

QUALIFICATIONS PACK – NATIONAL OCCUPATIONAL STANDARDS FOR IT-BPM INDUSTRY

What are National Occupational Standards(NOS)?

- NOS describe what individuals need to do, know and understand in order to carry out a particular job role or function
- NOS 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

Qualifications Pack-Software Developer

SECTOR: IT-ITeS

SUB-SECTOR: IT Services

OCCUPATION: Application Development

REFERENCE ID: SSC/Q0501

ALIGNED TO: NCO-2015/ 2512.0204

Software Developer in the IT-ITeS Industry is also known as a Developer, Software Analyst, Software Engineer, Systems Engineer, Programmer, Developer, Programmer Analyst etc.

Brief Job Description: Individuals at this job are responsible for development of software applications and interfaces as well as enhancements to existing packaged applications or pre-engineered templates. The job also involves providing support to custom applications, debugging, maintenance and documentation.

Personal Attributes: This job requires the individual to work independently and be comfortable in making decisions pertaining to his/her area of work. The individual should be result oriented. The individual should also be able to demonstrate skills for communication and logical thinking.



Job Details

Qualifications Pack Code	SSC/Q0501		
Job Role	Software Developer This job role is applicable in both national and international scenarios		
Credits (NSQF)	TBD	Version number	1.0
Sector	IT-ITes	Drafted on	30/04/2013
Sub-sector	IT Services	Last reviewed on	31/01/2015
Occupation	Application Development	Next review date	31/03/2016
NSQC Clearance on	18/06/2015		

Job Role	Software Developer (Developer, Software Analyst, Software Engineer, Systems Engineer, Programmer, Developer, Programmer Analyst)
Role Description	Responsible for using specialized knowledge of software programming languages, software integration and delivery platforms to build software products and deliver business solutions.
NSQF level	7
Minimum Educational Qualifications	Bachelor's Degree in Computer Science or any related field
Maximum Educational Qualifications	Master's Degree in Computer Science
Training (Suggested but not mandatory)	Software Development Certifications in C++, Embedded, C#, C, Java etc.
Minimum Job Entry Age	18 years
Experience	0-2 years of work experience/internship in Software Development
Applicable National Occupational Standards (NOS)	<p>Compulsory:</p> <ol style="list-style-type: none"> SSC/N0501 (Contribute to the design of software products and applications) SSC/N0502 (Develop software code to specification) SSC/N9001 (Manage your work to meet requirements) SSC/N9002 (Work effectively with colleagues) SSC/N9003 (Maintain a healthy, safe and secure working environment) SSC/N9004 (Provide data/information in standard formats) SSC/N9005 (Develop your knowledge, skills and competence) <p>Optional: Not Applicable</p>
Performance Criteria	As described in the relevant NOS units

Glossary of Key Terms

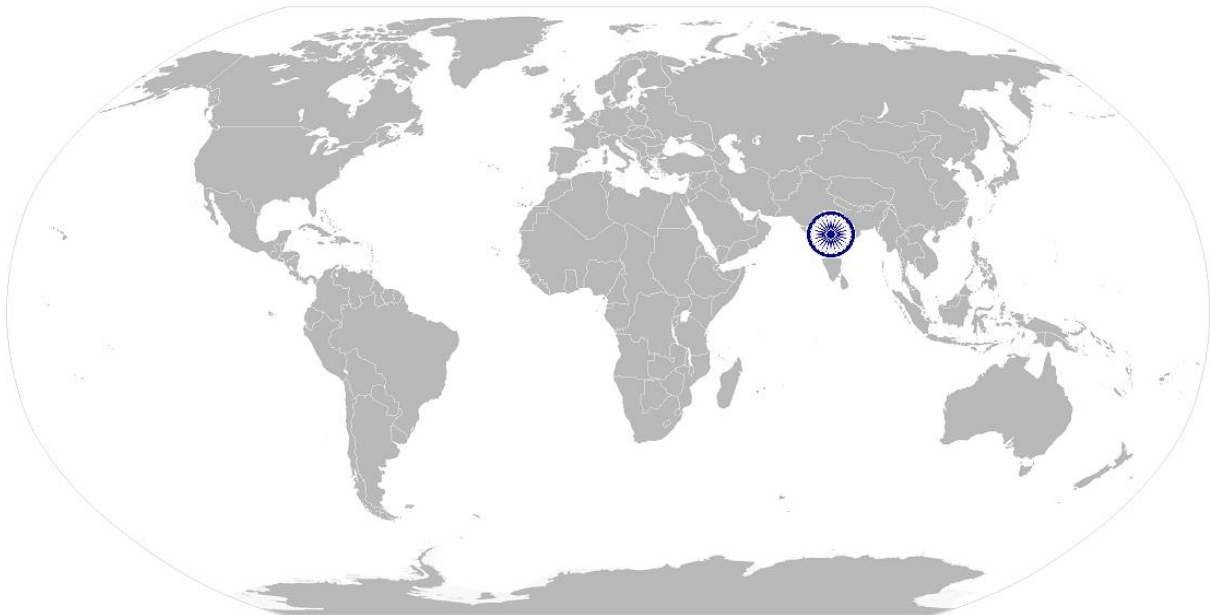
Definitions	Keywords /Terms	Description
	Sector	Sector is a conglomeration of different business operations having similar businesses and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
	Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
	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 fulfill the 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 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.
	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 OS unit, which can be denoted with either an 'O' or an 'N'.	
Unit Title	Unit Title gives a clear overall statement about what the incumbent should be able to do.	
Description	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the	

	appropriate OS they are looking for.
Scope	Scope is 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 performance required.
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/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.
Helpdesk	Helpdesk is an entity to which the customers will report their IT problems. IT Service Helpdesk Attendant is responsible for managing the helpdesk.
Keywords /Terms	Description
IT-ITes	Information Technology - Information Technology enabled Services
BPM	Business Process Management
BPO	Business Process Outsourcing
KPO	Knowledge Process Outsourcing
LPO	Legal Process Outsourcing
IPO	Information Process Outsourcing
BCA	Bachelor of Computer Applications
B.Sc.	Bachelor of Science
OS	Occupational Standard(s)
NOS	National Occupational Standard(s)
QP	Qualifications Pack
UGC	University Grants Commission
MHRD	Ministry of Human Resource Development
MoLE	Ministry of Labor and Employment
NVEQF	National Vocational Education Qualifications Framework
NVQF	National Vocational Qualifications Framework
NSQF	National Skill Qualification Framework

Acronyms

SSC/N0501 Contribute to the design of software products and applications

National Occupational Standard



Overview

This unit is about contributing to the design of software products and applications where both the business impact and technical complexity are low.

SSC/N0501 Contribute to the design of software products and applications

Applicable NOS Unit	Unit Code	SSC/N0501
	Unit Title (Task)	Contribute to the design of software products and applications
	Description	This unit is about contributing to the design of software products and applications where both the business impact and technical complexity are low.
	Scope	<p>This unit/task covers the following:</p> <p>Appropriate people:</p> <ul style="list-style-type: none"> • line manager • peers • subject matter experts <p>Software Requirements Specification includes:</p> <ul style="list-style-type: none"> • functional requirements • non-functional requirements <p>High Level Design includes:</p> <ul style="list-style-type: none"> • technical solution selected and its rationale • assumptions • constraints • dependencies • interfaces <p>Requirements where:</p> <ul style="list-style-type: none"> • business impact is low • technical complexity is low
	Performance Criteria (PC) w.r.t. the Scope	
	<p>To be competent, you must be able to:</p> <p>PC1. check your understanding of the Business Requirements Specification (BRS)/User Requirements Specification (URS) with appropriate people</p> <p>PC2. check your understanding of the Software Requirements Specification (SRS) with appropriate people</p> <p>PC3. check your understanding of High Level Design (HLD) with appropriate people</p> <p>PC4. design basic programming structures to implement functionality in line with requirements defined in BRS/URS, SRS and HLD</p> <p>PC5. review your designs with appropriate people</p> <p>PC6. analyze inputs from appropriate people to identify, resolve and record design defects and inform future designs</p> <p>PC7. document your designs using standard templates and tools</p> <p>PC8. comply with your organization's policies, procedures and guidelines when</p>	

SSC/N0501 Contribute to the design of software products and applications

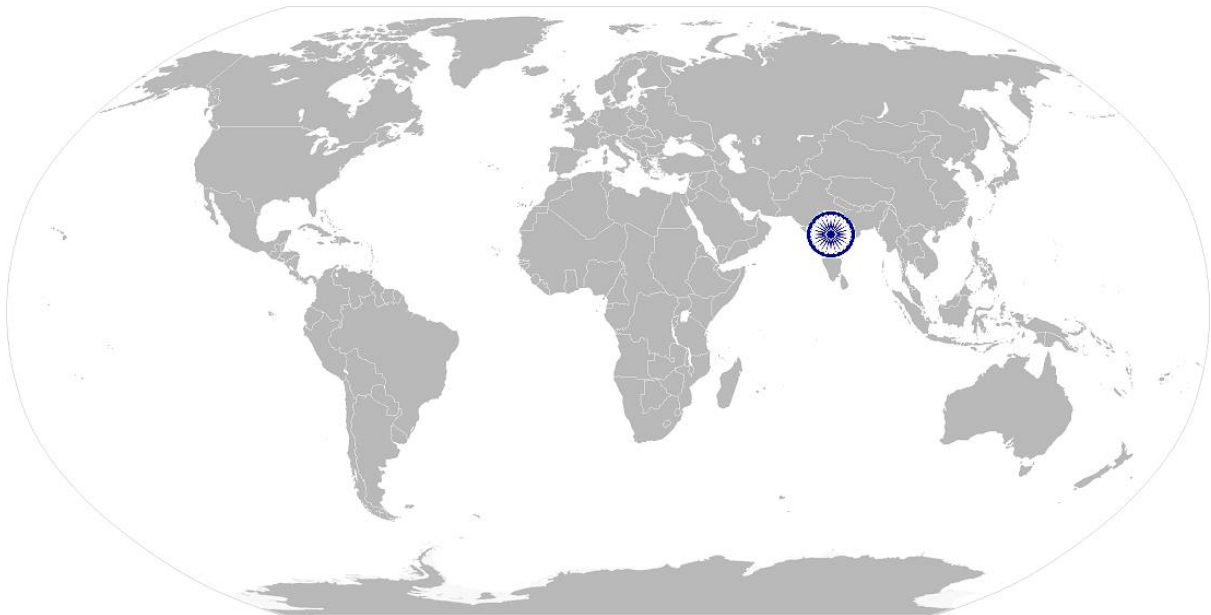
contributing to the design of software products and applications	
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company/ organization and its processes)	<p>You need to know and understand:</p> <p>KA1. your organization’s policies, procedures and guidelines for designing software products and applications and your role and responsibilities in relation to this</p> <p>KA2. your organization’s knowledge base and how to access and update this</p> <p>KA3. the scope of work to be carried out and the importance of keeping within these boundaries</p> <p>KA4. who you may need to involve to provide feedback to your designs</p> <p>KA5. the importance of collating feedback on your designs</p> <p>KA6. how to analyze and use feedback to improve your designs</p> <p>KA7. who you may need to involve to provide feedback on your designs</p> <p>KA8. standard templates and tools available and how to use these to document your designs</p> <p>KA9. the approval process for designs of software products and applications</p>
B. Technical Knowledge	<p>You need to know and understand:</p> <p>KB1. how to interpret and follow different design specifications, including:</p> <ul style="list-style-type: none"> • Business Requirements Specification (BRS) • User Requirements Specification (URS) • Software Requirements Specification (SRS) • High Level Design (HLD) <p>KB2. how to design basic program structures</p> <p>KB3. how to design software products</p> <p>KB4. how to design software applications</p> <p>KB5. different sources of information for help to design software products and specifications</p> <p>KB6. the range of equipment used to design software products and applications</p> <p>KB7. common design defects and how to resolve these</p> <p>KB8. current practice in the infrastructure design of software products and applications</p> <p>KB9. the range of activities involved in designing different software products and applications</p> <p>KB10. how to test new products and applications are fit for purpose</p> <p>KB11. implications new products and applications may have on business processes and business infrastructure</p>
Skills (S)	
A. Core Skills/	Writing Skills
	You need to know and understand how to:

SSC/N0501 Contribute to the design of software products and applications

Generic Skills	SA1. communicate with colleagues in writing
	Reading Skills
	You need to know and understand how to: SA2. read instructions, guidelines, procedures, rules and service level agreements
	Oral Communication (Listening and Speaking skills)
B. Professional Skills	You need to know and understand how to: SA3. listen effectively and orally communicate information
	Decision Making
	You need to know and understand how to: SB1. make a decision on a suitable course of action
	Plan and Organize
	You need to know and understand how to: SB2. plan and organize your work to achieve targets and deadlines
	Customer Centricity
	You need to know and understand how to: SB3. check that your own work meets customer requirements SB4. meet and exceed customer expectations
	Problem Solving
	You need to know and understand how to: SB5. apply problem-solving approaches in different situations
	Analytical Thinking
	You need to know and understand how to: SB6. configure data and disseminate relevant information to others SB7. analyze data and activities
	Critical Thinking
	You need to know and understand how to: SB8. apply balanced judgments to different situations
	Attention to Detail
	You need to know and understand how to: SB9. check your work is complete and free from errors SB10. get your work checked by peers
	Team Working
	You need to know and understand how to: SB11. work effectively in a team environment
	C. Technical Skills

SSC/N0501 Contribute to the design of software products and applications

	SC3. keep up to date with changes, procedures and practices in your role
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SSC/N0501 Contribute to the design of software products and applications
NOS Version Control

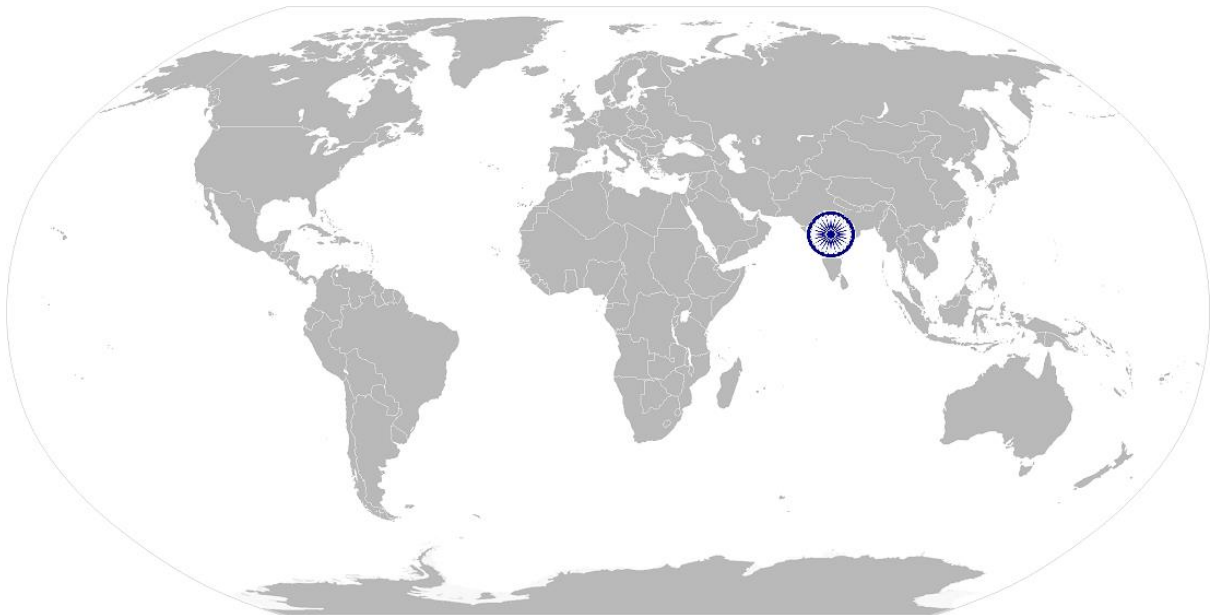
NOS Code	SSC/N0501		
Credits (NSQF)	TBD	Version number	1.0
Industry	IT-ITeS	Drafted on	30/04/2013
Industry Sub-sector	IT Services	Last reviewed on	31/01/2015
		Next review date	31/03/2016



SSC/N0502

Develop software code to specification

National Occupational Standard



Overview

This unit is about developing simpler code to meet the requirements of software products and applications where their business impact and technical complexity is low.

SSC/N0502

Develop software code to specification

Applicable NOS Unit	Unit Code	SSC/N0502
	Unit Title (Task)	Develop software code to specification
	Description	This unit is about developing simple code to meet the requirements of software products and applications where their business impact and technical complexity is low.
	Scope	<p>This unit/task covers the following:</p> <p>Appropriate people:</p> <ul style="list-style-type: none"> • line manager • peers • subject matter experts <p>Software Requirements Specification includes:</p> <ul style="list-style-type: none"> • functional requirements • non-functional requirements <p>High Level Design includes:</p> <ul style="list-style-type: none"> • technical solution selected and its rationale • assumptions • constraints • dependencies • interfaces <p>Low Level Design includes:</p> <ul style="list-style-type: none"> • programming structures • coding standards • checklists <p>Requirements where:</p> <ul style="list-style-type: none"> • business impact is low • technical complexity is low
Performance Criteria (PC) w.r.t. the Scope		
	<p>To be competent, you must be able to:</p> <p>PC1. check your understanding of the Business Requirements Specification (BRS), Software Requirements Specification (SRS), High Level Design (HLD) and Low Level Design (LLD) with appropriate people</p> <p>PC2. access reusable components, code generation tools and unit testing tools from your organization's knowledge base</p> <p>PC3. convert technical specifications into code to meet the requirements, leveraging reusable components, where available</p> <p>PC4. create appropriate unit test cases (UTCs)</p>	

SSC/N0502

Develop software code to specification

	<p>PC5. review codes and UTCs with appropriate people</p> <p>PC6. execute UTCs and document results</p> <p>PC7. rework the code and UTCs to fix identified defects</p> <p>PC8. analyze inputs from appropriate people to inform future designs</p> <p>PC9. record corrective actions for identified defects to inform future designs</p> <p>PC10. submit tested code timely for approval by appropriate people</p> <p>PC11. update your organization's knowledge base with your experiences of the code developed</p> <p>PC12. comply with your organization's policies, procedures and guidelines when developing software code to specification</p>
Knowledge and Understanding (K)	
<p>A. Organizational Context (Knowledge of the company/ organization and its processes)</p>	<p>You need to know and understand:</p> <p>KA1. your organization's policies, procedures and guidelines for developing software code and your role and responsibilities in relation to this</p> <p>KA2. the scope of work to be carried out and the importance of keeping within these boundaries</p> <p>KA3. your organization's knowledge base and how to access and update this</p> <p>KA4. the importance of collating feedback on your coding and UTCs</p> <p>KA5. how to analyze and use feedback to improve your coding and UTCs</p> <p>KA6. who you may need to involve to provide feedback on your coding and UTCs</p> <p>KA7. your organization's approval process for software code designs</p>
<p>B. Technical Knowledge</p>	<p>You need to know and understand:</p> <p>KB1. how to interpret and follow different design specifications, including:</p> <ul style="list-style-type: none"> • Business Requirements Specification (BRS) • User Requirements Specification (URS) • Software Requirements Specification (SRS) • High Level Design (HLD) <p>KB2. the process for converting technical specifications into code</p> <p>KB3. current practice in the infrastructure design of software code</p> <p>KB4. how to write software code that is efficient, readable and maintainable</p> <p>KB5. the range of code generation tools and unit testing tools used to develop software code</p> <p>KB6. how to use coding tools</p> <p>KB7. how to create, review and execute UTCs</p> <p>KB8. how to determine whether components are suitable for re-use</p> <p>KB9. different types of problems and defects that may occur and how these may be resolved</p> <p>KB10. how recording corrective actions for problems and defects can improve</p>

SSC/N0502

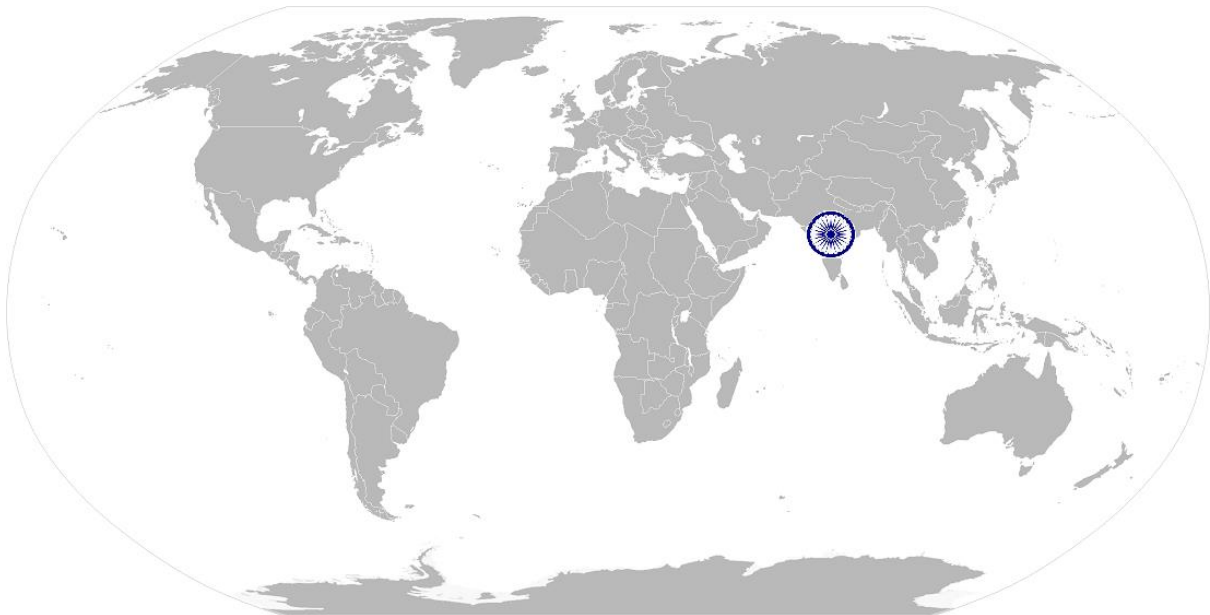
Develop software code to specification

	<p>future designs</p> <p>KB11. how to test and debug new software code</p> <p>KB12. different sources of information for help to write software code</p>
Skills (S)	
A. Core Skills/ Generic Skills	Writing Skills
	You need to know and understand how to: SA1. communicate with colleagues in writing
	Reading Skills
	You need to know and understand how to: SA2. read instructions, guidelines, procedures, rules and service level agreements
B. Professional Skills	Oral Communication (Listening and Speaking skills)
	You need to know and understand how to: SA3. listen effectively and orally communicate information
	Decision Making
	You need to know and understand how to: SB1. make a decision on a suitable course of action
	Plan and Organize
	You need to know and understand how to: SB2. plan and organize your work to achieve targets and deadlines
	Customer Centricity
	You need to know and understand how to: SB3. check that your own work meets customer requirements SB4. meet and exceed customer expectations
	Problem Solving
	You need to know and understand how to: SB5. apply problem-solving approaches in different situations
Analytical Thinking	
You need to know and understand how to: SB6. configure data and disseminate relevant information to others SB7. analyze data and activities	
Critical Thinking	
You need to know and understand how to: SB8. apply balanced judgments to different situations	
Attention to Detail	
You need to know and understand how to: SB9. check your work is complete and free from errors SB10. get your work checked by peers	

