QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR RUBBER INDUSTRY

Contents

What are Occupational Standards(OS)?

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

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Introduction

Qualification Pack - Field Assistant (Latex Harvest)

SECTOR: RUBBER INDUSTRY

SUB-SECTOR: Natural Rubber (NR) Plantation

OCCUPATION: Production- NR

REFERENCE ID: RSC/ Q 6108

ALIGNED TO: NCO-2004/Nil

Brief Job Description: The Field Assistant coordinates and guides the work of Latex Harvest Technicians and their Supervisors. His specific job includes providing guidance in identifying the trees with tappable girth, scientific marking of rubber trees for tapping, cleaning of collection cups, utensils and dishes, panel protectant application, stimulant application, rain guarding and latex preservation. He should also identify rubber tress with diseases like tapping panel dryness and advice the tappers suitably.

Personal Attributes: He should have good technical knowledge about latex harvesting. He should be capable of coordinating, guiding and leading the Latex Harvest Tecnicians and Supervisors working under him. He should also be a keen observer and possesss effective communication skills.

Job Details

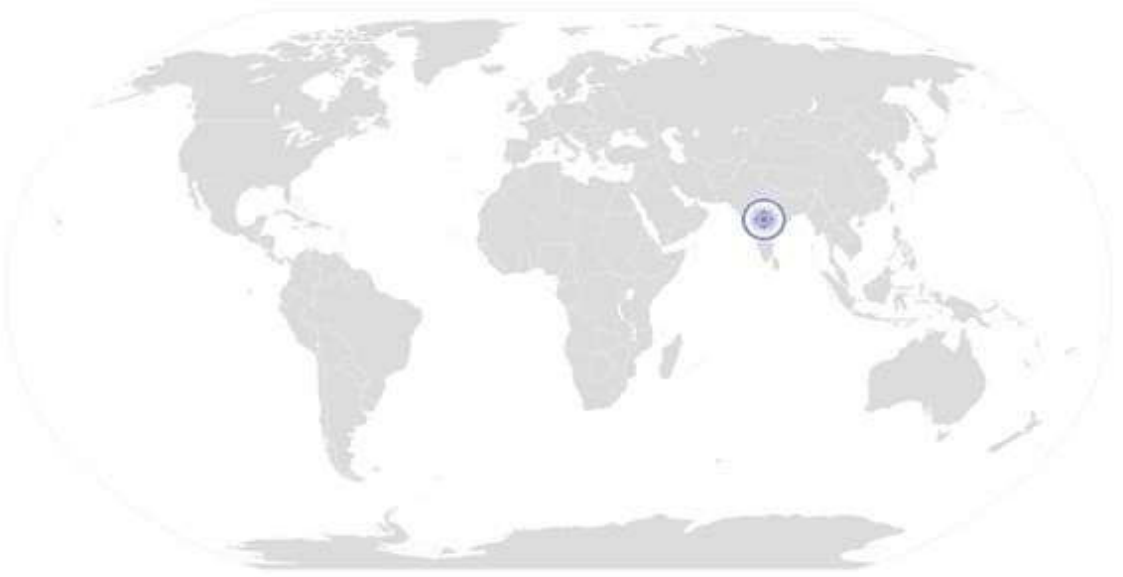
Qualifications Pack Code	**RSC/ Q 6108**		
Job Role	**Field Assistant- Latex Harvest**		
Credits(NSQF)	**TBD**	**Version number**	**1.0**
Sector	**Rubber Industry**	**Drafted on**	**22/06/2015**
Sub-sector	**Natural Rubber (NR) Plantation**	**Last reviewed on**	**22/06/2015**
Occupation	**Production - NR**	**Next review date**	**22/06/2017**
NSQC Clearance on	**20/07/2015**		

Job Role	**Field Assistant - Latex Harvest**
Role Description	The Field Assistant coordinates and guides the work of Latex Harvest Technicians and their Supervisors.
NSQF level **Minimum Educational Qualifications*** **Maximum Educational Qualifications***	4 Class XII - Preferred NA
Training (Suggested but not mandatory)	Training in rubber tapping, latex processing, panel protection, stimulation etc conducted by Rubber Board or any other competent authority.
Minimum Job Entry Age	18 years
Experience	Minimum 5 years experience in rubber tapping and processing of latex into sheet rubber.
Applicable National Occupational Standards (NOS)	**Compulsory:** 1. RSC /N 6109 Latex harvesting 2. RSC/N 5005 Natural resource management 3. RSC/N 5006 Providing feedback to higher authority **Optional:** 1. NA
Performance Criteria	As described in the relevant OS units

Definitions

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.
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.
Job Role	Job role defines a unique set of functions that together form a unique employment opportunity in an organization.
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 they need 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.
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	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 verify that this is the appropriate OS they are looking for.
Knowledge and Understanding	Knowledge and Understanding are statements which together specify the technical, generic, professional and organizational specific knowledge that an individual needs in order to perform to the required standard.
Organizational Context	Organizational Context includes the way the organization is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
Technical Knowledge	Technical Knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
Core Skills or Generic Skills	Core Skills or Generic Skills are a group of skills that are key to learning and working in today's world. These skills are typically needed in any work environment. In the context of the OS , these include communication related skills that are applicable to most job roles.

National Occupational Standard



Overview

This unit is about scientific latex harvesting.

