

## QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR RUBBER 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:

PHD House (4th Floor),  
Opp. Asian Games Village,  
Siri Fort Institutional Area, New Delhi - 110016

E-mail:  
info@rsdcindia.in



### Contents

1. Introduction and Contacts..... 1
2. Qualifications Pack.....2
3. OS Units.....2

### Introduction

#### Qualification Pack – General Worker-Rubber Plantation

**SECTOR:** RUBBER INDUSTRY

**SUB-SECTOR:** Natural Rubber (NR) Plantation

**OCCUPATION:** Production-NR

**REFERENCE ID:** RSC/ Q 6107

**ALIGNED TO:** NCO-2004/NIL

**Brief Job Description:** He is responsible to carry out all types of physical work related to pre-planting operations, planting and overall maintenance of plantation as specified by the organization. He is responsible for the timely completion of all seasonal work assigned to him.

**Personal Attributes:** He should be healthy enough to do manual work and should have the basic information on items of plantation work. He should have good observation skill, communication skill and basic awareness on different types of plantation equipment and tools.

Qualifications Pack for General Worker- Rubber Plantation

|             |                                 |   |                         |                   |
|-------------|---------------------------------|---|-------------------------|-------------------|
| Job Details | <b>Qualifications Pack Code</b> | <b>RSC/ Q 6107</b>                      |                         |                   |
|             | <b>Job Role</b>                 | <b>General Worker-Rubber Plantation</b> |                         |                   |
|             | <b>Credits(NSQF)</b>            | <b>TBD</b>                              | <b>Version number</b>   | <b>1.0</b>        |
|             | <b>Sector</b>                   | <b>Rubber Industry</b>                  | <b>Drafted on</b>       | <b>22/06/2015</b> |
|             | <b>Sub-sector</b>               | <b>Natural Rubber Plantation</b>        | <b>Last reviewed on</b> | <b>22/06/2015</b> |
|             | <b>Occupation</b>               | <b>Production-NR</b>                    | <b>Next review date</b> | <b>22/06/2017</b> |
|             | <b>NSQC Clearance on</b>        | <b>20/07/2015</b>                       |                         |                   |

|   |  |
|---|--|
| <b>Job Role</b>   | <b>General Worker-Rubber Plantation</b>  |
| <b>Role Description</b>                                 | He is responsible to carry out all types of physical work related to pre-planting operations, planting and overall maintenance of plantation as specified by the organization. He is responsible for the timely completion of all seasonal work assigned to him.   |
| <b>NSQF level</b>                                       | 1  |
| <b>Minimum Educational Qualifications*</b>              | High school education  |
| <b>Maximum Educational Qualifications*</b>              | NA   |
| <b>Training</b><br>(Suggested but not mandatory)        | 1.Training in all aspects of pre-planting , planting & other cultural operations from a rubber plantation<br>2.Basic training in using road tracer, pit maker , weed cutter and sprayer/duster .   |
| <b>Minimum Job Entry Age</b>                            | 18 years   |
| <b>Experience</b>                                       | Minimum 2 year experience in rubber plantations.   |
| <b>Applicable National Occupational Standards (NOS)</b> | <b>Compulsory:</b><br><ol style="list-style-type: none"> <li><a href="#">RSC/N 6108 Rubber plantation development and maintenance</a></li> <li><a href="#">RSC/N 5005 Natural Resource Management</a></li> <li><a href="#">RSC/N 5006 Providing feedback to higher authorities</a></li> </ol> <b>Optional:</b><br><ol style="list-style-type: none"> <li>NA</li> </ol> |
| <b>Performance Criteria</b>                             | As described in the relevant OS units  |

*Qualifications Pack for General Worker- Rubber Plantation*

**Definitions**

| Keywords /Terms               | Description   |
|-------------------------------|---|
| Sector                        | Sector is a conglomeration of different business operations having similar businesses 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 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.                                      |
| Job Role                      | Job role defines a unique set of functions that together form a unique employment opportunity in an organization.   |
| 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.  |
| NOS                           | NOS are Occupational Standards which apply uniquely in the Indian context.  |
| Qualifications Pack Code      | Qualifications Pack Code is a unique reference code that identifies a qualifications pack.  |
| Qualifications Pack           | Qualifications Pack comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A Qualifications Pack is assigned a unique qualification 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.  |
| Knowledge and Understanding   | Knowledge and Understanding are statements which together specify the 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 or Generic Skills | Core Skills or Generic Skills are a group of skills that are key to learning and working 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.          |

---

# National Occupational Standard



---

## Overview

This unit is about rubber plantation development and maintenance work in a rubber plantation.

## Rubber plantation development and maintenance

|   |  |
|---|--|
| <b>Unit Code</b>                                  | RSC / N 6108   |
| <b>Unit Title (Task)</b>                          | Rubber plantation development and maintenance  |
| <b>Description</b>                                | This unit is about rubber plantation development and maintenance work in a rubber plantation.  |
| <b>Scope</b>                                      | This unit /task covers the following: <ul style="list-style-type: none"> <li>• Preparation of the plantation area</li> <li>• Carry out planting work</li> <li>• Control measures against diseases</li> <li>• Maintenance of the plantation</li> <li>• Planting of intercrops as per instructions</li> </ul>  |
| <b>Performance Criteria (PC) w.r.t. the Scope</b> |  |
| <b>Element</b>                                    | <b>Performance Criteria</b>  |
| <b>Preparation of plantation area</b>             | To be competent, the user/individual on the job must be able to carry out all types of physical work related to:<br>PC1.Maintaining cleanliness in the plantation<br>PC2.Construction and maintenance of the estate road<br>PC3. Lining, peg marking and pitting (either mechanical/manual)<br>PC4. Refilling with top soil, making of silt pit and soil / stone bunds.<br>PC5. Maintenance of terraces and drainage facility  |
| <b>Plantation</b>                                 | PC6. Loading, unloading of planting materials/other inputs and shifting to planting site carefully.<br>PC7. Planting in pits as per the instructions<br>PC8. Treatment of seeds as per the instructions  |
| <b>Disease Prevention</b>                         | PC9. Using recommended fungicides/pesticides/insecticide to control leaf/stem/root diseases.<br>PC10. Operation of different types of sprayer, dusters and weed cutting machines for weed control<br>PC11. Manuring weaker plants as per the instructions.<br>PC12. Treatment for nutritional deficiency diseases.   |
| <b>Maintenance</b>                                | PC13. Fertilizer application as per the instructions.<br>PC14. Cleaning and maintenance of tools required for maintenance of plants<br>PC15. Pruning of lower branches and mulching plant bases using dried leaves/ providing shade baskets.<br>PC16. White washing the brown portion of the plants using lime/clay to reduce heat absorption.<br>PC17. Replacement of vacant planting points using healthy advanced planting materials as per the instructions.<br>PC18. Repair and maintenance of terrace/soil/stone bunds<br>PC19. Confining cover crops growth within inter rows.<br>PC20. Raising of wind belt in wind prone areas.<br>PC21. Making fire belt during summer season. |

