

## QUALIFICATION PACK – OCCUPATIONAL STANDARD FOR LEATHER SECTOR

### What are Occupational Standards(OS)?

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

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### Introduction

#### Qualification Pack - Moulding Operator

**SECTOR:** LEATHER

**SUB SECTOR:** Footwear (Non-Leather)

**OCCUPATION:** Moulding

**REFERENCE ID:** LSS/Q7501

**ALIGNED TO:** NCO-2004/8232.25

The Moulding Operation is a major process in non-leather segment of footwear manufacturing operations. This is the process during which the either upper and the PU sole is attached and the footwear is complete or the entire footwear is moulded and this process is carried out by a skilled operator.

**Brief Job Description:** Moulding operator is a skilled operator capable to operate PU pouring machines and Injection moulding machine used in lasting process and also skillful to perform basic supervisory tasks to monitor the performance of the workers.

**Personal Attributes:** Moulding Operator must possess, concentration, good eye-hand co-ordination, monitoring ability, vision (including near vision, distance vision, color vision, peripheral vision), depth perception, quick response time or reflex, physical fitness, target oriented as well basic estimation and numerical skills.

<b>Qualifications Pack Code</b>	<b>LSS/Q7501</b>		
<b>Job Role</b>	<b>Moulding Operator</b>		
<b>Credits(NSQF)</b>	<b>TBD</b>	<b>Version number</b>	<b>1.0</b>
<b>Sector</b>	<b>Leather</b>	<b>Drafted on</b>	<b>25/07/13</b>
<b>Sub-sector</b>	<b>Footwear (Non-Leather)</b>	<b>Last reviewed on</b>	<b>31/03/15</b>
<b>Occupation</b>	<b>Moulding</b>	<b>Next review date</b>	<b>31/03/17</b>
<b>NSQC Clearance on</b>	<b>18/06/2015</b>		

<b>Job Role</b>	<b>Moulding Operator</b>
<b>Role Description</b>	The Moulding operator is a skilled operator capable to operate PU pouring machines and Injection moulding machine used in lasting process and also skillful to perform basic supervisory tasks to monitor the performance of the workers.
<b>NSQF level</b>	4
<b>Minimum Educational Qualifications*</b>	Class V
<b>Maximum Educational Qualifications*</b>	N/A
<b>Training</b> (Suggested but not mandatory)	On-the-Job-Training
<b>Minimum Job Entry Age</b>	18 years
<b>Experience</b>	Prior experience as helper in footwear manufacturing for a minimum of 2-3 years preferred
<b>Applicable National Occupational Standards (NOS)</b>	<b>Compulsory</b> <ol style="list-style-type: none"> <li><a href="#">LSS/N7501 Carry out moulding operations using machine</a></li> <li><a href="#">LSS/N7502 Contribute to achieving product quality in moulding operation</a></li> <li><a href="#">LSS/N8501 Maintain the work area, tools and machines</a></li> <li><a href="#">LSS/N8601 Maintain health, safety and security at workplace</a></li> <li><a href="#">LSS/N8701 Comply with industry, regulatory and organizational requirements</a></li> </ol> <b>Optional:</b> N.A.
<b>Performance Criteria</b>	As described in the relevant OS units

Definition

Keywords /Terms	Description
Sector	Sector is a conglomeration of different business operations having similar businesses and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Vertical	Vertical may exist within a sub-sector representing different domain areas or the client industries served by the industry.
Occupation	Occupation is a set of job roles, which perform similar/related set of functions in an industry.
Function	Function is an activity necessary for achieving the key purpose of the sector, occupation, or area of work, which can be carried out by a person or a group of persons. Functions are identified through functional analysis and form the basis of OS.
Sub-functions	Sub-functions are sub-activities essential to fulfil achieving the objectives of the function.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organization.
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; he/she needs to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria	Performance Criteria are statements that together specify the standard of performance required when carrying out a task.
National Occupational Standards (NOS)	NOS are Occupational Standards which apply uniquely in the Indian context.
Qualifications Pack Code	Qualifications Pack Code is a unique reference code that identifies a qualifications pack.
Qualifications Pack(QP)	Qualifications Pack comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A Qualifications Pack is assigned a unique qualification pack code.
Unit Code	Unit Code is a unique identifier for an Occupational Standard, which is denoted by an 'N'.
Unit Title	Unit Title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to find the required one.
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 required performance.
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 up to the required standard.

Acronyms

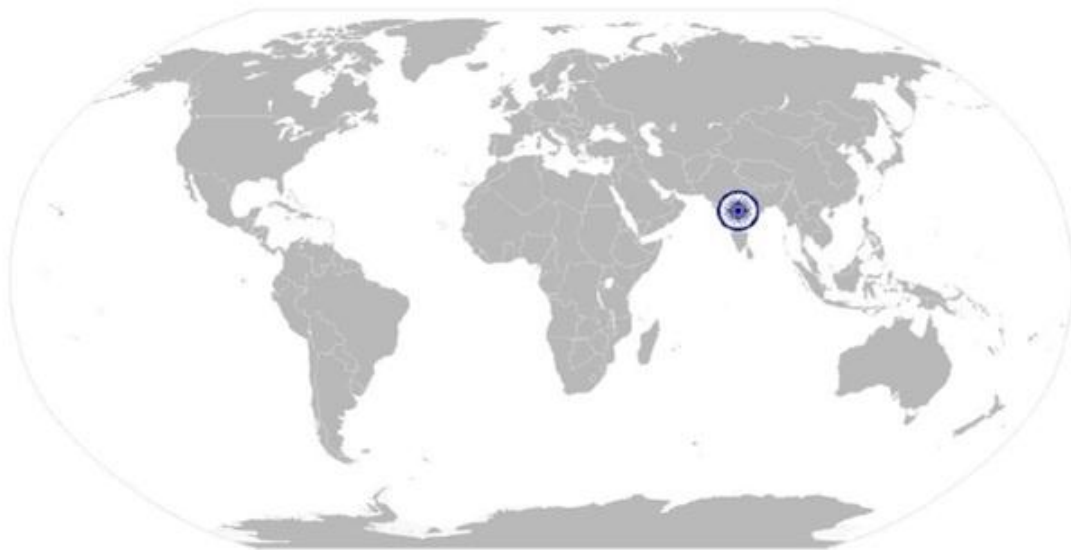
Keywords /Terms	Description
OS	Occupational Standard(s)
NOS	National Occupational Standard(s)
QP	Qualifications Pack
NSQF	National Skill Qualifications Framework
TBD	To Be Determined

LSS/N7501

Carry out moulding operations using machine

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# National Occupational Standard



## Overview

This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required for footwear moulding operations by using appropriate machines, tools, equipment and processes.

