

QUALIFICATION FILE – CONTACT DETAILS OF SUBMITTING BODY

Name and address of submitting body:

Construction Skill Development Council of India

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Name and contact details of individual dealing with the submission

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List of documents submitted in support of the Qualifications File

1. Career Map of Environment, Health and Safety (EHS) Occupation - Annexure 1
2. QP CON/Q1402- Annexure 2

QUALIFICATION FILE SUMMARY

Qualification Title	Supervisor Site EHS - QP CON/Q1402		
Body/bodies which will assess candidates	<ul style="list-style-type: none"> • MCG • Star Projects 		
Body/bodies which will award the certificate for the qualification.	CSDCI		
Body which will accredit providers to offer the qualification.	CSDCI		
Occupation(s) to which the qualification gives access	Environment, Health and Safety (EHS)		
Proposed level of the qualification in the NSQF.	6		
Anticipated volume of training/learning required to complete the qualification.	1000 hrs		
Entry requirements / recommendations.	Preferably 12th standard and compulsory Certification course in industrial safety		
Progression from the qualification.	Officer (EHS)- L7		
Planned arrangements for RPL.	Work is under progress		
International Comparability	Comparable with UK Standard and Australia Standard		
Formal structure of the qualification			
Title of unit or other component (include any identification code used)	Mandatory/ Optional	Estimated size (learning hours)	Level
CON/N1403: Enforce adherence to safe work practice at site	Mandatory	226	6
CON/N1404: Conduct orientation and EHS based training of manpower at construction site	Mandatory	226	6
CON/N1405: Prevent unsafe condition of site environment and labour camps	Mandatory	226	6
CON/N1406: Investigate and report on safety relevant concerns at construction site	Mandatory	226	6
CON/N8003: Supervise, monitor and evaluate performance of subordinates at workplace	Mandatory	48	6
CON/N9002: Manage workplace for safe and healthy work environments	Mandatory	48	6

Please attach any document giving further detail about the structure of the qualification – eg a Curriculum or Qualification Pack.

Give details of the document here:

1. QP CON/Q1402- Annexure 2

SECTION 1

ASSESSMENT

Name of assessment body:

If there will be more than one assessment body for this qualification, give details.

- MCG
- Star Projects

Will the assessment body be responsible for RPL assessment?

Give details of how RPL assessment for the qualification will be carried out and quality assured.

The RPL assessment will be carried out through screening, identifying the skills gaps, provide bridge training to cover the competency gap and then conduct final assessment of the candidates.

Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, consistent and fair and show that these are in line with the requirements of the NSQF:

Assessment is done through third parties who are affiliated to CSDCI as Assessment Body. Assessors are trained & certified by CSDCI through Training of Trainers program. The assessment involves two processes. The first process is gathering the evidence of the competency of individuals. The second part of the assessment process is the judgement as to whether a person is competent or not. The assessment plan contains the following information:

- What will be assessed, i.e. the competency based on each NOS
- How assessment will occur i.e. methods of assessment
- When the assessment will occur
- Where the assessment will take place i.e. context of the assessment (workplace/simulation)
- The criteria for decision making i.e. those aspects that will guide judgements and
- Where appropriate, any supplementary criteria used to make a judgement on the level of performance.

The assessment is conducted through theory, viva voce and practical.

Please attach any documents giving further information about assessment and/or RPL.

Give details of the document(s) here:

Not Applicable

ASSESSMENT EVIDENCE

Complete the following grid for each grouping of NOS, assessment unit or other component as per the assessment criteria. Insert the required number of rows.

CRITERIA FOR ASSESSMENT OF TRAINEES

Supervisor Site EHS

CON/Q1402

Construction Skill Development Council Of India

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 knowledge part will be based on knowledge bank of questions created by Assessment Bodies subject to approval by SSC
3. Individual assessment agencies will create unique question papers for knowledge/theory part for assessment of candidates as per assessment criteria given below
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training centre based on assessment criteria.
5. The passing percentage for each QP will be 70%. To pass the Qualification Pack, every trainee should score a minimum of 70% individually in each NOS.
6. The Assessor shall check the final outcome of the practices while evaluating the steps performed to achieve the final outcome.
7. The trainee shall be provided with a chance to repeat the test to correct his procedures in case of improper performance, with a deduction of marks for each iteration.
8. After the certain number of iteration as decided by SSC the trainee is marked as fail, scoring zero marks for the procedure for the practical activity.
9. 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 within the specified timeframe set by SSC.
10. Minimum duration of Assessment of each QP shall be of 4hrs/trainee.