**Rubber plantation development and maintenance**

|   |   |
|---|---|
| <b>Intercrop</b>  | PC22. Raising of intercrop (if any) during the initial 3 years.<br>PC23. Maintaining intercrops as per instructions   |
| <b>Knowledge and Understanding (K)</b>  |   |
| <b>A. Organizational Context</b><br>(Knowledge of the company / organization and its processes) | The user/individual on the job needs to know and understand:<br>KA1. The practices such as reporting time, working hours, task etc being followed in the estate/ holding<br>KA2. The procedure being followed in the issue/return of tools, implements and other materials.<br>KA3. Waste material disposal procedure, importance of appropriate disposal of material and implications of not following the material disposal procedure.<br>KA4. Provisions of Plantation Labour Act.<br>KA5. Labour welfare measures provided by the organization and other agencies.<br>KA6. Reporting procedure followed by the organization on the issues observed by the general worker.<br>KA7. Proper handling of emergency situations.<br>KA8. Impact of various practices on cost, quality, productivity and safety.   |
| <b>B. Technical Knowledge</b>   | To be competent, the user/individual on the job must have knowledge in:<br>KB1. Tracing the estate road using road tracer<br>KB2. Contour lining using road tracer in sloppy/undulating/steep areas by adopting a proper planting distance and square spacing in flat areas<br>KB3. Making terraces of specified dimensions<br>KB4. Pitting (mechanical/manual) work and refilling with top soil along with basal dressing and marking the center of the pit.<br>KB5. Selecting quality planting material from the nursery based on uniformity, vigor and number of whorls.<br>KB6. Loading, unloading and shifting of planting materials and other inputs to the planting site with utmost care avoiding casualty.<br>KB7. Making silt pit, soil / stone bunds depending on the terrain for soil/water conservation<br>KB8. Proper drainage facilities<br>KB9. Different fencing methods like live, bio, barbed wire / electric fencing to protect the plants from wild/domestic animals<br>KB10. Method of planting with polybag / root trainer / budded stump planting materials with utmost care to avoid casualty.<br>KB11. Identification of different diseases based on their symptoms affecting leaf, stem and root of rubber plants and its control measures<br>KB12. Different types of fungicides, weedicides, pesticides and insecticides, its usage and precautions.<br>KB13. Weed control using manual / chemical / mechanical method.<br>KB14. Different nutritional deficiency diseases and its control measures. |

**Rubber plantation development and maintenance**

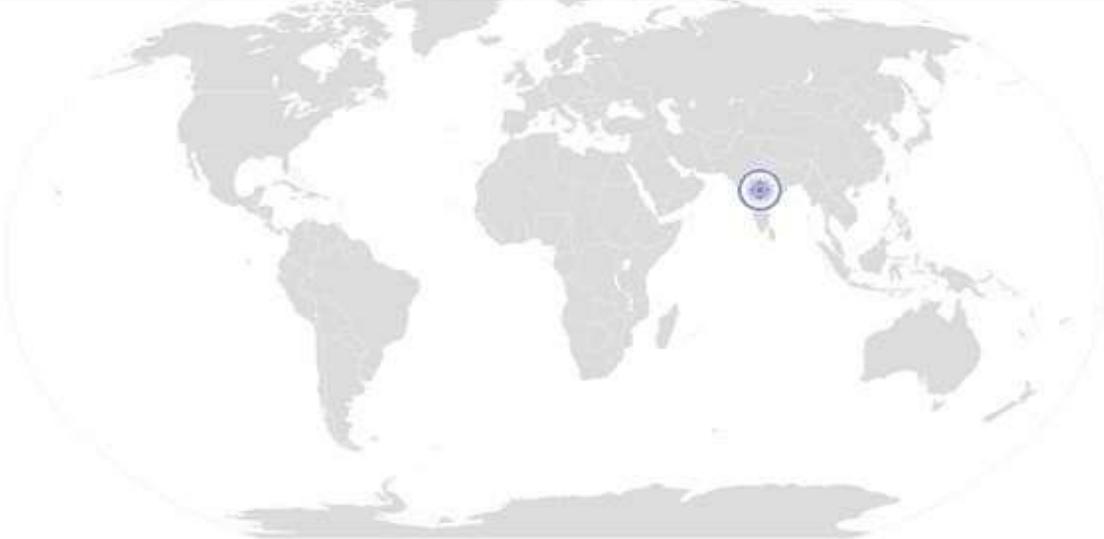
|  |  |
|--|--|
|  | <p>KB15. Different methods of weeding (manual/chemical/mechanical).</p> <p>KB16. Different type of seed treatment methods and fertilizer usage</p> <p>KB17. Pruning of lower branches and its significance.</p> <p>KB18. Importance of mulching plant bases using dried leaves/ providing shade baskets to reduce heating of soil and to preserve soil moisture.</p> <p>KB19. Preparation of lime/clay slurry with adhesive and its usage and significance.</p> <p>KB20. Different methods of branch induction (leaf cap/notching/leaf bundling) and its significance.</p> <p>KB21. Planting materials, planting and maintenance of various intercrops.</p> <p>KB22. Methods of support by using poles/ropes in wind prone areas</p> <p>KB23. Methods of irrigation using water injector</p> |
| <b>Skills (S)</b>  |  |
| <b>A. Core skills/<br/>Generic skills</b>  | <b>Writing Skills</b>  |
|  | <p>The user/ individual on the job needs to know and understand how to carry out :</p> <p>SA1. Reporting of diseases, causalities and other issues observed in plantations.</p> <p>SA2. Basic arithmetic calculations</p> <p>SA3. Reporting on work done</p>   |
|  | <b>Reading skills</b>  |
| <p>The user/individual on the job needs to know and understand how to:</p> <p>SA4. Update knowledge by reading news papers , farm magazines, brochures etc.</p> <p>SA5. Develop understanding on the hazardous effect /possibilities of contamination caused by fungicides and other chemicals.</p> <p>SA6. Reading of instructions and notices from the management.</p> |  |
| <b>Oral Communication (Listening and Speaking skills)</b>  |  |
| <p>The user/individual on the job needs to know and understand how to:</p> <p>SA7. Be a good listener to any new information being introduced in the field.</p> <p>SA8. Communicate effectively with superiors and colleagues.</p> <p>SA9. Communicate clearly and effectively with various stakeholders.</p>  |  |
| <b>B. Professional skills</b>  | <b>Decision making</b>   |
|  | <p>The user/individual on the job needs to know and understand how to take decisions relating to:-</p> <p>SB1. Method of weeding</p> <p>SB2. Application of fungicide /insecticide/pesticide.</p> <p>SB3. Time of white washing/shading/mulching.</p> <p>SB4. Branch induction at desired height.</p> <p>SB5. Protection of plants from stray/wild animals.</p> <p>SB6. Identification of various diseases affecting rubber plants.</p>  |