National Occupational Standard

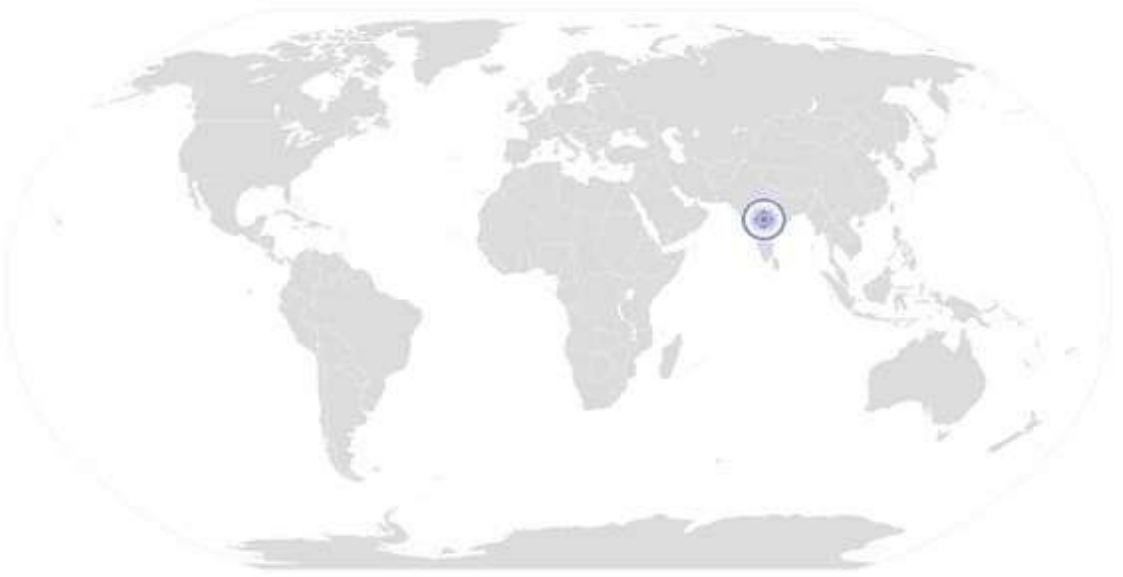
Unit Code	RSC / N 6109
Unit Title (Task)	Latex harvesting
Description	This unit is about scientific latex harvesting..
Scope	This unit/task covers the following: • Ensure proper identification of trees • Conduct training for LHTs and supervisors • Proper usage of materials and tools for latex harvesting • Scientific measures for controlling/preventing diseases • Proper collection and preservation of latex • Health and safety • Maintenance of record and evaluation of work done by tappers / supervisors
Performance Criteria (PC) w.r.t. the Scope	
Element	**Performance Criteria**
Identification of trees	To be competent, the user/individual on the job must be able to: PC1. Guide/correct the Tapper (Harvest technician) in identifying trees with tappable growth PC2.Scientifically mark such trees for tapping PC3. Identify trees with panel disease/panel dryness
Training	PC4.Conduct training of LHTs and supervisors as per the requirement PC5.Ensure the participation of all the employees in an active manner during the training programme PC6.Encourage the employees to clarify their doubts/ raise issue for complete understanding of the harvesting process and tools used
Latex harvesting	PC7. Ensure sharpness/cleanliness of tapping knives PC8. Ensure absolute cleanliness of other materials like collection cups, utensils and dishes PC9. Ensure the achievement of maximum output with minimum wastage PC10. Check that materials and tools for latex harvesting are properly used PC11. Scientifically apply stimulants for increasing latex yield PC12.Scientifically rain guard the rubber trees PC13.Guide the LHTs and supervisors during latex harvesting PC14. Ensure proper hygiene in latex harvesting PC15. Avoid contamination of latex and field coagulum in the field.

Prevention of Diseases	PC16. Identify the panel diseases/dryness of tapping panel PC17. Take appropriate scientific measures to treat such diseases
Collection and preservation of latex	PC18. Ensure the proper collection of the latex and the field coagulum PC19. Ensure proper hand over of the latex and field coagulum by each tapper. PC20. Check the proper weight of latex and field coagulum collected on each day PC21. Undertake scientific preservation of latex PC22. Arrange to send it to the collection centre/ processing factory
Health and safety	PC23. Ensure that LHTs and supervisors adhere to all safety norms prescribed for latex harvesting. PC24. Comply with health, safety, environment guidelines and regulations in accordance with the organizational standards. PC25. Provide first aid treatment for minor injuries or health issues faced by the team members PC26.Properly handle emergency situation or communicate to the relevant authority
Maintenance of Record and Evaluation of work	PC27. Record the work done and latex collected by the team members as per the format PC28. Maintain the record of tools and material used for latex harvesting PC29.Ensure the completion of the tapping task assigned to each tapper under him PC30. Evaluate the work of Tappers and Supervisors and grade them based on their performance
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	The user/individual on the job needs to know and understand: KA1. The tapping task assigned to each tapper under him and the location of the trees. KA2. Importance of early tapping , tapping frequency, processing methods etc. being followed in the estate/small holding. KA3. The place for handing over the latex and field coagulum by each tapper. KA4. The provisions and support provided to tappers either through RPS (Rubber Producers' Society) or directly by the owner of the plantation. KA5. Reporting procedure followed in the plantation including those related to number of trees left untapped and the reasons for the same, weight of latex and field coagulum collected on each day, number of tapping days etc. KA6. Risk and impact of not following defined procedures/work instructions.