SSC/N0502

Develop software code to specification

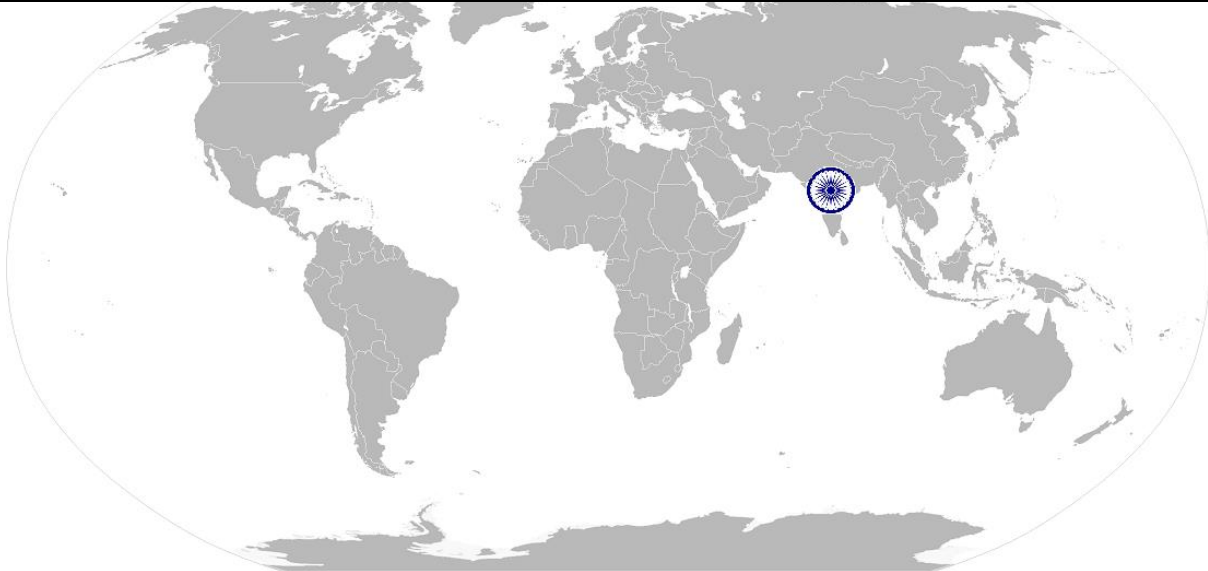
	Team Working
	You need to know and understand how to: SB11. work effectively in a team environment
C. Technical Skills	You need to know and understand how to: SC1. use information technology effectively to input and/or extract data accurately SC2. agree on objectives and work requirements regarding software coding SC3. keep up to date with changes, procedures and practices in your role



SSC/N0502
NOS Version Control

Develop software code to specification

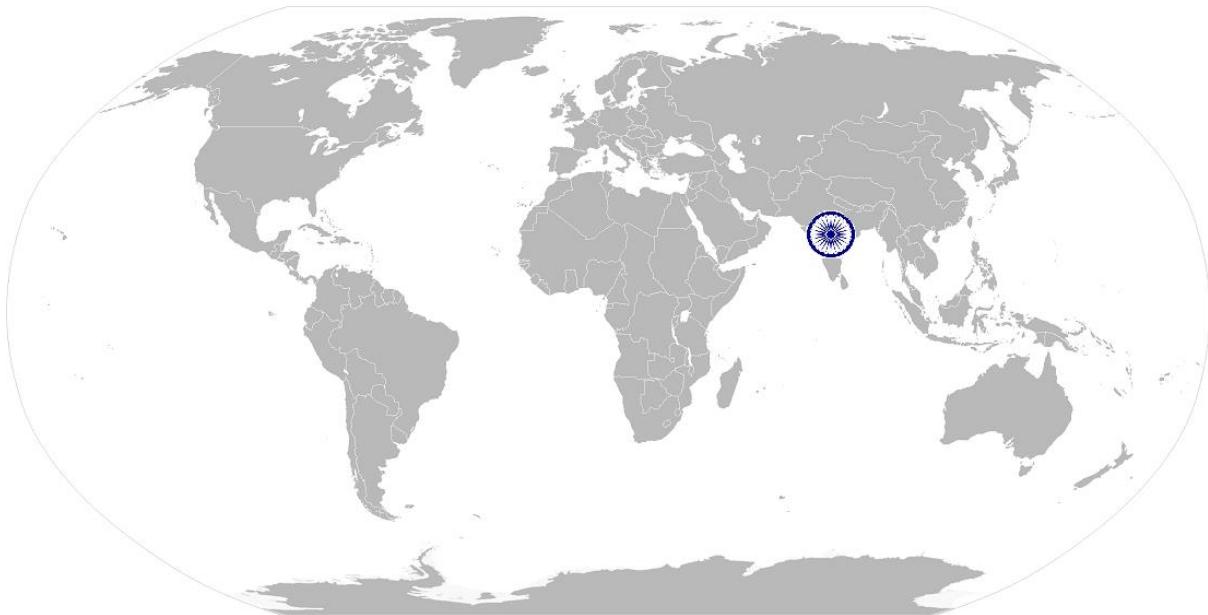
NOS Code	SSC/N0502		
Credits (NSQF)	TBD	Version number	1.0
Industry	IT-ITeS	Drafted on	30/04/2013
Industry Sub-sector	IT Services	Last reviewed on	31/01/2015
		Next review date	31/03/2016



SSC/N9001

Manage your work to meet requirements

National Occupational Standard



Overview

This unit is about planning and organizing your work in order to complete it to the required standards on time

SSC/N9001

Manage your work to meet requirements

Applicable NOS Unit	Unit Code	SSC/N9001
	Unit Title (Task)	Manage your work to meet requirements
	Description	This unit is about planning and organizing your work in order to complete it to the required standards on time.
	Scope	<p>This unit/task covers the following:</p> <p>Work requirements:</p> <ul style="list-style-type: none"> • activities (what you are required to do) • deliverables (the outputs of your work) • quantity (the volume of work you are expected to complete) • standards (what is acceptable performance, including compliance with Service Level Agreements) • timing (when your work needs to be completed) <p>Appropriate people:</p> <ul style="list-style-type: none"> • line manager • the person requesting the work • members of the team/department • members from other teams/departments <p>Resources:</p> <ul style="list-style-type: none"> • equipment • materials • information
	Performance Criteria (PC) w.r.t. the Scope	
		<p>To be competent on the job, you must be able to:</p> <p>PC1. establish and agree your work requirements with appropriate people</p> <p>PC2. keep your immediate work area clean and tidy</p> <p>PC3. utilize your time effectively</p> <p>PC4. use resources correctly and efficiently</p> <p>PC5. treat confidential information correctly</p> <p>PC6. work in line with your organization's policies and procedures</p> <p>PC7. work within the limits of your job role</p> <p>PC8. obtain guidance from appropriate people, where necessary</p> <p>PC9. ensure your work meets the agreed requirements</p>
	Knowledge and Understanding (K)	
	A. Organizational Context (Knowledge of the company/ organization and its processes)	<p>You need to know and understand:</p> <p>KA1. your organization's policies, procedures and priorities for your area of work and your role and responsibilities in carrying out your work</p> <p>KA2. limits of your responsibilities and when to involve others</p> <p>KA3. your specific work requirements and who these must be agreed with</p> <p>KA4. the importance of having a tidy work area and how to do this</p>

SSC/N9001

Manage your work to meet requirements

	<p>KA5. how to prioritize your workload according to urgency and importance and the benefits of this</p> <p>KA6. your organization's policies and procedures for dealing with confidential information and the importance of complying with these</p> <p>KA7. the purpose of keeping others updated with the progress of your work</p> <p>KA8. who to obtain guidance from and the typical circumstances when this may be required</p> <p>KA9. the purpose and value of being flexible and adapting work plans to reflect change</p>
<p>B. Technical Knowledge</p>	<p>You need to know and understand:</p> <p>KB1. the importance of completing work accurately and how to do this</p> <p>KB2. appropriate timescales for completing your work and the implications of not meeting these for you and the organization</p> <p>KB3. resources needed for your work and how to obtain and use these</p>
<p>Skills (S)</p>	
<p>A. Core Skills/ Generic Skills</p>	<p>Writing Skills</p> <p>You need to know and understand how to:</p> <p>SA1. complete accurate work with attention to detail</p> <p>Reading Skills</p> <p>You need to know and understand how to:</p> <p>SA2. read instructions, guidelines, procedures, rules and service level agreements</p> <p>Oral Communication (Listening and Speaking skills)</p> <p>You need to know and understand how to:</p> <p>SA3. ask for clarification and advice from line managers</p> <p>SA4. communicate orally with colleagues</p>
<p>B. Professional Skills</p>	<p>Decision Making</p> <p>You need to know and understand how to:</p> <p>SB1. make a decision on a suitable course of action</p> <p>Plan and Organize</p> <p>You need to know and understand how to:</p> <p>SB2. plan and organize your work to achieve targets and deadlines</p> <p>SB3. agree objectives and work requirements</p> <p>Customer Centricity</p> <p>You need to know and understand how to:</p> <p>SB4. deliver consistent and reliable service to customers</p> <p>SB5. check that your own work meets customer requirements</p> <p>Problem Solving</p>