**Rubber plantation development and maintenance**

|  |   |
|--|---|
|  | <b>Plan and Organize</b>  |
|  | <p>The user/individual on the job needs to know and understand how to :-</p> <p>SB7. Carry out clearing, lining, peg marking, terracing, pitting, refilling and planting in given time.</p> <p>SB8. Organize timely application of recommended manure</p> <p>SB9. Carry out suggested control measures against diseases in specified time.</p> <p>SB10. Plan and organize weeding operations.</p> |
|  | <b>Customer centricity</b>  |
|  | <p>The user/individual on the job needs to know and understand how to:-</p> <p>SB11. Minimize plantation losses related to the quality of produce.</p>  |
|  | <b>Problem solving</b>  |
|  | <p>The user/individual on the job needs to know and understand how to:</p> <p>SB12. Identify the diseases based on the symptoms and report it to the supervisor in timely manner.</p> <p>SB13. Rectify minor defects of tools and implements.</p>   |
|  | <b>Analytical Thinking</b>  |
|  | <p>The user/individual on the job needs to know and understand how to:</p> <p>SB14. Recognize the effect of various factors such as climate, management practices including manuring, plant protection etc.</p>   |
|  | <b>Critical Thinking</b>  |
|  | <p>The user/individual on the job needs to know and understand how to:</p> <p>SB15. Apply, analyze and evaluate the information gathered from observations, experience, reasoning and communicate the same to the appropriate authority</p>   |

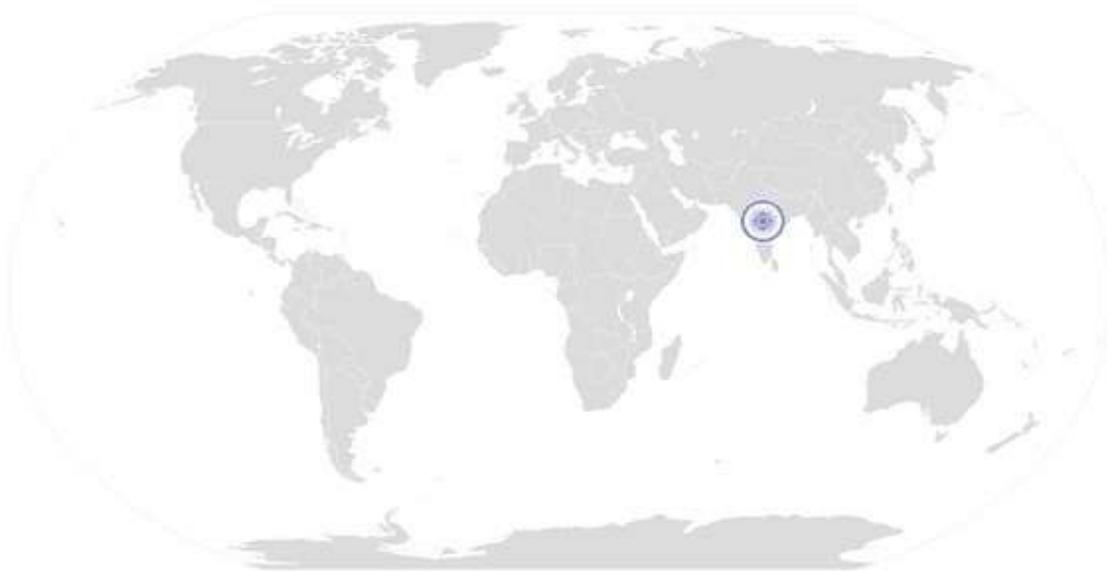
## NOS Version Control

|                            |                           |                         |            |
|----------------------------|---------------------------|-------------------------|------------|
| <b>NOS Code</b>            | RSC / N 6108              |                         |            |
| <b>Credits(NSQF)</b>       | TBD                       | <b>Version number</b>   | 1.0        |
| <b>Industry</b>            | Rubber Industry           | <b>Drafted on</b>       | 22/06/2015 |
| <b>Industry Sub-sector</b> | Natural Rubber Plantation | <b>Last reviewed on</b> | 22/06/2015 |
| <b>Occupation</b>          | Production-NR             | <b>Next review date</b> | 22/06/2017 |



