

# NSQF QUALIFICATION FILE

Version 6: Draft of 08 March 2016

## CONTACT DETAILS OF THE BODY SUBMITTING THE QUALIFICATION FILE

### Name and address of submitting body:

Furniture & Fittings Skill Council,  
407-408, 4th Floor, Sikanderpur, DLF City Court, MG Rd,  
Gurgaon, Haryana-122002

### 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. Level descriptor of Fitter-Modular Furniture- Annexure 1
2. Qualification Pack of Fitter- Modular Furniture - Annexure 2
3. List of QP/NOS validating companies – Annexure 3

**NSDA Reference**  
*To be added by  
NSDA*

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## SUMMARY

<b>Qualification Title</b>	Fitter-Modular Furniture
<b>Qualification Code</b>	<b>FFS/Q5702</b>
<b>Nature and purpose of the qualification</b>	Nature of the qualification - a Qualification Pack (QP) The main purpose of the qualification - Assembler is required to assemble of various products/parts of modular furniture by fitting/assembling the furniture pieces /parts together, performing the installation, application of hardware and conducting post installation check of the final installed product.
<b>Body/bodies which will award the qualification</b>	Furniture & Fittings Skill Council (FFSC)
<b>Body which will accredit providers to offer courses leading to the qualification</b>	Furniture & Fittings Skill Council (FFSC)
<b>Body/bodies which will carry out assessment of learners</b>	CII, Aspiring Minds, Navriti Technologies, Co Cubes, Mettl, I assess, India Skills
<b>Occupation(s) to which the qualification gives access</b>	Fittings
<b>Licensing requirements</b>	N/A
<b>Level of the qualification in the NSQF</b>	Level 4
<b>Anticipated volume of training/learning required to complete the qualification</b>	300 hours (mandatory) + 48 hours (optional)

<b>Entry requirements and/or recommendations</b>	Class V , preferable
<b>Progression from the qualification</b>	Supervisor Fitter- Modular Furniture (Level 5)
<b>Planned arrangements for the Recognition of Prior learning (RPL)</b>	RPL arrangements and policies are as per the guidelines of MSDE.
<b>International comparability where known</b>	<b>UK NOS:</b> PROFM07: Prepare furniture & furniture sub-assemblies PROFM16: Make & assemble wooden components of hand-crafted furniture PROFM12: attach fittings to furniture

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<b><u>Australia NOS</u></b> 492:wood trade persons
<b>Date of planned review of the qualification.</b> 30/06/2017

<b>Formal structure of the qualification</b>			
<b>Title of unit or other component</b> (include any identification code used)	<b>Mandatory/ Optional</b>	<b>Estimated size (learning hours)</b>	<b>Level</b>
FFS/N5702 – Install different parts of the products	<b>Mandatory</b>	<b>232</b>	<b>4</b>
FFS/N8501 - Maintain the work area, tools and machines	Mandatory	<b>36</b>	<b>4</b>
FFS/N8601 - Maintain health, safety and security at workplace	<b>Mandatory</b>	<b>8</b>	<b>Common across levels</b>
FFS/N8701 - Carry out work effectively at the workplace	<b>Mandatory</b>	<b>24</b>	<b>Common across levels</b>

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

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

1. Qualification Pack of Fitter-Modular Annexure 2

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## SECTION 1

### ASSESSMENT

**Body/Bodies which will carry out assessment:**

The assessment bodies include CII, Aspiring Minds, Navriti Technologies, Co Cubes, Mettl, I assess, India Skills

**How will RPL assessment be managed and who will carry it out?**

FFSC recognizes that there may be candidates who have prior learning experience in the Furniture & Fittings Sector and are desirous of being certified. Such candidates can apply to FFSC for testing and certification of their skills, and they will be allotted a Training Provider /TC for being tested. Documentation for such candidates will be done by the Training Provider / TC. Certificates of successful candidates will be dispatched to the TP / TC for distribution to them.

**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 will be based on the concept of Independent Assessors empaneled with Assessment Agencies, identified, selected, trained and certified on Assessment techniques. These assessors would be aligned to assess as per the laid down criteria.

Assessment Agency would conduct assessment only at the training centres of Training Partner or designated testing centers authorized by FFSC.