	KA7. Consequences of not reporting identified problems KA8. Records to be maintained and the implications of not maintaining the records. KA9. Personal protection measures to be taken while using stimulants,anti coagulants, plant protection chemicals, rain guarding materials etc. KA10. Personal protection measures to be taken during latex harvesting KA11. The eligibility for latex harvest technicians for different benefits either from Rubber Board or through Plantation Labour Act KA12. Impact of various practices on cost, quality, productivity, delivery and safety.
B. Technical Knowledge	The user/individual on the job needs to know and understand: KB1. Implications of opening trees having insufficient growth for tapping KB2. Implications of using improperly sharpened and unclean tapping knives . KB3. Necessity of keeping all the tapping utensils like collection cups, collection buckets, sieves, coagulation pans etc. clean and tidy KB4. Importance of identifying trees with panel disease/panel dryness KB5. Basic principles of tapping including bark anatomy, latex vessels in the bark, turger pressure etc. KB6. Importance of rain guarding the trees to obtain more tapping days and yield KB7. Factors affecting efficiency of tapping. KB8. Modern harvesting techniques such as low frequency tapping, controlled upward tapping etc. KB9. Common problems in tapping and methods of circumventing the same. KB10. Importance of keeping the field coagulum clean and dry KB11. Knowledge about the clonal variations and seasonal variations in yield of rubber KB12. General safety and security issues in rubber plantation. KB13. Use of safety equipment such as gum boots, goggles etc. KB14. Importance of training the team members properly KB15. How to handle emergency situations in the field KB16. Correct dilution and dosage of acid used for coagulating latex
Skills (S)	
A. Core Skills/ Generic	**Writing Skills**

Skills	The user/ individual on the job needs to know and understand how to: SA1. Prepare performance reports about the tappers and Supervisors working under him SA2. Prepare reports about the condition of rubber trees growing in the area looked after by him SA3. Prepare indents of materials required for carrying out tapping and processing in his area SA4. Prepare statement s of latex and field coagulam produced by each tapper / superviser working under him SA5. Calculate performance incentives for tappers based on production of latex/ field coagulum
	Reading Skills
	The user/individual on the job needs to know and understand how to: SA6. Read and understand the periodicals, manuals etc. relating to latest trends and recommendations about rubber tapping, latex processing etc. SA7. Understand the prevailing provisions of the plantation labour rules
	Oral Communication (Listening and Speaking skills)
	The user/individual on the job needs to know and understand how to: SA8. Gather new pieces of information pertaining to his work from all available sources. SA9. Communicate with the tappers / supervisors working under him diplomatically. SA10. Motivate the tappers to adapt to new recommendations/changes for optimizing yield from the plantation
B. Professional Skills	**Decision Making**
	The user/individual on the job needs to know and understand how to:- SB1. Take proper decisions on the basis of sudden change in weather, incidence of disease etc. SB2. Judiciously allocate work to the tappers / supervisers working under him.
	Plan and Organize
	The user/individual on the job needs to know and understand how to:- SB3. Plan and organize the availability and arrangement of materials as per the requirements of tappers / supervisors and also considering the policy of the management.
	Customer Centricity
	The user/individual on the job needs to know and understand how to:- SB4. Preserve the latex properly to maintain its properties for further processing.

	Problem Solving
	The user/individual on the job needs to know and understand how to: SB5. Identify the symptoms of diseases, abnormalities and apply control measures to solve the problems.
	Analytical Thinking
	The user/individual on the job needs to know and understand how to: SB6. Technically analyse the issues in the field and report to higher authorities with his reasonable recommendations.
	Critical Thinking
	The user/individual on the job needs to know and understand how to: SB7. Improvise the work of technicians and supervisors who are not contributing to the output efficiently



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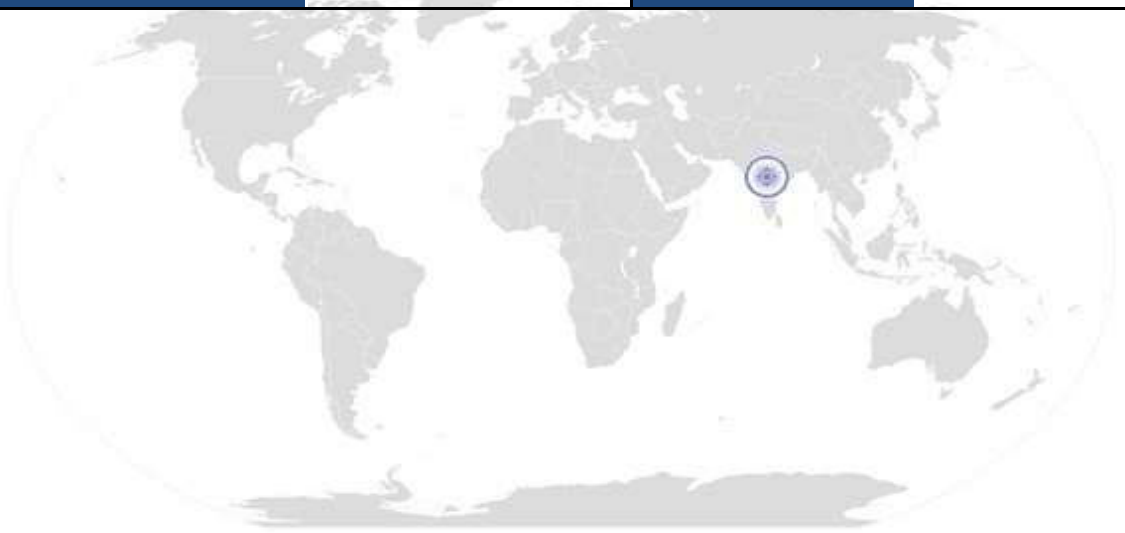
NOS Version Control

NOS Code	RSC / N 6109		
Credits(NSQF)	TBD	Version number	1.0
Industry	Rubber Industry	Drafted on	22/06/2015
Industry Sub-sector	Natural Rubber (NR) Plantation	Last reviewed on	22/06/2015
Occupation	Production - NR	Next review date	22/06/2017



