

Qualification Pack



Facility Management Executive

QP Code: THC/Q5708

Version: 4.0

NSQF Level: 4.5

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THC/Q5708: Facility Management Executive

Brief Job Description

The individual at work is responsible for managing and providing soft facility services, ensuring the availability of necessary resources at the client site, project planning, creating budgets, negotiating contracts for facility services, liaising with suppliers and vendors, and performing related administrative duties.

Personal Attributes

The job requires the individual to have excellent leadership, negotiation, communication and interpersonal skills, service-oriented approach, and ability to work independently.

Applicable National Occupational Standards (NOS)

Compulsory NOS:

1. [THC/N5820: Manage facility operations](#)
2. [THC/N5821: Perform administrative duties](#)
3. [THC/N9902: Ensure effective communication and service standards at workplace](#)
4. [THC/N9910: Ensure to maintain organisational confidentiality and guest's privacy](#)
5. [THC/N9907: Monitor and maintain health, hygiene and safety at workplace](#)
6. [DGT/VSQ/N0103: Employability Skills \(90 Hours\)](#)

Qualification Pack (QP) Parameters

Sector	Tourism & Hospitality
Sub-Sector	Facility Management
Occupation	Property and Facility Management Operations
Country	India
NSQF Level	4.5
Credits	18

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Aligned to NCO/ISCO/ISIC Code	NCO-2015/5151
Minimum Educational Qualification & Experience	UG in any field (relevant experience) with 1 Year of experience relevant experience OR Previous relevant Qualification of NSQF Level (4) with 1-2 Years of experience relevant experience OR 12th grade Pass with 2 Years of experience
Minimum Level of Education for Training in School	Not Applicable
Pre-Requisite License or Training	Not applicable
Minimum Job Entry Age	20 Years
Last Reviewed On	NA
Next Review Date	30/04/2027
NSQF Approval Date	30/04/2024
Version	4.0
Reference code on NQR	QG-4.5-TH-02458-2024-V2-THSC
NQR Version	4.0

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THC/N5820: Manage facility operations

Description

This OS unit is about arranging facility services at client facility site (residential and office) after assessing client requirements, estimating the scope of work, signing contracts with third-party vendors, and ensuring operational excellence.

Scope

The scope covers the following :

- Arrange for soft services operations
- Ensure operational excellence

Elements and Performance Criteria

Arrange for soft services operations

To be competent, the user/individual on the job must be able to:

- PC1.** assess client requirements for soft facility management services
- PC2.** survey client location for facility management services operational requirements
- PC3.** identify gaps in the existing services at client premises
- PC4.** liaise with vendors for contracts of different service requirements like housekeeping, security, helpdesk, pantry, etc.
- PC5.** carry out vendor background checks
- PC6.** obtain quotes and tenders from vendors and suppliers
- PC7.** estimate and compare costs for goods and services to maximize cost-effectiveness
- PC8.** negotiate contracts to optimize delivery and cost saving
- PC9.** select vendors for different services
- PC10.** choose the equipment and materials required to complete the services on time
- PC11.** estimate resource requirements to provide the service
- PC12.** prepare and present budget proposals
- PC13.** assist the Facility Manager to finalize the budget
- PC14.** review the demand invoice against the service contract with the client for resources
- PC15.** assist the Facility Manager with costing and drafting of the payment schedule for the service contract
- PC16.** coordinate with supervisors for the allocation of workers for services like housekeeping, pantry, helpdesk, etc.
- PC17.** arrange for distribution of equipment and materials for each service e.g. vacuum cleaner/personal protective equipment, etc. as per requirements through supervisors

Ensure operational excellence

To be competent, the user/individual on the job must be able to:

- PC18.** develop and implement a facility management program including preventive maintenance and project lifecycle requirements

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- PC19.** create metrics to monitor quality and performance for the services
- PC20.** conduct and document regular facilities inspections
- PC21.** ensure compliance with health and safety standards and industry codes
- PC22.** supervise maintenance and repair of facilities and equipment
- PC23.** coordinate and monitor activities of contract suppliers
- PC24.** ensure all delivery schedules, quantity and quality criteria are met
- PC25.** respond to facility and equipment alarms and system failures
- PC26.** provide prompt response to requests and issues from clients
- PC27.** ensure supervisors provide adequate resources at facility site all the time for uninterrupted service
- PC28.** review the demand invoice provided by the supervisor against the service contract with the client and make corrections if needed
- PC29.** approve the demand invoice for release of resources to the supervisor
- PC30.** check for any budget overrun in terms of resources and materials
- PC31.** analyze the operation and performance data provided by the supervisors to assess the performance and quality of service provision at the client's site as per company's standards
- PC32.** monitor supervisors' performance and provide feedback for improving the performance and quality of services e. g. higher than normal consumption of material or an inadequate number of workers etc.
- PC33.** receive and incorporate client feedback to enhance the service experience

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant occupational health and safety requirements applicable in the workplace
- KU2.** organizational SOPs for facility management services
- KU3.** types of soft facility management services
- KU4.** client requirements analysis techniques types of tools and equipment required for various services
- KU5.** tools and techniques of process management
- KU6.** process to define scope of work
- KU7.** methods of cost estimation in projects
- KU8.** budget planning and management process
- KU9.** inspection procedures of the premises
- KU10.** budget adherence and cost control methods
- KU11.** statutory and regulatory requirements for facility management services
- KU12.** vendor management process, tools and techniques
- KU13.** methods to collect and analyse client feedback
- KU14.** operational excellence performance measures

Generic Skills (GS)

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User/individual on the job needs to know how to:

- GS1.** read and interpret instructions, procedures, information
- GS2.** fill-in checklists, log sheets etc.
- GS3.** improve and modify own work practices
- GS4.** negotiate and communicate effectively with clients and vendors