---

# National Occupational Standard



---

## Overview

This unit is about Natural Resource Management

|   |  |
|---|--|
| <b>Unit Code</b>                                | <b>RSC/ N 5005</b>   |
| <b>Unit Title (Task)</b>                        | <b>Natural Resource Management</b>   |
| <b>Description</b>                              | This unit is about Natural Resource Management.  |
| <b>Scope</b>                                    | <p>This unit/task covers the following:</p> <ul style="list-style-type: none"> <li>• Natural resource management (Soil &amp; water)</li> <li>• Waste management &amp; health care</li> <li>• Inputs (chemicals and other materials) management</li> </ul>  |
| <b>Performance Criteria(PC) w.r.t the scope</b> |  |
| <b>Element</b>                                  | <b>Performance Criteria</b>  |
| <b>Natural resource management</b>              | <p>To be competent, the individual on the job must be able to know and understand :-</p> <p>PC1. The possibilities and causes for soil erosion<br/> PC2. Timely repairs/maintenance of terrace, silt pits, soil/stone bunds, to check soil/water erosion.<br/> PC3. Correct method of drainage making.<br/> PC4. Hedge maintenance.<br/> PC5. Protection of water source from pollution<br/> PC6. Rain water harvesting.<br/> PC7. Judicious use of water during irrigation.<br/> PC8. Mulching for soil and moisture conservation.<br/> PC9. Avoiding excess dosage of fertilisers and chemicals to minimise damage to soil microflora.<br/> PC10. Cover crop management.</p> |
| <b>Waste management &amp; Health care</b>       | <p>PC11. Importance of premise cleanliness<br/> PC12. Collection and storage of empty containers, worn out polythene bags, fertilizer bags etc from the field for reuse/disposal.<br/> PC13. Use of personal protective devices to minimize damages while using fungicides and other chemicals, weed cutter, chain saw etc.<br/> PC14. Timely detection and treatment for diseases to avoid over- dosage of chemicals.<br/> PC15. Prevention of diseases through appropriate management strategies to avoid excessive use of fungicides.</p>   |

## Natural Resource Management

|   |  |
|---|--|
| <p><b>Input (chemical) management</b></p>   | <p>PC16. Destroy sources of mosquito breeding to control possible epidemics<br/>PC17. Awareness about consequences of chemical contamination.<br/>PC18. Use of chemical fertilizers and other chemicals only as per recommendations.<br/>PC19. Spraying &amp; handlings of chemicals using hood, masks, gloves etc.<br/>PC20. Usage of organic and bio- fertilizers.<br/>PC21. Usage of plant growth hormones and bio-control measures against diseases.</p>   |
| <p><b>Knowledge and Understanding (K)</b></p>   |  |
| <p><b>A. Organizational context</b> (Knowledge of the company / organization and its processes)</p> | <p><b>The user/individual on the job needs to know and understand:</b></p> <p>KA1.The environment policies of the management<br/>KA2. Environmental pollution and control measures as practiced in the estate.<br/>KA3. Instructions regarding environmental hygiene and health care.</p>  |
| <p><b>B. Technical knowledge</b></p>  | <p><b>The user/individual on the job needs to know and understand:</b></p> <p>KB1. Importance of conservation of natural resources.<br/>KB2. Impact of soil erosion on fertility of soil<br/>KB3. Judicious use of water and effective irrigation techniques.<br/>KB4. Judicious use of fertilizers and chemicals.<br/>KB5. Methods of soil manipulation with minimum erosion<br/>KB6. Methods of minimizing soil erosion<br/>KB7. Knowledge about appropriate Irrigation schedule and methods<br/>KB8. Types of fertilizers and methods of fertilizer application<br/>KB9. Importance of using organic and bio- fertilizers<br/>KB10. Fungicides, pesticides, herbicides and other chemicals and its dosages and methods of applications<br/>KB11. Operations of sprayers/dusters/weed cutter/chain saw.<br/>KB12. Operations of machines for irrigation<br/>KB13. Principles of waste management<br/>KB14. Usage of personal protective devices and their importance</p> |
| <p><b>Skills (S)</b></p>  |  |

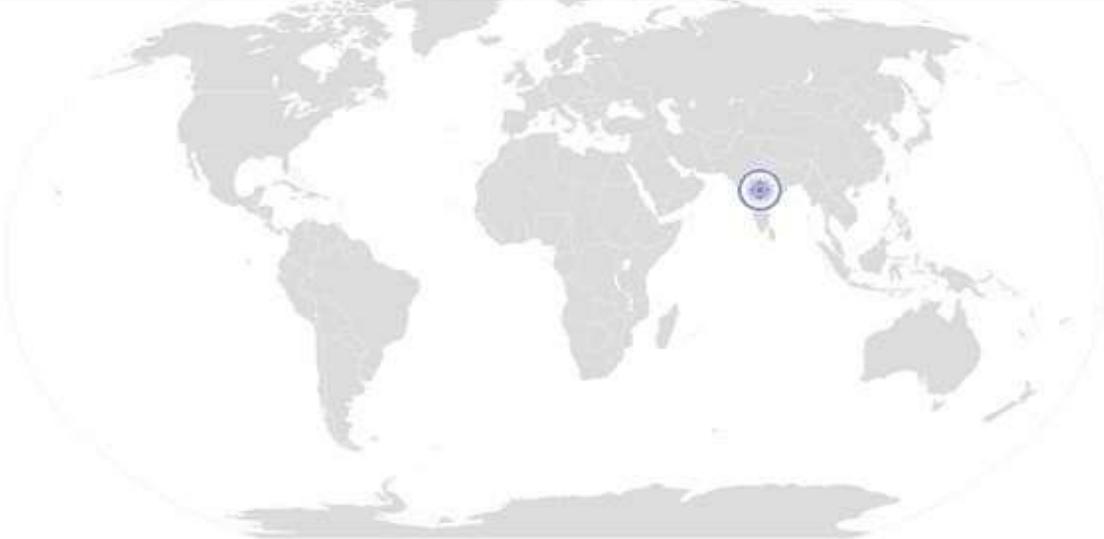
|   |  |
|---|--|
| <b>A. Core Skills/<br/>Generic Skills</b> | <b>Writing Skills</b>  |
|   | The user/ individual on the job needs to know and understand how to: <ul style="list-style-type: none"> <li>SA1. Convey ideas and information clearly through written documents</li> <li>SA2. Write simple letters, requests, reports etc</li> <li>SA3. Prepare memos, agreements etc</li> </ul>   |
|   | <b>Reading Skills</b>  |
|   | The user/individual on the job needs to know and understand how to: <ul style="list-style-type: none"> <li>SA4. Read and understand the contents published in newspapers and farm magazines, brochures and labels.</li> <li>SA5. Read written instructions, memos, notices etc.</li> <li>SA6. Read, understand and interpret agreements with labour unions and other agencies</li> </ul> |
| <b>B. Professional Skills</b>             | <b>Oral Communication (Listening and Speaking skills)</b>  |
|   | The user/individual on the job needs to know and understand how to: . <ul style="list-style-type: none"> <li>SA7. Express statements, opinions or information clearly so that the receiver hear and understand .</li> <li>SA8. Respond appropriately to queries.</li> <li>SA9. Communicate effectively to Supervisor, office staff and other Workers.</li> </ul>                         |
|   | <b>Decision Making</b>   |
|   | The user/individual on the job needs to know and understand how to <ul style="list-style-type: none"> <li>SB1. Get timely repairs/maintenance of terrace, silt pits, soil/stone bunds done to check soil/water erosion.</li> <li>SB2. Timely detection and treatment for diseases to avoid over- dosage of chemicals.</li> </ul>   |
| <b>B. Professional Skills</b>             | <b>Plan and Organize</b>   |
|   | The user/individual on the job needs to know and understand how to <ul style="list-style-type: none"> <li>SB3. Use the available water resources optimally during irrigation and other works.</li> </ul>   |
|   | <b>Customer Centricity</b>   |
|   | NA   |