Ideally, the assessment will be a continuous process comprising of three distinct steps:

- A. Mid- term assessment
- B. Term / Final Assessment

Each National Occupational Standard (NOS) in the respective QPs will be assigned weightage. Therein each Performance Criteria in the NOS will be assigned marks for theory and / or practical based on relative importance and criticality of function.

This will facilitate preparation of question bank / paper sets for each of the QPs. Each of these papers sets / question bank so created by the Assessment Agency will be validated by the industry subject matter experts through FFSC, especially with regard to the practical test and the defined tolerances, finish, accuracy etc.

The following tools are proposed to be used for final assessment:

- i. *Written Test*: This will comprise of (i) True / False Statements (ii) Multiple Choice Questions (iii) Matching Type Questions. Online system for this will be preferred.
- ii. *Practical Test*: This will comprise a test job to be prepared as per project briefing following appropriate working steps, using necessary tools, equipment and instruments.

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Through observation it will be possible to ascertain candidate's aptitude, attention to details, quality consciousness etc. The end product will be measured against the pre-decided MCQ filled by the Assessor to gauge the level of his skill achievements.

iii. *Structured Interview*: This tool will be used to assess the conceptual understanding and the behavioral aspects as regards the job role and the specific task at hand.

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

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

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## ASSESSMENT EVIDENCE

Complete a grid for each component as listed in “Formal structure of the qualification” in the Summary.

NOTE: this grid can be replaced by any part of the qualification documentation which shows the same information – ie Learning Outcomes to be assessed, assessment criteria and the means of assessment.

**Title of Component: Fitter-Modular Furniture**

### CRITERIA FOR ASSESSMENT OF TRAINEES

**Job Role:** Fitter-Modular Furniture

**Qualification Pack:** FFS/Q5702

**Sector Skill Council:** Furniture & Fittings Skill Council

### Guidelines for Assessment

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC
2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC
3. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below)
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on this criteria
5. To pass the Qualification Pack, every trainee should score a minimum of 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	Performance Criteria	Marks Allocation			
		Total Mark	Out Of	Theory	Skills Practical
FFS/N5702 Install different parts of the product	PC1. Undertake site measurement according to design for project level work	59	1	0	1
	PC2. Conduct site measurement ahead of sales for product level work		1	1	0
	PC3. Study the 2D /3D drawings of the modular furniture design to understand the specification		1	1	0

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	PC4. Check the 2D as well as 3D design of the product to get a better clarity , if required	2	0	2
	PC5. Ensure that all the required materials, tools and equipment have reached on time	1	1	0
	PC6. Verify the required tools, equipment and fittings are as per the design and client requirement	1	0	1
	PC7. Verify the fittings to be used are as per the standards and the requirements of the worksite	2	0	2
	PC8. Report to the supervisor about fittings that do not conform to quality standards	1	1	0
	PC9. Ensure that the work area is clean and free from hazards	1	1	0
	PC10. Ensure that the floor guard or any other floor safety material is spread on the floor to prevent damage to the floor	2	1	1
	PC11. Identify the products to be installed and organize the work as per supervisors' instructions	2	0	2
	PC12. Identify appropriate parts, wooden planks and laminates to be used for the product/ units appropriate to the design	3	1	2
	PC13. Organize the tools and equipment used for installation	1	0	1
	PC14. Identify the appropriate power sockets to be used for different electrical equipment	2	0	2
	PC15. Check for safety and proper functioning of the power sockets	1	1	0
	PC16. Conduct a test run of all the electrical equipment before starting the actual work	2	0	2
	PC17. Report to the supervisor in case of unsafe electrical equipment and power socket	1	0	1
	PC18. Identify the slots for placing each part of the product as per the design specification	1	0	1
	PC19. Take measurement of the area and the corresponding fittings to be installed	3	1	2