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Arrange for soft services operations</i>	20	20	-	10
PC1. assess client requirements for soft facility management services	-	-	-	-
PC2. survey client location for facility management services operational requirements	-	-	-	-
PC3. identify gaps in the existing services at client premises	-	-	-	-
PC4. liaise with vendors for contracts of different service requirements like housekeeping, security, helpdesk, pantry, etc.	-	-	-	-
PC5. carry out vendor background checks	-	-	-	-
PC6. obtain quotes and tenders from vendors and suppliers	-	-	-	-
PC7. estimate and compare costs for goods and services to maximize cost-effectiveness	-	-	-	-
PC8. negotiate contracts to optimize delivery and cost saving	-	-	-	-
PC9. select vendors for different services	-	-	-	-
PC10. choose the equipment and materials required to complete the services on time	-	-	-	-
PC11. estimate resource requirements to provide the service	-	-	-	-
PC12. prepare and present budget proposals	-	-	-	-
PC13. assist the Facility Manager to finalize the budget	-	-	-	-
PC14. review the demand invoice against the service contract with the client for resources	-	-	-	-
PC15. assist the Facility Manager with costing and drafting of the payment schedule for the service contract	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC16. coordinate with supervisors for the allocation of workers for services like housekeeping, pantry, helpdesk, etc.	-	-	-	-
PC17. arrange for distribution of equipment and materials for each service e.g. vacuum cleaner/personal protective equipment, etc. as per requirements through supervisors	-	-	-	-
<i>Ensure operational excellence</i>	20	20	-	10
PC18. develop and implement a facility management program including preventive maintenance and project lifecycle requirements	-	-	-	-
PC19. create metrics to monitor quality and performance for the services	-	-	-	-
PC20. conduct and document regular facilities inspections	-	-	-	-
PC21. ensure compliance with health and safety standards and industry codes	-	-	-	-
PC22. supervise maintenance and repair of facilities and equipment	-	-	-	-
PC23. coordinate and monitor activities of contract suppliers	-	-	-	-
PC24. ensure all delivery schedules, quantity and quality criteria are met	-	-	-	-
PC25. respond to facility and equipment alarms and system failures	-	-	-	-
PC26. provide prompt response to requests and issues from clients	-	-	-	-
PC27. ensure supervisors provide adequate resources at facility site all the time for uninterrupted service	-	-	-	-
PC28. review the demand invoice provided by the supervisor against the service contract with the client and make corrections if needed	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC29. approve the demand invoice for release of resources to the supervisor	-	-	-	-
PC30. check for any budget overrun in terms of resources and materials	-	-	-	-
PC31. analyze the operation and performance data provided by the supervisors to assess the performance and quality of service provision at the client's site as per company's standards	-	-	-	-
PC32. monitor supervisors' performance and provide feedback for improving the performance and quality of services e. g. higher than normal consumption of material or an inadequate number of workers etc.	-	-	-	-
PC33. receive and incorporate client feedback to enhance the service experience	-	-	-	-
NOS Total	40	40	-	20

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National Occupational Standards (NOS) Parameters

NOS Code	THC/N5820
NOS Name	Manage facility operations
Sector	Tourism & Hospitality
Sub-Sector	Facility Management
Occupation	Property and Facility Management Operations
NSQF Level	4.5
Credits	5
Version	3.0
Last Reviewed Date	30/04/2024
Next Review Date	30/04/2027
NSQC Clearance Date	30/04/2024

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THC/N5821: Perform administrative duties

Description

This OS unit is about maintaining the facility operations at the client site, managing budget for the services, liaising with vendors or third-party contractors, and clients.

Scope

The scope covers the following :

- Maintain facility operations
- Manage budget/cost
- Liaise with client
- Liaise with vendor/third-party contractor

Elements and Performance Criteria

Maintain facility operations

To be competent, the user/individual on the job must be able to:

- PC1.** create an annual work plan for the client facility as per company's SOP
- PC2.** implement best practices to increase efficiency
- PC3.** plan and monitor appropriate facility management staffing levels
- PC4.** ensure efficient utilization of facility maintenance staff
- PC5.** provide assistance to Facility Manager in all administrative functions, security issues and facility services deemed by the client
- PC6.** inspect the turn out and attendance of the staff and sign the shift register
- PC7.** oversee acquisition, installation, and commissioning of equipment
- PC8.** ensure timely repair, maintenance, and replacement of office equipment, appliances, furniture, furnishings, vehicles, etc.
- PC9.** maintain soft services stores and stocks
- PC10.** indent monthly requirements for soft services as per the month's budget
- PC11.** verify upkeep of office and building facilities at client site
- PC12.** handle back-office operations, inter-office correspondence, etc. for client offices
- PC13.** ensure that all structures, renovation projects or additions comply with safety, health, and environmental regulations
- PC14.** monitor energy efficiency, safety and security of the facility
- PC15.** submit reports to superiors and client as per company's SOP

Manage budget/cost

To be competent, the user/individual on the job must be able to:

- PC16.** prepare and track facility budget
- PC17.** develop and implement cost reduction initiatives
- PC18.** ensure delivery of projects against set financial targets and timeline

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- PC19.** verify payment and invoicing match contract pricing
- PC20.** monitor budget against effort variance
- PC21.** analyse financial and productivity reports obtained from facility supervisors
- PC22.** generate and present regular reports and reviews of facility-related budgets, finances, contracts, expenditures, and purchases

Liaise with client

To be competent, the user/individual on the job must be able to:

- PC23.** meet clients regularly as per pre-determined schedule
- PC24.** ensure that all required information is provided to the client as per service contract
- PC25.** present status report to the client regularly as per contract
- PC26.** resolve client complaints and issues
- PC27.** upsell other services to the client for financial profits to the organization
- PC28.** negotiate terms of leases where applicable
- PC29.** submit an invoice to client as per agreement and receive payment from client as per standards

Liaise with vendor/third-party contractor

To be competent, the user/individual on the job must be able to:

- PC30.** create and maintain a network of local vendors for various soft services e.g. housekeeping service providers, pest controllers, etc.
- PC31.** draft contracts for third-party service providers
- PC32.** ensure that vendors provide operational data as per the service contract
- PC33.** check that vendors follow organizational SOPs at client facilities
- PC34.** monitor delays and effort variations in the service delivery of vendors
- PC35.** receive and check all invoices received from vendors for any discrepancy
- PC36.** collect all documents from the vendor for a compliance audit
- PC37.** manage vendor staff training and development
- PC38.** perform real-time monitoring of services and periodic reviews to adhere to SLA
- PC39.** generate a performance report based on operational data analysis and provide feedback
- PC40.** coordinate and monitor activities of contract suppliers
- PC41.** manage contractor and vendor relationships
- PC42.** ensure payment of all vendors/suppliers on time

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** project planning techniques
- KU2.** site operations management process
- KU3.** resource management tools and techniques
- KU4.** administration and maintenance methods of facility
- KU5.** tools and techniques of data collection and analysis

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- KU6.** operational excellence analysis methods
- KU7.** budget adherence and cost control techniques
- KU8.** asset tracking tools and methods
- KU9.** productivity measurement tools and techniques
- KU10.** vendor and client management process
- KU11.** upselling and cross-selling techniques
- KU12.** types of contract, invoice and payment methods
- KU13.** billing and payment procedures
- KU14.** statutory and regulatory requirements at facility sites
- KU15.** methods of maintaining and monitoring vendor performance

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** read and interpret instructions, procedures, information
- GS2.** interpret and follow operational instructions from supervisors
- GS3.** fill-in checklists, log sheets etc.
- GS4.** adhere to safety and security standards
- GS5.** prioritize work process in order to complete as per agreed schedule
- GS6.** improve and modify own work practices
- GS7.** communicate effectively with clients and vendors

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Maintain facility operations</i>	10	10	-	5
PC1. create an annual work plan for the client facility as per company's SOP	-	-	-	-
PC2. implement best practices to increase efficiency	-	-	-	-
PC3. plan and monitor appropriate facility management staffing levels	-	-	-	-
PC4. ensure efficient utilization of facility maintenance staff	-	-	-	-
PC5. provide assistance to Facility Manager in all administrative functions, security issues and facility services deemed by the client	-	-	-	-
PC6. inspect the turn out and attendance of the staff and sign the shift register	-	-	-	-
PC7. oversee acquisition, installation, and commissioning of equipment	-	-	-	-
PC8. ensure timely repair, maintenance, and replacement of office equipment, appliances, furniture, furnishings, vehicles, etc.	-	-	-	-
PC9. maintain soft services stores and stocks	-	-	-	-
PC10. indent monthly requirements for soft services as per the month's budget	-	-	-	-
PC11. verify upkeep of office and building facilities at client site	-	-	-	-
PC12. handle back-office operations, inter-office correspondence, etc. for client offices	-	-	-	-
PC13. ensure that all structures, renovation projects or additions comply with safety, health, and environmental regulations	-	-	-	-
PC14. monitor energy efficiency, safety and security of the facility	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC15. submit reports to superiors and client as per company's SOP	-	-	-	-
<i>Manage budget/cost</i>	10	10	-	5
PC16. prepare and track facility budget	-	-	-	-
PC17. develop and implement cost reduction initiatives	-	-	-	-
PC18. ensure delivery of projects against set financial targets and timeline	-	-	-	-
PC19. verify payment and invoicing match contract pricing	-	-	-	-
PC20. monitor budget against effort variance	-	-	-	-
PC21. analyse financial and productivity reports obtained from facility supervisors	-	-	-	-
PC22. generate and present regular reports and reviews of facility-related budgets, finances, contracts, expenditures, and purchases	-	-	-	-
<i>Liaise with client</i>	10	10	-	5
PC23. meet clients regularly as per pre-determined schedule	-	-	-	-
PC24. ensure that all required information is provided to the client as per service contract	-	-	-	-
PC25. present status report to the client regularly as per contract	-	-	-	-
PC26. resolve client complaints and issues	-	-	-	-
PC27. upsell other services to the client for financial profits to the organization	-	-	-	-
PC28. negotiate terms of leases where applicable	-	-	-	-
PC29. submit an invoice to client as per agreement and receive payment from client as per standards	-	-	-	-
<i>Liaise with vendor/third-party contractor</i>	10	10	-	5

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC30. create and maintain a network of local vendors for various soft services e.g. housekeeping service providers, pest controllers, etc.	-	-	-	-
PC31. draft contracts for third-party service providers	-	-	-	-
PC32. ensure that vendors provide operational data as per the service contract	-	-	-	-
PC33. check that vendors follow organizational SOPs at client facilities	-	-	-	-
PC34. monitor delays and effort variations in the service delivery of vendors	-	-	-	-
PC35. receive and check all invoices received from vendors for any discrepancy	-	-	-	-
PC36. collect all documents from the vendor for a compliance audit	-	-	-	-
PC37. manage vendor staff training and development	-	-	-	-
PC38. perform real-time monitoring of services and periodic reviews to adhere to SLA	-	-	-	-
PC39. generate a performance report based on operational data analysis and provide feedback	-	-	-	-
PC40. coordinate and monitor activities of contract suppliers	-	-	-	-
PC41. manage contractor and vendor relationships	-	-	-	-
PC42. ensure payment of all vendors/suppliers on time	-	-	-	-
NOS Total	40	40	-	20

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National Occupational Standards (NOS) Parameters

NOS Code	THC/N5821
NOS Name	Perform administrative duties
Sector	Tourism & Hospitality
Sub-Sector	Facility Management
Occupation	Property and Facility Management Operations
NSQF Level	4.5
Credits	7
Version	3.0
Last Reviewed Date	30/04/2024
Next Review Date	30/04/2027
NSQC Clearance Date	30/04/2024

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THC/N9902: Ensure effective communication and service standards at workplace

Description

This OS unit is about communicating effectively, maintaining standards of etiquette at workplace, and engaging with guests to provide specific services.