|  |   |
|--|---|
|  | <b>Problem Solving</b>  |
|  | The user/individual on the job needs to know and understand how to SB4. Prevention of diseases through appropriate strategies to avoid excessive use of fungicides.   |
|  | <b>Analytical Thinking</b>  |
|  | The user/individual on the job needs to know and understand how to SB5. Save water resources such as rain water harvesting.   |
|  | <b>Critical Thinking</b>  |
|  | The user/individual on the job needs to know and understand how to SB6. Use fertilizers and chemicals judiciously without affecting the quality of natural resources. |



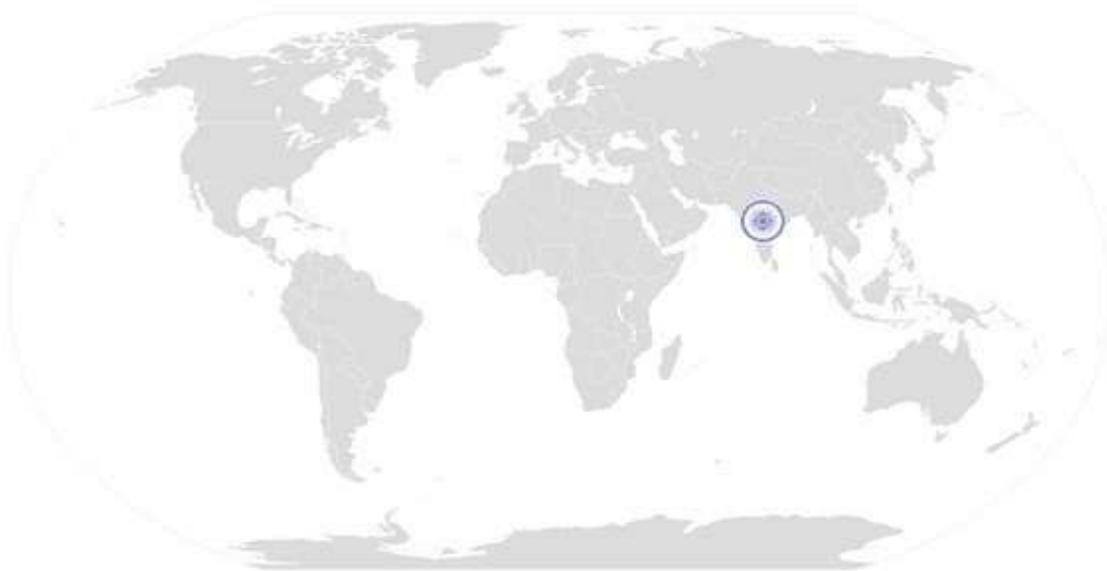
## NOS Version Control

|                            |                           |                         |            |
|----------------------------|---------------------------|-------------------------|------------|
| <b>NOS Code</b>            | RSC / N 5005              |                         |            |
| <b>Credits(NSQF)</b>       | TBD                       | <b>Version number</b>   | 1.0        |
| <b>Industry</b>            | Rubber Industry           | <b>Drafted on</b>       | 22/06/2015 |
| <b>Industry Sub-sector</b> | Natural Rubber Plantation | <b>Last reviewed on</b> | 22/06/2015 |
| <b>Occupation</b>          | Production-NR             | <b>Next review date</b> | 22/06/2017 |



---

# National Occupational Standard



---

## Overview

This unit is about providing feedback to higher authorities.

## Providing feedback to higher authorities

|   |   |
|---|---|
| <b>Unit Code</b>                                  | <b>RSC/N 5006</b>   |
| <b>Unit Title (Task)</b>                          | <b>Feed back to Higher Authorities</b>  |
| <b>Description</b>                                | This unit is about providing feedback to higher authorities.  |
| <b>Scope</b>                                      | <p>This unit/task covers the following:</p> <ul style="list-style-type: none"> <li>• Feed back on innovations in practices/operations</li> <li>• Feed back on incidence of trouble shooting</li> <li>• Feed back on indigenous knowledge (IK)/ indigenous technical knowledge (ITK) for evaluation and adoption</li> <li>• Feed back on socio-economic problems</li> <li>• Feed back on conflicts</li> <li>• Feed back on shortages/surplus of inputs</li> <li>• Information on quality issues of inputs</li> </ul> |
| <b>Performance Criteria(PC) w.r.t the scope</b>   |   |
| <b>Element</b>                                    | <b>Performance Criteria</b>   |
| <b>Feed back on innovations</b>                   | <p>To be competent, the individual on the job must be able to:</p> <p>PC1. Generate innovations through expertise<br/>           PC2. Report to the higher authorities for trial, modifications and evaluation<br/>           PC3. Implement/adopt the approved innovations</p>   |
| <b>Feed back on incidence of trouble shooting</b> | <p>PC4. Identify the issues requiring trouble shooting.<br/>           PC5. Report to the higher authorities for diagnosing and remedial action.<br/>           PC6. Carry out protection measures.<br/>           PC7. Report on the effectiveness of the control measures.<br/>           PC8. Report on the effect of climatic factors on the functioning of the factory.</p>  |
| <b>Feed back on indigenous knowledge/ITK</b>      | <p>PC9. Identify appropriate location specific indigenous knowledge<br/>           PC10. Report it to higher authorities for trial, evaluation and adoption with modifications, if any<br/>           PC11. Report on the results of such trials</p>  |

