QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR CAPITAL GOODS INDUSTRY

Contents

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

Introduction

Qualifications Pack: Fitter – Mechanical Assembly

SECTOR: CAPITAL GOODS

SUB-SECTOR:

1. Machine Tools
2. Dies, Moulds and Press Tools
3. Process Plant Machinery
4. Plastics Manufacturing Machinery
5. Textile Manufacturing Machinery
6. Electrical and Power Machinery
7. Light Engineering Goods

OCCUPATION: Fitting and Assembly

REFERENCE ID: CSC/ Q 0304

Aligned to: NCO-2004/8281.10

Fitter – Mechanical Assembly: Perform basic fitting and assembly activities of machinery to produce machinery of features as per given specifications.

Brief Job Description: It involves marking out the material for the features to be produced, and then use hand tools, portable power tools, manually operated machine tools and shaping, fitting and assembly techniques appropriate to the operations being performed. The candidate will be expected to check the quality of the workpiece, using measuring equipment.

Personal Attributes: Basic communication, numerical and computational abilities. Openness to learning, ability to plan and organize own work and identify and solve problems in the course of working. Understanding the need to take initiative and manage self and work to improve efficiency and effectiveness

Job Details

Qualifications Pack Code	**CSC/ Q 0304**		
Job Role	**Fitter – Mechanical Assembly**		
Credits (NSQF)	**TBD**	**Version number**	**1.0**
Sector	**CAPITAL GOODS**	**Drafted on**	**10/04/14**
Sub-sector	1. Machine Tools 2. Dies, Moulds And Press Tools 3. Plastics Manufacturing Machinery 4. Textile Manufacturing Machinery 5. Process Plant Machinery 6. Electrical and Power Machinery 7. Light Engineering Goods	**Last reviewed on**	
Occupation	**FITTING AND ASSEMBLY**	**Next review date**	**30/08/16**

Job Role	Fitter – Mechanical Assembly
Role Description	Perform basic machining, fitting and assembly activities of machinery to produce machinery of features as per given specifications.
NSQF level	3
Minimum Educational Qualifications	10th Standard
Maximum Educational Qualifications	N.A.
Training (Suggested but not mandatory)	No Previous Training Required
Experience	Minimum 1 year as a Fitter Fabricator or Machinist
Applicable National Occupational Standards (NOS)	**Compulsory:** 1. CSC/ N 0304 (Perform fitting and assembly operations on metal components) 2. CSC/ N 1335 (Use basic health and safety practices at the workplace) 3. CSC/ N 1336 (Work effectively with others) **Optional:** N.A.
Performance Criteria	As described in the relevant OS units

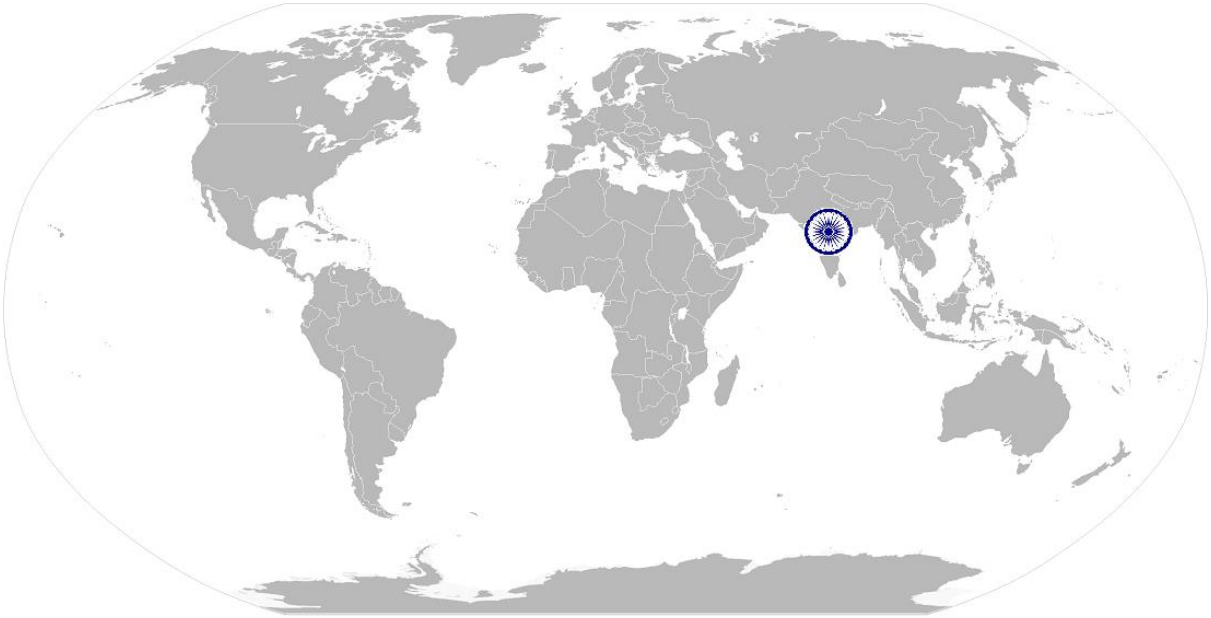
Definitions

Keywords /Terms	Description
Core Skills/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 NOS, these include communication related skills that are applicable to most job roles.
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 NOS.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organization.
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.
National Occupational Standards (NOS)	NOS are Occupational Standards which apply uniquely in the Indian context
Occupation	Occupation is a set of job roles, which perform similar/related set of functions in an industry.
Organisational Context	Organisational 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.
Performance Criteria	Performance Criteria are statements that together specify the standard of performance required when carrying out a task.
Qualifications Pack(QP)	Qualifications Pack comprises the set of NOS, together with the educational, training and other criteria required to perform a job role. A Qualifications Pack is assigned a unique qualification pack code.
Qualifications Pack Code	Qualifications Pack Code is a unique reference code that identifies a qualifications pack.
Scope	Scope is the 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 the quality of performance required.
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.
Sub-functions	Sub-functions are sub-activities essential to fulfil the achieving the objectives of the function.
Technical Knowledge	Technical Knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
Unit Code	Unit Code is a unique identifier for a NOS unit, which can be denoted with an 'N'
Unit Title	Unit Title gives a clear overall statement about what the incumbent should be able to do.
Vertical	Vertical may exist within a sub-sector representing different domain areas or the client industries served by the industry.

Acronyms

Keywords /Terms	Description
GD&T	Geometric Dimensioning and Tolerancing
DTI	Dial Test Indicators
CMM	Coordinate Masuring Machine
ECM	Electrochemical Machining
BODMAS	Brackets/Of/Division/Multiplication/Addition/Subtraction
CO2	Carbon dioxide
CPR	Cardiac Pulmonary Resuscitation
PPE	Personal Protective Equipment

National Occupational Standard



Overview

This unit covers the basic fitting and assembly activities of machinery to produce machinery of features as per given specifications.