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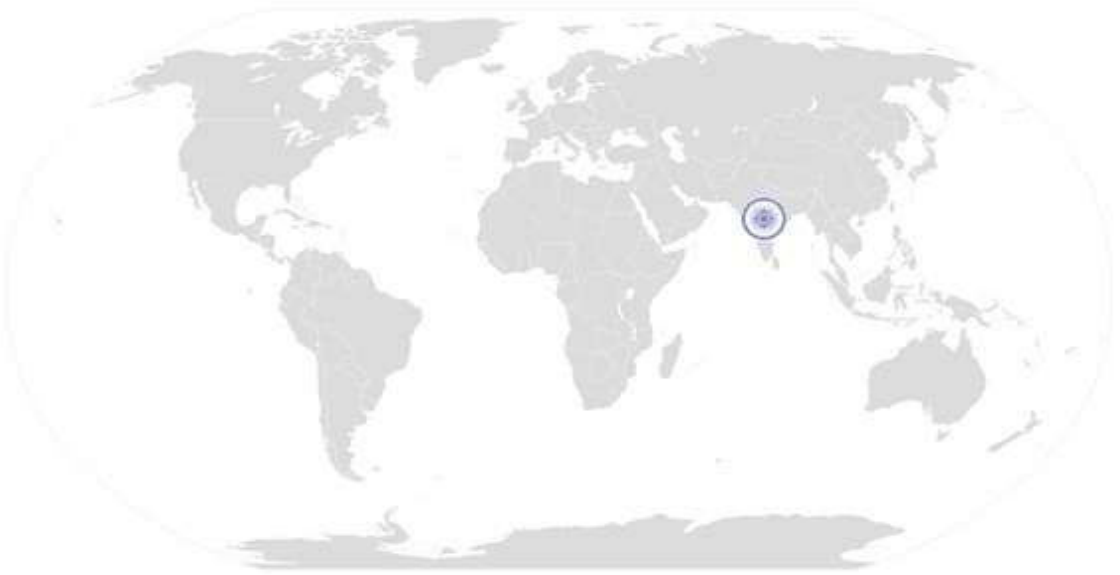
National Occupational Standard



Overview

This unit is about natural resource mangement.

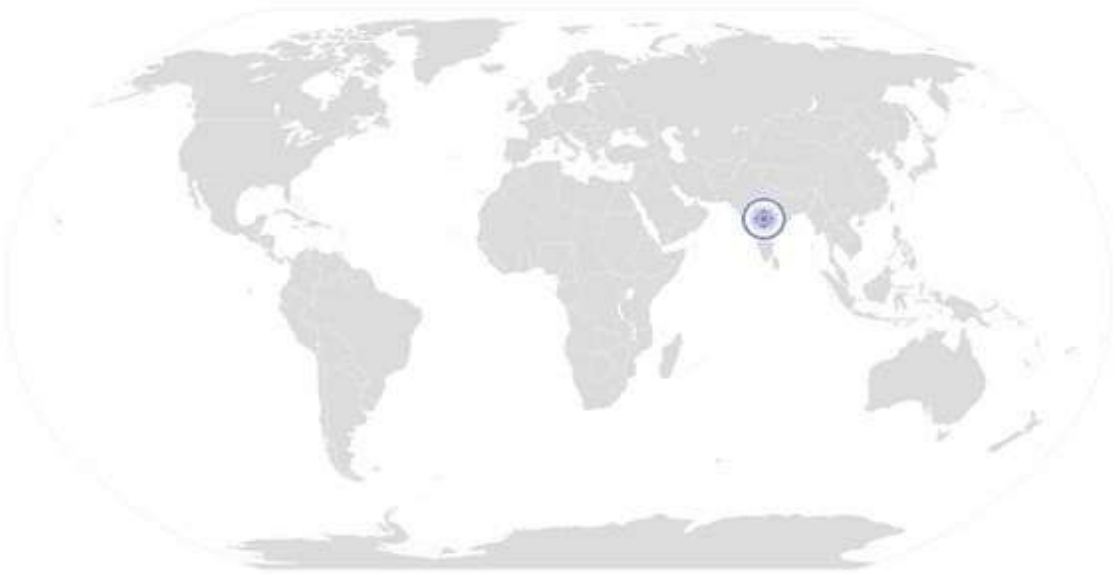
National Occupational Standard

Unit Code	RSC/ N 5005
Unit Title (Task)	**Natural Resource Management**
Description	This unit is about Natural Resource Management.
Scope	This unit/task covers the following: • Natural resource management (Soil & water) • Waste management & health care • Inputs (chemicals and other materials) management
Performance Criteria(PC) w.r.t the scope	
Element	**Performance Criteria**
Natural resource management	To be competent, the individual on the job must be able to know and understand :- PC1. The possibilities and causes for soil erosion PC2. Timely repairs/maintenance of terrace, silt pits, soil/stone bunds, to check soil/water erosion. PC3. Correct method of drainage making. PC4. Hedge maintenance. PC5. Protection of water source from pollution PC6. Rain water harvesting. PC7. Judicious use of water during irrigation. PC8. Mulching for soil and moisture conservation. PC9. Avoiding excess dosage of fertilisers and chemicals to minimise damage to soil microflora. PC10. Cover crop management.
Waste management & Health care	PC11. Importance of premise cleanliness PC12. Collection and storage of empty containers, worn out polythene bags, fertilizer bags etc from the field for reuse/disposal. PC13. Use of personal protective devices to minimize damages while using fungicides and other chemicals, weed cutter, chain saw etc. PC14. Timely detection and treatment for diseases to avoid over- dosage of chemicals. PC15. Prevention of diseases through appropriate management strategies to avoid excessive use of fungicides.

