



QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR CONSTRUCTION INDUSTRY

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 individual 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 – Construction Painter and Decorator

SECTOR: CONSTRUCTION

SUB-SECTOR: Real Estate and Infrastructure Construction

OCCUPATION: CONSTRUCTION PAINTING

REFERENCE ID: CON/Q0503

ALIGNED TO: NCO-2004/7141.10

This job role carries out painting on masonry, metallic and wooden surfaces to produce a decorative finish.

Brief Job Description: This job role is responsible for applying paint on masonry, metallic and wooden surfaces to produce decorative finishes. The individual should have good knowledge of painting techniques and inclination for safe works practices.

Personal Attributes: The individual is expected to be physically fit and should be able to work across various location and height withstanding extreme condition while working. The individual should be organized, diligent, methodical, and able to implement and maintain safety practices. The individual should have independent ability to take quick decisions and have good knowledge of painting techniques. The individual should be able to work within a team to handle various painting tools and materials and work responsibly for own work within the defined limit.

Qualifications Pack Code	CON/Q0503		
Job Role	Construction Painter & Decorator		
Credits (NSQF)	TBD	Version number	1.0
Sector	Construction	Drafted on	07/06/2015
Sub-sector	Real Estate and Infrastructure Construction	Last reviewed on	14/08/2015
Occupation	Construction Painting	Next review date	14/08/2017
NSQC Clearance on	NA		

Job Role	Construction Painter & Decorator
Role Description	The job role is responsible for applying paint on masonry, metallic and wooden surfaces to produce decorative finishes.
NSQF level	3
Minimum Educational Qualifications	Preferably 5 th standard
Maximum Educational Qualifications	N.A
Training (Suggested but not mandatory)	Recommended training period of 8 to 12 weeks as per QP of Construction Painter and Decorator. Normal literacy of reading, writing and understanding
Minimum Job Entry Age	18 years
Experience	Desirable: <ol style="list-style-type: none"> 1. Non trained worker: 5 years site experience in same occupation 2. Trained worker: 2 years site experience as a certified Assistant Painter
Applicable National Occupational Standards (NOS)	Compulsory: <ol style="list-style-type: none"> 1. CON/N0505: Apply OBD, acrylic and emulsion paints on various finished masonry surfaces 2. CON/N0506: Apply paint on metallic/ structural steel fabricated assemblies 3. CON/N0507: Apply, paint, varnish & polish on wooden windows, doors, partitions, panels & other wooden surfaces 4. CON/N0510: Carry out minor repair of various painting faults 5. CON/N8001: Work effectively in a team to deliver desired results at the workplace 6. CON/N8002: Plan and organize work to meet expected outcomes 7. CON/N9001: Work according to personal health, safety and environment protocol at construction site Optional: N.A.
Performance Criteria	As described in the relevant OS units

Definitions

Keywords / Terms	Description
Sector	Sector is conglomeration of different business operations having similar business 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
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 the standard consistently. Occupational Standards are applicable both in the Indian contexts.
Performance Criteria	Performance Criteria are statements that together specify the standard of performance required when carrying out a task.
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 Qualification Pack is assigned a unique qualification pack code
Qualification Pack Code	Qualification Pack Code is a unique reference code that identifies a qualifications pack.
National Occupational Standards (NOS)	NOS are Occupational Standards which apply uniquely in the Indian context.
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 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.

Acronyms

Keywords /Terms	Description
CON	Construction
NSQF	National Skill Qualifications Framework
QP	Qualification Pack
OS	Occupational Standards
TBD	To Be Decided

CON/N0505

Apply OBD, acrylic and emulsion paints on various finished masonry surfaces

National Occupational Standard



Overview

This NOS covers the skills and knowledge required by a workman to be proficient in applying OBD, acrylic and emulsion paints on various finished masonry surfaces

CON/N0505 Apply OBD, acrylic and emulsion paints on various finished masonry surfaces