		Marks Allocation			
Assessable Outcome	Assessment criteria	Total Marks	Out Of	Theory	Practical Skills
CON/N1403: Enforce adherence to Safe Work Practice at site	PC1. confirm that all required signs are posted, and bulletin boards are maintained in clear and legible condition		7	3.5	3.5
	PC2. oversee the implementation of safe work practices at site		9	4.5	4.5
	PC3. carry out safety walks/site safety inspections in order to observe the physical conditions of work and the work practices and procedures followed by workers		9	4.5	4.5
	PC4. check for access to work ,fall protection and installation		7	3.5	3.5

	of safety net					
	PC5. ensure adequate safety measures are followed while working at site	100	7	3.5	3.5	
	PC6. ensure standards personal protective equipments(PPE's)are used at site as per relevant work		7	3.5	3.5	
	PC7. ensure health and safety specifications and safe working practices at locations involving hazardous works		7	3.5	3.5	
	PC8. encourage workers to identify unsafe or unhealthful workplace conditions or hazards		7	3.5	3.5	
	PC9. make daily observations of employees to ensure that work is performed safely		9	4.5	4.5	
	PC10. checking the sub-contractors' work to ensure compliance with site EHS policies		7	3.5	3.5	
	PC11. check proper clearance from EHS department is taken prior to commencement of any construction work		7	3.5	3.5	
	PC12. check safety permits such as night work permit, height work permit, hot work permit in case of welding, cutting, grinding etc have been taken prior to commencement of construction work		8	4	4	
	PC13. inspect and rectifying any unsafe conditions at the construction site		9	4.5	4.5	
			Total	100	50	50
CON/N1404: Conduct orientation and EHS based training of manpower at construction site	PC1. provide new-employee health and safety orientations and training		100	15	7.5	7.5
	PC2. conduct safety training and demonstrate the use of safety equipment			15	7.5	7.5
	PC3. train workers about hazards, methods to prevent harm, and the EHS standards that apply to the workplace so they can perform their work safely			15	7.5	7.5
	PC4. train workers on the proper safety procedures to follow, including the use of additional safeguards such as machine guards and personal protective equipments	15		7.5	7.5	
	PC5. carry out special tool box talks which require discussion on highly critical safety related matters, hazardous site conditions pertaining to particular work etc	15		7.5	7.5	
	PC6. provide EHS awareness training for common environmental permits requirements and safety and environmental hazards ensuring safe waste disposal and housekeeping at site	15		7.5	7.5	

	PC7. keep records of training indicating the names, identity numbers and job description of trainees etc		10	5	5	
		Total	100	50	50	
CON/N1405: Prevent unsafe condition of site environment and labour camps	PC1. conduct hygiene training programs, such as noise surveys, continuous atmosphere monitoring, ventilation surveys, or asbestos management plans	100	15	7.5	7.5	
	PC2. maintain emergency response plans or procedures		12	6	6	
	PC3. collect and evaluate samples of hazardous materials for identification of hazard		12	6	6	
	PC4. oversee disposal of hazardous materials or hazardous wastes to ensure that materials are handled and disposed properly		12	6	6	
	PC5. ensure all unprotected openings in floors, edges, slabs, hatchways and stairways are adequately guarded, fenced or barricaded or that similar means are used to safeguard any person from falling through such openings		12	6	6	
	PC6. evaluate the adequacy of ventilation, exhaust equipment, lighting, or other conditions that could affect employee health, comfort, or performance		13	6.5	6.5	
	PC7. deal promptly with accidental breakages and spillages		12	6	6	
	PC8. carry out checks for site environment to monitor levels of dust, air pollution, noise pollution, etc. and initiate necessary corrections to tackle adverse site and camp conditions		12	6	6	
			Total	100	50	50
CON/N1406: Investigate and report on safety relevant concerns at construction site	PC1. report and document all accidents at site even those not involving any injury within specified time	100	7	3.5	3.5	
	PC2. investigate all accidents and near-misses and to recommend the preventive measures so as to ensure non-occurrence of such cases		9	4.5	4.5	
	PC3. inspect specified areas to ensure the presence of fire prevention equipment, safety equipment, or first-aid supplies		9	4.5	4.5	
	PC4. investigate site accidents to identify causes or to determine how such accidents might be prevented in the future		7	3.5	3.5	
	PC5. identify unsafe act or unsafe condition of work		7	3.5	3.5	
	PC6. provide recommendations for corrective action in case of unsafe act/condition		7	3.5	3.5	
	PC7. investigate and report any complaints related to employee's health or safety on the site		7	3.5	3.5	
	PC8. report uncorrected imminent dangers		7	3.5	3.5	
	PC9. ensure that necessary first aid support is available on site		9	4.5	4.5	
	PC10. take suitable and sufficient steps in the event of a fall by any person and the fall arrest equipment or the surrounding environment does not cause injury to the person		7	3.5	3.5	
	PC11. notify concerned authority in case of injury or fire, explosion, fatality, or other serious incident		7	3.5	3.5	
	PC12. recommend measures to help protect workers from potentially hazardous work methods, processes, or materials		8	4	4	
	PC13. carry out preventive EHS protocol, basis analysis of Near Miss accident data, to minimize EHS accidents		9	4.5	4.5	