## National Occupational Standards

**LSS/N7501**

## Carry out moulding operations using machine

National Occupational Standard

Unit Code	LSS/N7501
Unit Title (Task)	Carry out moulding operations using machine
Description	This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required for footwear moulding operations by using appropriate machines, tools, equipment and processes.
Scope	This unit/task covers the following: <ul style="list-style-type: none"> <li>• Preparatory Work</li> <li>• Moulding Operation</li> <li>• Reporting &amp; Documentation</li> <li>• Sorting &amp; Placing</li> </ul>
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
<b>Preparatory Work</b>	To be competent, the user/individual on the job must be able to: PC1. Make sure the work area is free from hazards PC2. Obtain and check the data on the work ticket or job card and carry out functions in line with the responsibilities of job role PC3. Ask questions to obtain more information on tasks when the instructions are unclear PC4. Select and sort the tools and materials for the work PC5. Setup the equipment & machineries for lasting as per the job requirement PC6. Make sure that tools are safe and clean to use on the material PC7. Agree and review agreed upon work targets with supervisor PC8. Update and develop knowledge of the products PC9. Minimise wastage PC10. Produce the required batch of components to match the job card and the company's production targets PC11. Dispose of waste materials safely and return re-useable materials PC12. Work in conformance to legal requirements, organizational policies and procedures PC13. Carry out visual inspection to ensure the products are free from handling defects
<b>Moulding Operation</b>	PC14. Ensure adequate chemicals are fed into the PU machine or Injection Moulding machine (EVA) PC15. Ensure the machine is at appropriate temperatures PC16. Perform the cup test to ensure the quality of PU PC17. Monitor the performance of the workers PC18. De-last the shoes from the hinged type last or two part metal last as required PC19. Conduct a visual inspection to ensure the quality of the footwear
<b>Reporting &amp; Documentation</b>	PC20. Report risks/ problems likely to affect services to the relevant person promptly and accurately PC21. Report defects in the tools and equipment that one do not have the authority to repair

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Carry out moulding operations using machine

<b>Sorting &amp; Placing</b>	<p>PC22. Sort and place work to assist the next stage of production and minimise the risk of damage</p> <p>PC23. Carry out closedown procedures on completion of work</p> <p>PC24. Leave work area safe and secure when work is complete</p>
<b>Knowledge and Understanding (K)</b>	
<b>A. Organizational Context</b> (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. Details of the various job roles and responsibilities</p> <p>KA2. Responsibilities and line of reporting within the work area</p> <p>KA3. Protocol to obtain more information on work related tasks</p> <p>KA4. Organizational policies and procedures</p> <p>KA5. Work target and review mechanism with supervisor</p> <p>KA6. Protocol and format for reporting work related risks/ problems</p> <p>KA7. Contact person in case of queries on procedure or products</p> <p>KA8. Common hazards in the work area and procedures for dealing with them</p> <p>KA9. Procedures for handling the tools and equipment</p> <p>KA10. Procedures with regard to material re-usage and disposal</p> <p>KA11. Quality standards and the reporting procedures</p> <p>KA12. Documentation required as part of the process</p>
<b>B. Technical Knowledge</b>	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. Procedures to operate the PU moulding machines</p> <p>KB2. Procedures to operate the Injection Moulding Machine</p> <p>KB3. Procedures and concept of the operations followed in the moulding process</p> <p>KB4. The ways by which material can be contaminated or damaged during processing and the effects on quality</p> <p>KB5. Knowledge of the chemicals used in the PU moulding machine</p> <p>KB6. Knowledge of chemicals used in the Injection Moulding Machine</p> <p>KB7. Knowledge of the hinged type last and two part metal last</p> <p>KB8. Basic units of measurements knowledge</p> <p>KB9. Basic supervisory skills to monitor the workers</p>
<b>Skills (S)</b>	
<b>A. Core Skills / Generic Skills</b>	<b>Writing Skills</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA1. Write in English/local language as applicable</p> <p>SA2. Fill up appropriate technical forms, process charts, activity logs in the prescribed format of the company</p>
	<b>Reading Skills</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA3. Read and comprehend basic English/local language as applicable</p> <p>SA4. Read and understand manuals, health and safety instructions, memos, reports, job cards etc.</p>
	<b>Oral Communication (Listening and Speaking Skills)</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA5. Listen actively</p>



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	SA6. Communicate effectively with supervisors, managers, etc
<b>B. Professional Skills</b>	<b>Decision Making</b>
	The user/ individual on the job needs to know and understand how to:
	SB1. Analyse the defects and the procedure for dealing with it
	SB2. Take appropriate actions in terms of any deviations from the process
	<b>Plan and Organize</b>
	The user/ individual on the job needs to know and understand how to:
	SB3. Plan and set the targets along with the supervisors and the co workers
	SB4. Organize tools and equipments to be used
	SB5. Plan work according to the required schedule and location
	<b>Customer Centricity</b>
	The user/ individual on the job needs to know and understand how to:
	SB6. Ensure moulding operation is as per customer standards
	SB7. Evaluate and ensure delivery of products as per customers' specifications
	<b>Problem Solving</b>
	The user/ individual on the job needs to know and understand how to:
	SB8. Identify possible defects with the products
	SB9. Review the defects and take appropriate actions to rectify
	SB10. Report to the authority if problems cannot be rectified
	<b>Analytical Thinking</b>
	The user/ individual on the job needs to know and understand how to:
	SB11. Diagnose common problems in the machine based on visual inspection
	<b>Critical Thinking</b>
	The user/ individual on the job needs to know and understand how to:
	SB12. Assess and control the quality standards of the product as per customer standards



## National Occupational Standards

**LSS/N7501**

**Carry out moulding operations using machine**

### NOS Version Control

NOS Code	LSS/N7501		
Credits (NSQF)	TBD	Version number	1.0
Sector	Leather	Drafted on	25/07/13
Industry Sub-sector	Footwear (Non-Leather)	Last reviewed on	31/03/15
Occupation	Moulding	Next review date	18/06/2015

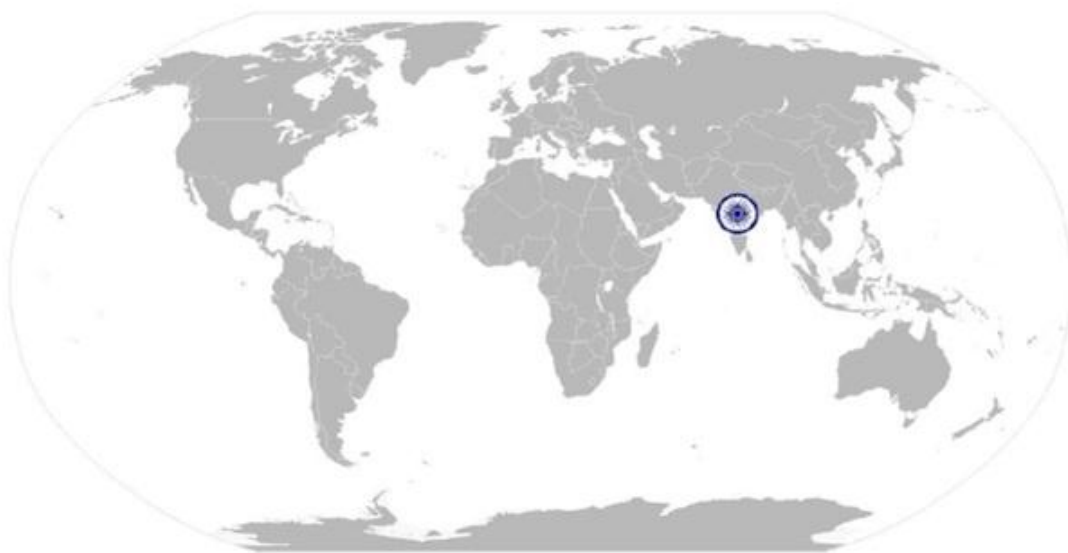
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**LSS/N7502    Contribute to achieving product quality in moulding operation**