National Occupational Standard

Unit Code	CON/N0505
Unit Title (Task)	Apply OBD, acrylic and emulsion paints on various finished masonry surfaces
Description	This unit describes the skills and knowledge required to apply OBD, acrylic and emulsion paints on various finished masonry surfaces
Scope	<p>The scope covers the following:</p> <ul style="list-style-type: none"> • Ensure preparation of base surfaces prior to painting and upkeep and maintenance of tools • Carry out preparation of paint mix using various constituents as per specification • Apply paint to produce a paint film of uniform thickness as per requirements
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Ensure preparation of base surfaces prior to painting and upkeep and maintenance of tools	<p>To be competent, the user / individual on the job must be able to:</p> <p>PC1. carry out visual and physical inspection of the surface for suitability for painting works</p> <p>PC2. measure the surface to be painted and calculate the appropriate quantity of required materials as per applicability</p> <p>PC3. ensure surface is free from dust, dirt and grease and is prepared appropriately prior to application of paints</p> <p>PC4. apply putty to fill gaps and depressions on the surface to be painted for preparation of a leveled surface if required</p> <p>PC5. ensure that adjacent surfaces are covered with drop cloths/ masking tape/paper and all removable items/fixtures are removed prior to painting</p> <p>PC6. ensure proper cleaning, maintenance and upkeep of painting tools and equipments before and after use</p>
Carry out preparation of paint mix using various constituents as per specification	<p>PC7. select appropriate painting material and mixing ingredients as per requirement /specified finish</p> <p>PC8. identify base colour of paint as per the requirements/instructions</p> <p>PC9. select appropriate colorants, suitable for colour match, to meet aesthetic requirements</p> <p>PC10. mix specified amount of paint material with additives as per specified ratio</p> <p>PC11. follow standard procedure for effective mixing and dilution of paints</p> <p>PC12. add reducer/thinner/ water to adjust viscosity of paint mix as per requirement</p>
Apply paint to produce a paint film of uniform thickness as per requirements	<p>PC13. apply primer coats of paint to the finished/leveled surfaces as per specifications</p> <p>PC14. apply main coat of paint over primer coat within specified time limits as per specification</p> <p>PC15. apply final coat as per required/specified tint</p>

CON/N0505 Apply OBD, acrylic and emulsion paints on various finished masonry surfaces

	<p>PC16. Apply tackifier solvent or brush blast to roughen the surface in case recoat time of paint exceeds specified time</p> <p>PC17. clean the surface of each dried coat appropriately before application of the next coat</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. standard procedure for construction painting works</p> <p>KA2. safety rules and regulation for handling and storing relevant painting tools, equipment and materials</p> <p>KA3. personal protection including the use of relevant safety gears & equipments</p> <p>KA4. service request procedures for tools, materials and equipments</p>
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. basic sketches / schematic working drawing relevant to painting works</p> <p>KB2. basic principles of measurement, geometry and arithmetic calculation</p> <p>KB3. linear conversion of units</p> <p>KB4. units of measurements</p> <p>KB5. how to select & use different painting tools (such as brushes, rollers, painting bucket, stirrers, scrapers, sand papers, putty blades, etc.) and appropriate painting materials and mixing ingredients (such as scrape, primer, base colour, tint base, colorants, varnishes, enamel, etc.)</p> <p>KB6. standard size of all painting tools, materials and components</p> <p>KB7. methods of protecting adjacent surfaces prior to painting</p> <p>KB8. how to mix the correct amount of paint material as per specified ratio</p> <p>KB9. how to adjust viscosity of paint mix as per requirement</p> <p>KB10. different reducers/thinners used for adjusting viscosity</p> <p>KB11. application of primer as per requirement</p> <p>KB12. adhesives used for binding coats of paint such as oil, turpentine, mildew remover, or other preparations, and sand rough spots</p> <p>KB13. various methods for surface preparation, prior to painting works</p> <p>KB14. properties of putty and its use in surface preparation</p>
Skills (S)	
A. Core Skills/ Generic Skills	Writing Skills
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA1. write in one or more language, preferably in the local language of the site</p>
	Reading Skills