**Providing feedback to higher authorities**

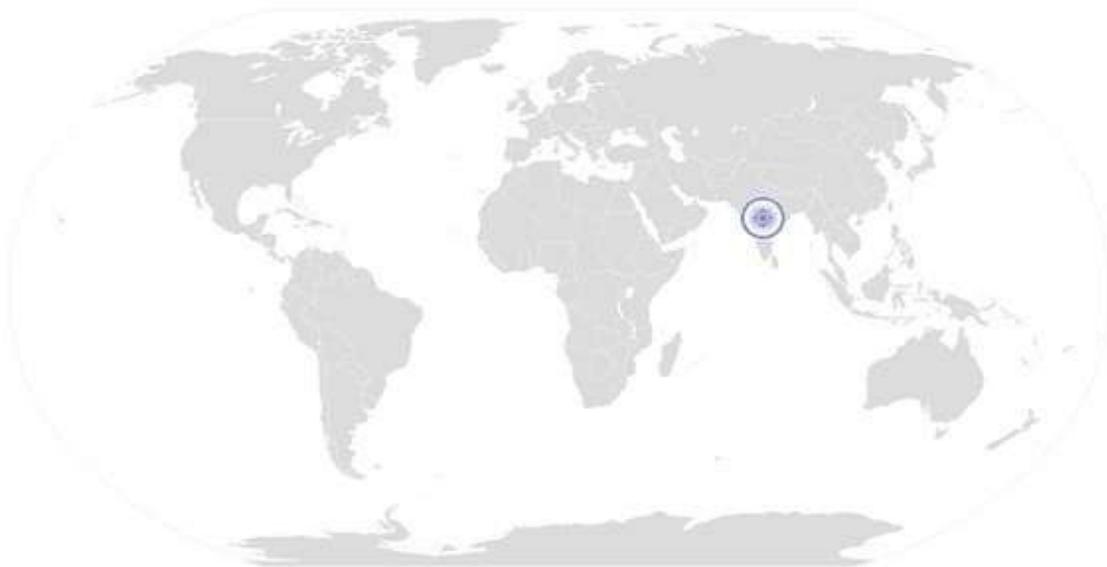
|   |  |
|---|--|
| <p><b>Feed back on socio-economic problems</b></p>  | <p>PC12. Identify the socio-economic issues<br/>PC13. Report it to higher authorities for investigation and solution<br/>PC14. Extend possible help for solving such problems.</p>   |
| <p><b>Feed back on conflicts</b></p>  | <p>PC15. Aware of the conflict existing and its possible causes<br/>PC16. Report it to the higher authority for resolving the issues<br/><b>PC17.</b> Extend possible help for solving the conflict</p>  |
| <p><b>Feedback on inputs</b></p>  | <p>PC18. Feed back on shortages/surplus of inputs<br/>PC19. Information on quality issues of inputs</p>  |
| <p><b>Knowledge and Understanding (K)</b></p>   |  |
| <p><b>A. Organizational context</b><br/>(Knowledge of the company / organization and its processes)</p> | <p>The user/individual on the job needs to know and understand:<br/>KA1. Importance of providing feedback for improvement<br/>KA2. Importance of indigenous knowledge for evolving/adopting location specific practices<br/>KA3. Rectification/solution of problems/conflicts for the smooth functioning of the factory.</p>   |
| <p><b>B. Technical Knowledge</b></p>  | <p>The user/individual on the job needs to know and understand:<br/>KB1. The need for ammoniating field latex and what happens when it is centrifuged.<br/>KB2. About latex production from rubber plantation<br/>KB3. Impact of preventive maintenance on the performance of factory.<br/>KB4. The indigenous practices for adoption for better performance<br/>KB5. The local situations and come out with innovations through experience<br/>KB6. Problem/conflict identification<br/>KB7. Methods of reporting to higher authorities</p> |
| <p><b>Skills (S) (Optional)</b></p>   |  |
| <p><b>A. Core Skills/</b></p>   | <p><b>Writing Skills</b></p>   |

**Providing feedback to higher authorities**

|                               |  |
|-------------------------------|--|
| <b>Generic Skills</b>         | The user/ individual on the job needs to know and understand how to:<br><br>SA1. Prepare simple written documents to provide feedback to higher authorities<br>SA2. Convey ideas/information clearly in writing  |
|                               | <b>Reading Skills</b>  |
|                               | The user/individual on the job needs to know and understand how to:<br><br>SA3. Read and understand the contents published in newspaper and other publications<br>SA4. Read and understand images, diagrams, leaflets etc<br>SA5. Read written instructions, notices etc.  |
|                               | <b>Oral Communication (Listening and Speaking skills)</b>  |
|                               | The user/individual on the job needs to know and understand how to:<br><br>SA6. Express statements, opinions or information clearly so that the receiver can hear and understand properly.<br>SA7. Respond appropriately to queries<br>SA8. Communicate effectively to Factory Manager, Supervisor, Head worker , office staff and other workers |
| <b>B. Professional skills</b> | <b>Decision Making</b>   |
|                               | The user/individual on the job needs to know and understand how to:<br><br>SB1. Identify issues that should be reported to higher authorities and others which can be resolved at their level itself.  |
|                               | <b>Plan and Organize</b>   |
|                               | The user/individual on the job needs to know and understand how to:<br><br>SB2. Provide feedback various issues through appropriate channel.   |
|                               | <b>Customer centricity</b>   |
|                               | NA   |
|                               | <b>Problem Solving</b>   |
|                               | The user/individual on the job needs to know and understand how to:<br><br>SB3. Suggest their own point of view for resolving the issues reported.   |
| <b>Analytical Thinking</b>    |  |