Scope

The scope covers the following :

- Promote effective communication
- Maintain professional etiquette
- Ensure rendering of specific services as per the guests' requirements

Elements and Performance Criteria

Promote effective communication

To be competent, the user/individual on the job must be able to:

- PC1.** greet the guests promptly and appropriately as per organization's procedure
- PC2.** communicate with the guests in a polite and professional manner
- PC3.** build effective yet impersonal relationship with guests
- PC4.** identify guests' dissatisfactions and address complaints effectively
- PC5.** inform guests of any issue/problem well in advance
- PC6.** seek feedback from the guests and incorporate them to improve the guest experience
- PC7.** ensure essential information is passed on in a timely manner
- PC8.** ensure team members to maintain etiquette while interacting with each other
- PC9.** ensure the team members provide feedback to their peers

Maintain professional etiquette

To be competent, the user/individual on the job must be able to:

- PC10.** ensure self and team members report to work on time
- PC11.** use the guests' names as many times as possible during the conversation with proper salutation
- PC12.** maintain personal integrity & ethical behaviour
- PC13.** make sure personal hygiene is maintained by self and others at all times
- PC14.** ensure self and team members adhere to the dress code as per organizational policy
- PC15.** respect privacy of others at the workplace

Ensure rendering of specific services as per the guests' requirements

To be competent, the user/individual on the job must be able to:

- PC16.** provide assistance to Persons with Disability, if asked
- PC17.** ensure self and team members comply to the organizational policies towards Persons with Disability

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- PC18.** make sure gender and age sensitive service practices are followed at all times
- PC19.** ensure compliance to the organizational policies related to prevention of sexual harassment, both physical and verbal by self and team members
- PC20.** support PwD team members in overcoming any challenges faced at work
- PC21.** make sure the workplace is accessible for the Persons with Disability

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** organizational policies on behavioural etiquette and professionalism
- KU2.** organizational policies on gender sensitive service practices at workplace
- KU3.** organizational reporting and hierarchy structure
- KU4.** documentation policy and procedures of the organization
- KU5.** service quality standards as per organizational policies
- KU6.** complaint handling policy and procedures
- KU7.** SOP on personal hygiene
- KU8.** procedure of giving and receiving feedback positively
- KU9.** specific requirements of different age-groups of guests
- KU10.** age and gender specific etiquette
- KU11.** organizational policy with regards to Persons with disability
- KU12.** significance of professional etiquette and behaviour

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** read job sheets, organization policy documents, information displayed at the workplace and comments received from the supervisor or guest
- GS2.** fill up documentation pertaining to job requirement
- GS3.** interact with team members to work efficiently
- GS4.** communicate effectively with the guests
- GS5.** spot and report potential areas of disruption to work process proactively
- GS6.** improve work processes by incorporating guest feedback
- GS7.** motivate self and colleagues to work effectively

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Promote effective communication</i>	20	20	-	10
PC1. greet the guests promptly and appropriately as per organization's procedure	-	-	-	-
PC2. communicate with the guests in a polite and professional manner	-	-	-	-
PC3. build effective yet impersonal relationship with guests	-	-	-	-
PC4. identify guests' dissatisfactions and address complaints effectively	-	-	-	-
PC5. inform guests of any issue/problem well in advance	-	-	-	-
PC6. seek feedback from the guests and incorporate them to improve the guest experience	-	-	-	-
PC7. ensure essential information is passed on in a timely manner	-	-	-	-
PC8. ensure team members to maintain etiquette while interacting with each other	-	-	-	-
PC9. ensure the team members provide feedback to their peers	-	-	-	-
<i>Maintain professional etiquette</i>	10	10	-	5
PC10. ensure self and team members report to work on time	-	-	-	-
PC11. use the guests' names as many times as possible during the conversation with proper salutation	-	-	-	-
PC12. maintain personal integrity & ethical behaviour	-	-	-	-
PC13. make sure personal hygiene is maintained by self and others at all times	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC14. ensure self and team members adhere to the dress code as per organizational policy	-	-	-	-
PC15. respect privacy of others at the workplace	-	-	-	-
<i>Ensure rendering of specific services as per the guests' requirements</i>	10	10	-	5
PC16. provide assistance to Persons with Disability, if asked	-	-	-	-
PC17. ensure self and team members comply to the organizational policies towards Persons with Disability	-	-	-	-
PC18. make sure gender and age sensitive service practices are followed at all times	-	-	-	-
PC19. ensure compliance to the organizational policies related to prevention of sexual harassment, both physical and verbal by self and team members	-	-	-	-
PC20. support PwD team members in overcoming any challenges faced at work	-	-	-	-
PC21. make sure the workplace is accessible for the Persons with Disability	-	-	-	-
NOS Total	40	40	-	20

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National Occupational Standards (NOS) Parameters

NOS Code	THC/N9902
NOS Name	Ensure effective communication and service standards at workplace
Sector	Tourism & Hospitality
Sub-Sector	Hotels/Restaurant, Tours and Travels, Facility Management, Cruise
Occupation	Generic
NSQF Level	6
Credits	1
Version	2.0
Last Reviewed Date	30/04/2024
Next Review Date	30/04/2027
NSQC Clearance Date	30/04/2024

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THC/N9910: Ensure to maintain organisational confidentiality and guest's privacy

Description

This unit is about ensuring that confidentiality of the organisational information and the privacy of the guests is maintained at all times.