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# National Occupational Standard



## Overview

This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to monitor the quality of the production while undertaking moulding related activities to ensure products meet specifications.

## LSS/N7502 Contribute to achieving product quality in moulding operation

National Occupational Standard

Unit Code	LSS/N7502
Unit Title (Task)	Contribute to achieving product quality in moulding operation
Description	This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to monitor the quality of the production while undertaking moulding related activities to ensure products meet specifications.
Scope	<p>This unit/task covers the following:</p> <ul style="list-style-type: none"> <li>• Inspection</li> <li>• Reporting &amp; Documentation</li> </ul>
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
<b>Inspection</b>	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. Set up and test lasting machines to ensure correct operation</p> <p>PC2. Operate the machine in accordance with machine and workplace standards</p> <p>PC3. Ensure the lasting operation is done accurately according to the specifications.</p> <p>PC4. Ensure the optimum condition of the PU pouring and injection moulding machines</p> <p>PC5. Check the performance of the machine for signs of faulty operations and take action in accordance with workplace procedures</p> <p>PC6. Ensure materials and component parts meet specifications</p> <p>PC7. Identify faults in materials and products</p> <p>PC8. Follow reporting procedures where the cause of faults cannot be identified</p> <p>PC9. Maintain the required productivity and quality levels</p> <p>PC10. Carry out quality checks at agreed intervals and in the approved way</p> <p>PC11. Identify process problems that effect product quality and report them promptly to appropriate people</p>
<b>Reporting &amp; Documentation</b>	<p>PC12. Identify causes of faults and take action to rectify the same to maintain product quality</p> <p>PC13. Identify faults in finished products and trace their causes</p> <p>PC14. Follow reporting procedures where the cause of faults cannot be identified</p> <p>PC15. Report and replace faulty materials and component parts which do not meet specification</p> <p>PC16. Report faults outside personal responsibility to the appropriate person</p>
Knowledge and Understanding (K)	
<b>A. Organizational Context</b> (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. Types of problems with quality and how to report them to appropriate people</p> <p>KA2. Consequences of not rectifying problems</p> <p>KA3. Safe working practices and organizational procedures</p> <p>KA4. Limits of personal responsibility</p> <p>KA5. The lines of communication, authority and reporting procedures</p>

## LSS/N7502 Contribute to achieving product quality in moulding operation

	<p>KA6. The organization's rules and guidelines (including timekeeping)</p> <p>KA7. The companies quality standards</p> <p>KA8. Equipment operating procedures / manufacturer's instructions</p>
<b>B. Technical Knowledge</b>	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. The different types of faults likely to be found in the PU moulding process and method to put them right</p> <p>KB2. The different techniques and methods used to detect faults in the PU moulding process</p> <p>KB3. The inspection methods that can be used</p> <p>KB4. Importance of product checks</p> <p>KB5. The acceptable solutions for particular faults</p> <p>KB6. The consequences of not rectifying problems</p> <p>KB7. The types of adjustments suitable for specific types of faults</p> <p>KB8. Responsibilities at work during production</p> <p>KB9. Company's quality and production targets and the effect of not meeting these on self and/or the team</p> <p>KB10. Allowed tolerances</p> <p>KB11. Difference between correctable and non-correctable faults</p> <p>KB12. Manufacturer's instructions</p>
<b>Skills (S)</b>	
<b>A. Core Skills / Generic Skills</b>	<b>Writing Skills</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA1. Write in English/local language as applicable</p> <p>SA2. Fill up appropriate technical forms, process charts, activity logs in the prescribed format of the company</p>
	<b>Reading Skills</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA3. Read and comprehend basic English/local language as applicable</p> <p>SA4. Read and understand manuals, health and safety instructions, memos, reports, job cards etc</p>
	<b>Oral Communication (Listening and Speaking Skills)</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA5. Listen actively</p> <p>SA6. Communicate effectively with supervisors, managers, etc</p>
<b>B. Professional Skills</b>	<b>Decision Making</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SB1. Analyse the defects and the procedure for dealing with it</p> <p>SB2. Take appropriate actions in terms of any deviations from the process</p>
	<b>Plan and Organize</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SB3. Plan and set the targets along with the supervisors and the co workers</p> <p>SB4. Organize tools and equipments to be used</p> <p>SB5. Plan work according to the required schedule and location</p>
	<b>Customer Centricity</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SB6. Ensure moulding operation is as per customer standards</p>

**LSS/N7502 Contribute to achieving product quality in moulding operation**

	SB7. Evaluate and ensure delivery of products as per customers' specifications
	<b>Problem Solving</b>
	The user/ individual on the job needs to know and understand how to:
	SB8. Identify possible defects with the products
	SB9. Review the defects and take appropriate actions to rectify
	SB10. Report to the authority if problems cannot be rectified
	<b>Analytical Thinking</b>
	The user/ individual on the job needs to know and understand how to:
	SB11. Diagnose common problems in the machine based on visual inspection
	<b>Critical Thinking</b>
	The user/ individual on the job needs to know and understand how to:
	SB12. Assess and control the quality standards of the product as per customer standards



**LSS/N7502     Contribute to achieving product quality in moulding operation**

## NOS Version Control

NOS Code	LSS/N7502		
Credits (NSQF)	TBD	Version number	1.0
Sector	Leather	Drafted on	25/07/13
Industry Sub-sector	Footwear (Non-Leather)	Last reviewed on	31/03/15
Occupation	Moulding	Next review date	18/06/2015