Input (chemical) management	PC16. Destroy sources of mosquito breeding to control possible epidemics PC17. Awareness about consequences of chemical contamination. PC18. Use of chemical fertilizers and other chemicals only as per recommendations. PC19. Spraying & handlings of chemicals using hood, masks, gloves etc. PC20. Usage of organic and bio- fertilizers. PC21. Usage of plant growth hormones and bio-control measures against diseases.
Knowledge and Understanding (K)	
A. Organizational context (Knowledge of the company / organization and its processes)	**The user/individual on the job needs to know and understand:** KA1.The environment policies of the management KA2. Environmental pollution and control measures as practiced in the estate. KA3. Instructions regarding environmental hygiene and health care.
B. Technical knowledge	The user/individual on the job needs to know and understand: KB1. Importance of conservation of natural resources. KB2. Impact of soil erosion on fertility of soil KB3. Judicious use of water and effective irrigation techniques. KB4. Judicious use of fertilizers and chemicals. KB5. Methods of soil manipulation with minimum erosion KB6. Methods of minimizing soil erosion KB7. Knowledge about appropriate Irrigation schedule and methods KB8. Types of fertilizers and methods of fertilizer application KB9. Importance of using organic and bio- fertilizers KB10. Fungicides, pesticides, herbicides and other chemicals and its dosages and methods of applications KB11. Operations of sprayers/dusters/weed cutter/chain saw. KB12. Operations of machines for irrigation KB13. Principles of waste management KB14. Usage of personal protective devices and their importance
Skills (S)	

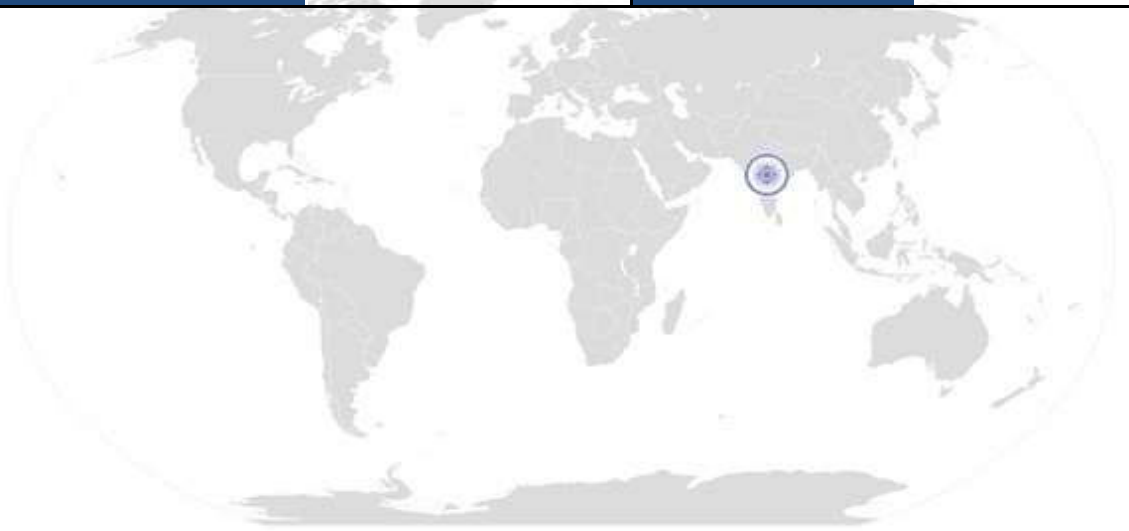
A. Core Skills/ Generic Skills	**Writing Skills**
	The user/ individual on the job needs to know and understand how to: SA1. Convey ideas and information clearly through written documents SA2. Write simple letters, requests, reports etc SA3. Prepare memos, agreements etc
	Reading Skills
	The user/individual on the job needs to know and understand how to: SA4. Read and understand the contents published in newspapers and farm magazines, brochures and labels. SA5. Read written instructions, memos, notices etc. SA6. Read, understand and interpret agreements with labour unions and other agencies
	Oral Communication (Listening and Speaking skills)
	The user/individual on the job needs to know and understand how to: . SA7. Express statements, opinions or information clearly so that the receiver hear and understand . SA8. Respond appropriately to queries. SA9. Communicate effectively to Supervisor, office staff and other Workers.
B. Professional Skills	**Decision Making**
	The user/individual on the job needs to know and understand how to SB1. Get timely repairs/maintenance of terrace, silt pits, soil/stone bunds done to check soil/water erosion. SB2. Timely detection and treatment for diseases to avoid over- dosage of chemicals.
	Plan and Organize
	The user/individual on the job needs to know and understand how to SB3. Use the available water resources optimally during irrigation and other works.
	Customer Centricity
	NA
	Problem Solving

	The user/individual on the job needs to know and understand how to SB4. Prevention of diseases through appropriate strategies to avoid excessive use of fungicides.
	Analytical Thinking
	The user/individual on the job needs to know and understand how to SB5. Save water resources such as rain water harvesting.
	Critical Thinking
	The user/individual on the job needs to know and understand how to SB6.Use fertilizers and chemicals judiciously without affecting the quality of natural resources.