National Occupational Standard

CSC/ N 0304: Perform fitting and assembly operations on metal components

Unit Code	**CSC/ N 0304**
Unit Title (Task)	**Perform fitting and assembly operations on metal components**
Description	This unit covers the basic fitting and assembly activities to produce machinery of features as per given specifications. The candidate will be expected to carry out fitting and assembly activities with understanding of the types of equipment used, the manufacturing techniques, and the operating and safety procedures that are required. The candidate will use appropriate tools and equipment to mark out the material for the features to be produced, and then use hand tools, portable power tools, manually operated machine tools and shaping, fitting and assembly techniques appropriate to the operations being performed. These activities will include hand sawing, filing, drilling, tapping, reaming, surface grinding and assembly. During and on completion of the operations, the candidate will be expected to check the quality of the workpiece, using measuring equipment appropriate to the aspects being checked and the tolerances to be achieved. The candidate will need to be able to recognize when the activities are not meeting the required specification, and to discuss/determine what action needs to be taken to remedy any faults that occur, in order to ensure that the finished workpiece is within the specification requirements. On completion of the activities, the candidate will be expected to return all tools and equipment that they have used to the correct location, and to leave the work area in a safe and tidy condition. The candidate's responsibilities will require them to comply with health and safety requirements and organizational policy and procedures for the activities undertaken. The candidate will work under a high level of supervision, whilst taking responsibility for their own actions and for the quality and accuracy of the work that they carry out. The candidate's knowledge will provide an understanding of their work, and will enable them to apply appropriate machining, fitting and assembly techniques and procedures safely. The candidate will understand the machining, fitting and assembly processes, their application. The candidate will know about the equipment, materials and consumables, to the required depth to provide a sound basis for carrying out the activities to the required specification. The candidate will understand the safety precautions required when carrying out the various machining, fitting and assembly techniques, and when using hand tools and machinery. The candidate will be required to demonstrate safe working practices throughout, and will understand the responsibility they owe to themselves and others in the workplace.
Scope	This unit/task covers the following: • Working safely • Preparing for general machining, fitting or assembling operations • Marking out the components • Performing general fitting operations • Performing assembling operations • Measuring and checking component

Performance Criteria(PC) w.r.t. the Scope	
Element	**Performance Criteria**
Working safely	The user/individual on the job should be able to: PC1. comply with health and safety, environmental and other relevant regulations and guidelines at work PC2. adhere to procedures and guidelines for personal protective equipment (PPE) and

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	other relevant safety regulations while performing fitting operations PC3. ensure work area is clean and safe from hazards **Hazards**: use of power tools, trailing leads or hoses, damaged or badly maintained tools and equipment; using files with damaged or poor fitting handles; using machine tools; handling of oils and grease; misuses of tools; not following laid-down maintenance procedures PC4. ensure that all tools, equipment, power tool cables, extension leads are in a safe and usable condition PC5. ensure that all machines and machine tools are secured at all times
Preparing for general machining, fitting or assembling operations	The user/individual on the job should be able to: PC6. determine job requirement from job specification documents obtained from valid sources **Job requirements**: raw materials or components required (type, quality, quantity); dimensions; limits and tolerances; surface texture requirements; operations required (list, sequence and procedures where applicable); shape or profiles to be fabricated; cutting, bending and rolling allowances for fabricated forms; instruments and tools to be used; interdependencies; timelines **Job specification documents**: detailed component drawings; approved sketches/illustrations; national, international and organisational standards; reference tables and charts; fabrication/casting drawings **Valid source**: job instruction sheet/job card; work drawings and instructions; planning documentation; quality control documents; operation sheets; process specifications; instructions from supervisor PC7. establish the procedures to complete the general machining, fitting or assembling operations PC8. obtain the appropriate equipment, parts and accessories for the general machining, fitting or assembling operation **Equipment**: rollers and skates; crowbars; pull-lifts; lubricated plates **Parts:** assembly structure (framework, support, casings, panels); pre-machined components; shafts; levers/linkages; springs; fabricated components; chains; keys; belts; bearing; couplings; pulleys; gaskets; seals; sprockets; gears; pipework/hoses; bushes; cams and followers; other specific components **Accessories for assembling**: hooks, slings, eyebolts, shackles, chains, rings, special-to-purpose equipment, rules for the use of slings, trolleys PC9. check that all measuring equipment is within calibration date **Measuring equipments**: external micrometers, vernier/digital/dial caliper, surface finish equipment (eg. comparison plates, machines), rules, squares, protractors, depth micrometers, depth verniers, feeler gauges, bore/hole gauges, slip gauges, radius/profile gauges, thread gauges, height gauge, hardness tester, dial test indicators (DTI), surface roughness tester, coordinate measuring machine (CMM), profile projectors, form testers
Marking out the components	The user/individual on the job should be able to: PC10. prepare/determine suitable datums from which to mark out (eg. choosing a machine face or filing a flat face as a datum) PC11. apply a marking medium to enhance clarity of the marking out PC12. use an appropriate method of marking out (eg. direct marking using instruments, use

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	of templates or tracing/transfer methods) PC13. use a range of marking out equipment (eg. rules, squares, scribers, vernier instruments) **Marking tools**: rules/tapes, dividers/trammels, scribers, punches, scribing blocks, squares, protractor, permanent markers PC14. mark out a range of features **Features**: datum lines; cutting guidelines; square and rectangular profiles; circular and radial profiles; angles; holes linearly positioned, boxed and on pitch circles
Performing general fitting operations	The user/individual on the job should be able to: PC15. cut and shape the materials to the required specification, using appropriate tools and techniques PC16. use a range of hand fitting methods for fitting operations **Hand fitting**: cutting out the rough profile using saws (eg. hacksaw, band saw), cutting a screw thread (eg. tapping or dieing), filing (flat, square, curved), drilling holes, reaming of holes, scrabbing of parts PC17. Use a range of manually operated machines for performing machining operations **Manually operated machine tools**: manual grinding machines (Ag4, wolf grinding machine, etc.), drills (power drills, pedestal drills), punching machines, threading machines
Performing assembling operations	The user/individual on the job should be able to: PC18. use appropriate methods and techniques to assemble and secure the components and sub-assemblies in their correct positions **Methods**: assembling components having interference fits (eg. by pressure, expansion or contraction); securing components using threaded fasteners (eg. nuts, bolts, machine screws, cap screws); securing components using spring clips (eg. external circlips, internal circlips, special clips); using locking and retaining devices (eg. tab washers, locking nuts, wire locks, special purpose types); securing components using rivets (eg. countersunk, roundhead, blind, special purpose types); applying sealing compounds or adhesives; electrical bonding of components; setting and adjusting components to give correct working parameters (eg. shimming and packing); torque setting of nuts and bolts PC19. drill, tap and ream locating holes as required to permanently locate components PC20. fasten components permanently using methods such as using engineered fasteners, applying adhesives, soldering and brazing PC21. produce mechanical assemblies as per job specifications PC22. dismantle mechanical assemblies without damage to components and/or subassemblies **Methods to dismantle**: procedure for isolation and locking off a device/system; sequence of operations used to dismantle a device/system; proof marking, correct storage procedures for removed parts; release of pressure/force; extraction PC23. deal promptly and effectively with problems within their control, and seek help and guidance from the relevant people if they have problems that they cannot resolve PC24. keep the work area in a safe and tidy condition during and on completion of the manufacturing activities PC25. return all tools and equipment to the correct location on completion of the fitting activities support the customer remotely over the internet to test potential solutions

