC10. achieve scratch-less drilling		2	0	2	
	PC11. maintain stone loss within prescribed limits, particularly, in precious stones		1	0	1	
	Total		60	14	46	

Total Marks:100	Compulsory NO:	S		Marks Al	location
Assessment outcomes	Assessment Criteria for outcomes	Total Marks	Out Of	Theory	Skills Practical
2. G&J/N9901 Coordinate with others	PC1. coordinate for receiving work instructions and raw materials from reporting supervisor		1	0	1
	PC2. communicate to the reporting supervisor about process flow improvements, product defects received from previous process, repairs and maintenance of tools and machinery as required		1	0	1
	PC3. communicate to reporting supervisor about operation details and hazards		1	0	1
	PC4. interact with supervisor regarding compliance of company policy and rules	20	3	0	3
	PC5. coordinate with colleagues to share work, as per the workload in order to achieve team goals		3	0	3
	PC6. communicate and discuss work flow related difficulties in order to find solutions with mutual agreement		2	0	2
	PC7. coordinate and receive feedback from quality control department		2	1	1
	PC8. resolve conflicts by communicating with colleagues		2	0	2



Qualifications Pack for Driller- Gemstone Processing



Compulsory NOS Total Marks:100					Marks Allocation	
Assessment outcomes	Assessment Criteria for outcomes	Total Marks	Out Of	Theory	Skills Practical	
	and other departments					
	PC9. communicate and discuss work Coordinate with colleagues regarding multitasking in other departments with requirements		3	1	2	
	PC10. adhere to nondisclosure policy of the company in all outside coordination		2	1	1	
	Total		20	3	17	

Total Marks: 100	Compulsory NO	s		Marks Al	location
Assessment outcomes	Assessment Criteria for outcomes	Total Marks	Out Of	Theory	Skills Practical
3. G&J/N9902 Maintain health and safety at workplace	PC1. identify and use appropriate protective clothing/equipment for specific tasks and work		2	0	2
	PC2. identify hazardous job activities in his/her job and communicate the possible causes of risks or accidents in the workplace		1	0	1
	PC3. carry out safe working practices while dealing with hazards to ensure safety of self and others		1	0	1
	PC4. identify and avoid doing any tasks or activities in a wrong posture	20	2	0	2
	PC5. practice appropriate working postures to minimise occupational health related issues		2	1	1
	PC6. use the appropriate fire extinguishers on different types of fire		1	0	1
	PC7.demonstrate rescue techniques applied during fire hazard		2	0	2
	PC8. demonstrate good housekeeping in order to prevent fire hazards		1	0	1



Qualifications Pack for Driller- Gemstone Processing



Total Marks: 100	S		Marks Al	location	
Assessment outcomes	Assessment Criteria for outcomes	Total Marks	Out Of	Theory	Skills Practical
	PC9.demonstrate the correct use of any fire extinguisher		2	0	2
	PC10. administer appropriate first aid procedure to victims wherever required eg.in case of bleeding, burns, choking, electric shock etc.		1	0	1
	PC11. respond promptly and appropriately to an accident or medical emergency		3	1	2
	PC12. participate in emergency procedures such as raising alarm, safe evacuation etc.,		2	1	1
	Total		20	3	17