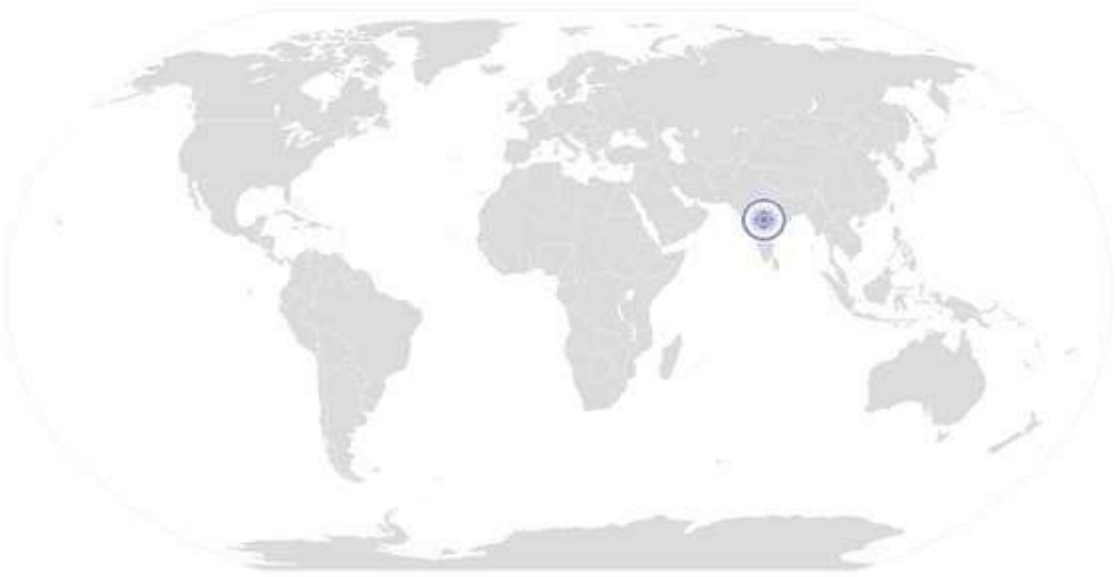


NOS Version Control

NOS Code	**RSC /N 5005**		
Credits(NSQF)	**TBD**	**Version number**	**1.0**
Industry	**Rubber Industry**	**Drafted on**	**22/06/2015**
Industry Sub-sector	**Natural Rubber (NR) Plantation**	**Last reviewed on**	**22/06/2015**
Occupation	**Production - NR**	**Next review date**	**22/06/2017**



National Occupational Standard



Overview

This unit is about providing feedback to higher authority.

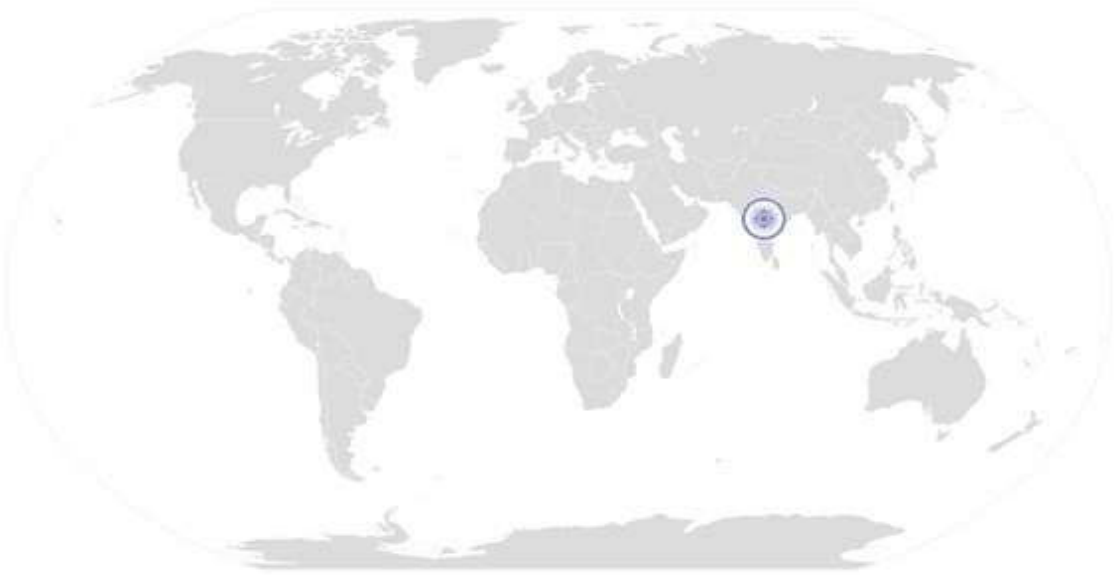
National Occupational Standard

Unit Code	RSC/N 5006
Unit Title (Task)	**Provide Feed back to Higher Authorities**
Description	This unit is about providing feedback to higher authorities.
Scope	This unit/task covers the following: • Feed back on innovations in practices/operations • Feed back on incidence of trouble shooting • Feed back on indigenous knowledge (IK)/ indigenous technical knowledge (ITK) for evaluation and adoption • Feed back on socio-economic problems • Feed back on conflicts • Feed back on shortages/surplus of inputs
Performance Criteria(PC) w.r.t the scope	
Element	**Performance Criteria**
Feed back on innovations	To be competent, the individual on the job must be able to: PC1. Generate innovations through expertise PC2. Report to the higher authorities for trial, modifications and evaluation PC3. Implement/adopt the approved innovations
Feed back on incidence of trouble shooting	PC4. Identify the issues requiring trouble shooting. PC5. Report to the higher authorities for diagnosing and remedial action. PC6. Carry out protection measures. PC7. Report on the effectiveness of the control measures. PC8. Report on the effect of climatic factors on the functioning of the factory.
Feed back on indigenous knowledge/ITK	PC9. Identify appropriate location specific indigenous knowledge PC10. Report it to higher authorities for trial, evaluation and adoption with modifications, if any PC11. Report on the results of such trials