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	Fitting activities: file flat, square and curved surfaces and achieve a smooth surface finish; select saw blades for different materials, and how to set the saw blades for different operations; produce screw threads on workpieces using hand dies; tighten torque with torque wrenches; determine the drill size for tapped holes, and the importance of using the taps in the correct sequence
Measuring and checking component	The user/individual on the job should be able to: PC26. perform the necessary checks for dimensional accuracy **Dimensions**: linear dimensions (eg. lengths, depths), diameters (eg. external, internal), flatness, squareness, angles, profiles, hole size and position, thread size and fit PC27. use the appropriate measuring equipment for checking activities PC28. produce components within all of the applying standards **Components quality standards**: components to be free from false tool cuts, burrs and sharp edges; dimensional tolerance +/-0.020mm; flatness and squareness 0.05mm; angles within +/- 1 degree; screw threads to fit as per standard; reamed and bored holes within interference: - 0.025mm (hole) + 0.025mm (shaft), transition: - 0.1mm (hole) + 0.1 (shaft) , clearance: 50microns; radius: 0.5 r; surface finish 63µin or 1.6 µm PC29. generate stage inspection reports
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	The user/individual on the job needs to know and understand: KA1. legislation, standards, policies, and procedures followed in the company relevant to own employment and performance conditions KA2. relevant health and safety requirements applicable in the work place KA3. importance of working in clean and safe environment KA4. own job role and responsibilities and sources for information pertaining to employment terms, entitlements, job role and responsibilities KA5. reporting structure, inter-dependent functions, lines and procedures in the work area KA6. relevant people and their responsibilities within the work area KA7. escalation matrix and procedures for reporting work and employment related issues KA8. documentation and related procedures applicable in the context of employment and work KA9. importance and purpose of documentation in context of employment and work
B. Technical Knowledge	The user/individual on the job needs to know and understand: KB1. how to extract and use information from engineering drawings and related specifications in relation to work undertaken KB2. how to interpret first and third angle drawings, imperial and metric systems of measurement, workpiece reference points and system of tolerancing (Geometric Dimensioning and Tolerancing -- GD&T) KB3. preparation of materials in readiness for the marking out activities, in order to enhance clarity, accuracy and safety KB4. selection and establishment of a suitable datum KB5. importance of ensuring that marking out is undertaken from the selected datum KB6. possible effects of working from an incorrect datum KB7. mark-out conventions when marking out the workpiece KB8. various fitting activities to be carried out

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	Fitting activities: file flat, square and curved surfaces and achieve a smooth surface finish; select saw blades for different materials, and how to set the saw blades for different operations; produce screw threads on workpieces using hand dies; tighten torque with torque wrenches; determine the drill size for tapped holes, and the importance of using the taps in the correct sequence
	KB9. methods of holding the workpiece for the hand fitting, drilling threading and taping activities
	KB10. how to mount workpiece
	KB11. assembly methods, techniques and procedures to be used **Methods**: assembling components having interference fits (eg. by pressure, expansion or contraction); securing components using threaded fasteners (eg. nuts, bolts, machine screws, cap screws); securing components using spring clips (eg. external circlips, internal circlips, special clips); using locking and retaining devices (eg. tab washers, locking nuts, wire locks, special purpose types); securing components using rivets (eg. countersunk, roundhead, blind, special purpose types); applying sealing compounds or adhesives; electrical bonding of components; setting and adjusting components to give correct working parameters (eg. shimming and packing); torque setting of nuts and bolts
	KB12. how the components are to be aligned, adjusted and positioned prior to securing them, and the tools and equipment **Alignment**: slideways: flat, vee, dovetail, cylindrical, comparison of their capabilities, main features, accuracy of movement, means of adjustment, lubrication, protection; stick-slip: definition, recirculating ball leadscrews, hydrostatic slides; typical checks: coaxial alignment between main spindle axis, coaxial alignment between two spindles, alignment of spindle to guideway, squareness of slideways movement, concentricity and end float of spindle, squareness of planes to spindle, setting of guards, stops and automatic safety cut-outs; bearings: plain bush (radial, radial and axial) ball (radial, axial, radial and axial) roller (radial, axial, radial and axial); methods of alignment: standard tests, straight edge, precision level, autocollimator and reflector, roundness measuring machine
	KB13. various mechanical fastening devices that are used **Mechanical fastenings and joining techniques**: non-permanent - nuts, bolts, studs, screws, pins, springs, keys, bearings, permanent - welded, soldered, brazed, riveted
	KB14. how to mount and secure the cutting tools in the tool holding devices **Workholding devices**: bench / machine vice; clamps (eg. toolmaker's); three-jaw chuck; four-jaw chuck; collet chuck; drive plate and centres; magnetic chucks(holding devices); special purpose tool holders (3R for holding electrodes)
	KB15. techniques of taking trial cuts and checking dimensional accuracy
	KB16. the application of roughing and finishing cuts, and the effect on tool life, surface finish and dimensional accuracy
	KB17. application of cutting fluids and compounds with regard to a range of different materials, and why some materials do not require cutting fluids to be used **Range of Materials**: Ferrous metals: eg. carbon steels, stainless steels, cast iron, tool steel, hard metals; Non-ferrous metals: eg. bronze, aluminium, copper and copper alloys
	KB18. effects of coolant concentration and machining temperature on the job being undertaken
	KB19. how to check the workpiece and the measuring equipment that is used **Measuring equipments**: external micrometers, vernier/digital/dial caliper, surface

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	finish equipment (eg. comparison plates, machines), rules, squares, protractors, depth micrometers, depth verniers, feeler gauges, bore/hole gauges, slip gauges, radius/profile gauges, thread gauges, height gauge, hardness tester, dial test indicators (DTI), surface roughness tester, coordinate measuring machine (CMM), profile projectors, form testers KB20. need to check that the measuring equipment is within current calibration dates, and that the instruments are correctly zeroed KB21. measuring internal and external dimensions KB22. measuring geometric features KB23. the importance of leaving the work area and equipment in a safe and clean condition on completion of fitting activities
Skills (S) [Optional]	
A. Core Skills/ Generic Skills	**Communication**
	The user/ individual on the job needs to know and understand how to: SA1. read and interpret information correctly from various job specification documents, manuals, health and safety instructions, memos, etc. applicable to the job in English and/or local language SA2. fill up appropriate technical forms, process charts, activity logs as per organizational format in English and/or local language SA3. convey and share technical information clearly using appropriate language SA4. check and clarify task-related information SA5. liaise with appropriate authorities using correct protocol SA6. communicate with people in respectful form and manner in line with organizational protocol
	Numerical and computational skills
	The user/individual on the job needs to know and understand how to: SA7. undertake numerical operations, and calculations/ formulae **Numerical computations**: addition, subtraction, multiplication, division, fractions and decimals, percentages and proportions, simple ratios and averages SA8. identify and draw various basic, compound and solid shapes as per dimensions given **Basic shapes**: square, rectangle, triangle, circle **Compound shapes**: involving squares, rectangles, triangles, circles, semi-circles, quadrants of a circle **Solid shapes**: cube, rectangular prism, cylinder SA9. use appropriate measuring techniques and units of measurement SA10. use appropriate units and number systems to express degree of accuracy **Units and number systems representing degree of accuracy**: decimals places, significant figures, fractions as a decimal quantity SA11. interpret and express tolerance in terms of limits on dimensions SA12. calculation of the value of angles in a triangle **Angles in a triangle**: right-angled, isosceles, equilateral
	Computer skills
	The user/individual on the job needs to know and understand how to: SA13. use basic office applications like spread sheet, word processor, presentations SA14. use ERP software and other organizational software specific to quality function SA15. use email to communicate within the organization as per organization guidelines
	Learning