Scope

The scope covers the following :

- Ensure organisational confidentiality
- Ensure guests' privacy

Elements and Performance Criteria

Maintain organisational confidentiality

To be competent, the user/individual on the job must be able to:

- PC1.** prevent leak of new plans and designs to competitors
- PC2.** ensure protection of employee information
- PC3.** prevent leak of organisation's policies like pricing strategies, revenue management policies, marketing plans etc.
- PC4.** take immediate and appropriate action in case of any IPR violation
- PC5.** make sure that the subordinates report any infringement observed by anyone in the organisation to the immediate supervisor
- PC6.** protect sensitive data with strong passwords and change passwords on a regular basis
- PC7.** ensure policies around confidential information are followed by all staff members

Maintain guests' privacy

To be competent, the user/individual on the job must be able to:

- PC8.** ensure the team refrains from infringing upon guest's professional deals and plans
- PC9.** make sure guest's personal information and financial data is protected all times
- PC10.** ensure proper disposal of guest's information like booking details, credit card slips etc.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** basics of IPR Laws, Trademark Laws, Patent Laws, etc. in the country, and penalties associated with them
- KU2.** organisation's policies on intellectual property rights and confidential information
- KU3.** organisation's product, service or design patents
- KU4.** how Intellectual property protection is important for competitiveness of an organisation
- KU5.** guidelines for crafting effective SOPs regarding IPR

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KU6. procedure for disposal of confidential documents

KU7. confidential data protection methods

Generic Skills (GS)

User/individual on the job needs to know how to:

GS1. read and follow IPR and related information documents

GS2. manage communication regarding IPR infringement, prevention, and management

GS3. identify measures that can prevent potential infringements within the team

GS4. evaluate organisation policies and procedures and assess its robustness to prevent IPR infringements

GS5. analyse the impact of IPR infringement on the guests and the organization

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Maintain organisational confidentiality</i>	6	3	-	3
PC1. prevent leak of new plans and designs to competitors	-	-	-	-
PC2. ensure protection of employee information	-	-	-	-
PC3. prevent leak of organisation's policies like pricing strategies, revenue management policies, marketing plans etc.	-	-	-	-
PC4. take immediate and appropriate action in case of any IPR violation	-	-	-	-
PC5. make sure that the subordinates report any infringement observed by anyone in the organisation to the immediate supervisor	-	-	-	-
PC6. protect sensitive data with strong passwords and change passwords on a regular basis	-	-	-	-
PC7. ensure policies around confidential information are followed by all staff members	-	-	-	-
<i>Maintain guests' privacy</i>	4	2	-	2
PC8. ensure the team refrains from infringing upon guest's professional deals and plans	-	-	-	-
PC9. make sure guest's personal information and financial data is protected all times	-	-	-	-
PC10. ensure proper disposal of guest's information like booking details, credit card slips etc.	-	-	-	-
NOS Total	10	5	-	5

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	THC/N9910
NOS Name	Ensure to maintain organisational confidentiality and guest's privacy
Sector	Tourism & Hospitality
Sub-Sector	Hotels/Restaurant, Tours and Travels, Facility Management, Cruise
Occupation	Generic
NSQF Level	6
Credits	1
Version	4.0
Last Reviewed Date	07/10/2025
Next Review Date	07/10/2028
NSQC Clearance Date	07/10/2025

Qualification Pack

THC/N9907: Monitor and maintain health, hygiene and safety at workplace

Description

This OS unit is about ensuring a hazard free working environment along with maintaining health and hygiene and adoption of sustainable practices at workplace.

Scope

The scope covers the following :

- Ensure personal and workplace hygiene
- Maintain safe and secure working environment
- Follow effective waste management and recycling practices at workplace

Elements and Performance Criteria

Ensure personal and workplace hygiene

To be competent, the user/individual on the job must be able to:

- PC1.** ensure that self and team's work area is clean and tidy
- PC2.** ensure washing and sanitizing hands at regular intervals using hand wash & alcohol-based sanitizers by self as well as team members
- PC3.** make sure workplace is cleaned with appropriate cleaning solution and disinfectants as recommended
- PC4.** ascertain cleaning of the crockery and other articles as per established standards
- PC5.** monitor sanitization of all tools, equipment and machine touch-points at regular intervals
- PC6.** ensure that the trashcans are cleared regularly following the cleanliness and maintenance schedule
- PC7.** maintain personal hygiene and ensure the team members do the same
- PC8.** report to the concerned authority in case any co-worker is unwell
- PC9.** report personal health issues related to injury, food, air and infectious disease and avoid going to work if unwell

Maintain safe and secure working environment

To be competent, the user/individual on the job must be able to:

- PC10.** ensure safety procedures are followed while handling materials, tools, acids etc. and lifting or moving equipment and supplies
- PC11.** ensure use of appropriate PPE (gloves, three layered masks, long gown, headwear, glasses, goggles, footwear, etc.) by self and others at all times
- PC12.** make sure first aid procedures are followed appropriately
- PC13.** identify hazards at the workplace and report to the concerned person in time

Follow effective waste management and recycling practices at workplace

To be competent, the user/individual on the job must be able to:

- PC14.** identify and segregate recyclable, non-recyclable and hazardous waste at workplace

Qualification Pack

- PC15.** segregate waste into different coloured dustbins
- PC16.** handle waste as per SOP
- PC17.** recycle waste wherever applicable
- PC18.** dispose of PPEs in a plastic bag, sealed and labelled as infectious waste

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** organizational policies on safety procedures at workplace
- KU2.** procedure to maintain cleanliness standards at workplace
- KU3.** compliance norms for established health and hygiene procedures at workplace
- KU4.** importance of preventive health check-up and healthy living
- KU5.** purpose and usage of PPE such as gloves, protective goggles, masks, etc.
- KU6.** basic first aid procedures
- KU7.** methods to minimize accidental risks
- KU8.** the significance of safe handling of chemicals, acids, etc. for cleaning
- KU9.** instructions for operating and handling equipment as per standard
- KU10.** emergency procedures to be followed in case of a mishappening such as fire accidents, etc.