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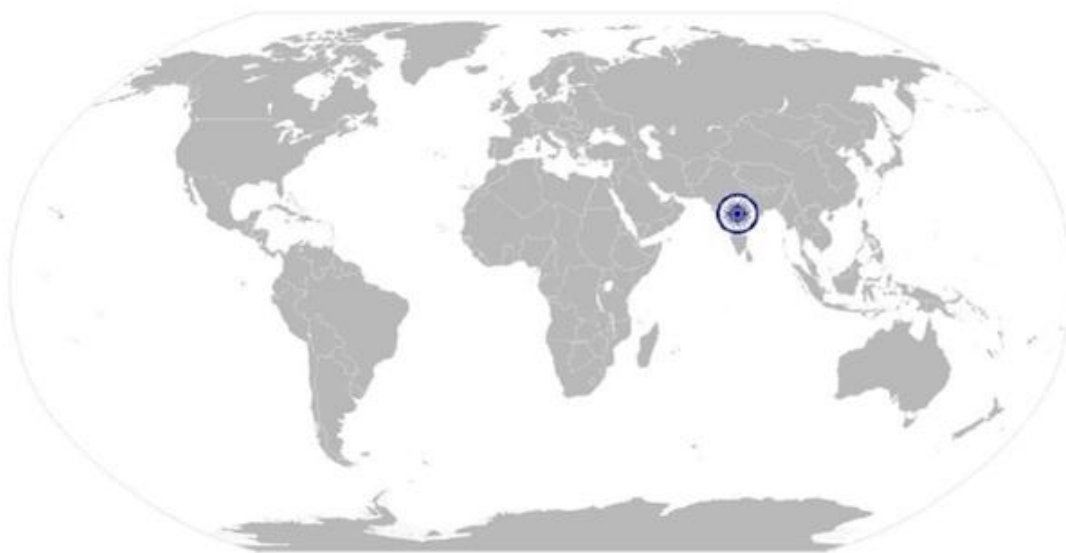


LSS/N8501

Maintain the work area, tools and machines

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# National Occupational Standard



## Overview

This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to organise/ maintain work areas and activities to ensure tools and machines are maintained as per norms.



## LSS/N8501

## Maintain the work area, tools and machines

Unit Code	LSS/N8501
Unit Title (Task)	Maintain the work area, tools and machines
Description	This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to organise/ maintain work areas and activities to ensure tools and machines are maintained as per norms.
Scope	<p>This unit/task covers the following:</p> <ul style="list-style-type: none"> <li>Maintenance of the work area, tools and machines</li> </ul>
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
<b>Maintenance of work area, tools and machines</b>	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. Handle materials, machinery, equipment and tools safely and correctly</p> <p>PC2. Use correct lifting and handling procedures</p> <p>PC3. Use materials to minimize waste</p> <p>PC4. Prepare and organize work</p> <p>PC5. Maintain a clean and hazard free working area</p> <p>PC6. Deal with work interruptions</p> <p>PC7. Move around the workplace with care</p> <p>PC8. Maintain tools and equipment</p> <p>PC9. Carry out running maintenance within agreed schedules</p> <p>PC10. Carry out maintenance and/or cleaning outside responsibility</p> <p>PC11. Report unsafe equipment and other dangerous occurrences</p> <p>PC12. Ensure that the correct machine guards are in place</p> <p>PC13. Work in a comfortable position with the correct posture</p> <p>PC14. Use cleaning equipment and methods appropriate for the work to be carried out</p> <p>PC15. Dispose of waste safely in the designated location</p> <p>PC16. Store cleaning equipment safely after use</p> <p>PC17. Complete and store accurate records and documentation</p> <p>PC18. Maintain proper lighting, ventilation to make sure general comfort is there while working</p> <p>PC19. Give inputs and assist in completing documentation</p> <p>PC20. Report the need for maintenance and/or cleaning outside your area of responsibility</p> <p>PC21. Ensure safe and correct handling of materials, equipment and tools</p> <p>PC22. Maintain appropriate environment to protect stock from pilfering, theft, damage and deterioration</p>
Knowledge and Understanding (K)	
<b>C. Organizational Context</b> (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. Personal hygiene and duty of care</p> <p>KA2. Safe working practices and organizational procedures</p> <p>KA3. Limits of one's own responsibility</p> <p>KA4. Ways of resolving with problems within the work area</p> <p>KA5. The production process and the specific work activities that relate to the whole process</p>

## LSS/N8501

## Maintain the work area, tools and machines

	<p>KA6. The lines of communication, authority and reporting procedures</p> <p>KA7. The organization's rules, codes and guidelines (including timekeeping)</p> <p>KA8. The companies quality standards</p> <p>KA9. The types of records kept, how are they completed and the importance of keeping them accurate</p> <p>KA10. The importance of complying with written instructions</p> <p>KA11. Equipment operating procedures / manufacturer's instructions</p> <p>KA12. Statutory responsibilities under Health, Safety and Environmental legislation and regulations</p> <p>KA13. The quality standards and processes followed by the organization relevant to your role</p> <p>KA14. Documentation required for reporting</p>
<b>D. Technical Knowledge</b>	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. Work instructions and specifications and interpret them accurately</p> <p>KB2. Method to make use of the information detailed in specifications and instructions</p> <p>KB3. Relation between work role and the overall manufacturing process</p> <p>KB4. The importance of good time keeping and attendance</p> <p>KB5. The importance of minimized production costs</p> <p>KB6. The importance of taking action when problems are identified</p> <p>KB7. Different ways of minimizing waste</p> <p>KB8. The importance of running maintenance and regular cleaning</p> <p>KB9. Effects of contamination on products i.e. Machine oil, dirt</p> <p>KB10. Common faults with equipment and the method to rectify</p> <p>KB11. Maintenance procedures and manufacturer's instructions</p> <p>KB12. Hazards likely to be encountered when conducting routine maintenance</p> <p>KB13. Different types of cleaning equipment and substances and their use</p> <p>KB14. Safe working practices for cleaning and the method of carrying them out</p> <p>KB15. The production process and the specific work activities that relate to the whole process</p>
<b>Skills (S)</b>	
<b>A. Core Skills / Generic Skills</b>	<b>Writing Skills</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA1. Write and document appropriate technical forms, job cards, inspection sheets as required format of the company</p>
	<b>Reading Skills</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA2. Read and comprehend basic English to read and interpret indicators in the machine and operating manuals, job cards, visual cards,</p> <p>SA3. Read and understand manuals, health and safety instructions, memos, reports, job cards etc.</p>
	<b>Oral Communication (Listening and Speaking Skills)</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA4. Speak and communicate effectively to peers and supervisors</p> <p>SA5. Give clear instructions to co-workers, subordinates others</p>