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	The user/individual on the job needs to know and understand how to: SA16. participate in on-the-job and other learning, training and development interventions and assessments SA17. clarify task related information with appropriate personnel or technical adviser SA18. seek to improve and modify own work practices SA19. maintain current knowledge of application standards, legislation, codes of practice and product/process developments
B. Professional Skills	**Problem Solving**
	The user/individual on the job needs to know and understand how to: SB1. identify problems with work planning, procedures, output and behavior and their implications SB2. prioritize and plan for problem solving SB3. communicate problems appropriately to others SB4. identify sources of information and support for problem solving SB5. seek assistance and support from other sources to solve problems SB6. identify effective resolution techniques SB7. select and apply resolution techniques SB8. seek evidence for problem resolution
	Plan and Organize
	The user/individual on the job needs to know and understand how to: SB9. plan, prioritize and sequence work operations as per job requirements SB10. organize and analyze information relevant to work SB11. basic concepts of shop-floor work productivity including waste reduction, efficient material usage and optimization of time
	Initiative and Enterprise
	The user/individual on the job needs to know and understand how to: SB12. undertake and express new ideas and initiatives to others SB13. modify work plan to overcome unforeseen difficulties or developments that occur as work progresses SB14. participate in improvement procedures including process, quality and internal/external customer/supplier relationships SB15. one's competencies in new and different situations and contexts to achieve more
	Self-Management
	The user/individual on the job needs to know and understand how to: SB16. exercise restraint while expressing dissent and during conflict situations SB17. avoid and manage distractions to be disciplined at work SB18. manage own time for achieving better results
	Teamwork
	The user/individual on the job needs to know and understand how to: SB19. work in a team in order to achieve better results SB20. identify and clarify work roles within a team SB21. communicate and cooperate with others in the team for better results SB22. seek assistance from fellow team members

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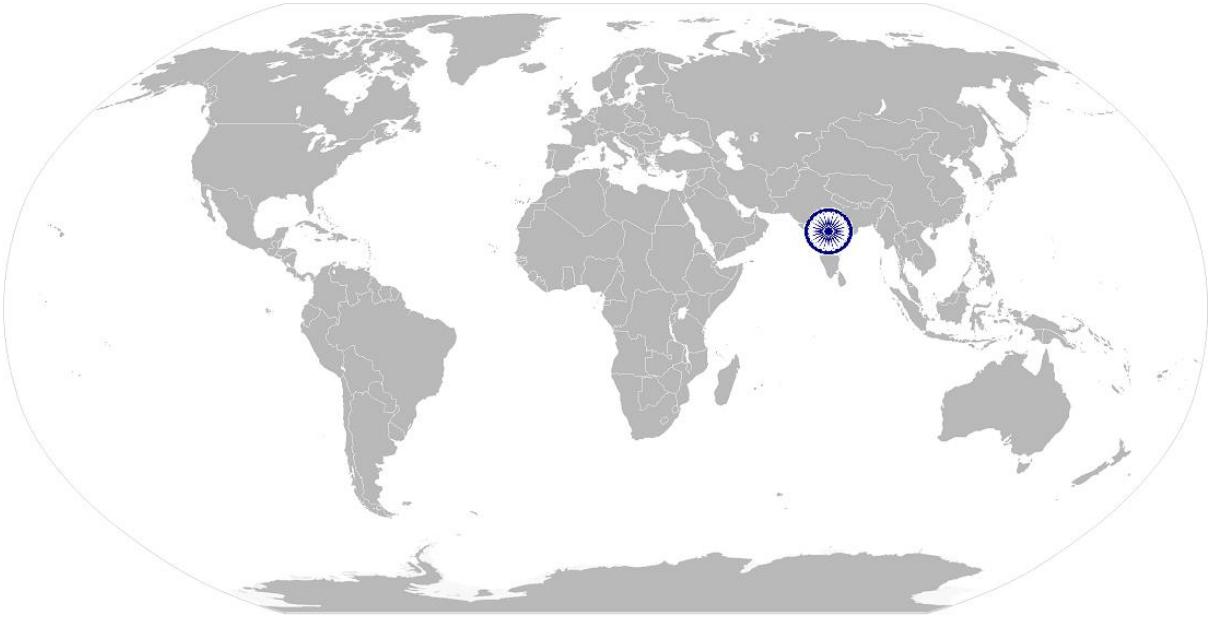
NOS Version Control

NOS Code	CSC/ N 0304		
Credits (NSQF)	TBD	Version number	1.0
Industry	Capital Goods	Drafted on	10/04/14
Industry Sub-sector	1. Machine Tools 2. Dies, Moulds and Press Tools 3. Plastics Manufacturing Machinery 4. Textile Manufacturing Machinery 5. Process Plant Machinery 6. Electrical and Power Machinery 7. Light Engineering Goods	Last reviewed on	
		Next review date	30/08/16

National Occupational Standard



Overview

This unit covers health, safety and security at the workplace. This includes procedures and practices that candidates need to follow to help maintain a healthy, safe and secure work environment.

CSC/ N 1335: Use basic health and safety practices at the workplace

National Occupational Standard

Unit Code	CSC / N 1335
Unit Title (Task)	Use basic health and safety practices at the workplace
Description	This OS unit is about knowledge and practices relating to health, safety and security that candidates need to use in the workplace. It covers responsibilities towards self, others, assets and the environment. It includes understanding of risks and hazards in the workplace, along with common techniques to minimize risk, deal with accidents, emergencies, etc. It covers knowledge of fire safety, common first aid applications, safe practices and emergency procedures.
Scope	This unit/task covers the following: • Health and safety • Fire safety • Emergencies, rescue and first-aid procedures
Performance Criteria(PC) w.r.t. the Scope	
Element	**Performance Criteria**
Health and safety	The user/individual on the job should be able to: PC1. use protective clothing/equipment for specific tasks and work conditions **Protective clothing**: leather or asbestos gloves, flame proof aprons, flame proof overalls buttoned to neck, cuffless (without folds), trousers, reinforced footwear, helmets/hard hats, cap and shoulder covers, ear defenders/plugs, safety boots, knee pads, particle masks, glasses/goggles/visors **Equipment**: hand shields, machine guards, residual current devices, shields, dust sheets, respirator PC2. state the name and location of people responsible for health and safety in the workplace PC3. state the names and location of documents that refer to health and safety in the workplace PC4. identify job-site hazardous work and state possible causes of risk or accident in the workplace **Hazards**: sharp edged and heavy tools; heated metals; oxyfuel and gas cylinders; welding radiation; hazardous surfaces(sharp, slippery, uneven, chipped, broken, etc.); hazardous substances(chemicals, gas, oxy-fuel, fumes, dust, etc.); physical hazards(working at heights, large and heavy objects and machines, sharp and piercing objects, tolls and machines, intense light, load noise, obstructions in corridors, by doors, blind turns, noise, over stacked shelves and packages, etc.) electrical hazards (power supply and points, loose and naked cables and wires, electrical machines and appliances, etc.)