		Total	100	50	50
CON/N8003: Supervise, monitor and evaluate performance of subordinate s at workplace	PC1. fix expected targets for the respective gang as per site requirements and allocate work to subordinates	100	15	7.5	7.5
	PC2. establish expected performance standards and expectations for the respective gang of workers to meet the desired outcomes		15	7.5	7.5
	PC3. inspect assigned work to the respected gang of workers through progressive checking		20	10	10
	PC4. observe and verify the work activities performed by the subordinates at the construction site		20	10	10
	PC5. monitor overall performance of subordinates on the designed measures to ensure quality requirements set by the concerned authority		15	7.5	7.5
	PC6. ensure adherence to the organizational policies and procedures for all relevant construction activities by the workmen subordinations		15	7.5	7.5
		Total	100	50	50
CON/N9002: Manage workplace for safe and healthy work environment	PC1. ensure proper housekeeping at workplace	100	5	2.5	2.5
	PC2. implement safe handling , stacking methods at workplace / store		5	2.5	2.5
	PC3. insure that health and safety plan is followed by all subordinates		5	2.5	2.5
	PC4. identify any hazard in workplace and notify them to appropriate authority		5	2.5	2.5
	PC5. ensure that all safety and protection installation are correctly placed & adequate		5	2.5	2.5
	PC6. ensure safe access is available at work place for movement of workers & materials		5	2.5	2.5
	PC7. ensure safe use of tools and tackles by the workmen as per applicability		5	2.5	2.5
	PC8. ensure appropriate use of following Personal Protective Equipment (PPE) as per applicability:		10	5	5
	• Head Protection (Helmets)				
	• Ear Protection				
	• Fall Protection				
	• Foot Protection				
	• Face and Eye Protection,				
	• Hand & Body Protection				
	• Respiratory Protection				
	PC9. maintain entrances & exit from confined spaces , excavated pits and other location in concurrence with safety parameters or instruction form safety personals.	5	2.5	2.5	
	PC10. ensure organizational policies and procedures are followed for health , safety and welfare, in relation to:	10	5	5	
	• methods of receiving or sourcing information				
	• dealing with accidents and emergencies associated with the work and environment				
• reporting					
• stooping work					
• evacuation					
• fire risks and safe exit procedures					
PC11. follow procedures for accident recording and reporting as per organizational and statutory requirements	5	2.5	2.5		
PC12. ensure effective adherence to response to emergency procedures / protocols	7.5	3.75	3.75		

PC13. report any case of emergency / risks to the concern people at the construction site		7.5	3.75	3.75
PC14. report any perceived risk hazards to the superiors / concerned EHS		7.5	3.75	3.75
PC15. demonstrate the use of fire protection equipments for different type of fire hazard		7.5	3.75	3.75
PC16. implement control measures to reduce risk & meet legal requirement as per organizational policies		5	2.5	2.5
	Total	100	50	50

SECTION 2

EVIDENCE OF NEED

What evidence is there that the qualification is needed?