## LSS/N8501

## Maintain the work area, tools and machines

	SA6. Use correct technical term while interacting with supervisor
<b>B. Professional Skills</b>	<b>Decision Making</b>
	The user/ individual on the job needs to know and understand how to:
	SB1. Take appropriate decisions regarding to responsibilities
	SB2. Assess for any damage/faulty component in the concerned machinery and take action accordingly
	SB3. Evaluate the decision and conduct basic trouble shooting
	<b>Plan and Organize</b>
	The user/ individual on the job needs to know and understand how to:
	SB4. Plan and manage work routine based on company procedure
	SB5. Work with supervisors/ team mates to carry out work related tasks
	SB6. Plan for cleaning and lubricating the concerned machinery daily
	SB7. Plan for cleaning the concerned tools and workplace daily before and after operations
	<b>Customer Centricity</b>
	The user/ individual on the job needs to know and understand how to:
	SB8. Ensure and follow organizational procedures pertaining to health and safety are followed
	<b>Problem Solving</b>
	The user/ individual on the job needs to know and understand how to:
	SB9. Solve operational role related issues
	<b>Analytical Thinking</b>
	The user/ individual on the job needs to know and understand how to:
	SB10. Diagnose common problems in the machine based on visual inspection, sound, temperature etc
	<b>Critical Thinking</b>
	The user/ individual on the job needs to know and understand how to:
	SB11. Analyse, evaluate and apply the information gathered from observation, experience, reasoning, or communication to act efficiently

**LSS/N8501**

**Maintain the work area, tools and machines**

## **NOS Version Control**

NOS Code	LSS/N8501		
Credits (NSQF)	TBD	Version number	1.0
Sector	Leather	Drafted on	25/07/13
Industry Sub-sector	Footwear (Non-Leather)	Last reviewed on	31/03/15
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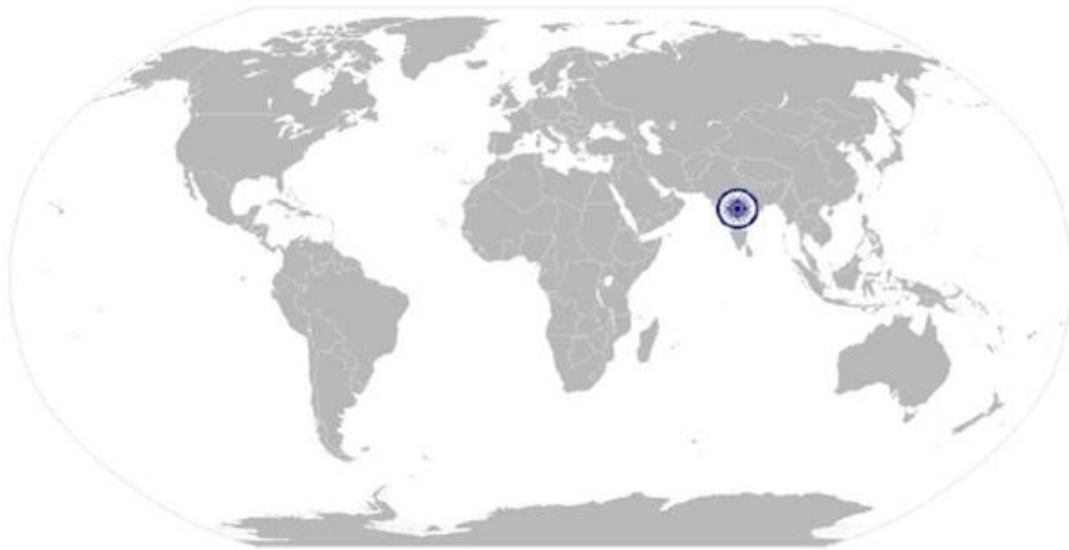


LSS/N8601

Maintain health, safety and security at workplace

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# National Occupational Standard



## Overview

This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to comply with health, safety and security requirements at the workplace and covers procedures to prevent, control and minimize risk to self and others.

## LSS/N8601

## Maintain health, safety and security at workplace

National Occupational Standard

Unit Code	LSS/N8601
Unit Title (Task)	Maintain health, safety and security at workplace
Description	This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required to comply with health, safety and security requirements at the workplace and covers procedures to prevent, control and minimize risk to self and others.
Scope	<p>This unit/task covers the following:</p> <ul style="list-style-type: none"> <li>Compliance with health, safety and security requirements at work</li> </ul>
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
<b>Compliance with health, safety and security requirements at work</b>	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. Comply with health and safety related instructions applicable to the workplace</p> <p>PC2. Use and maintain personal protective equipment as per protocol</p> <p>PC3. Carry out own activities in line with approved guidelines and procedures</p> <p>PC4. Maintain a healthy lifestyle and guard against dependency on intoxicants</p> <p>PC5. Follow environment management system related procedures</p> <p>PC6. Identify and correct (if possible) malfunctions in machinery and equipment</p> <p>PC7. Report any service malfunctions that cannot be rectified</p> <p>PC8. Store materials and equipment in line with manufacturer's and organizational requirements</p> <p>PC9. Safely handle and move waste and debris</p> <p>PC10. Minimize health and safety risks to self and others due to own actions</p> <p>PC11. Seek clarifications, from supervisors or other authorized personnel in case of perceived risks</p> <p>PC12. Monitor the workplace and work processes for potential risks and threats</p> <p>PC13. Carry out periodic walk-through to keep work area free from hazards and obstructions, if assigned</p> <p>PC14. Report hazards and potential risks/ threats to supervisors or other authorized personnel</p> <p>PC15. Participate in mock drills/ evacuation procedures organized at the workplace</p> <p>PC16. Undertake first aid, fire-fighting and emergency response training, if asked to do so</p> <p>PC17. Take action based on instructions in the event of fire, emergencies or accidents</p> <p>PC18. Follow organization procedures for shutdown and evacuation when required</p>
Knowledge and Understanding (K)	
<b>A. Organizational Context</b> (Knowledge of the	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. Health and safety related practices applicable at the workplace</p> <p>KA2. Potential hazards, risks and threats based on nature of operations</p>



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## Maintain health, safety and security at workplace

company / organization and its processes)	<p>KA3. Organizational procedures for safe handling of equipment and machine operations</p> <p>KA4. Potential risks due to own actions and methods to minimize these</p> <p>KA5. Environmental management system related procedures at the workplace</p> <p>KA6. Layout of the plant and details of emergency exits, escape routes, emergency equipment and assembly points</p> <p>KA7. Potential accidents and emergencies and response to these scenarios</p> <p>KA8. Reporting protocol and documentation required</p> <p>KA9. Details of personnel trained in first aid, fire-fighting and emergency response</p> <p>KA10. Actions to take in the event of a mock drills/ evacuation procedures or actual accident, emergency or fire</p>
<b>B. Technical Knowledge</b>	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. Occupational health and safety risks</p> <p>KB2. Personal protective equipment and method of use</p> <p>KB3. Identification, handling and storage of hazardous substances</p> <p>KB4. Proper disposal system for waste and by-products</p> <p>KB5. Signage related to health and safety and their meaning</p> <p>KB6. Importance of sound health, hygiene and good habits</p> <p>KB7. Ill-effects of alcohol, tobacco and drugs</p>
<b>Skills (S)</b>	
<b>A. Core Skills / Generic Skills</b>	<b>Writing Skills</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA1. Document and report any health and safety related incidents/ accidents</p>
	<b>Reading Skills</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA2. Read and comprehend manuals of operations</p> <p>SA3. Read all organizational and equipment related health and safety manuals and documents</p> <p>SA4. Read instructions, guidelines/procedures/rules related to the worksite and machine operations</p>
	<b>Oral Communication (Listening and Speaking Skills)</b>
<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA5. Give clear instructions to co-workers, subordinates and other personnel</p> <p>SA6. Use correct technical terms while interacting with supervisor</p>	
<b>B. Professional Skills</b>	<b>Decision Making</b>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SB1. Make an appropriate timely decision in responding to emergencies/accidents in line with organization</p> <p>SB2. Evaluate and use correct PPE and other safety gear while at the workplace</p>
	<b>Plan and Organize</b>
<p>The user/ individual on the job needs to know and understand how to:</p> <p>SB3. Work with supervisors/ team mates to carry out work related tasks</p> <p>SB4. Plan work according to the required schedule</p>	