CSC/ N 1335: Use basic health and safety practices at the workplace

	Possible causes of risk and accident: physical actions; reading; listening to and giving instructions; inattention; sickness and incapacity (such as drunkenness); health hazards (such as untreated injuries and contagious illness) PC5. carry out safe working practices while dealing with hazards to ensure the safety of self and others **Safe working practices**: using protective clothing and equipment; putting up and reading safety signs; handle tools in the correct manner and store and maintain them properly; keep work area clear of clutter, spillage and unsafe object lying casually; while working with electricity take all electrical precautions like insulated clothing, adequate equipment insulation, use of control equipment, dry work area, switch off the power supply when not required, etc.; safe lifting and carrying practices; use equipment that is working properly and is well maintained; take due measures for safety while working in confined places, trenches or at heights, etc. including safety harness, fall arrestors, etc. PC6. state methods of accident prevention in the work environment of the job role **Methods of accident prevention**: training in health and safety procedures; using health and safety procedures; use of equipment and working practices (such as safe carrying procedures); safety notices, advice; instruction from colleagues and supervisors PC7. state location of general health and safety equipment in the workplace **General health and safety equipment**: fire extinguishers; first aid equipment; safety instruments and clothing; safety installations(eg fire exits, exhaust fans) PC8. inspect for faults, set up and safely use steps and ladders in general use **Ladder faults**: corrosion of metal components, deterioration, splits and cracks timber components, imbalance, loose rungs, missing/ unfixed nuts or bolts, etc. **Ladders set up**: firm/level base, clip/lash down, leaning at the correct angle, etc. PC9. work safely in and around trenches, elevated places and confined areas PC10. lift heavy objects safely using correct procedures PC11. apply good housekeeping practices at all times **Good housekeeping practices**: clean/tidy work areas, removal/disposal of waste products, protect surfaces PC12. identify common hazard signs displayed in various areas **Various areas**: on chemical containers; equipment; packages; inside buildings; in open areas and public spaces, etc. PC13. retrieve and/or point out documents that refer to health and safety in the workplace

CSC/ N 1335: Use basic health and safety practices at the workplace

	Documents: fire notices, accident reports, safety instructions for equipment and procedures, company notices and documents, legal documents (eg government notices)
Fire safety	The user/individual on the job should be able to: PC14. use the various appropriate fire extinguishers on different types of fires correctly **Types of fires**: Class A: eg. ordinary solid combustibles, such as wood, paper, cloth, plastic, charcoal, etc.; Class B: flammable liquids and gases, such as gasoline, propane, diesel fuel, tar, cooking oil, and similar substances; Class C: eg. electrical equipment such as appliances, wiring, breaker panels, etc. (These categories of fires become Class A, B, and D fires when the electrical equipment that initiated the fire is no longer receiving electricity); Class D: combustible metals such as magnesium, titanium, and sodium (These fires burn at extremely high temperatures and require special suppression agents) PC15. demonstrate rescue techniques applied during fire hazard PC16. demonstrate good housekeeping in order to prevent fire hazards PC17. demonstrate the correct use of a fire extinguisher
Emergencies, rescue and first-aid procedures	The user/individual on the job should be able to: PC18. demonstrate how to free a person from electrocution PC19. administer appropriate first aid to victims where required eg. in case of bleeding, burns, choking, electric shock, poisoning etc. PC20. demonstrate basic techniques of bandaging PC21. respond promptly and appropriately to an accident situation or medical emergency in real or simulated environments PC22. perform and organize loss minimization or rescue activity during an accident in real or simulated environments PC23. administer first aid to victims in case of a heart attack or cardiac arrest due to electric shock, before the arrival of emergency services in real or simulated cases PC24. demonstrate the artificial respiration and the CPR Process PC25. participate in emergency procedures **Emergency procedures**: raising alarm, safe/efficient, evacuation, correct means of escape, correct assembly point, roll call, correct return to work PC26. complete a written accident/incident report or dictate a report to another person, and send report to person responsible **Incident Report includes details of**: name, date/time of incident, date/time of report, location, environment conditions, persons involved, sequence of events, injuries sustained, damage sustained, actions taken, witnesses, supervisor/manager notified PC27. demonstrate correct method to move injured people and others during an emergency
Knowledge and Understanding (K)	

CSC/ N 1335: Use basic health and safety practices at the workplace

A. Organizational Context (Knowledge of the company / organization and its processes)	The user/individual on the job needs to know and understand: KA1. names (and job titles if applicable), and where to find, all the people responsible for health and safety in a workplace. KA2. names and location of documents that refer to health and safety in the 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 environment and related precautions KB3. possible causes of risk, hazard or accident in the workplace and why risk and/or accidents are possible KB4. possible causes of risk and accident **Possible causes of risk and accident**: physical actions; reading; listening to and giving instructions; inattention; sickness and incapacity (such as drunkenness); health hazards (such as untreated injuries and contagious illness) KB5. methods of accident prevention **Methods of accident prevention**: training in health and safety procedures; using health and safety procedures; use of equipment and working practices (such as safe carrying procedures); safety notices, advice; instruction from colleagues and supervisors KB6. safe working practices when working with tools and machines KB7. safe working practices while working at various hazardous sites KB8. where to find all the general health and safety equipment in the workplace KB9. various dangers associated with the use of electrical equipment KB10. preventative and remedial actions to be taken in the case of exposure to toxic materials **Exposure:** ingested, contact with skin, inhaled **Preventative action**: ventilation, masks, protective clothing/ equipment); **Remedial action:** immediate first aid, report to supervisor **Toxic materials:** solvents, flux, lead KB11. importance of using protective clothing/equipment while working KB12. precautionary activities to prevent the fire accident KB13. various causes of fire **Causes of fires**: heating of metal; spontaneous ignition; sparking; electrical heating; loose fires (smoking, welding, etc.); chemical fires; etc. KB14. techniques of using the different fire extinguishers KB15. different methods of extinguishing fire KB16. different materials used for extinguishing fire **Materials**: sand, water, foam, CO2, dry powder KB17. rescue techniques applied during a fire hazard KB18. various types of safety signs and what they mean

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	KB19. appropriate basic first aid treatment relevant to the condition eg. shock, electrical shock, bleeding, breaks to bones, minor burns, resuscitation, poisoning, eye injuries KB20. content of written accident report KB21. potential injuries and ill health associated with incorrect manual handing KB22. safe lifting and carrying practices KB23. personal safety, health and dignity issues relating to the movement of a person by others KB24. potential impact to a person who is moved incorrectly
Skills (S) [Optional]	
A. Core Skills/ Generic Skills	**Reading and Writing Skills**
	The user/individual on the job needs to know and understand how to: SA1. read and comprehend basic content to read labels, charts, signages SA2. read and comprehend basic English to read manuals of operations SA3. read and write an accident/incident report in local language or English
	Oral Communication (Listening and Speaking skills)
	The user/individual on the job needs to know and understand how to: SA4. question coworkers appropriately in order to clarify instructions and other issues SA5. give clear instructions to coworkers, subordinates others
	Decision Making
	The user/individual on the job needs to know and understand how to: SA6. make appropriate decisions pertaining to the concerned area of work with respect to intended work objective, span of authority, responsibility, laid down procedure and guidelines
B. Professional Skills	**Plan and Organize**
	The user/individual on the job needs to know and understand how to: SB1. plan and organize their own work schedule, work area, tools, equipment and materials to maintain decorum and for improved productivity
	Working with others
	The user/individual on the job needs to know and understand how to: SB2. remain congenial while discussing and debating issues with co-workers SB3. follow appropriate protocols for communication based on situation, hierarchy, organizational culture and practice SB4. ask for, provide and receive required assistance where possible to ensure achievement of work related objectives SB5. thank coworkers for any assistance received SB6. offer appropriate respect based on mutuality and respect for fellow worksmanship and authority