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** read organizational policy documents, manuals, instructions and information displayed at the workplace
- GS2.** fill in relevant forms, formats and checklist accurately
- GS3.** communicate effectively with visitors, co-workers and supervisors
- GS4.** analyze importance of personal hygiene
- GS5.** analyze the impact of not adhering to the health and safety procedures

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Ensure personal and workplace hygiene</i>	15	15	-	5
PC1. ensure that self and team's work area is clean and tidy	-	-	-	-
PC2. ensure washing and sanitizing hands at regular intervals using hand wash & alcohol-based sanitizers by self as well as team members	-	-	-	-
PC3. make sure workplace is cleaned with appropriate cleaning solution and disinfectants as recommended	-	-	-	-
PC4. ascertain cleaning of the crockery and other articles as per established standards	-	-	-	-
PC5. monitor sanitization of all tools, equipment and machine touch-points at regular intervals	-	-	-	-
PC6. ensure that the trashcans are cleared regularly following the cleanliness and maintenance schedule	-	-	-	-
PC7. maintain personal hygiene and ensure the team members do the same	-	-	-	-
PC8. report to the concerned authority in case any co-worker is unwell	-	-	-	-
PC9. report personal health issues related to injury, food, air and infectious disease and avoid going to work if unwell	-	-	-	-
<i>Maintain safe and secure working environment</i>	10	10	-	5
PC10. ensure safety procedures are followed while handling materials, tools, acids etc. and lifting or moving equipment and supplies	-	-	-	-
PC11. ensure use of appropriate PPE (gloves, three layered masks, long gown, headwear, glasses, goggles, footwear, etc.) by self and others at all times	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC12. make sure first aid procedures are followed appropriately	-	-	-	-
PC13. identify hazards at the workplace and report to the concerned person in time	-	-	-	-
<i>Follow effective waste management and recycling practices at workplace</i>	5	10	-	5
PC14. identify and segregate recyclable, non-recyclable and hazardous waste at workplace	-	-	-	-
PC15. segregate waste into different coloured dustbins	-	-	-	-
PC16. handle waste as per SOP	-	-	-	-
PC17. recycle waste wherever applicable	-	-	-	-
PC18. dispose of PPEs in a plastic bag, sealed and labelled as infectious waste	-	-	-	-
NOS Total	30	35	-	15

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	THC/N9907
NOS Name	Monitor and maintain health, hygiene and safety at workplace
Sector	Tourism & Hospitality
Sub-Sector	Hotels/Restaurant, Tours and Travels, Facility Management, Cruise
Occupation	Generic
NSQF Level	6
Credits	1
Version	2.0
Last Reviewed Date	30/04/2024
Next Review Date	30/04/2027
NSQC Clearance Date	30/04/2024

Qualification Pack

DGT/VSQ/N0103: Employability Skills (90 Hours)

Description

This unit is about employability skills, Constitutional values, becoming a professional in the 21st Century, digital, financial, and legal literacy, diversity and Inclusion, English and communication skills, customer service, entrepreneurship, and apprenticeship, getting ready for jobs and career development.

Scope

The scope covers the following :

- Introduction to Employability Skills
- Constitutional values - Citizenship
- Becoming a Professional in the 21st Century
- Basic English Skills
- Career Development & Goal Setting
- Communication Skills
- Diversity & Inclusion
- Financial and Legal Literacy
- Essential Digital Skills
- Entrepreneurship
- Customer Service
- Getting ready for Apprenticeship & Jobs

Elements and Performance Criteria

Introduction to Employability Skills

To be competent, the user/individual on the job must be able to:

- PC1.** understand the significance of employability skills in meeting the current job market requirement and future of work
- PC2.** identify and explore learning and employability relevant portals
- PC3.** research about the different industries, job market trends, latest skills required and the available opportunities

Constitutional values – Citizenship

To be competent, the user/individual on the job must be able to:

- PC4.** recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.
- PC5.** follow environmentally sustainable practices

Becoming a Professional in the 21st Century

To be competent, the user/individual on the job must be able to:

- PC6.** recognize the significance of 21st Century Skills for employment

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- PC7.** practice the 21st Century Skills such as Self-Awareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life
- PC8.** adopt a continuous learning mindset for personal and professional development

Basic English Skills

To be competent, the user/individual on the job must be able to:

- PC9.** use basic English for everyday conversation in different contexts, in person and over the telephone
- PC10.** read and understand routine information, notes, instructions, mails, letters etc. written in English
- PC11.** write short messages, notes, letters, e-mails etc. in English

Career Development & Goal Setting

To be competent, the user/individual on the job must be able to:

- PC12.** identify career goals based on the skills, interests, knowledge, and personal attributes
- PC13.** prepare a career development plan with short- and long-term goals

Communication Skills

To be competent, the user/individual on the job must be able to:

- PC14.** follow verbal and non-verbal communication etiquette while communicating in professional and public settings
- PC15.** use active listening techniques for effective communication
- PC16.** communicate in writing using appropriate style and format based on formal or informal requirements
- PC17.** work collaboratively with others in a team

Diversity & Inclusion

To be competent, the user/individual on the job must be able to:

- PC18.** communicate and behave appropriately with all genders and PwD
- PC19.** escalate any issues related to sexual harassment at workplace according to POSH Act

Financial and Legal Literacy

To be competent, the user/individual on the job must be able to:

- PC20.** identify and select reliable institutions for various financial products and services such as bank account, debit and credit cards, loans, insurance etc.
- PC21.** carry out offline and online financial transactions, safely and securely, using various methods and check the entries in the passbook
- PC22.** identify common components of salary and compute income, expenses, taxes, investments etc
- PC23.** identify relevant rights and laws and use legal aids to fight against legal exploitation

Essential Digital Skills

To be competent, the user/individual on the job must be able to:

- PC24.** operate digital devices and use their features and applications securely and safely
- PC25.** carry out basic internet operations by connecting to the internet safely and securely, using the mobile data or other available networks through Bluetooth, Wi-Fi, etc.
- PC26.** display responsible online behaviour while using various social media platforms

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- PC27.** create a personal email account, send and process received messages as per requirement
- PC28.** carry out basic procedures in documents, spreadsheets and presentations using respective and appropriate applications
- PC29.** utilize virtual collaboration tools to work effectively

Entrepreneurship

To be competent, the user/individual on the job must be able to:

- PC30.** identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research
- PC31.** develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion
- PC32.** identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity

Customer Service

To be competent, the user/individual on the job must be able to:

- PC33.** identify different types of customers and ways to communicate with them
- PC34.** identify and respond to customer requests and needs in a professional manner
- PC35.** use appropriate tools to collect customer feedback
- PC36.** follow appropriate hygiene and grooming standards

Getting ready for apprenticeship & Jobs

To be competent, the user/individual on the job must be able to:

- PC37.** create a professional Curriculum vitae (Résumé)
- PC38.** search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively
- PC39.** apply to identified job openings using offline /online methods as per requirement
- PC40.** answer questions politely, with clarity and confidence, during recruitment and selection
- PC41.** identify apprenticeship opportunities and register for it as per guidelines and requirements

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** need for employability skills and different learning and employability related portals
- KU2.** various constitutional and personal values
- KU3.** different environmentally sustainable practices and their importance
- KU4.** Twenty first (21st) century skills and their importance
- KU5.** how to use English language for effective verbal (face to face and telephonic) and written communication in formal and informal set up
- KU6.** importance of career development and setting long- and short-term goals
- KU7.** about effective communication
- KU8.** POSH Act
- KU9.** Gender sensitivity and inclusivity
- KU10.** different types of financial institutes, products, and services

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- KU11.** components of salary and how to compute income and expenditure
- KU12.** importance of maintaining safety and security in offline and online financial transactions
- KU13.** different legal rights and laws
- KU14.** different types of digital devices and the procedure to operate them safely and securely
- KU15.** how to create and operate an e- mail account
- KU16.** use applications such as word processors, spreadsheets etc.
- KU17.** how to identify business opportunities
- KU18.** types and needs of customers
- KU19.** how to apply for a job and prepare for an interview
- KU20.** apprenticeship scheme and the process of registering on apprenticeship portal

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** read and write different types of documents/instructions/correspondence in English and other languages
- GS2.** communicate effectively using appropriate language in formal and informal settings
- GS3.** behave politely and appropriately with all to maintain effective work relationship
- GS4.** how to work in a virtual mode, using various technological platforms
- GS5.** perform calculations efficiently
- GS6.** solve problems effectively
- GS7.** pay attention to details
- GS8.** manage time efficiently
- GS9.** maintain hygiene and sanitization to avoid infection