Feed back on socio-economic problems	PC12. Identify the socio-economic issues PC13. Report it to higher authorities for investigation and solution PC14. Extend possible help for solving such problems.
Feed back on conflicts	PC15. Aware of the conflict existing and its possible causes PC16. Report it to the higher authority for resolving the issues **PC17.** Extend possible help for solving the conflict
Feedback on inputs	PC18. Feed back on shortages/surplus of inputs PC19.Information on quality issues of inputs
Knowledge and Understanding (K)	
A. Organizational context (Knowledge of the company / organization and its processes)	The user/individual on the job needs to know and understand: KA1. Importance of providing feedback for improvement KA2. Importance of indigenous knowledge for evolving/adopting location specific practices KA3. Rectification/solution of problems/conflicts for the smooth functioning of the factory.
B. Technical Knowledge	The user/individual on the job needs to know and understand: KB1. The need for ammoniating field latex and what happens when it is centrifuged. KB2. About latex production from rubber plantation KB3. Impact of preventive maintenance KB4. The indigenous practices for adoption for better performance KB5. The local situations and come out with innovations through experience KB6. Problem/conflict identification KB7. Methods of reporting to higher authorities
Skills (S) (Optional)	
A. Core Skills/	**Writing Skills**

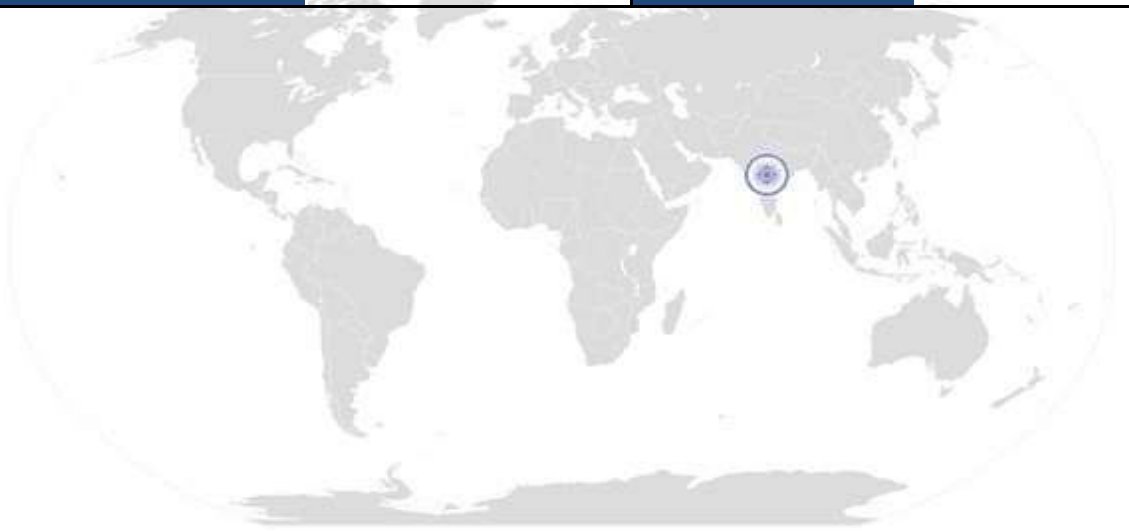
Generic Skills	The user/ individual on the job needs to know and understand how to: SA1. Prepare simple written documents to provide feedback to higher authorities SA2. Convey ideas/information clearly in writing
	Reading Skills
	The user/individual on the job needs to know and understand how to: SA3. Read and understand the contents published in newspaper and other publications SA4. Read and understand images, diagrams, leaflets etc SA5. Read written instructions, notices etc.
	Oral Communication (Listening and Speaking skills)
	The user/individual on the job needs to know and understand how to: SA6. Express statements, opinions or information clearly so that the receiver can hear and understand properly. SA7. Respond appropriately to queries SA8. Communicate effectively to Factory Manager, Supervisor, Head worker , office staff and other workers
B. Professional skills	**Decision Making**
	The user/individual on the job needs to know and understand how to: SB1. Identify issues that should be reported to higher authorities and others which can be resolved at their level itself.
	Plan and Organize
	The user/individual on the job needs to know and understand how to: SB2. Provide feedback various issues through appropriate channel.
	Customer centricity
	NA
	Problem Solving
	The user/individual on the job needs to know and understand how to: SB3. Suggest their own point of view for resolving the issues reported.
	Analytical Thinking

	The user/individual on the job needs to know and understand how to: SB4. Report feedback to the higher authorities for trial, modifications and evaluation of innovations
	Critical Thinking
	NA



NOS Version Control

NOS Code	**RSC / N 5006**		
Credits(NSQF)	**TBD**	**Version number**	**1.0**
Industry	**Rubber Industry**	**Drafted on**	**22/06/2015**
Industry Sub-sector	**Natural Rubber (NR) Plantation**	**Last reviewed on**	**22/06/2015**
Occupation	**Production - NR**	**Next review date**	**22/06/2017**



CRITERIA FOR ASSESSMENT OF TRAINEES

Job Role Field Assistant – Latex Harvest
Qualification Pack RSC/ Q 6108
Sector Skill Council Rubber Skill Development 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 evaulations 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 70% in every NOS
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