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	PC20. Report to the supervisor in case of any errors in measurement	1	0	1
	PC21. Assemble the components as per the drawings / instructions of the supervisor	2	1	1
	PC22. Fix different parts of the product if required, before installation	1	0	1
	PC23. Attach glass, mirrors, steel knobs, etc. if required as per the design and instructions of the supervisor	1	0	1
	PC24. Place the product/ parts and fittings at the specified location as per the design specification	1	1	0
	PC25. Position the fittings for the right fit within the required tolerances	2	1	1
	PC26. Use appropriate tools and equipment for positioning of fittings	1	1	0
	PC27. Use appropriate amount of pressure while hammering depending on the materials used	1	0	1
	PC28. Use appropriate amount of adhesives as per the instructions of the supervisor	1	1	0
	PC29. Check and confirm that doors, falls and drawers fit to within the specified tolerances for alignment and movement	1	0	1
	PC30. Rectify any faults in fittings which need to be dealt with, for the specified quality to be achieved	1	0	1
	PC31. Ensure all the tools and equipment are collected and placed accordingly post installation	2	0	2
	PC32. Ensure place is clean post installation activities	0	0	0
	PC33. Ensure installed product is free from dirt and scratches or any other damages	1	0	1
	PC34. Polish the surfaces of the products/unit if required as per the instructions of the supervisor	1	0	1
	PC35. Segregate materials into reusable and waste	0	0	0



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	PC36. Dispose waste as per the standards set by the organization		1	0	1
	PC37. Complete documentation, if required, as per organizational protocol		1	0	1
	PC38. take customer feedback , if required, as per organizational protocol		1	0	1
	PC39. Ensure that surfaces where the fittings are to be attached, are in suitable condition		1	0	1
	PC40. Conduct a visual check on all the doors, falls and drawers against the specifications		1	0	1
	PC41. Conduct complete quality checks as per the specifications		1	0	1
	PC42. Rectify any faults in fittings which need to be dealt with, for the specified quality to be achieved		1	0	1
	PC43. Ensure installed product is free from dirt and scratches or any other damages		1	0	1
	PC44. Mend / repair very minor damages if any ,caused in transit to the customer location		1	0	1
	PC45. Ensure proper functioning of the installed furniture		1	1	0
	PC46. Ensure the product/unit has hassle free opening and closing		1	0	1
	PC47. Pack product in plastic cover, if required, as per organizational protocol		1	0	1
	PC48. Clean product post installation		1	0	1
		<b>Total</b>	<b>59</b>	<b>15</b>	<b>44</b>
FFS/N8501 Maintain the work area, tools and machines	PC1. Handle materials, machinery, equipment and tools safely and correctly	<b>16</b>	2	0	2
	PC2. Use correct handling procedures		1	0	1
	PC3. Use materials to minimize waste		1	1	0

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	PC4. Prepare and organize work		1	0	1
	PC5. Maintain a clean and hazard free working area		1	0	1
	PC6. Deal with work interruptions		1	0	1
	PC7. Move around the workplace with care		1	0	1
	PC8. Maintain tools equipment and consumables		1	0	1
	PC9. Report unsafe equipment and other dangerous occurrences		1	1	0
	PC10. Work in a comfortable position with the correct posture		1	1	0
	PC11. Use cleaning equipment and methods appropriate for the work to be carried out		1	0	1
	PC12. Dispose of waste safely in the designated location		1	1	0
	PC13. Store cleaning equipment safely after use		1	0	1
	PC14. Ensure safe and correct handling of materials, equipment and tools		1	0	1
	PC15. Maintain appropriate environment to protect stock from pilfering, theft, damage and deterioration		1	0	1
		<b>Total</b>	<b>16</b>	<b>4</b>	<b>12</b>
FFS/N8601 Maintain health, safety and security at workplace	PC1. Follow health and safety related instructions applicable to the work location at all times	<b>12</b>	1	1	0
	PC2. Carry out own activities in line with approved guidelines and procedures		1	0	1
	PC3. Ensure the worksite is free from health and safety hazards		1	0	1
	PC4. Follow manufacturers' and other relevant instructions relating to safe use of equipment and materials		1	1	0

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	PC5. Safely handle and move waste and debris		1	1	0
	PC6. Seek clarifications, from supervisors or other authorized personnel in case of perceived risks		1	1	0
	PC7. Monitor the workplace and work processes for potential risks and threats		1	0	1
	PC8. Identify and report any hazards and potential risks/ threats to supervisors or other authorized personnel		1	1	0
	PC9. Undertake first aid like fracture, cuts, bleeding, fire and electrocution, if asked to do so		1	1	0
	PC10. Take appropriate action in case of a fire emergency		1	0	1
	PC11. Use safety equipment and personal protection equipment such as gloves , goggles ,mask and shoes correctly		1	0	1
	PC12. Take action based on instructions in the event of fire, emergencies or accidents		1	0	1
		<b>Total</b>	<b>12</b>	<b>6</b>	<b>6</b>
FFS/N8701 Carry out work effectively at the workplace	PC1. Ensure all the required resources before beginning work	<b>13</b>	1	0	1
	PC2. Whenever necessary work with others to achieve set work objectives		1	1	0
	PC3. Keep work area in a tidy and organized state		1	0	1
	PC4. Complete allocated tasks within the desired time frame and quality Standards		1	1	0
	PC5. Display courteous behavior at all times		1	1	0
	PC6. Respond politely to customer queries		1	0	1
	PC7. Seek assistance as and when required from appropriate authority at the workplace in an appropriate manner		1	0	1