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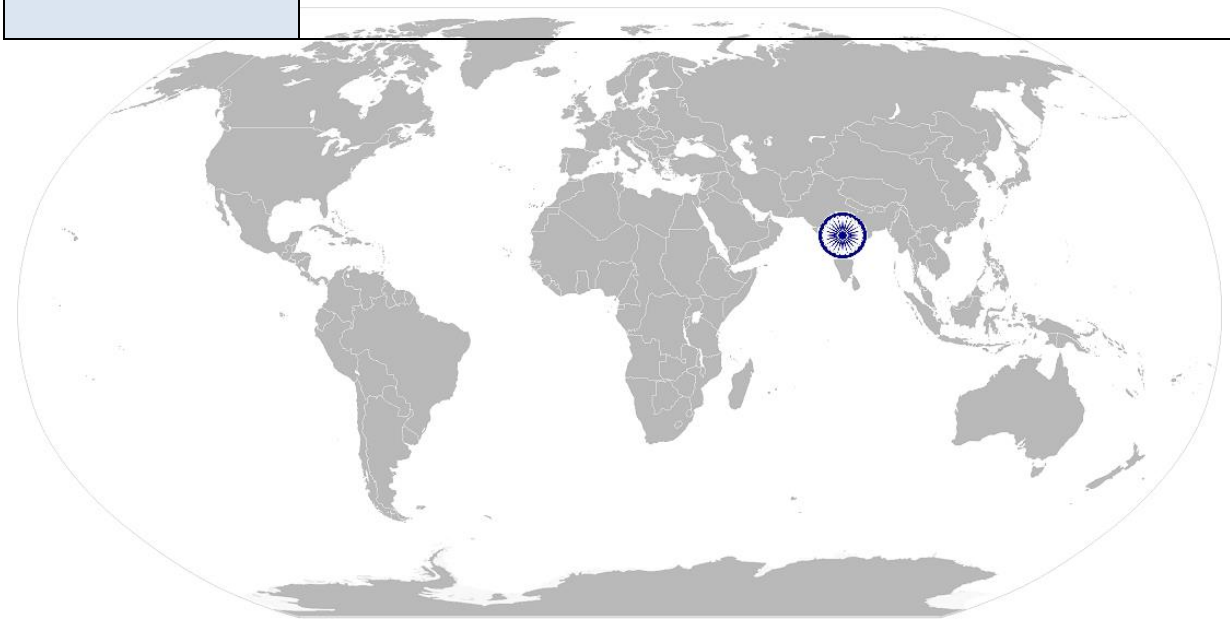
	Problem Solving
	The user/individual on the job needs to know and understand how to: SB7. think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s) SB8. identify immediate or temporary solutions to resolve delays SB9. identify sources of support that can be availed of for problem solving for various kind of problems SB10. seek appropriate assistance from other sources to resolve problems SB11. report problems that you cannot resolve to appropriate authority
	Analytical Thinking
	The user/individual on the job needs to know and understand how to: SB12. identify cause and effect relations in their area of work SB13. use cause and effect relations to anticipate potential problems and their solution

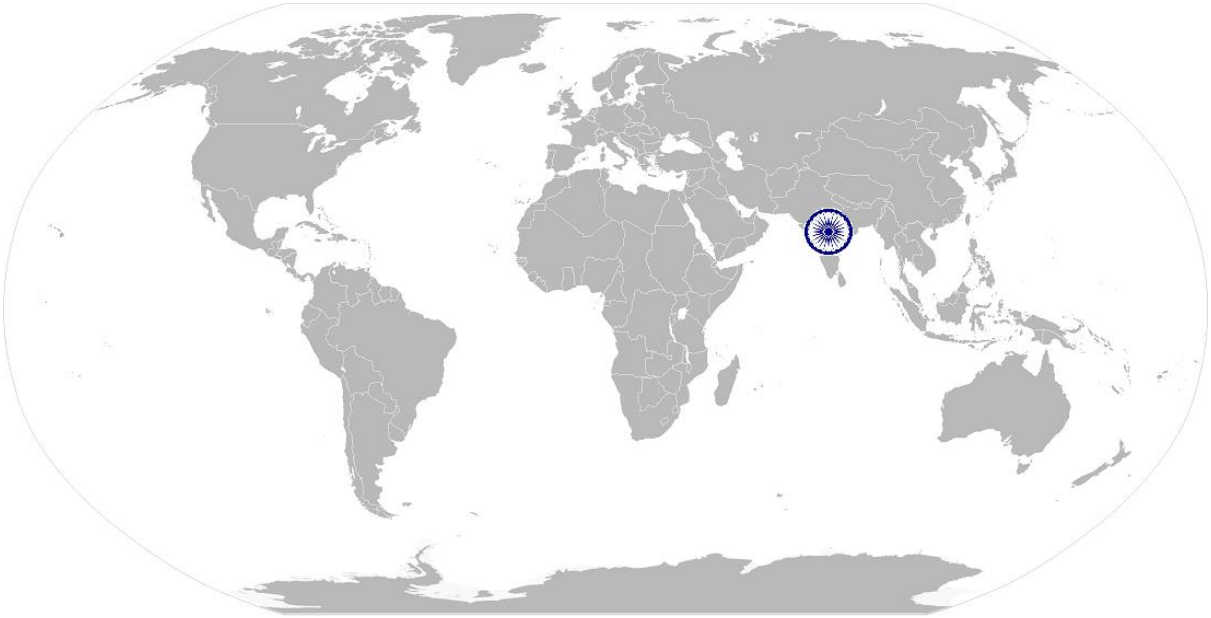


CSC/ N 1335: Use basic health and safety practices at the workplace

NOS Version Control

NOS Code	CSC / N 1335		
Credits (NSQF)	TBD	Version number	1.0
Industry	Capital Goods	Drafted on	10/04/14
Industry Sub-sector	1. Machine Tools 2. Dies, Moulds And Press Tools 3. Plastics Manufacturing Machinery 4. Textile Manufacturing Machinery 5. Process Plant Machinery 6. Electrical and Power Generation Machinery 7. Light Engineering Goods	Last reviewed on	
		Next review date	30/08/16

National Occupational Standard



Overview

This unit covers basic practices that improve effectiveness of working with others in an organizational set-up.