SSC/N9001

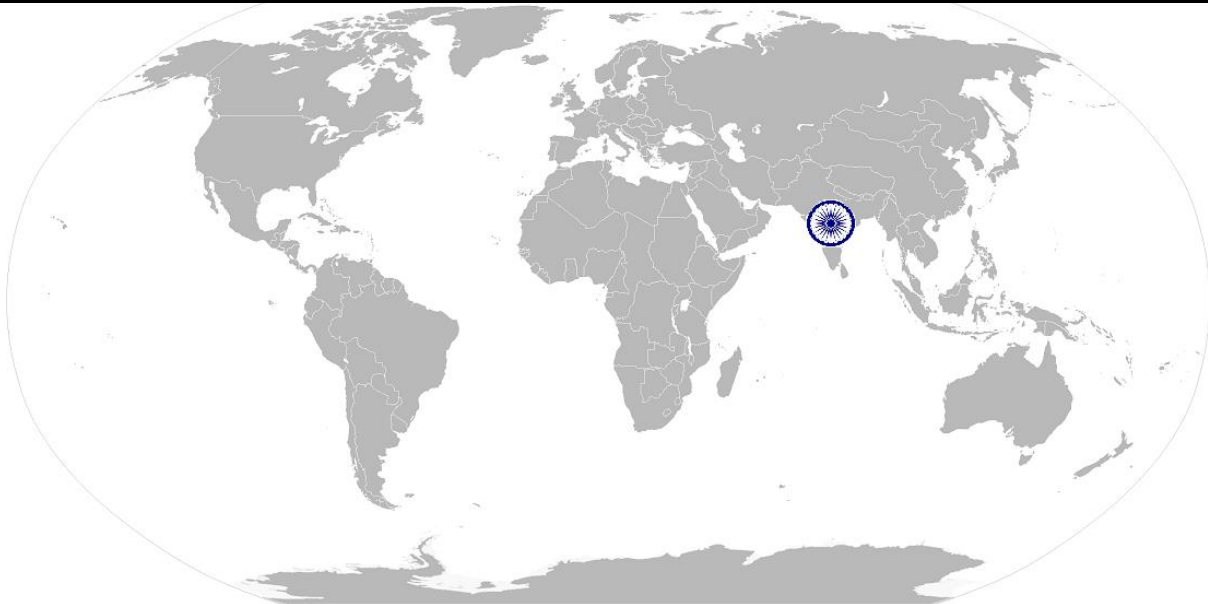
Manage your work to meet requirements

	You need to know and understand how to: SB6. refer anomalies to the line manager SB7. seek clarification on problems from others
	Analytical Thinking
	You need to know and understand how to: SB8. provide relevant information to others SB9. analyze needs, requirements and dependencies in order to meet your work requirements
	Critical Thinking
	You need to know and understand how to: SB10. apply judgments to different situations
	Attention to Detail
	You need to know and understand how to: SB11. check your work is complete and free from errors SB12. get your work checked by peers
	Team Working
	You need to know and understand how to: SB13. work effectively in a team environment
C. Technical Skills	You need to know and understand how to: SC1. use information technology effectively, to input and/or extract data accurately SC2. identify and refer anomalies in data SC3. store and retrieve information SC4. keep up to date with changes, procedures and practices in your role

SSC/N9001
NOS Version Control

Manage your work to meet requirements

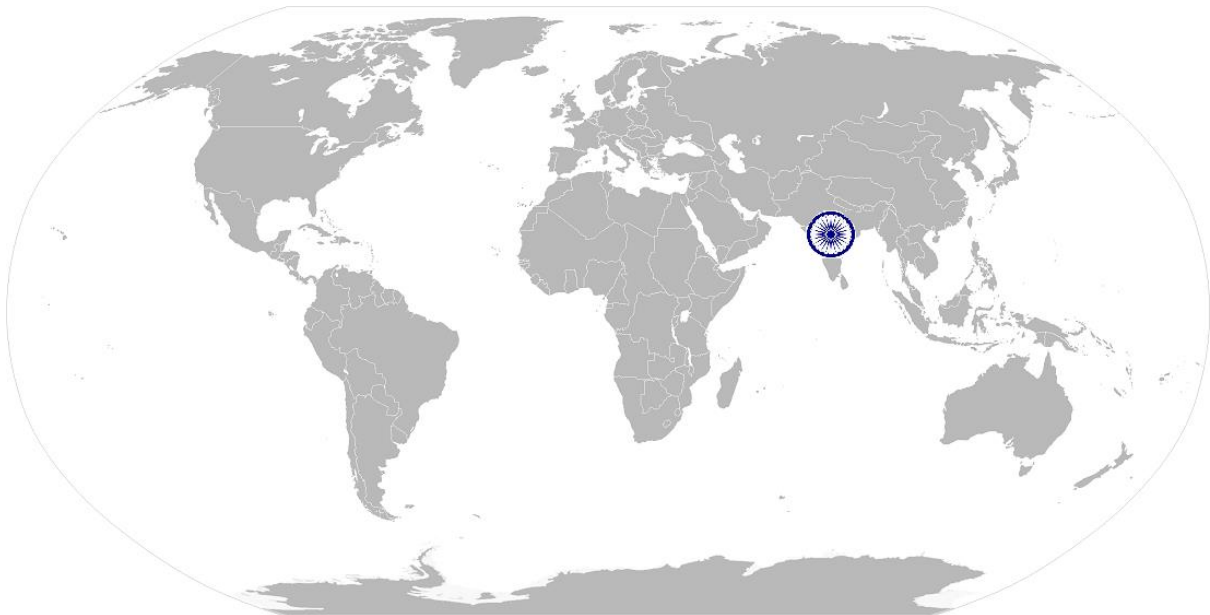
NOS Code	SSC/N9001		
Credits (NSQF)	TBD	Version number	1.0
Industry	IT-ITeS	Drafted on	30/04/2013
Industry Sub-sector	IT Services	Last reviewed on	31/01/2015
		Next review date	31/03/2016



SSC/N9002

Work effectively with colleagues

National Occupational Standard



Overview

This unit is about working effectively with colleagues, either in your own work group or in other work groups within your organization.

SSC/N9002

Work effectively with colleagues

Applicable NOS Unit

Unit Code	SSC/N9002
Unit Title (Task)	Work effectively with colleagues
Description	This unit is about working effectively with colleagues, either in your own work group or in other work groups within your organization.
Scope	<p>This unit/task covers the following:</p> <p>Colleagues:</p> <ul style="list-style-type: none"> • line manager • members of your own work group • people in other work groups in your organization <p>Communicate:</p> <ul style="list-style-type: none"> • face-to-face • by telephone • in writing
Performance Criteria (PC) w.r.t. the Scope	
	<p>To be competent, you must be able to:</p> <p>PC1. communicate with colleagues clearly, concisely and accurately</p> <p>PC2. work with colleagues to integrate your work effectively with them</p> <p>PC3. pass on essential information to colleagues in line with organizational requirements</p> <p>PC4. work in ways that show respect for colleagues</p> <p>PC5. carry out commitments you have made to colleagues</p> <p>PC6. let colleagues know in good time if you cannot carry out your commitments, explaining the reasons</p> <p>PC7. identify any problems you have working with colleagues and take the initiative to solve these problems</p> <p>PC8. follow the organization's policies and procedures for working with colleagues</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company/ organization and its processes)	<p>You need to know and understand:</p> <p>KA1. your organization's policies and procedures for working with colleagues and your role and responsibilities in relation to this</p> <p>KA2. the importance of effective communication and establishing good working relationships with colleagues</p> <p>KA3. different methods of communication and the circumstances in which it is appropriate to use these</p> <p>KA4. benefits of developing productive working relationships with colleagues</p> <p>KA5. the importance of creating an environment of trust and mutual respect in an environment where you have no authority over those you are working with</p> <p>KA6. where you do not meet your commitments, the implications this will have on individuals and the organization</p>

SSC/N9002

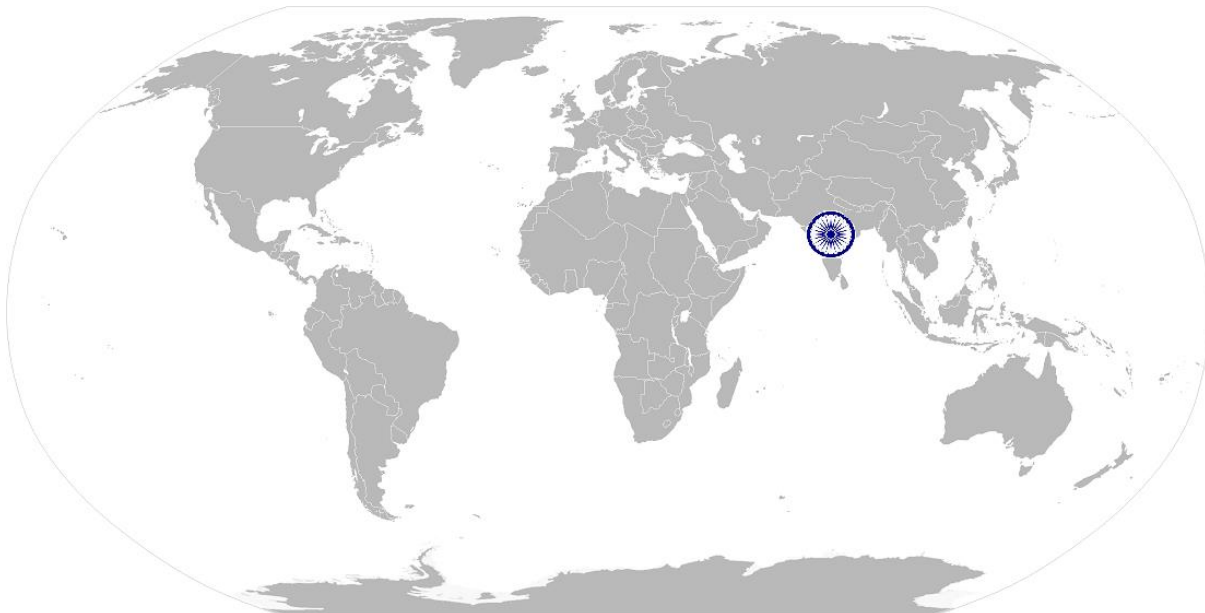
Work effectively with colleagues

<p>B. Technical Knowledge</p>	<p>You need to know and understand:</p> <p>KB1. different types of information that colleagues might need and the importance of providing this information when it is required</p> <p>KB2. the importance of understanding problems from your colleague's perspective and how to provide support, where necessary, to resolve these</p>
<p>Skills (S)</p>	
<p>A. Core Skills/ Generic Skills</p>	<p>Writing Skills</p> <p>You need to know and understand how to:</p> <p>SA1. complete accurate, well written work with attention to detail</p> <p>SA2. communicate effectively with colleagues in writing</p> <p>Reading Skills</p> <p>You need to know and understand how to:</p> <p>SA3. read instructions, guidelines, procedures, rules and service level agreements</p> <p>Oral Communication (Listening and Speaking skills)</p> <p>You need to know and understand how to:</p> <p>SA4. listen effectively and orally communicate information accurately</p> <p>SA5. ask for clarification and advice from line managers</p>
<p>B. Professional Skills</p>	<p>Decision Making</p> <p>You need to know and understand how to:</p> <p>SB1. make a decision on a suitable course of action</p> <p>Plan and Organize</p> <p>You need to know and understand how to:</p> <p>SB2. plan and organize your work to achieve targets and deadlines</p> <p>Customer Centricity</p> <p>You need to know and understand how to:</p> <p>SB3. check that your own work meets customer requirements</p> <p>SB4. deliver consistent and reliable service to customers</p> <p>Problem Solving</p> <p>You need to know and understand how to:</p> <p>SB5. apply problem solving approaches in different situations</p> <p>Critical Thinking</p> <p>You need to know and understand how to:</p> <p>SB6. apply balanced judgments to different situations</p> <p>Attention to Detail</p> <p>You need to know and understand how to:</p> <p>SB7. check your work is complete and free from errors</p> <p>SB8. get your work checked by peers</p>