CON/N0505

Apply OBD, acrylic and emulsion paints on various finished masonry surfaces

	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA2. read one or more language, preferably in the local language of the site</p> <p>SA3. read /sketches/routine working drawing or instructions provided for the work</p> <p>SA4. read various sign boards, safety rules and safety tags etc</p> <p>SA5. read instructions related to exit routes during emergency at the workplace</p>
	<p>Oral Communication (Listening and Speaking skills)</p>
B. Professional Skills	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA6. speak in one or more language, preferably in one of the local language of the site</p> <p>SA7. listen and follow instructions given by the superior</p> <p>SA8. orally and effectively communicate with co-workers</p>
	<p>Decision Making</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. decide whether his workplace is safe for working and also the relevant work is not creating hazardous conditions for others</p> <p>SB2. decide whether surface is suitably prepared for application of paints</p> <p>SB3. decide on suitability of colorants based on colour match</p>
	<p>Plan and Organize</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB4. plan work and organize required resource in coordination with team member and superior</p>
	<p>Customer centricity</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB5. complete work as per agreed time and quality</p>
	<p>Problem solving</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB6. apply tackifier solvent or brush blast to roughen the surface if recoat time of paint is exceeded</p> <p>SB7. rectify the surface defects prior to painting</p> <p>SB8. rectify consistency and colour of painting mix prior to painting</p> <p>SB9. resolve any conflict within the team</p>
	<p>Analytical Thinking</p>
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SB10. calculate the appropriate quantity of required materials as per applicability</p>

CON/N0505 Apply OBD, acrylic and emulsion paints on various finished masonry surfaces

	SB11. optimize resources
	SB12. minimize wastages
	SB13. revert to superior for selection/sorting of materials
	Critical Thinking
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB14. evaluate the complexity of the tasks to and seek assistance and support wherever required from the superior</p> <p>SB15. identify and assess how violation of any safety norms may lead to accidents</p>



CON/N0505

Apply OBD, acrylic and emulsion paints on various finished masonry surfaces

NOS Version Control

NOS Code	CON/N0505		
Credits (NSQF)	TBD	Version number	1.0
Industry	Construction	Drafted on	07/06/2015
Industry Sub-sector	Real Estate and Infrastructure Construction	Last reviewed on	14/08/2015
Occupation	Construction Painting	Next review date	14/08/2017



CON/N0506

Apply paint on metallic / structural steel fabricated assemblies

National Occupational Standard



Overview

This NOS covers the skills and knowledge required by a workman to be proficient in applying paint on metallic / structural steel fabricated assemblies

CON/N0506

Apply paint on metallic / structural steel fabricated assemblies

National Occupational Standard

Unit Code	CON/N0506
Unit Title (Task)	Apply paint on metallic / structural steel fabricated assemblies
Description	This unit describes the skills and knowledge required to apply paint on metallic / structural steel fabricated assemblies
Scope	<p>The scope covers the following:</p> <ul style="list-style-type: none"> • Ensure preparation of base surfaces and upkeep and maintenance of relevant tools and accessories • Carry out preparation of paint mix using various constituents as per specification • Apply coatings of paint to produce a paint film of uniform thickness
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Ensure preparation of base surfaces and upkeep and maintenance of relevant tools and accessories	<p>To be competent, the user / individual on the job must be able to:</p> <p>PC1. carry out visual and physical inspection of the surface for suitability</p> <p>PC2. ensure the removal all loose mill scale, loose rust, loose paint and other loose detrimental foreign matter prior to application of paint</p> <p>PC3. ensure fabricated steel /metallic items are cleaned, washed, stripped of previous paints and corrosion and surface is leveled evenly by filling depressions</p> <p>PC4. ensure proper cleaning of all bolts, nuts, welds, and field rivet heads</p> <p>PC5. ensure machines, equipment, and work areas is cleaned appropriately using water, solvents and other cleaning aids</p> <p>PC6. ensure use of appropriate tools such as rotary or impact power tools to remove rust (rust scale), weld slag, flux and weld spatter</p> <p>PC7. ensure proper cleaning, maintenance and upkeep of painting tools and equipments before and after use</p>
Carry out preparation of paint mix using various constituents as per specification	<p>PC8. identify base colour as per the requirements/instructions</p> <p>PC9. select appropriate colorants suitable for colour match, to meet aesthetic requirements</p> <p>PC10. mix specified amount of paint material with additives as per specified ratio</p> <p>PC11. follow standard procedure for effective mixing and dilution of paints</p> <p>PC12. add reducer/thinner/ water to adjust viscosity of paint mix as per requirement</p>
Apply coatings of paint to produce a paint film of uniform thickness	<p>PC13. apply primer coat as per instruction/specification</p> <p>PC14. apply an appropriate primer for rusted metal surface as per specification</p> <p>PC15. apply specified number of coats of appropriate primer to prevent any oxidization on metal</p> <p>PC16. ensure that the primer coat is allowed to dry for specified time prior to application of any subsequent coat</p>