Please refer to the attached list of job roles and occupations identified in construction sector. These job roles have been derived through extensive industry interactions facilitated from 10 workshops and various site visits conducted and interaction with 500+ representatives from different construction sector organizations all over the country.

What is the estimated uptake of this qualification and what is the basis of this estimate?

As per survey the incremental Manpower Gap between 2008 and 2022 found out to be 473000 under Environment, Health and Safety (EHS) Occupation

What steps were taken to ensure that the qualification(s) does/do not duplicate already existing or planned qualifications in the NSQF?

QPs for Job Roles of various related SSC's were studied to ensure that there is no duplicity.

What arrangements are in place to monitor and review the qualification(s)? What data will be used and at what point will the qualification(s) be revised or updated?

Standards department of CSDCI will do periodic review and monitor the industry feedbacks, Training Partners feedback on the qualification and will incorporate them appropriately at the designated revision time.

The revision of this qualification is scheduled after 2 years i.e. 23/08/2017

Please attach any documents giving further information about any of the topics above.

Give details of the document(s) here:

1. List of job roles

SECTION 3

SUMMARY EVIDENCE OF LEVEL

Summary of Direct Evidence:

Justify the NSQF level allocated to the QP by building upon the five descriptors of NSQF. Explain the reasons for allocating the level to the QP.

Generic NOS is/are linked to the overall authority attached to the job role.

Supervisor Site EHS QP CON/Q1402

Process required	Professional Knowledge	Professional Skills	Core Skills	Responsibility	Level
<p>The job role is expected to exhibit extensive Knowledge of EHS field, problem solving skills and resource training and managing skills related to EHS works. Individual at this level enforces adherence to safe work practices, conducts orientation and induction based safety training of workforce, inspects site for unsafe working conditions and prevents and rectifies such situation ensuring appropriate risk assessment and hazard evaluation of activities. Moreover, the job holder also monitors performance of subordinates; suggest remedial/ corrective measures and coordinates among concerned authorities to enforce adherence to site safety practices.</p>	<p>The job holder should have thorough and broad knowledge of organisational and environmental norms and guidelines for EHS, methods to be adopted, implementation and adherence of safety policies, investigate safety breaches, orientation and induction based safety training of workforce, planning of activities in co-ordination with superior personnel. Individual should also know applicable safety parameters to be followed in execution of various activities.</p> <p>The knowledge is acquired by practising domain specific operations in a vast range of application over a long period of time and by studying applicable documents as required for implementation of EHS works.</p>	<p>The job holder is expected to take part in planning and implementation of safety policies at construction site by providing required inputs to concerned engineer, brief subordinate team about applicable safety norms, conducts orientation and induction based safety training of workforce, coordinate with concerned authorities for adherence to site safety practices, suggest and conduct corrective measures/ preventive methods for unsafe work conditions. A range of practical and problem solving skills as mentioned above are required to be demonstrated during various stages of construction process by the job holder.</p>	<p>The job holder is expected to provide instructions to subordinates verbally and in written to meet the site safety requirement. Individual in this job role collects required data, prepare status/ note sheets, fill up check lists, seeks inputs from superior and subordinates, manages implementation of safety policies by coordinating with concerned authorities, as per agreed plan. The job holder carries out arithmetical and geometrical calculations relevant to conversion of units, material requirement as and when necessary.</p>	<p>The job holder is responsible for own work (ref. professional skills column) and fully responsible for safe working conditions for subordinates works. Individual at this job role is expected to check for unsafe conditions, implementation of safety policies, suggest or take remedial/ corrective actions as for hazardous conditions by providing instructions to subordinates and gather inputs in order to monitor and maintain implementation of safety policies, resolve issues and ensure timely action by self or concerned authorities.</p>	6

Level 6	Level 6	Level 6	Level 6	Level 6	
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OTHER EVIDENCE OF LEVEL [This need only be filled in where evidence other than primary outcomes was used to allocate a level] (**Optional**)

Summary of other evidence (if used): **Not applicable.**

SECTION 4

EVIDENCE OF RECOGNITION OR PROGRESSION

What steps have been taken in the design of this or other qualifications to ensure that there is a clear path to other qualifications in this sector?

Please refer to attached career path as per annexure 1 which clearly define the clear career path.