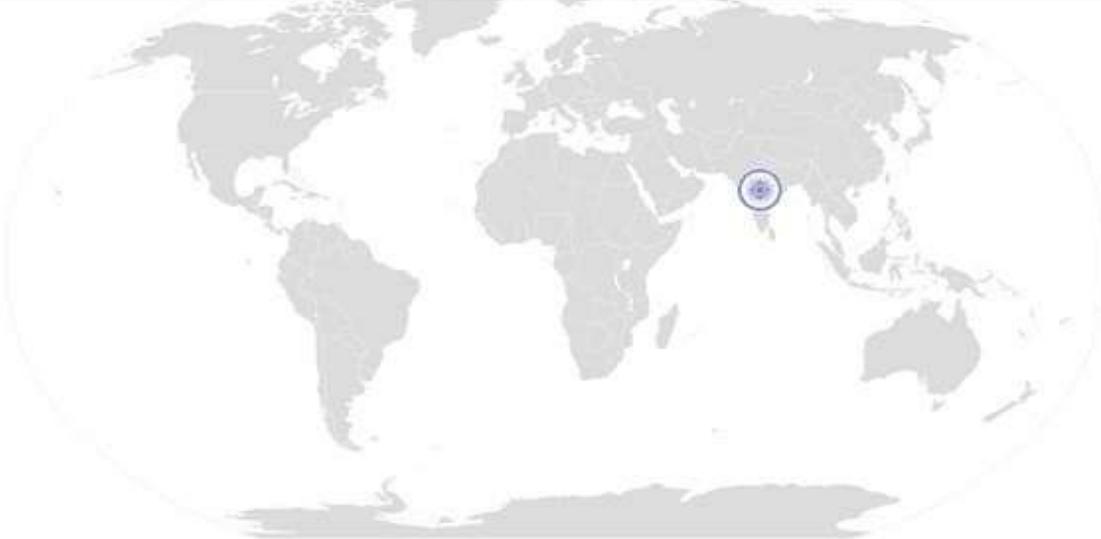
**Providing feedback to higher authorities**

|  |  |
|--|--|
|  | The user/individual on the job needs to know and understand how to:<br>SB4. Report feedback to the higher authorities for trial, modifications and evaluation of innovations |
|  | <b>Critical Thinking</b>   |
|  | NA   |



## NOS Version Control

|                            |                           |                         |            |
|----------------------------|---------------------------|-------------------------|------------|
| <b>NOS Code</b>            | RSC / N 5006              |                         |            |
| <b>Credits(NSQF)</b>       | TBD                       | <b>Version number</b>   | 1.0        |
| <b>Industry</b>            | Rubber Industry           | <b>Drafted on</b>       | 22/06/2015 |
| <b>Industry Sub-sector</b> | Natural Rubber Plantation | <b>Last reviewed on</b> | 22/06/2015 |
| <b>Occupation</b>          | Production-NR             | <b>Next review date</b> | 22/06/2017 |



## CRITERIA FOR ASSESSMENT OF TRAINEES

|                             |                                  |
|-----------------------------|----------------------------------|
| <b>Subsector</b>            | General Worker-Rubber Plantation |
| <b>Qualification Pack</b>   | RSC/ Q 6107                      |
| <b>Sector Skill Council</b> | Rubber Skill Development Council |

### 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. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below)
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on this criteria
5. To pass the Qualification Pack, every trainee should score a minimum of 70% in every NOS
6. In case of successfully passing only certain number of NOS's, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack

|  |                                |   | Marks Allocation |        |           |
|--|--------------------------------|---|------------------|--------|-----------|
| Nos  | Element                        | Description   | Total            | Theory | Practical |
| 1. RSC / N 6108 Rubber plantation on development and maintenance | Preparation of plantation area | PC1.Maintaining cleanliness in the plantation   | 6                | 4      | 2         |
|  |                                | PC2.Construction and maintenance of the estate road   | 4                | 2      | 2         |
|  |                                | PC3. Lining, peg marking and pitting (either mechanical/manual                                      | 6                | 2      | 4         |
|  |                                | PC4. Refilling with top soil, making of silt pit and soil / stone bunds                             | 6                | 4      | 2         |
|  |                                | PC5. Maintenance of terraces and drainage facility  | 6                | 4      | 2         |
|  | Plantation                     | PC6. Loading, unloading of planting materials/other inputs and shifting to planting site carefully. | 4                | 2      | 2         |
|  |                                | PC7. Planting in pits as per the instructions   | 4                | 2      | 2         |
|  |                                | PC8. Treatment of seeds as per the instructions   | 6                | 4      | 2         |
|  | Disease Prevention             | PC9. Using recommended fungicides/pesticides/insecticide to control leaf/stem/root diseases.        | 6                | 4      | 2         |
|  |                                | PC10. Operation of different types of sprayer, dusters and weed cutting machines for weed control   | 6                | 4      | 2         |
|  |                                | PC11. Manuring weaker plants as per the instructions.   | 6                | 2      | 4         |
|  |                                | PC12. Treatment for nutritional deficiency diseases.  | 2                | 2      | 0         |
|  | Maintenan                      | PC13. Fertilizer application as per the instructions.   | 4                | 4      | 0         |