National Occupational Standard

CSC/ N 1336: Work effectively with others

Unit Code	**CSC / N 1336**
Unit Title (Task)	**Work effectively with others**
Description	This unit covers basic etiquette and competencies that a candidate is required to possess and demonstrate in their behavior and interactions with others at the workplace. These cover areas such as communication etiquette, discipline, listening, handling conflict and grievances.
Scope	This unit/task covers the following: • Working with others

Performance Criteria (PC) w.r.t. the Scope	
Element	**Performance Criteria**
Working with others	The user/individual on the job should be able to: PC1. accurately receive information and instructions from the supervisor and fellow workers, getting clarification where required PC2. accurately pass on information to authorized persons who require it and within agreed timescale and confirm its receipt PC3. give information to others clearly, at a pace and in a manner that helps them to understand PC4. display helpful behavior by assisting others in performing tasks in a positive manner, where required and possible PC5. consult with and assist others to maximize effectiveness and efficiency in carrying out tasks PC6. display appropriate communication etiquette while working **Communication etiquette:** do not use abusive language; use appropriate titles and terms of respect; do not eat or chew while talking (vice versa)etc. PC7. display active listening skills while interacting with others at work PC8. use appropriate tone, pitch and language to convey politeness, assertiveness, care and professionalism PC9. demonstrate responsible and disciplined behaviors at the workplace **Disciplined behaviors:** e.g. punctuality; completing tasks as per given time and standards; not gossiping and idling time; eliminating waste, honesty, etc. PC10. escalate grievances and problems to appropriate authority as per procedure to resolve them and avoid conflict

Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	The user/individual on the job needs to know and understand: KA1. legislation, standards, policies, and procedures followed in the company relevant to own employment and performance conditions KA2. reporting structure, inter-dependent functions, lines and procedures in the work area KA3. relevant people and their responsibilities within the work area KA4. escalation matrix and procedures for reporting work and employment related issues

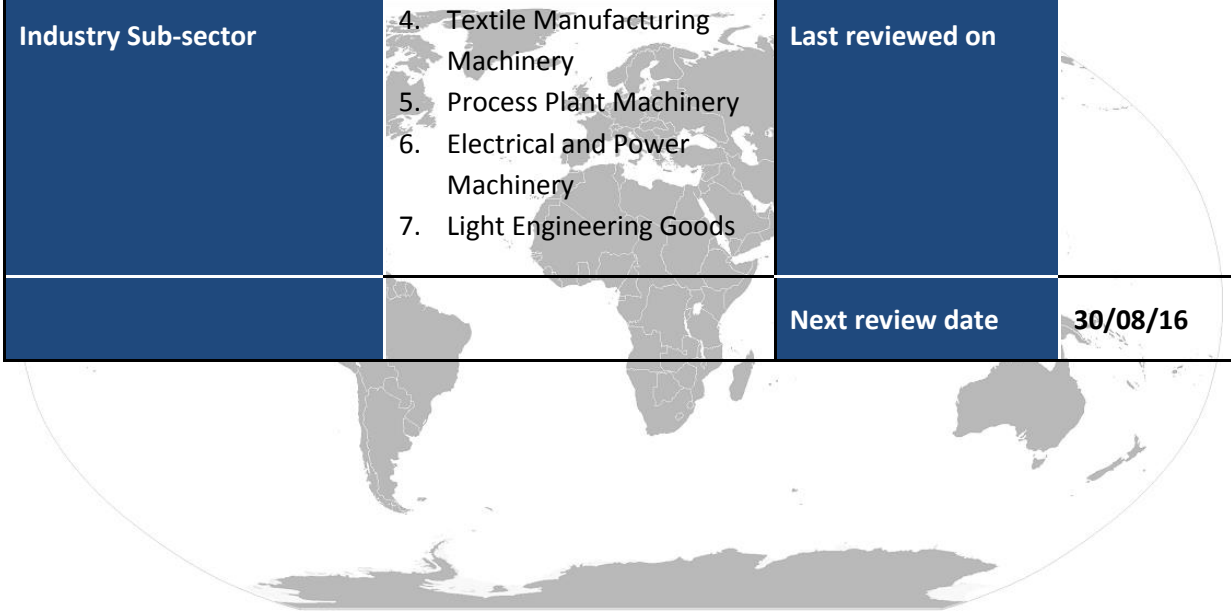
CSC/ N 1336: Work effectively with others

B. Technical Knowledge	The user/individual on the job needs to know and understand: KB1. various categories of people that one is required to communicate and co-ordinate with in the organization KB2. importance of effective communication in the workplace KB3. importance of teamwork in organizational and individual success KB4. various components of effective communication KB5. key elements of active listening KB6. value and importance of active listening and assertive communication KB7. barriers to effective communication KB8. importance of tone and pitch in effective communication KB9. importance of avoiding casual expletives and unpleasant terms while communicating professional circles KB10. how poor communication practices can disturb people, environment and cause problems for the employee, the employer and the customer KB11. importance of ethics for professional success KB12. importance of discipline for professional success KB13. what constitutes disciplined behavior for a working professional KB14. common reasons for interpersonal conflict KB15. importance of developing effective working relationships for professional success KB16. expressing and addressing grievances appropriately and effectively KB17. importance and ways of managing interpersonal conflict effectively
Skills (S) [Optional]	

CSC/ N 1336: Work effectively with others

NOS Version Control

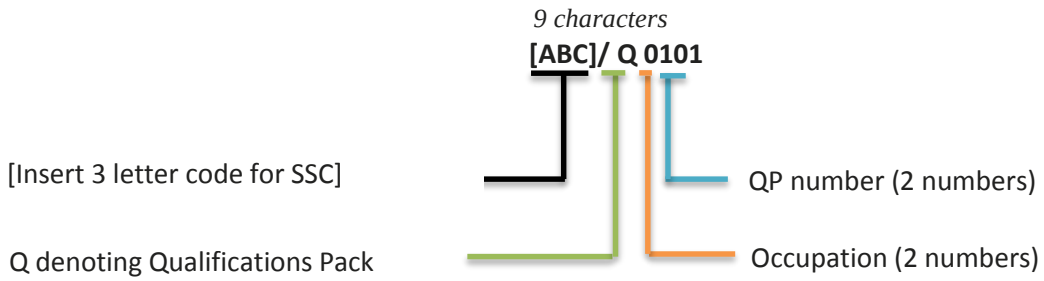
NOS Code	**CSC / N 1336**		
Credits(NSQF)	**TBD**	**Version number**	**1.0**
Industry	**Capital Goods**	**Drafted on**	**10/04/14**
Industry Sub-sector	1. Machine Tools 2. Dies, Moulds And Press Tools 3. Plastics Manufacturing Machinery 4. Textile Manufacturing Machinery 5. Process Plant Machinery 6. Electrical and Power Machinery 7. Light Engineering Goods	**Last reviewed on**	
		Next review date	**30/08/16**



Annexure

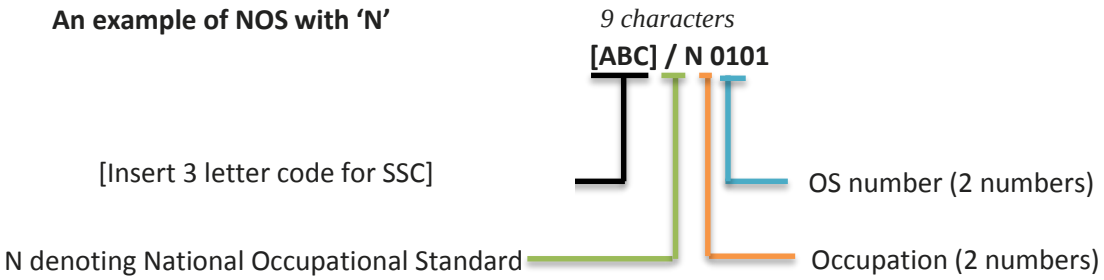
Nomenclature for QP and NOS

Qualifications Pack



Occupational Standard

An example of NOS with 'N'



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

Sub-sector	Range of Occupation numbers
Machine Tools	01-13
Dies, Moulds And Press Tools	01-13
Plastic Manufacturing Machinery	01-13
Textile Manufacturing Machinery	01-13
Process Plant Machinery	01-13
Electrical and Power Machinery	01-13
Light Engineering Goods	01-13

Sequence	Description	Example
Three letters	Capital Goods	CSC
Slash	/	/
Next letter	Whether **Q**P or **N**OS	N
Next two numbers	Occupation code	01
Next two numbers	OS number	01

PERFORMANCE CRITERIA

Job Role: Fitter – Mechanical Assembly

Qualification Pack: CSC/ Q 0304

Sector Skill Council: Capital Goods Sector Skills Council

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 and skill practical part for each candidate at each examination/training center.
4. 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.