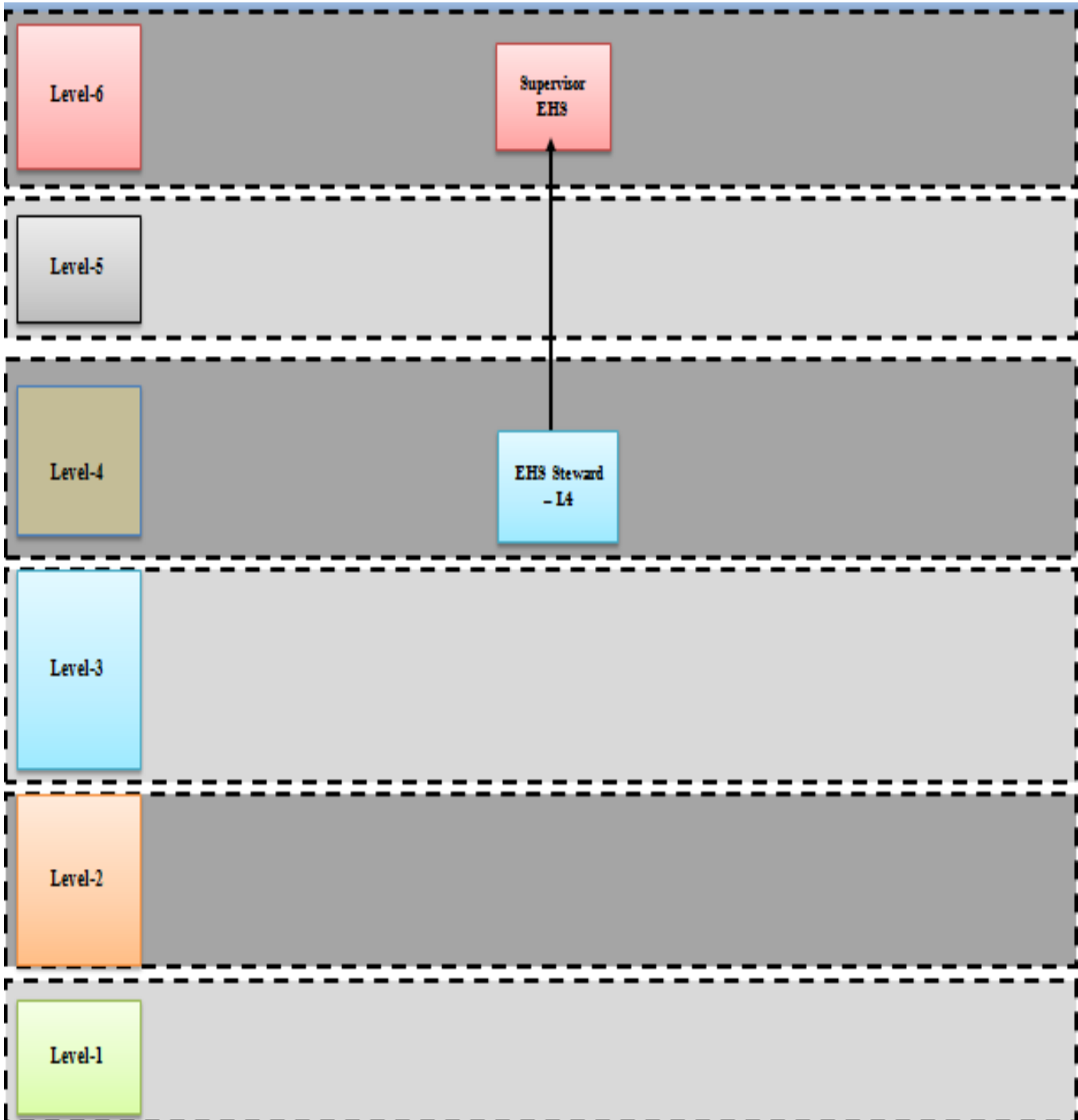
Please attach any documents giving further information about any of the topics above.

Give details of the document(s) here:

1. Annexure 1
 - Overall Career map
 - Career map of Environment, Health and Safety (EHS) Occupation
2. QP CON/Q1402- Annexure 2

Annexure 1

Career Map



Annexure 2- QP CON/Q1402