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## Maintain health, safety and security at workplace

	SB5. Keep work area free from potential hazards
	<b>Customer Centricity</b>
	The user/ individual on the job needs to know and understand how to:
	SB6. Ensure and follow organizational procedures pertaining to health and safety are followed
	<b>Problem Solving</b>
	The user/ individual on the job needs to know and understand how to:
	SB7. Take appropriate actions during emergencies, accidents or fire at the workplace
	SB8. Resolve issues pertaining to malfunctions in machineries and report if required
	<b>Analytical Thinking</b>
	The user/ individual on the job needs to know and understand how to:
	SB9. Identify emergency situations
	SB10. Identify cause effect relationship for the emergencies
	<b>Critical Thinking</b>
	The user/ individual on the job needs to know and understand how to:
	SB11. Analyse, evaluate and apply the information gathered from observation, experience, reasoning, or communication to act efficiently



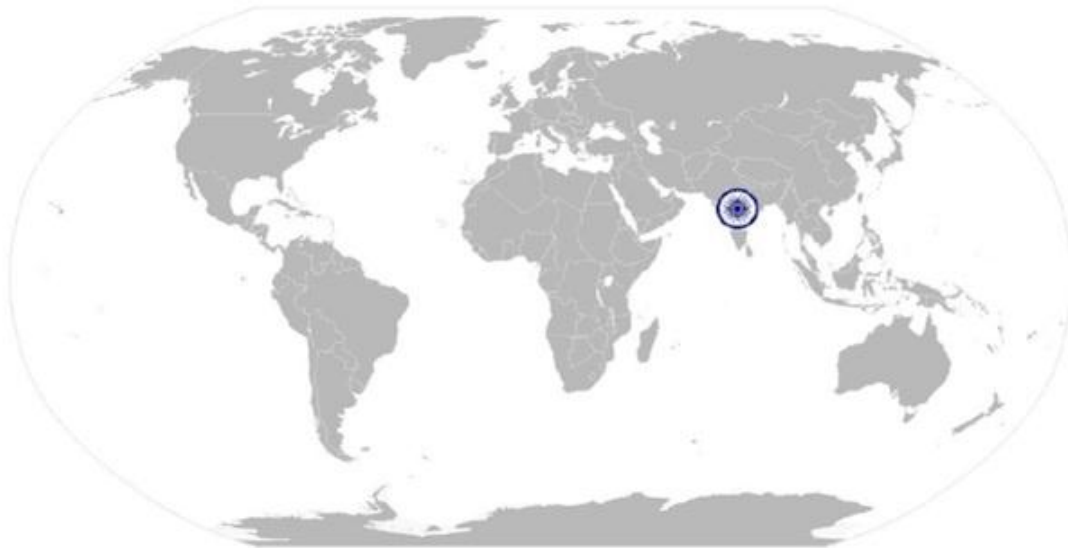
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Maintain health, safety and security at workplace

## NOS Version Control

NOS Code	LSS/N8601		
Credits (NSQF)	TBD	Version number	1.0
Sector	Leather	Drafted on	25/07/13
Industry Sub-sector	Footwear (Non-Leather)	Last reviewed on	31/03/15
Occupation	Moulding	Next review date	18/06/2015

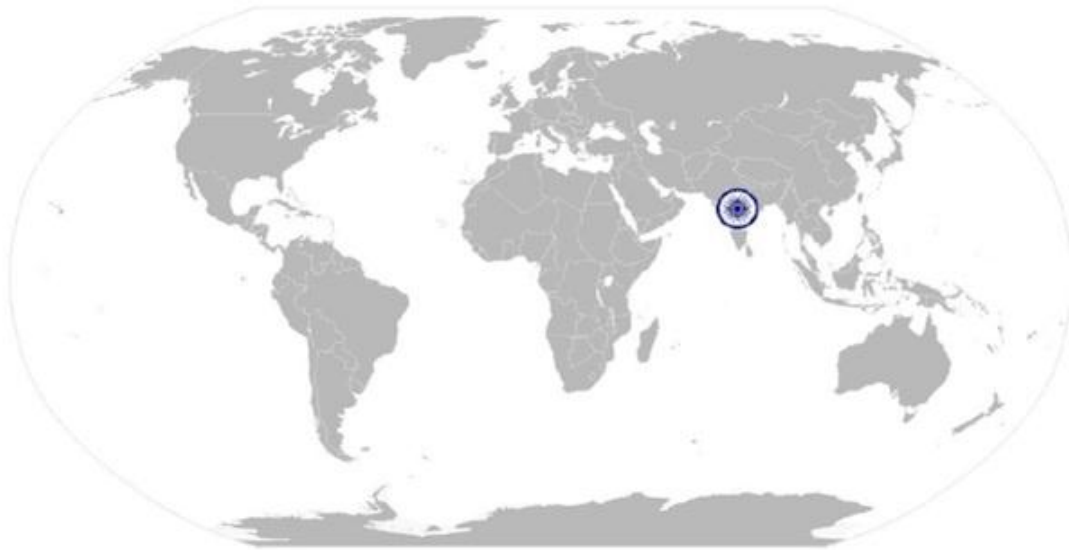
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**LSS/N8701 Comply with industry, regulatory and organizational requirements**

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# National Occupational Standard



## Overview

This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required for complying with industry, regulatory and organizational requirements at the workplace.