SSC/N9002

Work effectively with colleagues

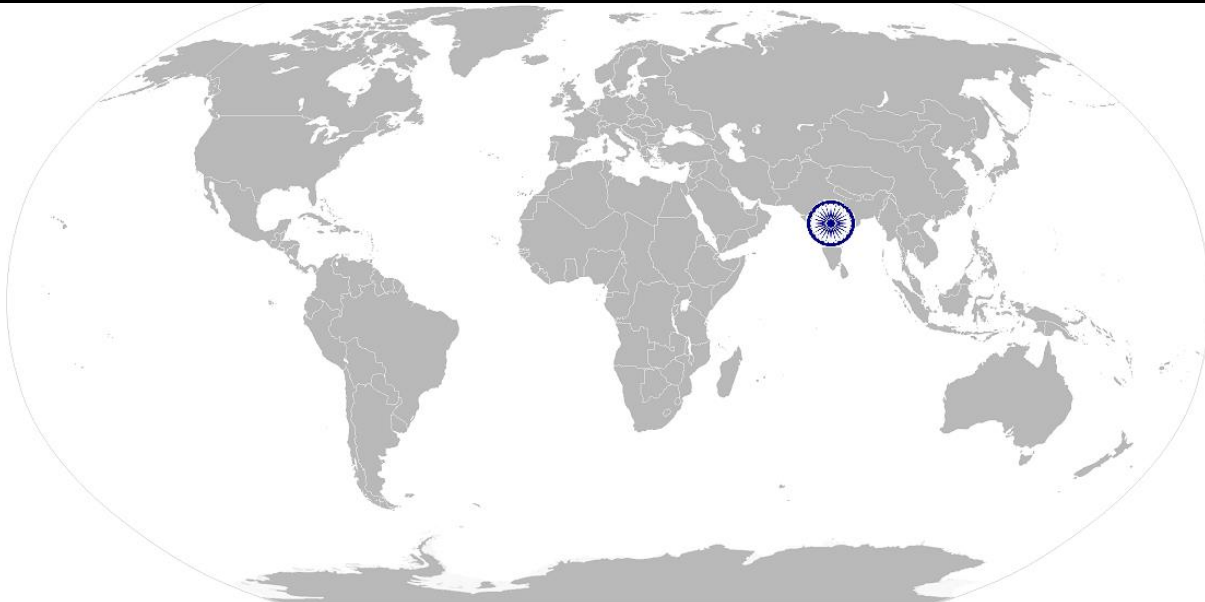
	<p>Team Working</p> <p>You need to know and understand how to:</p> <p>SB9. work effectively in a team environment</p> <p>SB10. work effectively with colleagues and other teams</p> <p>SB11. treat other cultures with respect</p>
<p>C. Technical Skills</p>	<p>You need to know and understand how to:</p> <p>SC1. identify and refer anomalies</p> <p>SC2. help reach agreements with colleagues</p> <p>SC3. keep up to date with changes, procedures and practices in your role</p>



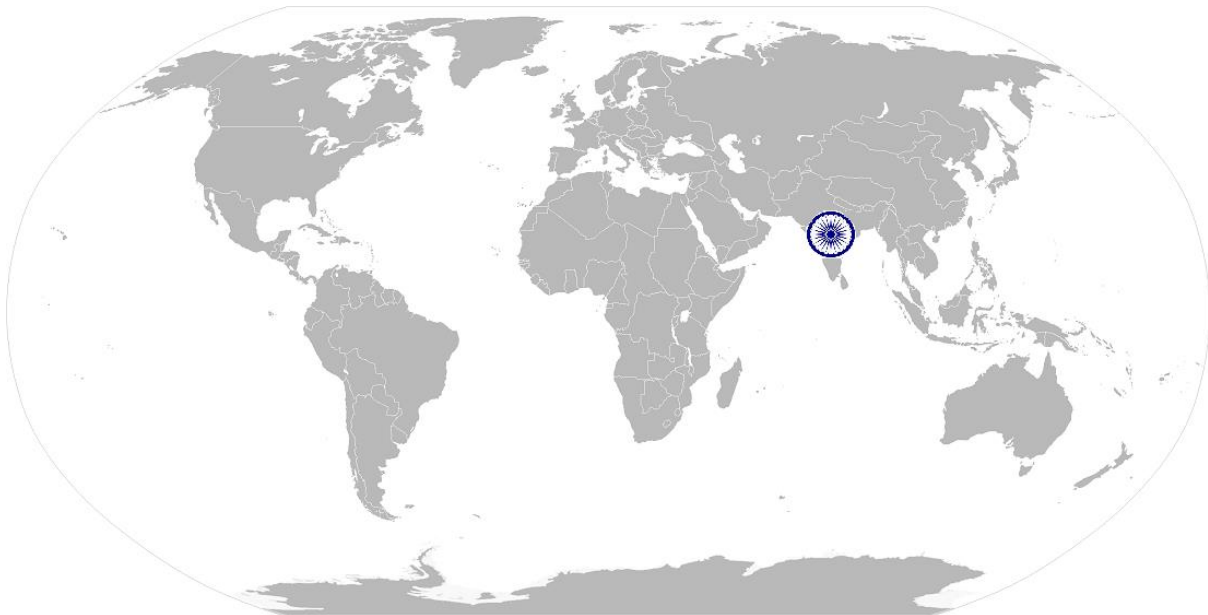
SSC/N9002
NOS Version Control

Work effectively with colleagues

NOS Code	SSC/N9002		
Credits (NSQF)	TBD	Version number	1.0
Industry	IT-ITeS	Drafted on	30/04/2013
Industry Sub-sector	IT Services	Last reviewed on	31/01/2015
		Next review date	31/03/2016



National Occupational Standard



Overview

This unit is about monitoring the working environment and making sure it meets requirements for health, safety and security.

SSC/N9003

Maintain a healthy, safe and secure working environment

Applicable NOS Unit

Unit Code	SSC/N9003
Unit Title (Task)	Maintain a healthy, safe and secure working environment
Description	This unit is about monitoring your working environment and making sure it meets requirements for health, safety and security.
Scope	This unit/task covers the following: Emergency procedures: <ul style="list-style-type: none"> • illness • accidents • fires • other reasons to evacuate the premises • breaches of security
Performance Criteria (PC) w.r.t. the Scope	
	To be competent, you must be able to: <ul style="list-style-type: none"> PC1. comply with your organization's current health, safety and security policies and procedures PC2. report any identified breaches in health, safety, and security policies and procedures to the designated person PC3. identify and correct any hazards that you can deal with safely, competently and within the limits of your authority PC4. report any hazards that you are not competent to deal with to the relevant person in line with organizational procedures and warn other people who may be affected PC5. follow your organization's emergency procedures promptly, calmly, and efficiently PC6. identify and recommend opportunities for improving health, safety, and security to the designated person PC7. complete any health and safety records legibly and accurately
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company/ organization and its processes)	You need to know and understand: <ul style="list-style-type: none"> KA1. legislative requirements and organization's procedures for health, safety and security and your role and responsibilities in relation to this KA2. what is meant by a hazard, including the different types of health and safety hazards that can be found in the workplace KA3. how and when to report hazards KA4. limits of your responsibility for dealing with hazards KA5. your organization's emergency procedures for different emergency situations and the importance of following these KA6. the importance of maintaining high standards of health, safety and security KA7. implications that any non-compliance with health, safety and security may

SSC/N9003

Maintain a healthy, safe and secure working environment

	have on individuals and the organization
B. Technical Knowledge	<p>You need to know and understand:</p> <p>KB1. different types of breaches in health, safety and security and how and when to report these</p> <p>KB2. evacuation procedures for workers and visitors</p> <p>KB3. how to summon medical assistance and the emergency services, where necessary</p> <p>KB4. how to use the health, safety and accident reporting procedures and the importance of these</p> <p>KB5. government agencies in the areas of safety, health and security and their norms and services</p>
Skills (S)	
A. Core Skills/ Generic Skills	Writing Skills
	You need to know and understand how to:
	SA1. complete accurate, well written work with attention to detail
	Reading Skills
	You need to know and understand how to:
SA2. read instructions, guidelines, procedures, rules and service level agreements	
Oral Communication (Listening and Speaking skills)	
You need to know and understand how to:	
SA3. listen effectively and orally communicate information accurately	
B. Professional Skills	Decision Making
	You need to know and understand how to:
	SB1. make a decision on a suitable course of action
	Plan and Organize
	You need to know and understand how to:
	SB2. plan and organize your work to meet health, safety and security requirements
	Customer Centricity
	You need to know and understand how to:
SB3. build and maintain positive and effective relationships with colleagues and customers	
Problem Solving	
You need to know and understand how to:	
SB4. apply problem solving approaches in different situations	
Analytical Thinking	
You need to know and understand how to:	
SB5. analyze data and activities	

SSC/N9003

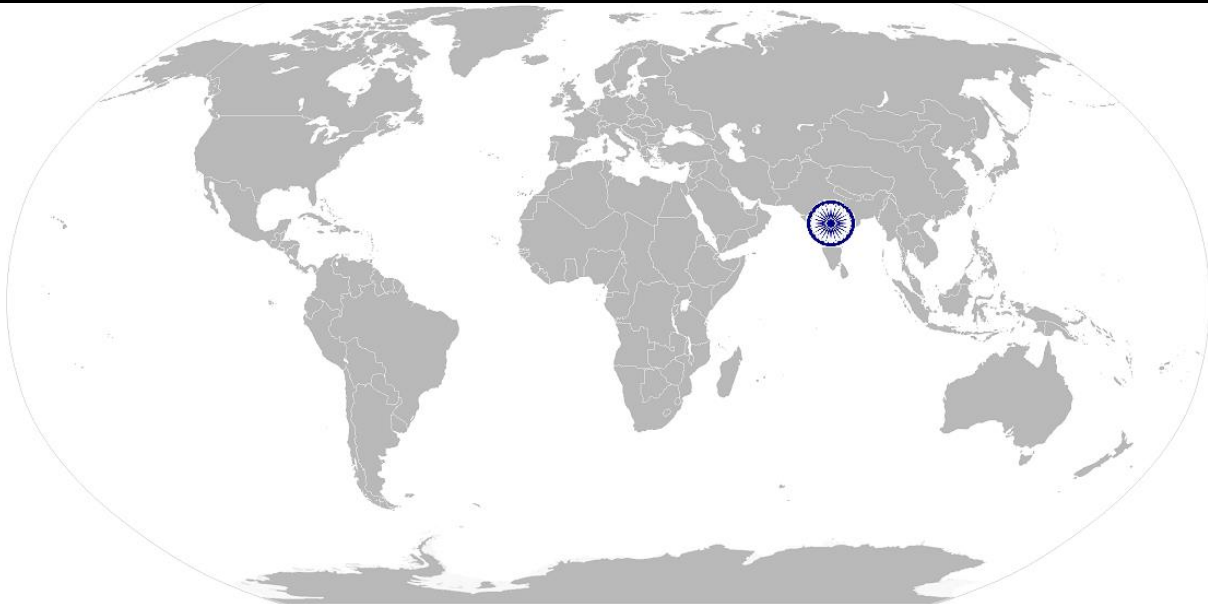
Maintain a healthy, safe and secure working environment

	Critical Thinking
	You need to know and understand how to: SB6. apply balanced judgments to different situations
	Attention to Detail
	You need to know and understand how to: SB7. check your work is complete and free from errors SB8. get your work checked by peers
	Team Working
	You need to know and understand how to: SB9. work effectively in a team environment
C. Technical Skills	You need to know and understand how to: SC1. identify and refer anomalies SC2. help reach agreements with colleagues SC3. keep up to date with changes, procedures and practices in your role



SSC/N9003 Maintain a healthy, safe and secure working environment
NOS Version Control