Assessment Strategy			Marks Allocation		
NOS	**Elements**	**Performance Criteria**	**Total**	**Theory**	**Practical**
1. RSC / N 6109 (Latex harvesting)	Identification of trees	PC1. Guide/correct the Tapper (Harvest technician) in identifying trees with tappable growth	3	1	2
		PC2.Scientifically mark such trees for tapping	4	1	3
		PC3. Identify trees with panel disease/panel dryness	4	1	3
	Training	PC4.Conduct training of LHTs and supervisors as per the requirement	4	1	3
		PC5.Ensure the participation of all the employees in an active manner during the training programme	3	1	2
		PC6.Encourage the employees to clarify their doubts/ raise issue for complete understanding of the harvesting process and tools used	3	1	2
	Latex harvesting	PC7. Ensure sharpness/cleanliness of tapping knives	3	1	2
		PC8. Ensure absolute cleanliness of other materials like collection cups, utensils and dishes	4	1	3
		PC9. Ensure the achievement of maximum output with minimum wastage	3	1	2
		PC10. Check that materials and tools for latex harvesting are properly used	4	1	3
		PC11. Scientifically apply stimulants for increasing latex yield	3	1	2
		PC12.Scientifically rain guard the rubber trees	3	1	2
		PC13.Guide the LHTs and supervisors during latex	3	1	2

		harvesting			
		PC14. Ensure proper hygiene in latex harvesting	3	1	2
		PC15. Avoid contamination of latex and field coagulum in the field.	3	1	2
	Prevention of Diseases	PC16. Identify the panel diseases/dryness of tapping panel	3	1	2
		PC17. Take appropriate scientific measures to treat such diseases	3	1	2
	Collection and preservation of latex	PC18. Ensure the proper collection of the latex and the field coagulum	4	1	3
		PC19. Ensure proper hand over of the latex and field coagulum by each tapper	3	1	2
		PC20. Check the proper weight of latex and field coagulum collected on each day	4	1	3
		PC21. Undertake scientific preservation of latex	3	1	2
		PC22. Arrange to send it to the collection centre/ processing factory	3	1	2
	Health and safety	PC23. Ensure that LHTs and supervisors adhere to all safety norms prescribed for latex harvesting.	4	1	3
		PC24. Comply with health, safety, environment guidelines and regulations in accordance with the organizational standards.	3	1	2
		PC25. Provide first aid treatment for minor injuries or health issues faced by the team members	3	1	2
		PC26.Properly handle emergency situation or communicate to the relevant authority	3	1	2
	Maintenance of Record and Evaluation of work	PC27. Record the work done and latex collected by the team members as per the format	4	1	3
		PC28. Maintain the record of tools and material used for latex harvesting	3	1	2
		PC29.Ensure the completion of the tapping task assigned to each tapper under him	3	1	2
		PC30. Evaluate the work of Tappers and Supervisors and grade them based on their performance	4	1	3
			100	**30**	**70**
2. RSC / N 5006 (Natural Resource Management)	Natural resource management	PC1. The possibilities and causes for soil erosion	5	3	2
		PC2. Timely repairs/maintenance of terrace, silt pits, soil/stone bunds, to check soil/water erosion.	5	3	2
		PC3. Correct method of drainage making.	5	3	2
		PC4. Hedge maintenance.	5	3	2
		PC5. Protection of water source from pollution	5	3	2
		PC6. Rain water harvesting.	3	2	1
		PC7. Judicious use of water during irrigation.	5	3	2
		PC8. Mulching for soil and moisture conservation.	3	2	1

		PC9. Avoiding excess dosage of fertilisers and chemicals to minimise damage to soil microflora.	5	3	2
		PC10. Cover crop management.	4	2	2
	Waste management & Health care	PC11. Importance of premise cleanliness	5	3	2
		PC12. Collection and storage of empty containers, worn out polythene bags, fertilizer bags etc from the field for reuse/disposal.	5	3	2
		PC13. Use of personal protective devices to minimize damages while using fungicides and other chemicals, weed cutter, chain saw etc.	5	3	2
		PC14. Timely detection and treatment for diseases to avoid over- dosage of chemicals.	5	3	2
		PC15. Prevention of diseases through appropriate management strategies to avoid excessive use of fungicides.	5	3	2
	Input (chemical) management	PC16. Destroy sources of mosquito breeding to control possible epidemics	5	3	2
		PC17. Awareness about consequences of chemical contamination.	5	3	2
		PC18. Use of chemical fertilizers and other chemicals only as per recommendations.	5	3	2
		PC19. Spraying & handlings of chemicals using hood, masks, gloves etc.	5	3	2
		PC20. Usage of organic and bio- fertilizers.	5	3	2
		PC21. Usage of plant growth hormones and bio-control measures against	5	3	2
			100	**60**	**40**
3. RSC / N 5007 (Providing feedback to higher authority)	Feed back on innovations	PC1. Generate innovations through expertise	5	3	2
		PC2. Report to the higher authorities for trial, modifications and evaluation	6	3	3
		PC3. Implement/adopt the approved innovations	4	3	1
	Feed back on incidence of trouble shooting	PC4. Identify the issues requiring trouble shooting.	5	3	2
		PC5. Report to the higher authorities for diagnosing and remedial action.	6	3	3
		PC6. Carry out protection measures.	5	4	1
		PC7. Report on the effectiveness of the control measures.	6	3	3
		PC8. Report on the effect of climatic factors on the functioning of the factory.	6	3	3
	Feed back on indigenous knowledge/ITK	PC9. Identify appropriate location specific indigenous knowledge	5	3	2
		PC10. Report it to higher authorities for trial, evaluation and adoption with modifications, if any	6	3	3
		PC11. Report on the results of such trials	5	3	2

	Feed back on socio-economic problems	PC12. Identify the socio-economic issues	5	3	2
		PC13. Report it to higher authorities for investigation and solution	6	3	3
		PC14. Extend possible help for solving such problems.	5	4	1
	Feed back on conflicts	PC15. Aware of the conflict existing and its possible causes	5	3	2
		PC16. Report it to the higher authority for resolving the issues	6	3	3
		PC17. Extend possible help for solving the conflict	4	3	1
	Feedback on inputs	PC18. Feed back on shortages/surplus of inputs	5	3	2
		PC19. Information on quality issues of inputs	5	4	1
			100	**60**	**40**