CON/N0506

Apply paint on metallic / structural steel fabricated assemblies

	<p>PC17. apply appropriate coats of paint as per the requirements/specification</p> <p>PC18. ensure appropriate drying time between two subsequent coats</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. standard procedure for construction painting works</p> <p>KA2. safety rules and regulation for handling and storing relevant painting tools, equipment and materials</p> <p>KA3. personal protection including the use of relevant safety gears & equipments</p> <p>KA4. service request procedures for tools, materials and equipments</p>
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. basic sketches / schematic working drawing relevant to painting works</p> <p>KB2. basic principles of measurement, geometry and arithmetic calculation</p> <p>KB3. linear conversion of units</p> <p>KB4. units of measurements</p> <p>KB5. how to select & use different painting tools (such as brushes, rollers, painting bucket, stirrers, scrapers, sand papers, putty blades, etc.) and appropriate paint materials and mixing ingredients (such as scrape, primer, base colour, tint base, colorants, varnishes, enamel, etc.)</p> <p>KB6. standard size of all painting tools, materials and components</p> <p>KB7. methods of protecting adjacent surfaces prior to painting</p> <p>KB8. how to mix the correct amount of paint material as per specified ratio</p> <p>KB9. how to adjust viscosity of paint mix as per requirement</p> <p>KB10. adhesives used for binding coats of paint such as oil, turpentine, mildew remover</p> <p>KB11. how to set up and operate rotary or impact power tools for painting on metallic surface</p> <p>KB12. importance of preventing the formation of burrs, sharp ridges and sharp cuts</p> <p>KB13. how to identify welding defects such as flux, weld spatter and surface defects and how to how to hide the defects while painting</p> <p>KB14. how to carry out proper cleaning of all bolts, nuts, welds, and field rivet heads</p> <p>KB15. how to apply different type of primers such as zinc – chromate primer, farrow and ball metal primer</p> <p>KB16. time gap between application of two coats of primer/paints</p>
Skills (S)	
A. Core Skills/ Generic Skills	<p>Writing Skills</p> <p>The user/ individual on the job needs to know and understand how to:</p> <p>SA1. write in one or more language, preferably in the local language of the site</p>

CON/N0506

Apply paint on metallic / structural steel fabricated assemblies

	<p>Reading Skills</p> <p>The user/ individual on the job needs to know and understand how to:</p> <p>SA2. read one or more language, preferably in the local language of the site</p> <p>SA3. read /sketches/routine working drawing or instructions provided for the work</p> <p>SA4. read various, sign boards, safety rules and safety tags, instructions related to exit routes during emergency at the workplace</p> <p>SA5. instructions related to exit routes during emergency at the workplace</p>
	<p>Oral Communication (Listening and Speaking skills)</p> <p>The user/ individual on the job needs to know and understand how to:</p> <p>SA6. speak in one or more language, preferably in one of the local language of the site</p> <p>SA7. listen and follow instructions given by the superior</p> <p>SA8. orally and effectively communicate with co-workers</p>
B. Professional Skills	<p>Decision Making</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. decide whether his workplace is safe for working and also the relevant work is not creating hazardous conditions for other</p> <p>SB2. decide whether surface is suitably prepared for application of paints</p> <p>SB3. decide on suitability of colorants based on colour match</p> <p>SB4. decide on tools used for surface preparation</p>
	<p>Plan and Organize</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB5. plan work and organize required resource in coordination with team member and superior</p>
	<p>Customer centricity</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB6. complete work as per agreed time and quality</p>
	<p>Problem solving</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB7. prevent any oxidization on metal by applying specified number of coats of appropriate primer</p>

CON/N0506

Apply paint on metallic / structural steel fabricated assemblies

	SB8. resolve any conflict within the team
	Analytical Thinking
	The user/ individual on the job needs to know and understand how to:
	SB9. calculate the appropriate quantity of required materials as per applicability
	SB10. ensure appropriate drying time between two subsequent coats
	SB11. optimize resources
	SB12. minimize wastages
	SB13. revert to superior for selection/sorting of materials
	Critical Thinking
	The user/individual on the job needs to know and understand how to:
	SB14. evaluate the complexity of the tasks to and seek assistance and support wherever required from the superior
	SB15. identify and assess how violation of any safety norms may lead to accidents