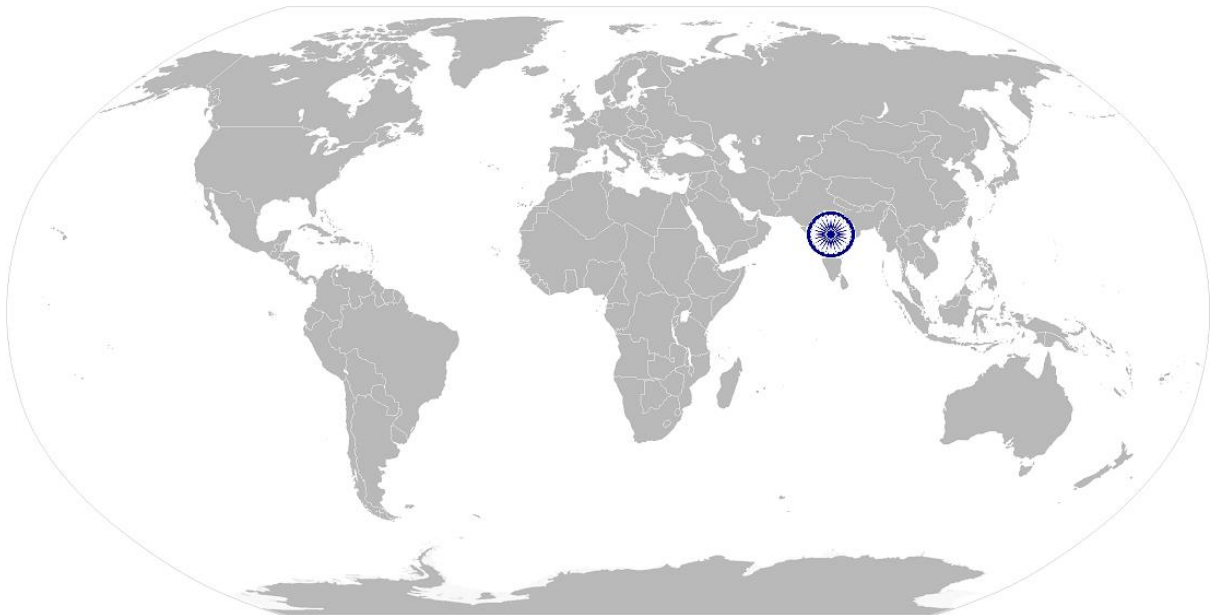
NOS Code	SSC/N9003		
Credits (NSQF)	TBD	Version number	1.0
Industry	IT-ITeS	Drafted on	30/04/2013
Industry Sub-sector	IT Services	Last reviewed on	31/01/2015
		Next review date	31/03/2016



SSC/N9004

Provide data/information in standard formats

National Occupational Standard



Overview

This unit is about providing specified data/information related to your work in templates or other standard formats

SSC/N9004

Provide data/information in standard formats

Applicable NOS Unit	Unit Code	SSC/N9004
	Unit Title (Task)	Provide data/information in standard formats
	Description	This unit is about providing specified data/information related to your work in templates or other standard formats.
	Scope	<p>This unit/task covers the following:</p> <p>Appropriate people:</p> <ul style="list-style-type: none"> • line manager • members of your own work group • people in other work groups in your organization • subject matter experts <p>Data/information:</p> <ul style="list-style-type: none"> • quantitative • qualitative <p>Sources:</p> <ul style="list-style-type: none"> • within your organization • outside your organization <p>Formats:</p> <ul style="list-style-type: none"> • paper-based • electronic
Performance Criteria (PC) w.r.t. the Scope		
	<p>To be competent, you must be able to:</p> <p>PC1. establish and agree with appropriate people the data/information you need to provide, the formats in which you need to provide it, and when you need to provide it</p> <p>PC2. obtain the data/information from reliable sources</p> <p>PC3. check that the data/information is accurate, complete and up-to-date</p> <p>PC4. obtain advice or guidance from appropriate people where there are problems with the data/information</p> <p>PC5. carry out rule-based analysis of the data/information, if required</p> <p>PC6. insert the data/information into the agreed formats</p> <p>PC7. check the accuracy of your work, involving colleagues where required</p> <p>PC8. report any unresolved anomalies in the data/information to appropriate people</p> <p>PC9. provide complete, accurate and up-to-date data/information to the appropriate people in the required formats on time</p>	
Knowledge and Understanding (K)		

SSC/N9004

Provide data/information in standard formats

<p>A. Organizational Context (Knowledge of the company/ organization and its processes)</p>	<p>You need to know and understand:</p> <p>KA1. your organization’s procedures and guidelines for providing data/information in standard formats and your role and responsibilities in relation to this</p> <p>KA2. the knowledge management culture of your organization</p> <p>KA3. your organization’s policies and procedures for recording and sharing information and the importance of complying with these</p> <p>KA4. the importance of validating data/information before use and how to do this</p> <p>KA5. procedures for updating data in appropriate formats and with proper validation</p> <p>KA6. the purpose of the CRM database</p> <p>KA7. how to use the CRM database to record and extract information</p> <p>KA8. the importance of having your data/information reviewed by others</p> <p>KA9. the scope of any data/information requirements including the level of detail required</p> <p>KA10. the importance of keeping within the scope of work and adhering to timescales</p>
<p>B. Technical Knowledge</p>	<p>You need to know and understand:</p> <p>KB1. data/information you may need to provide including the sources and how to do this</p> <p>KB2. templates and formats used for data/information including their purpose and how to use these</p> <p>KB3. different techniques used to obtain data/information and how to apply</p> <p>KB4. these</p> <p>KB5. how to carry out rule-based analysis on the data/information</p> <p>KB6. typical anomalies that may occur in data/information</p> <p>KB7. who to go to in the event of inaccurate data/information and how to report this</p>
<p>Skills (S)</p>	
<p>A. Core Skills/ Generic Skills</p>	<p>Writing Skills</p> <p>You need to know and understand how to:</p> <p>SA1. complete accurate, well written work with attention to detail</p> <p>Reading Skills</p> <p>You need to know and understand how to:</p> <p>SA2. read instructions, guidelines, procedures, rules and service level agreements</p> <p>Oral Communication (Listening and Speaking skills)</p> <p>You need to know and understand how to:</p> <p>SA3. listen effectively and orally communicate information accurately</p>
<p>B. Professional Skills</p>	<p>Decision Making</p>

SSC/N9004

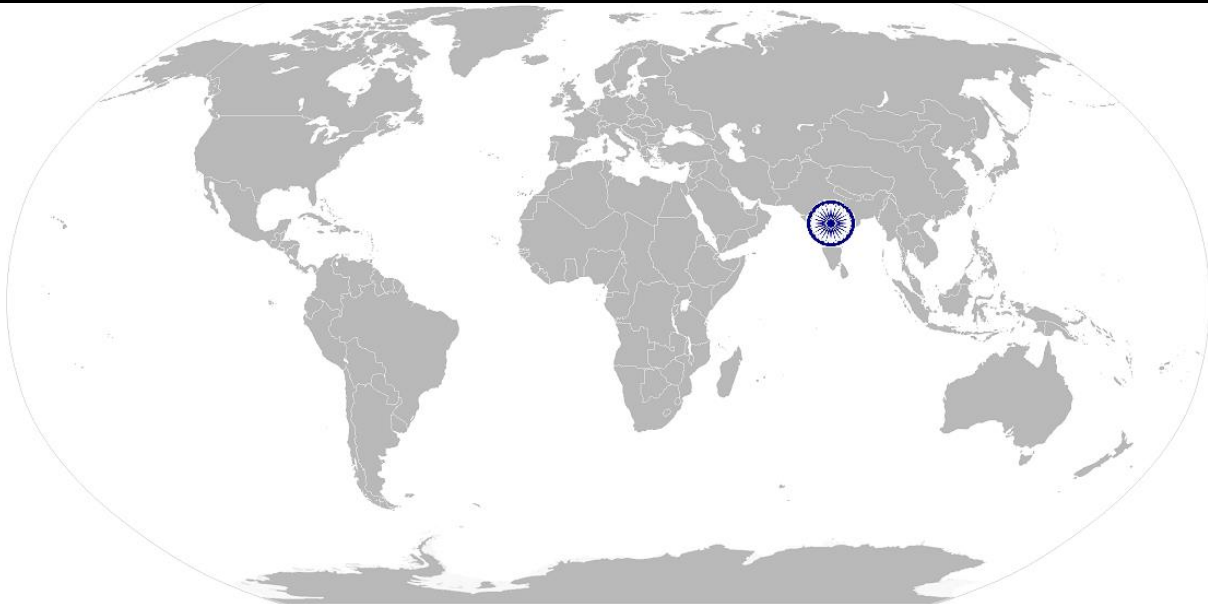
Provide data/information in standard formats

	You need to know and understand how to: SB1. follow rule-based decision-making processes SB2. make a decision on a suitable course of action
	Plan and Organize
	You need to know and understand how to: SB3. plan and organize your work to achieve targets and deadlines
	Customer Centricity
	You need to know and understand how to: SB4. check that your own work meets customer requirements SB5. meet and exceed customer expectations
	Problem Solving
	You need to know and understand how to: SB6. apply problem solving approaches in different situations
	Analytical Thinking
	You need to know and understand how to: SB7. configure data and disseminate relevant information to others
	Critical Thinking
	You need to know and understand how to: SB8. apply balanced judgments to different situations
	Attention to Detail
	You need to know and understand how to: SB9. check your work is complete and free from errors SB10. get your work checked by peers
	Team Working
You need to know and understand how to: SB11. work effectively in a team environment	
C. Technical Skills	You need to know and understand how to: SC1. use information technology effectively, to input and/or extract data accurately SC2. validate and update data SC3. identify and refer anomalies in data SC4. store and retrieve information SC5. share information using standard formats and templates SC6. keep up to date with changes, procedures and practices in your role

SSC/N9004
NOS Version Control

Provide data/information in standard formats

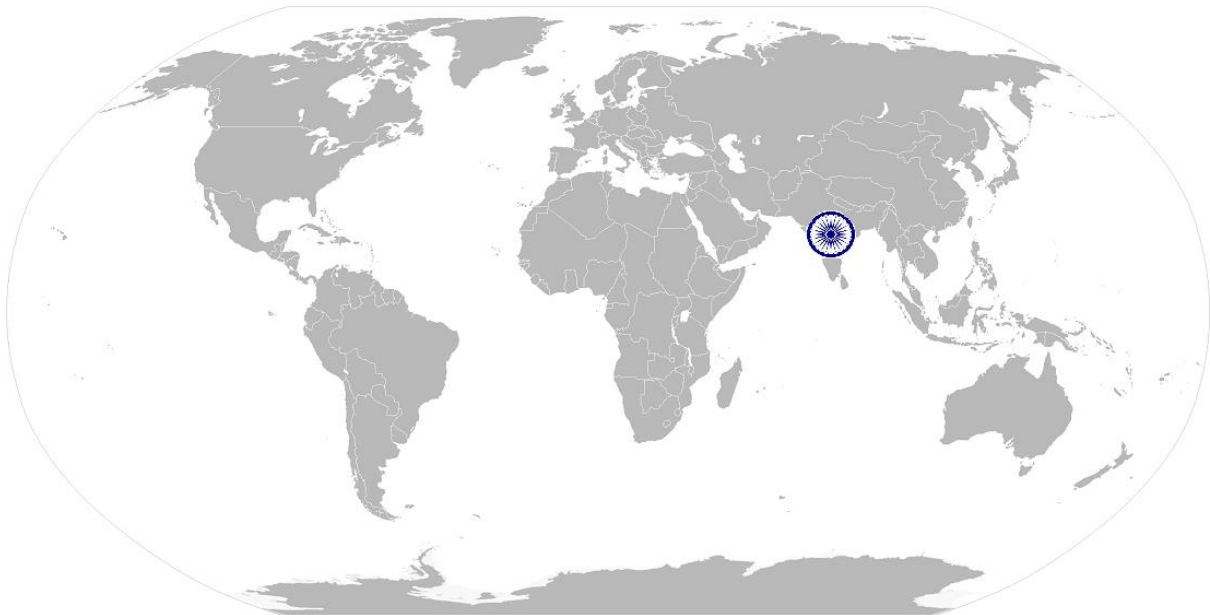
NOS Code	SSC/N9004		
Credits (NSQF)	TBD	Version number	1.0
Industry	IT-ITeS	Drafted on	30/04/2013
Industry Sub-sector	IT Services	Last reviewed on	31/01/2015
		Next review date	31/03/2016



SSC/N9005

Develop your knowledge, skills and competence

National Occupational Standard



Overview

This unit is about taking action to ensure you have the knowledge and skills you need to perform competently in your current job role and to take on new responsibilities, where required.