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	PC8. Ask questions and seek clarifications on work tasks whenever required		1	0	1
	PC9. Follow dress code as applicable at the work location		1	1	0
	PC10. Carry out work functions in accordance with the norms of the organization and work place		1	0	1
	PC11. Follow organizational policies and procedures		1	1	0
	PC12. Seek and obtain clarifications on policies and procedures, from the supervisor or other authorized personnel		1	0	1
	PC13. Identify and report any possible deviations to appropriate authority		1	0	1
		<b>Total</b>	<b>13</b>	<b>5</b>	<b>8</b>

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## SECTION 2

### EVIDENCE OF LEVEL

**Awarding bodies will enter a proposed NSQF level for the qualification in the Qualification File Summary. This section asks for the evidence on which that proposal is based. The evidence must refer to the level descriptors of the NSQF.**

NSDA recommends an approach to working out the level of qualifications which starts with the level descriptor domains (Process, Professional knowledge, Professional skill, Core skill and Responsibility: see annex A).

Level of qualification:

Two

Summary of Direct Evidence (from learning outcomes):

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

Summary of other evidence (if used):

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## OPTION A

Title/Name of qualification/component: Fitter-Modular Furniture(FFS/Q5702)		Level: 4	
NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
Process	Fitter is expected to perform activities such as install different parts of the product to fit together products such as as Base Unit, Wall Unit, Loft, Appliances, Accessories, False Ceiling, Cabinets, Crockery unit, Panels, Shoe rack with seating, Console Table, Drawers, Storage room, Entertainment unit, Partition, Wardrobe, Sliding door, Study table, Dressing table, Shelves as per the requirements of the customer / supervisor	<p>He/she has to identify the correct tools and equipment and organize the work area for the processes.</p> <p>He/she has to maintain the required productivity and quality of the furniture being produced</p> <p>The activities identified are the <b>familiar and routine activities</b> for them as these activities are independent of the worksite or customer he is working for. Considering the outcomes the job roles is pegged at level 04</p>	Level 4
Professional knowledge	Fitter is expected to have <b>knowledge of the</b> equipment and tools used for installing furniture making such as tool box, hammer, measuring Tape, carpenter pencil, utility knife, screws and Screw drivers, hardware pouch, portable ladder, hinges, connector, drill bits and machines, fastening tools(with power) etc.	<p><b>The Characteristics</b> of different types of furniture installation components, different types and technique of powered tools,, adhesives, nails, etc. <b>Understanding of Replacement</b> of faulty equipment and tools</p> <p><b>Knowledge of common defects</b> in furniture components</p> <p>Considering the in-depth <b>professional and factual knowledge</b>, which a fitter has for furniture making; this QP is pegged at Level 4.</p>	Level 4
Professional skill	Fitter- modular furniture <b>organizes the appropriate</b> tools and equipment used for installing furniture.	<p><b>Identifies and reviews the defects</b> in the furniture during installation and <b>takes appropriate actions</b> for rectification. He/ she <b>diagnoses the basic problems</b> with the equipment based on visual inspection.</p>	Level 4

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Title/Name of qualification/component: Fitter-Modular Furniture(FFS/Q5702)		Level: 4	
NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
Core skill	Fitter is expected to understand 2D /3 D drawings. He/she has to prepare the work area and select the right tools before starting the installation operation.	<p>He/she is required to <b>check the quality</b> of the components and assemble them at the appropriate places with the help of the correct tools and equipment and the correct amount of adhesive</p> <p>All of this requires <b>application of problem solving and analytical skills</b></p> <p>Fitter has to continuously give and receive instruction/feedback from assistant fitter and supervisor on the processes hence they are expected to be good in <b>communication skills</b>.</p> <p>Jobholder is expected to conduct themselves in ways, which show a basic understanding of the <b>social and professional environment of working in the production unit</b></p>	Level 4
Responsibility	<p>The jobholder is mainly responsible for:</p> <ul style="list-style-type: none"> <li>• Carrying out furniture installation process</li> <li>• Visually inspect for defects in the furniture being installed</li> <li>• Maintaining the work area</li> </ul>	<p>The process of furniture installation could vary from product to product as also material to material</p> <p>So the jobholder based on his <b>own learning and experience</b>, identifies appropriate accessories / embedded hardware and process to maximize the productivity and increase one's efficiency. He/she is continuously engaged in the <b>self-learning process</b> and he/she has the <b>responsibility for own</b> work.</p> <p>Jobholder is majorly responsible for his own job and self-learning process which justifies the pegging of the QP at</p>	Level 4