## LSS/N8701 Comply with industry, regulatory and organizational requirements

National Occupational Standard

<b>Unit Code</b>	<b>LSS/N8701</b>
<b>Unit Title (Task)</b>	<b>Comply with industry, regulatory and organizational requirements</b>
<b>Description</b>	This unit provides Performance Criteria, Knowledge & Understanding and Skills & Abilities required for complying with industry, regulatory and organizational requirements at the workplace.
<b>Scope</b>	<p>This unit/task covers the following:</p> <ul style="list-style-type: none"> <li>Compliance with industry, regulatory and organizational requirements</li> </ul>
<b>Performance Criteria(PC) w.r.t. the Scope</b>	
<b>Element</b>	<b>Performance Criteria</b>
<b>Compliance with industry, regulatory and organizational requirements</b>	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. Carry out work functions in accordance with legislation and regulations, organizational guidelines and procedures</p> <p>PC2. Seek and obtain clarifications on policies and procedures, from the supervisor or other authorized personnel</p> <p>PC3. Apply and follow these policies and procedures within the work practices</p> <p>PC4. Provide support to the supervisor and team members in enforcing these considerations</p> <p>PC5. Identify and report any possible deviation to these requirements</p>
<b>Knowledge and Understanding (K)</b>	
<b>A. Organizational Context</b> (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. The importance of having an ethical and value-based approach to governance</p> <p>KA2. Benefits to the company and oneself due to practice of these procedures</p> <p>KA3. Specific to the industry/sector, know and understand:</p> <ul style="list-style-type: none"> <li>Legal, regulatory and ethical requirements</li> <li>Procedures to follow if someone does not meet the requirements</li> </ul> <p>KA4. Customer specific requirements mandated as a part of the work process</p>
<b>B. Technical Knowledge</b>	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. Country / customer specific regulations for the sector and their importance</p> <p>KB2. Reporting procedure in case of deviations</p> <p>KB3. Limits of personal responsibility</p>
<b>Skills (S)</b>	
<b>A. Core Skills / Generic Skills</b>	<b>Writing Skills</b>
	The user/ individual on the job needs to know and understand how to:
	SA1. Write and document appropriate technical forms, job cards, inspection sheets as required format of the company
	<b>Reading Skills</b>
	The user/ individual on the job needs to know and understand how to:
	SA2. Read and comprehend the organizational documents pertaining to rules and procedures
	SA3. Read and comprehend basic English to read and interpret indicators in

## LSS/N8701 Comply with industry, regulatory and organizational requirements

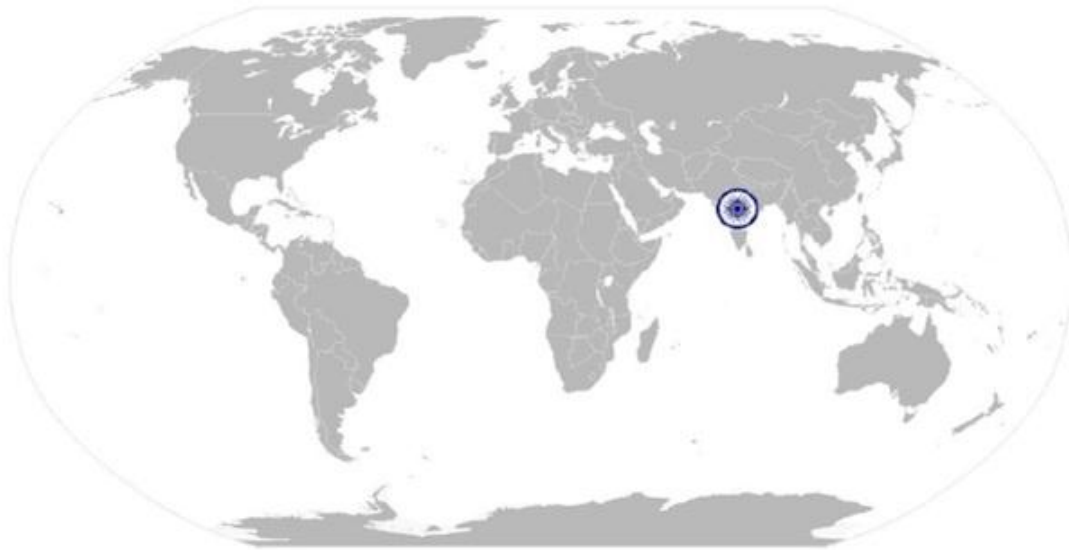
	the machine and operating manuals, job cards, visual cards, etc
	SA4. Read in the local language as applicable
	SA5. Read and understand manuals, health and safety instructions, memos, reports, job cards etc
	<b>Oral Communication (Listening and Speaking Skills)</b>
	The user/ individual on the job needs to know and understand how to:
	SA6. Positively influence the team members into following procedures
<b>B. Professional Skills</b>	<b>Decision Making</b>
	The user/ individual on the job needs to know and understand how to:
	SB1. Take appropriate decisions related to responsibilities
	<b>Plan and Organize</b>
	The user/ individual on the job needs to know and understand how to:
	SB2. Plan and manage work routine based on company procedure
	<b>Customer Centricity</b>
	The user/ individual on the job needs to know and understand how to:
	SB3. Ensure and follow organizational procedures and policies
	<b>Problem Solving</b>
	The user/ individual on the job needs to know and understand how to:
	SB4. Evaluate and seek and obtain clarification from the superiors
	<b>Analytical Thinking</b>
	The user/ individual on the job needs to know and understand how to:
	SB5. Apply balanced judgement to different situations
	<b>Critical Thinking</b>
	The user/ individual on the job needs to know and understand how to:
	SB6. Analyse, evaluate and apply the information gathered from observation, experience, reasoning, or communication to act efficiently

## LSS/N8701 Comply with industry, regulatory and organizational requirements

### NOS Version Control

NOS Code	LSS/N8701		
Credits (NSQF)	TBD	Version number	1.0
Sector	Leather	Drafted on	25/07/13
Industry Sub-sector	Footwear (Non-Leather)	Last reviewed on	31/03/15
Occupation	Moulding	Next review date	18/06/2015

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### **CRITERIA FOR ASSESSMENT OF TRAINEES**

**Job Role** Moulding Operator

**Qualification Pack Code** LSS/Q7501

**Sector Skill Council** Leather

#### **Guidelines for Assessment:**

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC
2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC
3. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below)
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on these criteria
5. To pass the Qualification Pack, every trainee should score a minimum of 50% aggregate
6. In case of successfully passing only certain number of NOS's, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack

NOS	PC	Marks Allocation			
		Total Mark	Out Of	Theory	Skills Practical
1. LSS/N7501- Carry out moulding operations using machine	PC1. Make sure the work area is free from hazards	100	3	0	3
	PC2. Obtain and check the data on the work ticket or job card and carry out functions in line with the responsibilities of job role		3	0	3
	PC3. Ask questions to obtain more information on tasks when the instructions are unclear		5	0	5
	PC4. Select and sort the tools and materials for the work		4	0	4
	PC5. Setup the equipment & machineries for lasting as per the job requirement		3	0	3
	PC6. Make sure that tools are safe and clean to use on the material		3	0	3
	PC7. Agree and review agreed upon work targets with supervisor		2	0	2
	PC8. Update and develop knowledge of the products		3	0	3
	PC9. Minimise wastage		8	5	3