SSC/N9005

Develop your knowledge, skills and competence

Applicable NOS Unit	Unit Code	SSC/N9005
	Unit Title (Task)	Develop your knowledge, skills and competence
	Description	<p>This unit is about taking action to ensure you have the knowledge and skills you need to perform competently in your current job role and to take on new responsibilities, where required.</p> <p><i>Competence</i> is defined as: the application of knowledge and skills to perform to the standards required.</p>
	Scope	<p>This unit/task covers the following:</p> <p>Appropriate people may be:</p> <ul style="list-style-type: none"> • line manager • human resources specialists • learning and development specialists • peers <p>Job role:</p> <ul style="list-style-type: none"> • current responsibilities as defined in your job description • possible future responsibilities <p>Learning and development activities:</p> <ul style="list-style-type: none"> • formal education and training programs, leading to certification • non-formal activities (such as private study, learning from colleagues, project work), designed to meet learning and development objectives but without certification <p>Appropriate action may be:</p> <ul style="list-style-type: none"> • undertaking further learning and development activities • finding further opportunities to apply your knowledge and skills
Performance Criteria (PC) w.r.t. the Scope		
		<p>To be competent, you must be able to:</p> <p>PC1. obtain advice and guidance from appropriate people to develop your knowledge, skills and competence</p> <p>PC2. identify accurately the knowledge and skills you need for your job role</p> <p>PC3. identify accurately your current level of knowledge, skills and competence and any learning and development needs</p> <p>PC4. agree with appropriate people a plan of learning and development activities to address your learning needs</p> <p>PC5. undertake learning and development activities in line with your plan</p> <p>PC6. apply your new knowledge and skills in the workplace, under supervision</p> <p>PC7. obtain feedback from appropriate people on your knowledge and skills and</p>

SSC/N9005

Develop your knowledge, skills and competence

	<p>how effectively you apply them</p> <p>PC8. review your knowledge, skills and competence regularly and take appropriate action</p>
<p>Knowledge and Understanding (K)</p>	
<p>A. Organizational Context (Knowledge of the company/ organization and its processes)</p>	<p>You need to know and understand:</p> <p>KA1. your organization’s procedures and guidelines for developing your knowledge, skills and competence and your role and responsibilities in relation to this</p> <p>KA2. the importance of developing your knowledge, skills and competence to you and your organization</p> <p>KA3. different methods used by your organization to review skills and knowledge including:</p> <ul style="list-style-type: none"> • training need analysis • skills need analysis • performance appraisals <p>KA4. how to review your knowledge and skills against your job role using different methods and analysis</p> <p>KA5. different types of learning and development activities available for your job role and how to access these</p> <p>KA6. how to produce a plan to address your learning and development needs, who to agree it with and the importance of undertaking the planned activities</p> <p>KA7. different types of support available to help you plan and undertake learning and development activities and how to access these</p> <p>KA8. why it is important to maintain records of your learning and development</p> <p>KA9. methods of obtaining and accepting feedback from appropriate people on your knowledge skills and competence</p> <p>KA10. how to use feedback to develop in your job role</p>
<p>B. Technical Knowledge</p>	<p>You need to know and understand:</p> <p>KB1. the knowledge and skills required in your job role</p> <p>KB2. your current learning and development needs in relation to your job role</p> <p>KB3. different types of learning styles and methods including those that help you learn best</p> <p>KB4. the importance of taking responsibility for your own learning and development</p> <p>KB5. to the importance of learning and practicing new concepts, theory and how to apply these in the work environment or on samples.</p> <p>KB6. how to explore sample problems and apply solutions</p>
<p>Skills (S)</p>	

SSC/N9005

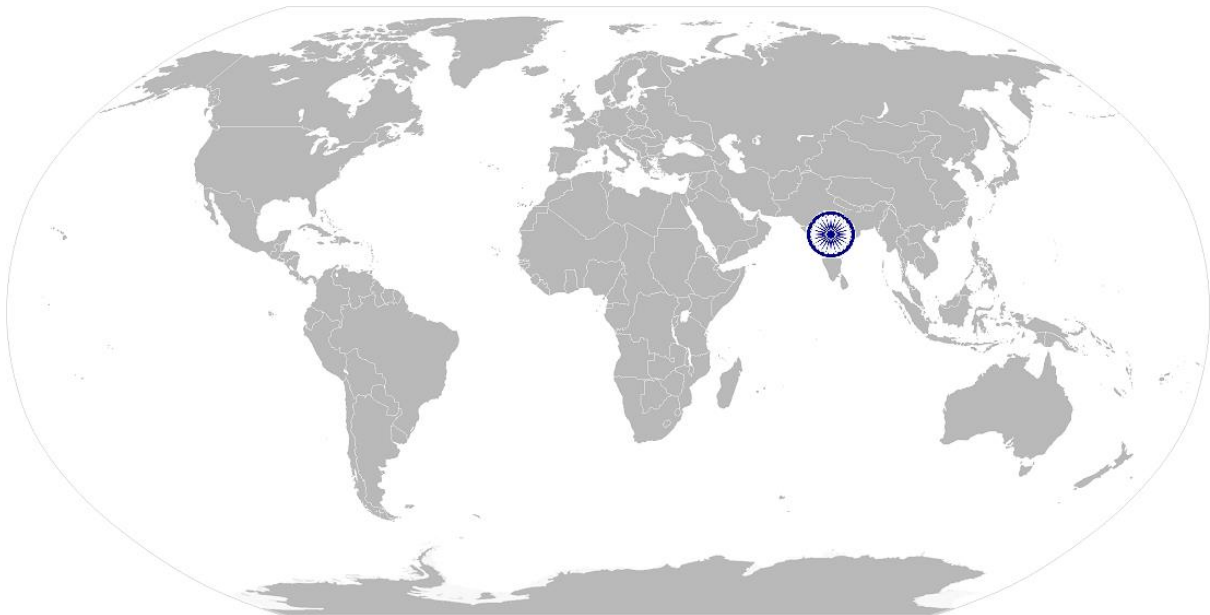
Develop your knowledge, skills and competence

A. Core Skills/ Generic Skills	Writing Skills
	You need to know and understand how to: SA1. communicate with colleagues in writing
	Reading Skills
	You need to know and understand how to: SA2. read instructions, guidelines and procedures
B. Professional Skills	Oral Communication (Listening and Speaking skills)
	You need to know and understand how to: SA3. ask for clarification and advice from line managers
	Decision Making
	You need to know and understand how to: SB1. make a decision on a suitable course of action
	Plan and Organize
	You need to know and understand how to: SB2. plan and organize your work to achieve targets and deadlines
	Customer Centricity
	You need to know and understand how to: SB3. check that your own work meets customer requirements
	Problem Solving
	You need to know and understand how to: SB4. refer anomalies to the line manager
	Analytical Thinking
	You need to know and understand how to: SB5. analyze data and activities
	Critical Thinking
	You need to know and understand how to: SB6. apply balanced judgments to different situations
Attention to Detail	
You need to know and understand how to: SB7. check your work is complete and free from errors SB8. get your work checked by peers	
Team Working	
You need to know and understand how to: SB9. work effectively in a team environment	
C. Technical Skills	You need to know and understand how to: SC1. use information technology effectively SC2. agree objectives and work requirements

SSC/N9005

Develop your knowledge, skills and competence

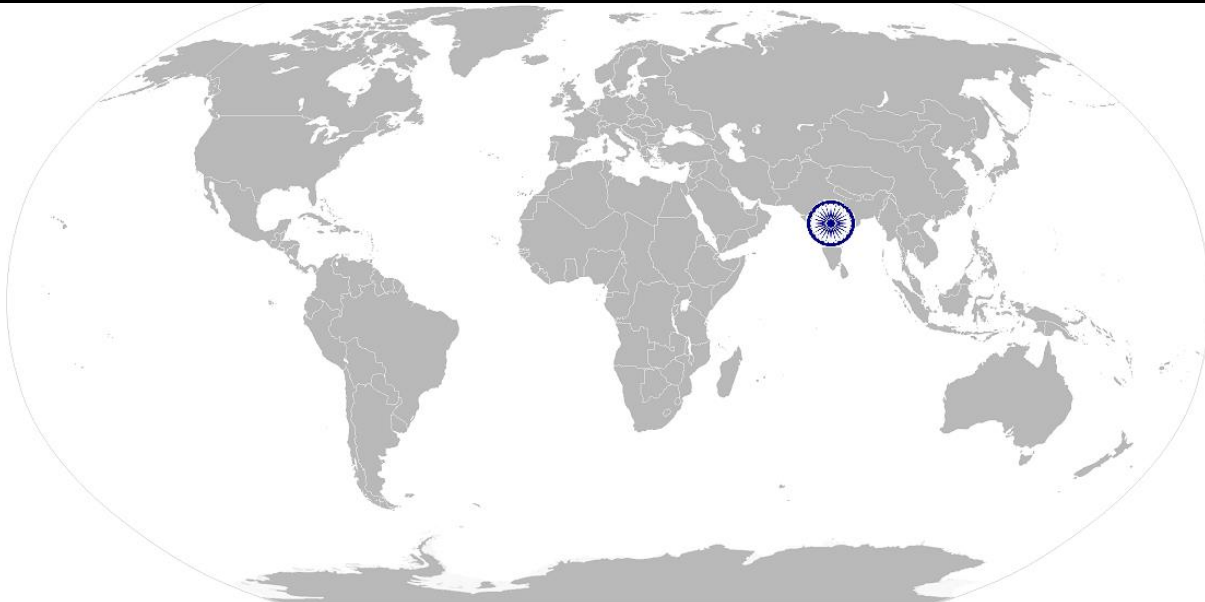
SC3. keep up to date with changes, procedures and practices in your role