CON/N0506

Apply paint on metallic / structural steel fabricated assemblies

NOS Version Control

NOS Code	CON/N0506		
Credits (NSQF)	TBD	Version number	1.0
Industry	Construction	Drafted on	07/06/2015
Industry Sub-sector	Real Estate and Infrastructure Construction	Last reviewed on	14/08/2015
Occupation	Construction Painting	Next review date	14/08/2017

CON/N0507

Apply, paint, varnish & polish on wooden windows, doors, partitions, panels & other wooden surfaces

National Occupational Standard



Overview

This NOS covers the skills and knowledge required by a workman to be proficient in applying, painting, varnishing & polishing on wooden windows, doors, partitions, panels & other wooden surfaces

CON/N0507 Apply, paint, varnish & polish on wooden windows, doors, partitions, panels & other wooden surfaces

National Occupational Standard

Unit Code	CON/N0507
Unit Title (Task)	Apply, paint, varnish & polish on wooden windows, doors, partitions, panels & other wooden surfaces
Description	This unit describes the skills and knowledge required to apply, paint, varnish & polish on wooden windows, doors, partitions, panels & other wooden surfaces
Scope	<p>The scope covers the following:</p> <ul style="list-style-type: none"> • Ensure preparation of base surfaces and upkeep and maintenance of relevant tools and accessories • Carry out preparation of paint and varnish using various constituents as per specification • Apply coatings of paint, varnish and polish to produce a desired finish
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Ensure preparation of base surfaces and upkeep and maintenance of relevant tools and accessories	<p>To be competent, the user / individual on the job must be able to:</p> <p>PC1. carry out visual and physical inspection of the surface for suitability</p> <p>PC2. ensure that all loose & detrimental foreign matter is removed by using appropriate tools</p> <p>PC3. brush bleaching agents on wood surface to restore natural color of wood</p> <p>PC4. treat warped or stained surfaces as per specification to restore original contours and colors</p> <p>PC5. fill gaps/depressions with appropriate wood filler, if required</p> <p>PC6. smooth, shape, and touch-up surface using sandpaper, pumice stones, steel wool, chisels, sanders, or grinders</p> <p>PC7. ensure that adjacent surfaces are covered with drop cloths/ masking tape/paper and all removable items/accessories /fixtures are removed prior to painting</p>
Carry out preparation of paint and varnish using various constituents as per specification	<p>PC8. select appropriate finishing ingredients such as paint, stain, lacquer, shellac, or varnish as per specification/instructions</p> <p>PC9. select appropriate colorants suitable for color match, to meet aesthetic requirements</p> <p>PC10. mix specified amount of paint material with additives as per specified ratio</p> <p>PC11. follow standard procedure for effective mixing and dilution of paint and varnish</p> <p>PC12. add reducer/thinner/ water to adjust viscosity of paint mix as per requirement</p>
Apply coatings of paint, varnish and	<p>PC13. apply a primer coat of paint/varnish to the wood surface as per specification</p> <p>PC14. apply paint/varnish coat of specified thickness after the primer has dried for</p>

CON/N0507

Apply, paint, varnish & polish on wooden windows, doors, partitions, panels & other wooden surfaces

polish to produce a desired finish	<p>specified time</p> <p>PC15. carry out sanding of the surface using appropriate tools</p> <p>PC16. apply coat of putty/wood filler wood and sand the applied coat</p> <p>PC17. apply finished coats of paint/varnish to produce smooth surfaces of uniform thickness</p> <p>PC18. apply toners, highlights, glazes or shades to obtain desired finish as per specifications</p> <p>PC19. apply lacquer or other sealers as per specification</p> <p>PC20. carry out polishing of the varnished surface using steel wool, pumice, rotten stone or other materials, depending on the shine desired/specified</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. standard procedure for painting works</p> <p>KA2. safety rules and regulations to handle required painting tools, tackles and equipment required to perform the painting work</p> <p>KA3. personal protection including the use of the related safety gears, safety equipment & safety drills that may be required</p> <p>KA4. service request procedures for tools, materials and equipments,</p>
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. basic sketches / schematic working drawing relevant to painting work</p> <p>KB2. basic principles of measurement, geometry and arithmetic calculations</p> <p>KB3. units of measurements and conversion of units</p> <p>KB4. how to select & use different painting tools (such as brushes, rollers, painting bucket, stirrers, scrapers, sand papers, putty blades, etc.) and appropriate paint materials and mixing ingredients (such as scrape, primer, base colour, tint base, colorants, varnishes, enamel, etc.)</p> <p>KB5. standard size of all painting tools, materials and components</p> <p>KB6. methods of protecting adjacent surfaces prior to painting</p> <p>KB7. how to mix the correct amount of paint material as per specified ratio</p> <p>KB8. adhesives used for binding coats of paint such as oil, turpentine, mildew remover</p> <p>KB9. types of painting related ingredients such as paint, stain, lacquer, shellac, or varnish, etc.</p> <p>KB10. remove accessories prior to finishing, and mask areas that should not be exposed to finishing processes or substances</p> <p>KB11. importance of applying bleaching agents on wood surface</p> <p>KB12. how to apply finishes, varnishes, putty, primer, sealants, toners, etc.</p> <p>KB13. correct method for polishing of wood</p>
Skills (S)	