|                                      |  |  |  |            |           |           |
|--------------------------------------|--|--|--|------------|-----------|-----------|
|                                      | ce   | PC14. Cleaning and maintenance of tools required for maintenance of plants   | 2  | 2          | 0         |           |
|                                      |  | PC15. Pruning of lower branches and mulching plant bases using dried leaves/ providing shade baskets.                                | 2  | 0          | 2         |           |
|                                      |  | PC16. White washing the brown portion of the plants using lime /clay to reduce heat absorption.                                      | 4  | 2          | 2         |           |
|                                      |  | PC17. Replacement of vacant planting points using healthy advanced planting materials as per the instructions.                       | 4  | 2          | 2         |           |
|                                      |  | PC18. Repair and maintenance of terrace/soil/stone bunds   | 4  | 2          | 2         |           |
|                                      |  | PC19. Confining cover crops growth within inter rows   | 4  | 2          | 2         |           |
|                                      |  | PC20. Raising of wind belt in wind prone areas.  | 4  | 4          | 0         |           |
|                                      |  | PC21. Making fire belt during summer season.   | 4  | 2          | 2         |           |
|                                      |  | Intercrop  | PC22. Raising of intercrop (if any) during the initial 3 years.  | 2          | 2         | 0         |
|                                      |  |  | PC23. Maintaining intercrops as per instructions   | 4          | 2         | 2         |
|                                      |  |  |  | <b>100</b> | <b>60</b> | <b>40</b> |
|                                      | <b>2. RSC/<br/>N 5006<br/>Natural<br/>Resource<br/>Management</b>                                | Natural<br>resource<br>management (Soil & water)   | PC24. The possibilities and causes for soil erosion  | 4          | 2         | 2         |
|                                      |  |  | PC25. Timely repairs/maintenance of terrace, silt pits, soil/stone bunds, to check soil/water erosion. | 4          | 2         | 2         |
|                                      |  |  | PC26. Correct method of drainage making.   | 6          | 4         | 2         |
|                                      |  |  | PC27. Hedge maintenance.   | 4          | 4         | 0         |
|                                      |  |  | PC28. Protection of water source from pollution  | 4          | 2         | 2         |
|                                      |  |  | PC29. Rain water harvesting.   | 4          | 2         | 2         |
|                                      |  |  | PC30. Judicious use of water during irrigation.  | 6          | 2         | 4         |
|                                      |  |  | PC31. Mulching for soil and moisture conservation.   | 6          | 2         | 4         |
|                                      |  |  | PC32. Avoiding excess dosage of fertilisers and chemicals to minimise damage to soil microflora.       | 8          | 6         | 2         |
|                                      |  | PC33. Cover crop management.   | 6  | 4          | 2         |           |
| Waste<br>management & Health<br>care |  | PC34. Importance of premise cleanliness  | 4  | 2          | 2         |           |
|                                      |  | PC35. Collection and storage of empty containers, worn out polythene bags, fertilizer bags etc from the field for reuse/disposal.    | 6  | 2          | 4         |           |
|                                      |  | PC36. Use of personal protective devices to minimize damages while using fungicides and other chemicals, weed cutter, chain saw etc. | 4  | 2          | 2         |           |
|                                      |  | PC37. Timely detection and treatment for diseases to avoid over- dosage of chemicals.  | 4  | 2          | 2         |           |
|                                      | PC38. Prevention of diseases through appropriate management strategies to avoid excessive use of | 4  | 4  | 0          |           |           |

|  |   |   |            |           |           |
|--|---|---|------------|-----------|-----------|
|  |   | fungicides.   |            |           |           |
|  | Input<br>(chemical)<br>managem<br>ent                   | PC39. Destroy sources of mosquito breeding to control possible epidemics                            | 6          | 4         | 2         |
|  |   | PC40. Awareness about consequences of chemical contamination.                                       | 6          | 4         | 2         |
|  |   | PC41. Use of chemical fertilizers and other chemicals only as per recommendations.                  | 4          | 2         | 2         |
|  |   | PC42. Spraying & handlings of chemicals using hood, masks, gloves etc.                              | 4          | 2         | 2         |
|  |   | PC43. Usage of organic and bio- fertilizers.  | 4          | 4         | 0         |
|  |   | PC44. Usage of plant growth hormones and bio-control measures against diseases.                     | 2          | 2         | 0         |
|  |   |   | <b>100</b> | <b>60</b> | <b>40</b> |
|  | <b>Feed back on innovations in practices/operations</b> | PC45. Generate innovations through expertise  | 6          | 2         | 4         |
|  |   | PC46. Report to the higher authorities for trial, modifications and evaluation                      | 6          | 2         | 4         |
|  |   | PC47. Implement/adopt the approved innovations  | 6          | 2         | 4         |
|  | <b>Feed back on incidence of trouble shooting</b>       | PC48. Identify the issues requiring trouble shooting.   | 6          | 2         | 4         |
|  |   | PC49. Report to the higher authorities for diagnosing and remedial action.                          | 6          | 2         | 4         |
|  |   | PC50. Carry out protection measures.  | 4          | 0         | 4         |
|  |   | PC51. Report on the effectiveness of the control measures.  | 8          | 2         | 6         |
|  |   | PC52. Report on the effect of climatic factors on the functioning of the factory.                   | 6          | 2         | 4         |
|  | <b>Feed back on indigenous knowledge /ITK</b>           | PC53. Identify appropriate location specific indigenous knowledge                                   | 4          | 2         | 2         |
|  |   | PC54. Report it to higher authorities for trial, evaluation and adoption with modifications, if any | 6          | 2         | 4         |
|  |   | PC55. Report on the results of such trials  | 4          | 2         | 2         |
|  | <b>Feed back on socio-economic problems</b>             | PC56. Identify the socio-economic issues  | 4          | 2         | 2         |
|  |   | PC57. Report it to higher authorities for investigation and solution                                | 6          | 2         | 4         |
|  |   | PC58. Extend possible help for solving such problems.   | 4          | 2         | 2         |
| <b>3. RSC / N 5007 Feed back to Higher Authorities</b> | <b>Feed back on</b>                                     | PC59. Aware of the conflict existing and its possible causes  | 4          | 2         | 2         |

|  |                           |  |            |           |           |
|--|---------------------------|--|------------|-----------|-----------|
|  | <b>conflicts</b>          | PC60. Report it to the higher authority for resolving the issues | 6          | 2         | 4         |
|  |                           | PC61. Extend possible help for solving the conflict              | 4          | 0         | 4         |
|  | <b>Feedback on inputs</b> | PC62. Feed back on shortages/surplus of inputs                   | 6          | 0         | 6         |
|  |                           | PC63. Information on quality issues of inputs                    | 4          | 0         | 4         |
|  |                           |  | <b>100</b> | <b>30</b> | <b>70</b> |