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Title/Name of qualification/component: Fitter-Modular Furniture(FFS/Q5702)		Level: 4	
NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
		level 4 and not directly involved in some learning of others (which is a requirement for Level 5). In his routine activity he is free from supervision (which is a requirement of level 3).	



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## SECTION 3

### EVIDENCE OF NEED

<b>What evidence is there that the qualification is needed?</b> <ul style="list-style-type: none"><li>• Fast track QPs, recommended by the Governing council</li><li>• Part of job roles covering 80% of workforce</li></ul>
<b>What is the estimated uptake of this qualification and what is the basis of this estimate?</b> <ul style="list-style-type: none"><li>• “Human Resource and skills requirements in the Furniture and Furnishing Sector –2017-22” report by NSDC projects employment growth in furniture manufacturing to be 2.56 Million by 2017-22 *</li></ul>
<b>What steps were taken to ensure that the qualification(s) does/do not duplicate already existing or planned qualifications in the NSQF?</b> <ul style="list-style-type: none"><li>• NSDC list of Approved and Under-Development QPs was checked prior to commissioning the work</li></ul>
<b>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?</b> <ul style="list-style-type: none"><li>• Agencies have been appointed by the SSC to assess the training delivery and implementation</li><li>• Monitoring of evaluation of assessments</li><li>• Employer feedback will be sought post-placement</li><li>• Periodic review is scheduled after two years</li></ul>

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

Give details of the document(s) here:

- List of QP NOS validating companies- Annexure 3
- Human Resource and skills requirements in the Furniture and Furnishing Sector –2017-22” report by NSDC

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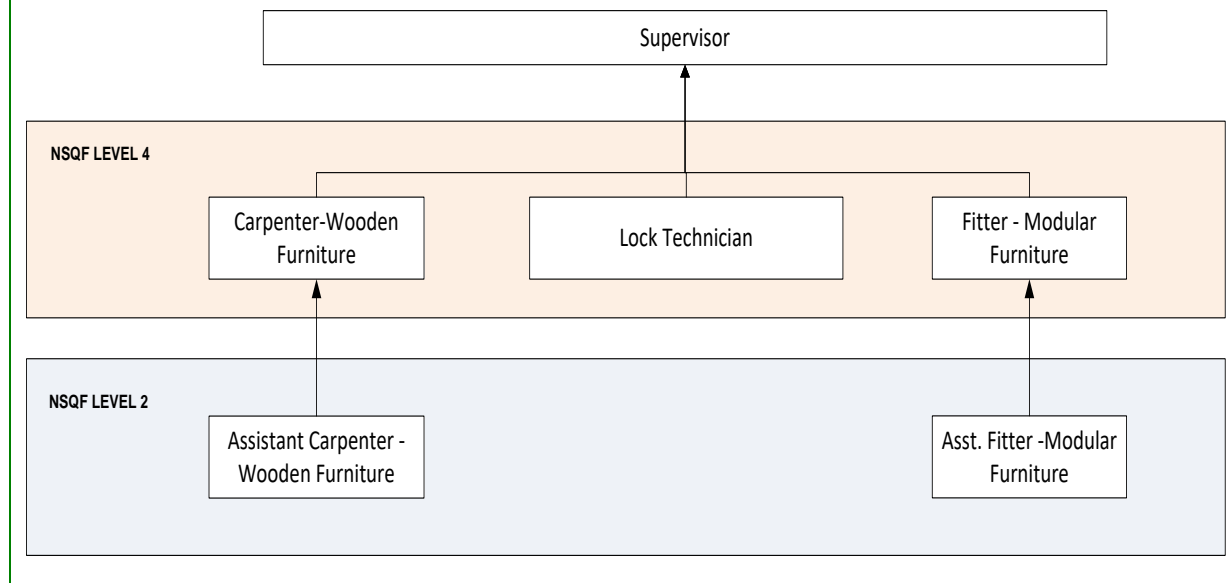
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## SECTION 4

### EVIDENCE OF 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?**

Limited occupational mapping was done while designing the national occupational standards as this was fast tracked and more in-depth analysis will be done during next phases of the development.