SSC/N9005
NOS Version Control

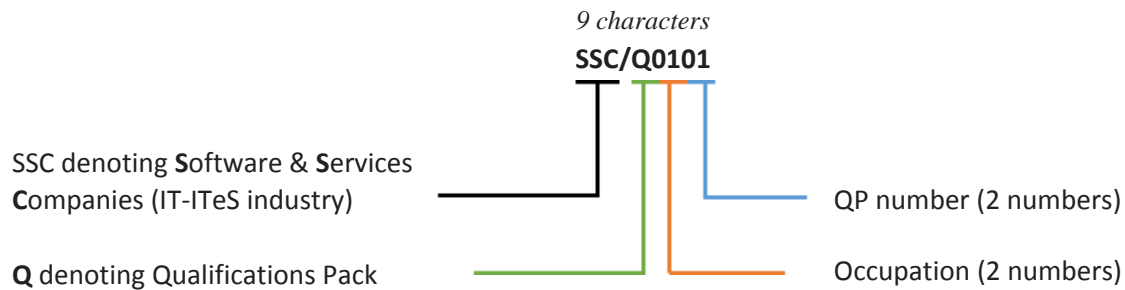
Develop your knowledge, skills and competence

NOS Code	SSC/N9005		
Credits (NSQF)	TBD	Version number	1.0
Industry	IT-ITeS	Drafted on	30/04/2013
Industry Sub-sector	IT Services	Last reviewed on	31/01/2015
		Next review date	31/03/2016

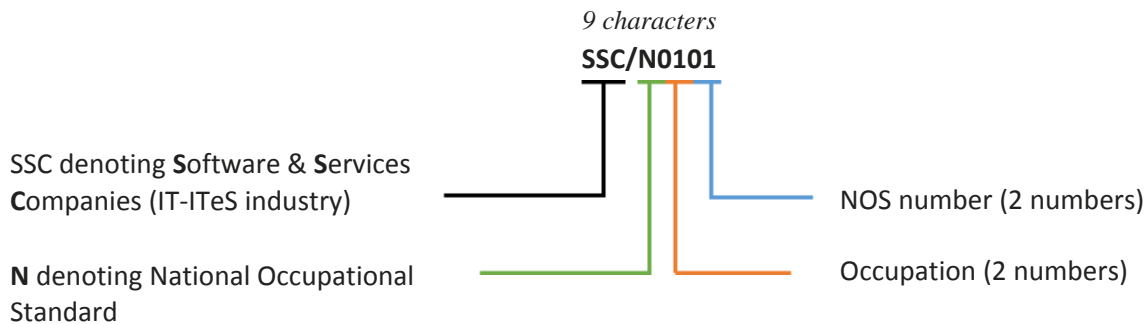


Nomenclature for QP and NOS Units

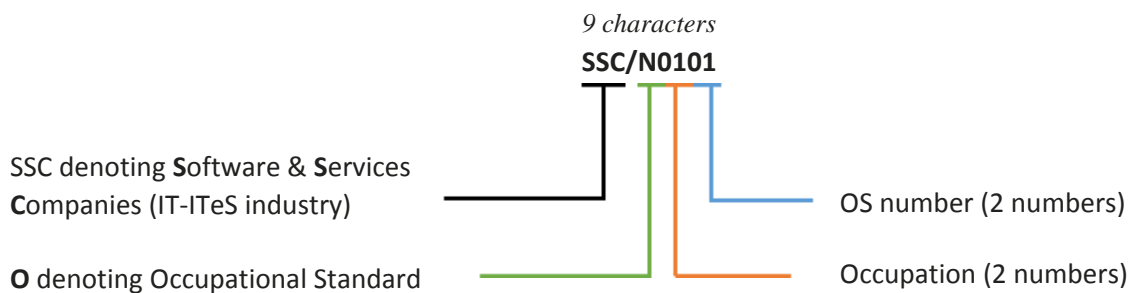
Qualifications Pack



National Occupational Standard



Occupational Standard



It is important to note that an OS unit can be denoted with either an 'O' or an 'N'.

- If an OS unit denotes 'O', it is an OS unit that is an international standard. An example of OS unit denoting 'O' is SSC/O0101.
- If an OS unit denotes 'N', it is an OS unit that is a national standard and is applicable only for the Indian IT-ITeS industry. An example of OS unit denoting 'N' is SSC/N0101

Nomenclature for QP and NOS Units

The following acronyms/codes have been used in the nomenclature above:

Sub-Sector	Range of Occupation numbers
IT Service (ITS)	01-20
Business Process Management (BPM)	21-40
Engg. and R&D (ERD)	41-60
Software Products (SPD)	61-80

Sequence	Description	Example
Three letters	Industry name (Software & Service Companies)	SSC
Slash	/	/
Next letter	Whether QP or NOS	N
Next two numbers	Occupation Code	01
Next two numbers	OS number	01

Criteria for Assessment of Trainees

Job Role Software Developer
Qualification Pack SSC/Q0501
Sector Skill Council IT-ITeS

Guidelines for Assessment:

1. Criteria for assessment for each Qualification Pack (QP) will be created by the Sector Skill Council (SSC). Each performance criteria (PC) will be assigned Theory and Skill/Practical marks proportional to its importance in NOS.
2. The assessment will be conducted online through assessment providers authorised by SSC.
3. Format of questions will include a variety of styles suitable to the PC being tested such as multiple choice questions, fill in the blanks, situational judgment test, simulation and programming test.
4. To pass a QP, a trainee should pass each individual NOS. Standard passing criteria for each NOS is 70%.
5. For latest details on the assessment criteria, please visit www.sscnasscom.com.

Assessment Outcomes	Assessment Criteria for Outcomes	Total Mark	Out of	Marks Allocation	
				Theory	Skills Practical
1.SSC/N0501 (Contribute to the design of software products and applications)	PC1. check your understanding of the Business Requirements Specification (BRS)/User Requirements Specification (URS) with appropriate people	100	10	10	0
	PC2. check your understanding of the Software Requirements Specification (SRS) with appropriate people		10	10	0
	PC3. check your understanding of High Level Design (HLD) with appropriate people		10	10	0
	PC4. design basic programming structures to implement functionality in line with requirements defined in BRS/URS, SRS and HLD		30	0	30
	PC5. review your designs with appropriate people		5	5	0
	PC6. analyze inputs from appropriate people to identify, resolve and record design defects and inform future designs		15	0	15
	PC7. document your designs using standard templates and tools		10	0	10
	PC8. comply with your organization’s policies, procedures and guidelines when contributing to the design of software products and applications		10	0	10

Criteria for Assessment of Trainees

		Total	100	35	65
2.SSC/N0502 (Develop software code to specification)	PC1. check your understanding of the Business Requirements Specification (BRS), Software Requirements Specification (SRS), High Level Design (HLD) and Low Level Design (LLD) with appropriate people	100	5	5	0
	PC2. access reusable components, code generation tools and unit testing tools from your organization's knowledge base		5	0	5
	PC3. convert technical specifications into code to meet the requirements, leveraging reusable components, where available		30	0	30
	PC4. create appropriate unit test cases (UTCs)		10	0	10
	PC5. review codes and UTCs with appropriate people		5	5	0
	PC6. execute UTCs and document results		5	0	5
	PC7. rework the code and UTCs to fix identified defects		10	0	10
	PC8. analyze inputs from appropriate people to inform future designs		5	5	0
	PC9. record corrective actions for identified defects to inform future designs		10	0	10
	PC10. submit tested code for approval by appropriate people		5	5	0
	PC11. update your organization's knowledge base with your experiences of the code developed		5	0	5
	PC12. comply with your organization's policies, procedures and guidelines when developing software code to specification		5	0	5
	Total	100	20	80	
3.NOS/N9001 (Manage your work to meet requirements)	PC1. establish and agree your work requirements with appropriate people	100	6.25	0	6.25
	PC2. keep your immediate work area clean and tidy		12.5	6.25	6.25
	PC3. utilize your time effectively		12.5	6.25	6.25
	PC4. use resources correctly and efficiently		18.75	6.25	12.5
	PC5. treat confidential information correctly		6.25	0	6.25
	PC6. work in line with your organization's policies and procedures		12.5	0	12.5
	PC7. work within the limits of your job role		6.25	0	6.25
	PC8. obtain guidance from appropriate people , where necessary		6.25	0	6.25
	PC9. ensure your work meets the agreed requirements		18.75	6.25	12.5
	Total	100	25	75	

Criteria for Assessment of Trainees

4.SSC/N9002 (Work effectively with colleagues)	PC1. communicate with colleagues clearly, concisely and accurately	100	20	0	20
	PC2. work with colleagues to integrate your work effectively with theirs		10	0	10
	PC3. pass on essential information to colleagues in line with organizational requirements		10	10	0
	PC4. work in ways that show respect for colleagues		20	0	20
	PC5. carry out commitments you have made to colleagues		10	0	10
	PC6. let colleagues know in good time if you cannot carry out your commitments, explaining the reasons		10	10	0
	PC7. identify any problems you have working with colleagues and take the initiative to solve these problems		10	0	10
	PC8. follow the organization's policies and procedures for working with colleagues		10	0	10
		Total	100	20	80
5.SSC/N9003 (Maintain a healthy, safe and secure working environment)	PC1. comply with your organization's current health, safety and security policies and procedures	100	20	10	10
	PC2. report any identified breaches in health, safety, and security policies and procedures to the designated person		10	0	10
	PC3. identify and correct any hazards that you can deal with safely, competently and within the limits of your authority		20	10	10
	PC4. report any hazards that you are not competent to deal with to the relevant person in line with organizational procedures and warn other people who may be affected		10	0	10
	PC5. follow your organization's emergency procedures promptly, calmly, and efficiently		20	10	10
	PC6. identify and recommend opportunities for improving health, safety, and security to the designated person		10	0	10
	PC7. complete any health and safety records legibly and accurately		10	0	10
		Total	100	30	70
6.SSC/N9004 (Provide data/information in standard formats)	PC1. establish and agree with appropriate people the data/information you need to provide, the formats in which you need to provide it, and when you need to provide it	100	12.5	12.5	0
	PC2. obtain the data/information from reliable sources		12.5	0	12.5
	PC3. check that the data/information is		12.5	6.25	6.25

Criteria for Assessment of Trainees

	accurate, complete and up-to-date				
	PC4. obtain advice or guidance from appropriate people where there are problems with the data/information		6.25	0	6.25
	PC5. carry out rule-based analysis of the data/information, if required		25	0	25
	PC6. insert the data/information into the agreed formats		12.5	0	12.5
	PC7. check the accuracy of your work, involving colleagues where required		6.25	0	6.25
	PC8. report any unresolved anomalies in the data/information to appropriate people		6.25	6.25	0
	PC9. provide complete, accurate and up-to-date data/information to the appropriate people in the required formats on time		6.25	0	6.25
		Total	100	25	75
7.SSC/N9005 (Develop your knowledge, skills and competence)	PC1. obtain advice and guidance from appropriate people to develop your knowledge, skills and competence		10	0	10
	PC2. identify accurately the knowledge and skills you need for your job role		10	0	10
	PC3. identify accurately your current level of knowledge, skills and competence and any learning and development needs		20	10	10
	PC4. agree with appropriate people a plan of learning and development activities to address your learning needs	100	10	0	10
	PC5. undertake learning and development activities in line with your plan		20	10	10
	PC6. apply your new knowledge and skills in the workplace, under supervision		10	0	10
	PC7. obtain feedback from appropriate people on your knowledge and skills and how effectively you apply them		10	0	10
	PC8. review your knowledge, skills and competence regularly and take appropriate action		10	0	10
		Total	100	20	80