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Introduction to Employability Skills</i>	1	1	-	-
PC1. understand the significance of employability skills in meeting the current job market requirement and future of work	-	-	-	-
PC2. identify and explore learning and employability relevant portals	-	-	-	-
PC3. research about the different industries, job market trends, latest skills required and the available opportunities	-	-	-	-
<i>Constitutional values – Citizenship</i>	1	1	-	-
PC4. recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.	-	-	-	-
PC5. follow environmentally sustainable practices	-	-	-	-
<i>Becoming a Professional in the 21st Century</i>	1	3	-	-
PC6. recognize the significance of 21st Century Skills for employment	-	-	-	-
PC7. practice the 21st Century Skills such as Self-Awareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life	-	-	-	-
PC8. adopt a continuous learning mindset for personal and professional development	-	-	-	-
<i>Basic English Skills</i>	3	4	-	-
PC9. use basic English for everyday conversation in different contexts, in person and over the telephone	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC10. read and understand routine information, notes, instructions, mails, letters etc. written in English	-	-	-	-
PC11. write short messages, notes, letters, e-mails etc. in English	-	-	-	-
<i>Career Development & Goal Setting</i>	1	2	-	-
PC12. identify career goals based on the skills, interests, knowledge, and personal attributes	-	-	-	-
PC13. prepare a career development plan with short- and long-term goals	-	-	-	-
<i>Communication Skills</i>	2	2	-	-
PC14. follow verbal and non-verbal communication etiquette while communicating in professional and public settings	-	-	-	-
PC15. use active listening techniques for effective communication	-	-	-	-
PC16. communicate in writing using appropriate style and format based on formal or informal requirements	-	-	-	-
PC17. work collaboratively with others in a team	-	-	-	-
<i>Diversity & Inclusion</i>	1	1	-	-
PC18. communicate and behave appropriately with all genders and PwD	-	-	-	-
PC19. escalate any issues related to sexual harassment at workplace according to POSH Act	-	-	-	-
<i>Financial and Legal Literacy</i>	2	3	-	-
PC20. identify and select reliable institutions for various financial products and services such as bank account, debit and credit cards, loans, insurance etc.	-	-	-	-
PC21. carry out offline and online financial transactions, safely and securely, using various methods and check the entries in the passbook	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC22. identify common components of salary and compute income, expenses, taxes, investments etc	-	-	-	-
PC23. identify relevant rights and laws and use legal aids to fight against legal exploitation	-	-	-	-
<i>Essential Digital Skills</i>	3	5	-	-
PC24. operate digital devices and use their features and applications securely and safely	-	-	-	-
PC25. carry out basic internet operations by connecting to the internet safely and securely, using the mobile data or other available networks through Bluetooth, Wi-Fi, etc.	-	-	-	-
PC26. display responsible online behaviour while using various social media platforms	-	-	-	-
PC27. create a personal email account, send and process received messages as per requirement	-	-	-	-
PC28. carry out basic procedures in documents, spreadsheets and presentations using respective and appropriate applications	-	-	-	-
PC29. utilize virtual collaboration tools to work effectively	-	-	-	-
<i>Entrepreneurship</i>	2	3	-	-
PC30. identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research	-	-	-	-
PC31. develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion	-	-	-	-
PC32. identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity	-	-	-	-
<i>Customer Service</i>	1	2	-	-
PC33. identify different types of customers and ways to communicate with them	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC34. identify and respond to customer requests and needs in a professional manner	-	-	-	-
PC35. use appropriate tools to collect customer feedback	-	-	-	-
PC36. follow appropriate hygiene and grooming standards	-	-	-	-
<i>Getting ready for apprenticeship & Jobs</i>	2	3	-	-
PC37. create a professional Curriculum vitae (Résumé)	-	-	-	-
PC38. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively	-	-	-	-
PC39. apply to identified job openings using offline /online methods as per requirement	-	-	-	-
PC40. answer questions politely, with clarity and confidence, during recruitment and selection	-	-	-	-
PC41. identify apprenticeship opportunities and register for it as per guidelines and requirements	-	-	-	-
NOS Total	20	30	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	DGT/VSQ/N0103
NOS Name	Employability Skills (90 Hours)
Sector	Cross Sectoral
Sub-Sector	Professional Skills
Occupation	Employability
NSQF Level	5
Credits	3
Version	1.0
Last Reviewed Date	29/09/2025
Next Review Date	29/09/2028
NSQC Clearance Date	29/09/2025

Assessment Guidelines and Assessment Weightage

Assessment Guidelines

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 the proportion of marks for Theory and Skills Practical for each PC.
2. The assessment for the theory part will be based on the knowledge bank of questions created by the SSC.
3. Assessment will be conducted for all compulsory NOS, and where applicable, on the selected elective/option NOS/set of NOS.
4. Individual assessment agencies will create unique question papers for the theory part for each candidate at each examination/training center (as per assessment criteria below).
5. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/ training center based on these criteria.
6. To pass the Qualification Pack assessment, every trainee should score a minimum of 70% of % aggregate marks to successfully clear the assessment.

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7. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack.

Minimum Aggregate Passing % at QP Level : 70

(Please note: Every Trainee should score a minimum aggregate passing percentage as specified above, to successfully clear the Qualification Pack assessment.)

Assessment Weightage

Compulsory NOS

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
THC/N5820.Manage facility operations	40	40	-	20	100	30
THC/N5821.Perform administrative duties	40	40	-	20	100	30
THC/N9902.Ensure effective communication and service standards at workplace	40	40	-	20	100	10
THC/N9910.Ensure to maintain organisational confidentiality and guest's privacy	10	5	-	5	20	10
THC/N9907.Monitor and maintain health, hygiene and safety at workplace	30	35	-	15	80	10
DGT/VSQ/N0103.Employability Skills (90 Hours)	20	30	-	-	50	10
Total	180	190	-	80	450	100

Qualification Pack

Acronyms

NOS	National Occupational Standard(s)
NSQF	National Skills Qualifications Framework
QP	Qualifications Pack
TVET	Technical and Vocational Education and Training

Qualification Pack

Glossary

Sector	Sector is a conglomeration of different business operations having similar business and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Occupation	Occupation is a set of job roles, which perform similar/ related set of functions in an industry.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organisation.
Occupational Standards (OS)	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the Knowledge and Understanding (KU) they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria (PC)	Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task.
National Occupational Standards (NOS)	NOS are occupational standards which apply uniquely in the Indian context.
Qualifications Pack (QP)	QP comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A QP is assigned a unique qualifications pack code.
Unit Code	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
Unit Title	Unit title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.
Scope	Scope is a set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on quality of performance required.

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Knowledge and Understanding (KU)	Knowledge and Understanding (KU) are statements which together specify the technical, generic, professional and organisational specific knowledge that an individual needs in order to perform to the required standard.
Organisational Context	Organisational context includes the way the organisation is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
Technical Knowledge	Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
Core Skills/ Generic Skills (GS)	Core skills or Generic Skills (GS) are a group of skills that are the key to learning and working in today's world. These skills are typically needed in any work environment in today's world. These skills are typically needed in any work environment. In the context of the OS, these include communication related skills that are applicable to most job roles.
Electives	Electives are NOS/set of NOS that are identified by the sector as contributive to specialization in a job role. There may be multiple electives within a QP for each specialized job role. Trainees must select at least one elective for the successful completion of a QP with Electives.
Options	Options are NOS/set of NOS that are identified by the sector as additional skills. There may be multiple options within a QP. It is not mandatory to select any of the options to complete a QP with Options.