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

Give details of the document(s) here:

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Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

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## ANNEX A

### NSQF LEVEL DESCRIPTORS

LEVEL	Process required	Professional knowledge	Professional skill	Core skill	Responsibility
1	Prepares person to/carry out process that are repetitive on regular basis require no previous practice,	Familiar with common trade terminology, instructional words, meanings and understanding.	Routine and repetitive, takes safety and security measures.	Reading and writing; addition, subtraction; personal financing; familiarity with social and religious diversity, hygiene and environment.	No responsibility; always works under continuous instruction and close supervision.
2	Prepares person to/carry out processes that are repetitive, on a regular basis, with little application of understanding, more of practice.	Material, tools and applications in a limited context, understands context of work and quality.	Limited service skills used in limited context; select and apply tools; assist in professional works with no variables; differentiate good and bad quality.	Receive and transmit written and oral messages, basic arithmetic, personal financing, understanding of social, political, and religious diversity, hygiene and environment.	No responsibility; works under instruction and close supervision.
3	Person may carry out a job which may require limited range of activities routine and predictable.	Basic facts, process and principle applied in trade of employment.	Recall and demonstrate practical skill, routine and repetitive in narrow range of application	Communication written and oral, with minimum required clarity, skill of basic arithmetic and algebraic principles, personal banking, basic understanding of social and natural environment.	Under close supervision. Some responsibility for own work within defined limit.

LEVE L	Process required	Professional knowledge	Professional skill	Core skill	Responsibility
4	Work in familiar, predictable, routine, situation of clear choice.	Factual knowledge of field of knowledge or study.	Recall and demonstrate practical skill, routine and repetitive in narrow range of application, using appropriate rule and tool, using quality concepts.	Language to communicate written or oral, with required clarity, skill to basic arithmetic and algebraic principles, basic understanding of social political and natural environment.	Responsibility for own work and learning.
5	Job that requires well developed skill, with clear choice of procedures in familiar context.	Knowledge of facts, principles, processes and general concepts, in a field of work or study.	A range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying basic methods, tools, materials and information.	Desired mathematical skill; understanding of social, political; and some skill of collecting and organising information, communication.	Responsibility for own work and learning and some responsibility for others' works and learning.
6	Demands a wide range of specialised technical skill, clarity of knowledge and practice in broad range of activity involving standard and	Factual and theoretical knowledge in broad contexts within a field of work or study.	A range of cognitive and practical skills required to generate solutions to specific problems in a field of work or study.	Reasonable good in mathematical calculation, understanding of social, political and reasonably good in data collecting organising information, and logical communication.	Responsibility for own work and learning and full responsibility fo other's works and learning.

LEVEL	Process required	Professional knowledge	Professional skill	Core skill	Responsibility
	non-standard practices.				
<b>7</b>	Requires a command of wide-ranging specialised theoretical and practical skills, involving variable routine and non-routine contexts.	Wide-ranging factual and theoretical knowledge in broad contexts within a field of work or study.	Wide range of cognitive and practical skills required to generate solutions to specific problems in a field of work or study.	Good logical and mathematical skill understanding of social political and natural environment and organising information, communication and presentation skill.	Full responsibility for output of group and development.
<b>8</b>	Comprehensive, cognitive, theoretical knowledge and practical skills to develop creative solutions to abstract problems. Undertakes self-study; demonstrates intellectual independence, analytical rigour and good communication.			Exercise management and supervision in the context of work/study having unpredictable changes; responsible for the work of others.	
<b>9</b>	Advanced knowledge and skill. Critical understanding of the subject, demonstrating mastery and innovation, completion of substantial research and dissertation.			Responsible for decision making in complex technical activities involving unpredictable work/study situations.	
<b>10</b>	Highly specialised knowledge and problem solving skill to provide original contribution to knowledge through research and scholarship.			Responsible for strategic decisions in unpredictable complex situations of work/study.	