Assessment Strategy Marks Allocation		
NOS CODE	**NOS TITLE**	**Weightage**
CSC/ N 0304	Perform fitting and assembly operations on metal components	70
CSC/ N 1335	Use basic health and safety practices at the workplace	20
CSC/ N 1336	Work effectively with others	10
		100

CSC/ N 0304	**Perform fitting and assembly operations on metal components**		
Elements	Performance criteria	**Theory**	**Practical**
Working safely	PC1. comply with health and safety, environmental and other relevant regulations and guidelines at work	1	2
	PC2. adhere to procedures and guidelines for personal protective equipment (PPE) and other relevant safety regulations while performing broaching operations	1	3
	PC3. ensure work area is clean and safe from hazards	0	2
	PC4. ensure that all tools, equipment, power tool cables, extension leads are in a safe and usable condition	0	2
	PC5. ensure that all machines and machine tools are secured at all times	0	2
		2	**11**
Preparing for general machining, fitting or assembling operations	PC6. determine job requirement from job specification documents obtained from valid sources	1	2
	PC7. establish the procedures to complete the general machining, fitting or assembling operations	1	2
	PC8. obtain the appropriate tools and equipment for the general machining, fitting or assembling operation	1	1

	PC9. check that all measuring equipment is within calibration date	0	3
		3	**8**

Marking out the components	PC10. prepare/determine suitable datums from which to mark out (eg. choosing a machine face or filing a flat face as a datum, etc.)	1	2
	PC11. apply a marking medium to enhance clarity of the marking out	0	2
	PC12. use an appropriate method of marking out (eg. direct marking using instruments, use of templates or tracing/transfer methods, etc.)	1	2
	PC13. use a range of marking out equipment (eg. rules, squares, scribers, vernier instruments, etc.)	2	3
	PC14. mark out a range of features	1	2
		5	**11**

Performing general fitting operations	PC15. cut and shape the materials to the required specification, using appropriate tools and techniques	2	4
	PC16. use a range of hand fitting methods for fitting operations	1	3
	PC17. use a range of manually operated machines for performing machining operations	0	3
		3	**10**

Performing assembling operations	PC18. use appropriate methods and techniques to assemble and secure the components and sub-assemblies in their correct positions	2	4
	PC19. drill, tap and ream locating holes as required to perman ently locate components	1	4
	PC20. fasten components permanently using methods such a s using engineered fasteners, applying adhesives, soldering and brazing	1	4
	PC21. produce mechanical assemblies as per job specifications	1	3
	PC22. dismantle mechanical assemblies without damage to components and/or subassemblies	0	3
	PC23. deal promptly and effectively with problems within their control, and seek help and guidance from the relevant people if they have problems that they cannot resolve	0	3
	PC24. keep the work area in a safe and tidy condition during and on completion of the manufacturing activities	0	2

	PC25. return all tools and equipment to the correct location on completion of the fitting activities;	0	3
		5	**26**

Measuring and checking component	PC26. perform the necessary checks for dimensional accuracy	1	3
	PC27. use the appropriate measuring equipment for checking activities	1	3
	PC28. produce components within all of the applying standards	1	4
	PC29. generate stage inspection reports	1	2
		4	**12**
		10	**90**
		100	

CSC/ N 1335	Use basic health and safety practices at the workplace		
Elements	Performance criteria	**Theory**	**Practical**
Health and safety	PC1. use protective clothing/equipment for specific tasks and work conditions	2	3
	PC2. state the name and location of people responsible for health and safety in the workplace	1	2
	PC3. state the names and location of documents that refer to health and safety in the workplace	1	2
	PC4. identify job-site hazardous work and state possible causes of risk or accident in the workplace	2	3
	PC5. carry out safe working practices while dealing with hazards to ensure the safety of self and others state methods of accident prevention in the work environment of the job role	2	2
	PC6. state location of general health and safety equipment in the workplace	2	1
	PC7. inspect for faults, set up and safely use steps and ladders in general use	2	3
	PC8. work safely in and around trenches, elevated places and confined areas	2	3
	PC9. lift heavy objects safely using correct procedures	2	3
	PC10. apply good housekeeping practices at all times	2	2
	PC11. identify common hazard signs displayed in various areas	2	3
	PC12. retrieve and/or point out documents that refer to health and safety in the workplace	1	2
		21	**29**
Fire safety	PC13. use the various appropriate fire extinguishers on different types of fires correctly	1	3
	PC14. demonstrate rescue techniques applied during fire hazard	1	3
	PC15. demonstrate good housekeeping in order to prevent fire hazards	1	2
	PC16. demonstrate the correct use of a fire extinguisher	1	3
		4	**11**
Emergencies, rescue and first-aid procedures	PC17. demonstrate how to free a person from electrocution	1	3
	PC18. administer appropriate first aid to victims where required eg. in case of bleeding, burns, choking, electric shock, poisoning etc.	1	3
	PC19. demonstrate basic techniques of bandaging	1	2

	PC20. respond promptly and appropriately to an accident situation or medical emergency in real or simulated environments	1	3
	PC21. perform and organize loss minimization or rescue activity during an accident in real or simulated environments	1	2
	PC22. administer first aid to victims in case of a heart attack or cardiac arrest due to electric shock, before the arrival of emergency services in real or simulated cases	1	2
	PC23. demonstrate the artificial respiration and the CPR Process	1	2
	PC24. participate in emergency procedures	2	1
	PC25. complete a written accident/incident report or dictate a report to another person, and send report to person responsible	1	3
	PC26. demonstrate correct method to move injured people and others during an emergency	1	3
		11	**24**
		36	**64**
		100	

CSC/ N 1336	Work effectively with others		
Elements	Performance criteria	**Theory**	**Practical**
Work effectively with others	PC1. accurately receive information and instructions from the supervisor and fellow workers, getting clarification where required	3	7
	PC2. accurately pass on information to authorized persons who require it and within agreed timescale and confirm its receipt	3	7
	PC3. give information to others clearly, at a pace and in a manner that helps them to understand	3	7
	PC4. display helpful behavior by assisting others in performing tasks in a positive manner, where required and possible	3	7
	PC5. consult with and assist others to maximize effectiveness and efficiency in carrying out tasks	3	7
	PC6. display appropriate communication etiquette while working	3	7
	PC7. display active listening skills while interacting with others at work	3	7
	PC8. use appropriate tone, pitch and language to convey politeness, assertiveness, care and professionalism	3	7
	PC9. demonstrate responsible and disciplined behaviors at the workplace	3	7
	PC10. escalate grievances and problems to appropriate authority as per procedure to resolve them and avoid conflict	3	7
		30	**70**
		100	