	PC10. Produce the required batch of components to match the job card and the company's production targets		1	0	1
	PC11. Dispose of waste materials safely and return re-useable materials		6	0	6
	PC12. Work in conformance to legal requirements, organizational policies and procedures		1	0	1
	PC13. Carry out visual inspection to ensure the products are free from handling defects		14	10	4
	PC14. Ensure adequate chemicals are fed into the PU machine or Injection Moulding machine (EVA)		2	0	2
	PC15. Ensure the machine is at appropriate temperatures		6	5	1
	PC16. Perform the cup test to ensure the quality of PU		3	0	3
	PC17. Monitor the performance of the workers		3	0	3
	PC18. De-last the shoes from the hinged type last or two part metal last as required		8	5	3
	PC19. Conduct a visual inspection to ensure the quality of the footwear		4	0	4
	PC20. Report risks/ problems likely to affect services to the relevant person promptly and accurately		10	5	5
	PC21. Report defects in the tools and equipment that one do not have the		2	0	2
	PC22. Sort and place work to assist the next stage of production and minimise the risk of damage		2	0	2
	PC23. Carry out closedown procedures on completion of work		2	0	2
	PC24. Leave work area safe and secure when work is complete		2	0	2
		<b>Total</b>	<b>100</b>	<b>30</b>	<b>70</b>
2. LSS/N7502- Contribute to achieving product quality in moulding operation	PC1. Set up and test lasting machines to ensure correct operation	<b>50</b>	1	0	1
	PC2. Operate the machine in accordance with machine and workplace standards		6	5	1
	PC3. Ensure the lasting operation is done accurately according to the specifications.		11	10	1
	PC4. Ensure the optimum condition of the PU pouring and injection moulding		1	0	1

	machines					
	PC5. Check the performance of the machine for signs of faulty operations and take action in accordance with workplace procedures		1	0	1	
	PC6. Ensure materials and component parts meet specifications		11	10	1	
	PC7. Identify faults in materials and products		1	0	1	
	PC8. Follow reporting procedures where the cause of faults cannot be identified		1	0	1	
	PC9. Maintain the required productivity and quality levels		1	0	1	
	PC10. Carry out quality checks at agreed intervals and in the approved way		1	0	1	
	PC11. Identify process problems that effect product quality and report them promptly to appropriate people		1	0	1	
	PC12. Identify causes of faults and take action to rectify the same to maintain product quality		1	0	1	
	PC13. Identify faults in finished products and trace their causes		0.5	0	0.5	
	PC14. Follow reporting procedures where the cause of faults cannot be identified		8	7	1	
	PC15. Report and replace faulty materials and component parts which do not meet specification		3.5	3	0.5	
	PC16. Report faults outside personal responsibility to the appropriate person		1	0	1	
			<b>Total</b>	<b>50</b>	<b>35</b>	<b>15</b>
3. LSS/N8501- Maintain the work area, tools and machines	PC1. Handle materials, machinery, equipment and tools safely and correctly		<b>50</b>	2	0	2
	PC2. Use correct lifting and handling procedures			2	0	2
	PC3. Use materials to minimize waste	3		0	3	
	PC4. Prepare and organize work	2		0	2	
	PC5. Maintain a clean and hazard free working area	3		0	3	
	PC6. Deal with work interruptions	2		0	2	
	PC7. Move around the workplace with care	3		0	3	
	PC8. Maintain tools and equipment	3		0	3	
	PC9. Carry out running maintenance within agreed schedules	4		2	2	
	PC10. Carry out maintenance and/or	2		1	1	

	cleaning outside responsibility				
	PC11. Report unsafe equipment and other dangerous occurrences		3	2	1
	PC12. Ensure that the correct machine guards are in place		1	0	1
	PC13. Work in a comfortable position with the correct posture		2	1	1
	PC14. Use cleaning equipment and methods appropriate for the work to be carried out		3	2	1
	PC15. Dispose of waste safely in the designated location		3	2	1
	PC16. Store cleaning equipment safely after use		2	1	1
	PC17. Complete and store accurate records and documentation		2	1	1
	PC18. Maintain proper lighting, ventilation to make sure general comfort is there while working		2	1	1
	PC19. Give inputs and assist in completing documentation		1	0	1
	PC20. Report the need for maintenance and/or cleaning outside your area of responsibility		1	0	1
	PC21. Ensure safe and correct handling of materials, equipment and tools		2	1	1
	PC22. Maintain appropriate environment to protect stock from pilfering, theft, damage and deterioration		2	1	1
		<b>Total</b>	<b>50</b>	<b>15</b>	<b>35</b>
4. LSS/N8601- Maintain health, safety and security at workplace	PC1. Comply with health and safety related instructions applicable to the workplace	<b>25</b>	1	0	1
	PC2. Use and maintain personal protective equipment as per protocol		0.5	0	0.5
	PC3. Carry out own activities in line with approved guidelines and procedures		1	0	1
	PC4. Maintain a healthy lifestyle and guard against dependency on intoxicants		2	0	2
	PC5. Follow environment management system related procedures		5.5	5	0.5
	PC6. Identify and correct (if possible) malfunctions in machinery and equipment		0.5	0	0.5
	PC7. Report any service malfunctions that cannot be rectified		1	0	1
	PC8. Store materials and equipment in line with manufacturer’s and organizational		1	<b>0</b>	<b>1</b>

	requirements					
	PC9. Safely handle and move waste and debris		1	0	1	
	PC10. Minimize health and safety risks to self and others due to own actions		0.5	0	0.5	
	PC11. Seek clarifications, from supervisors or other authorized personnel in case of perceived risks		0.5	0	0.5	
	PC12. Monitor the workplace and work processes for potential risks and threats		2	0	2	
	PC13. Carry out periodic walk-through to keep work area free from hazards and obstructions, if assigned		0.5	0	0.5	
	PC14. Report hazards and potential risks/ threats to supervisors or other authorized personnel		5.5	5	0.5	
	PC15. Participate in mock drills/ evacuation procedures organized at the workplace		0.5	0	0.5	
	PC16. Undertake first aid, fire-fighting and emergency response training, if asked to do so		1	0	1	
	PC17. Take action based on instructions in the event of fire, emergencies or accidents		0.5	0	0.5	
	PC18. Follow organization procedures for shutdown and evacuation when required		0.5	0	0.5	
			<b>Total</b>	<b>25</b>	<b>10</b>	<b>15</b>
5. LSS/N8701- Comply with industry, regulatory and organizational requirements	PC1. Carry out work functions in accordance with legislation and regulations, organizational guidelines and procedures		<b>25</b>	8	5	3
	PC2. Seek and obtain clarifications on policies and procedures, from the supervisor or other authorized personnel	3		0	3	
	PC3. Apply and follow these policies and procedures within the work practices	2		0	2	
	PC4. Provide support to the supervisor and team members in enforcing these considerations	9		5	4	
	PC5. Identify and report any possible deviation to these requirements	3		0	3	
		<b>Total</b>	<b>25</b>	<b>10</b>	<b>15</b>	