CON/N0507

Apply, paint, varnish & polish on wooden windows, doors, partitions, panels & other wooden surfaces

A. Core Skills/ Generic Skills	Writing Skills
	The user/ individual on the job needs to know and understand how to: SA1. write in one or more language, preferably in the local language of the site
	Reading Skills
	The user/ individual on the job needs to know and understand how to: SA2. read in one or more language, preferably in the local language of the site SA3. read sketches or instructions provided for the work SA4. read instructions, guidelines, sign boards, safety rules and safety tags at the construction site SA5. read instructions related to exit routes during emergencies at the work place
	Oral Communication (Listening and Speaking skills)
	The user/ individual on the job needs to know and understand how to: SA6. speak in one or more language, preferably in one of the local language of the site SA7. listen and follow instructions given by the superior SA8. orally and effectively communicate with co-workers
B. Professional Skills	Decision Making
	The user/individual on the job needs to know and understand how to: SB1. decide whether his workplace is safe for working and also the relevant work is not creating hazardous conditions for other SB2. decide on suitability of surface for application of paint SB3. decide on suitability of colorants for aesthetic requirements SB4. decide on tools required for varnishing and polishing
	Plan and Organize
	The user/individual on the job needs to know and understand how to: SB5. plan work and organize required resource in coordination with team members and superiors
	Customer centricity
	The user/individual on the job needs to know and understand how to: SB6. complete work as per agreed time and quality
	Problem solving
	The user/individual on the job needs to know and understand how to: SB7. resolve any conflict within the team

CON/N0507

Apply, paint, varnish & polish on wooden windows, doors, partitions, panels & other wooden surfaces

	SB8. bleach wood to obtain required stain of wood
	Analytical Thinking
	The user/ individual on the job needs to know and understand how to: SB9. determine quantity of material required for painting works SB10. optimize resources SB11. minimize wastages SB12. revert to superior for selection/sorting of materials
	Critical Thinking
	The user/individual on the job needs to know and understand how to: SB13. evaluate the complexity of the tasks to determine if any guidance is required from the superior SB14. identify and assess how violation of safety norms may lead to accidents



CON/N0507

Apply, paint, varnish & polish on wooden windows, doors, partitions, panels & other wooden surfaces

NOS Version Control

NOS Code	CON/N0507		
Credits (NSQF)	TBD	Version number	1.0
Industry	Construction	Drafted on	07/06/2015
Industry Sub-sector	Real Estate and Infrastructure Construction	Last reviewed on	14/08/2015
Occupation	Construction Painting	Next review date	14/08/2017

CON/N0510

Carry out minor repair of various painting faults

National Occupational Standard



Overview

This NOS covers the skills and knowledge required by a workman to be proficient in carrying out minor repair of various painting faults

CON/N0510

Carry out minor repair of various painting faults

National Occupational Standard

Unit Code	CON/N0510
Unit Title (Task)	Carry out minor repair of various painting faults
Description	This unit describes the skills and knowledge required to create ornamental designs on finished masonry, surfaces using texture paints and stencil painting technique
Scope	<p>The scope covers the following:</p> <ul style="list-style-type: none"> Identify common defects in painted surface Carry out correction/remedial action of common painting defects
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Ensure preparation of base surfaces prior to painting and maintenance of tools	<p>To be competent, the user / individual on the job must be able to:</p> <p>PC1. check the painted surface thoroughly for defects</p> <p>PC2. diagnose the painting problem and point out defects such as Orange peel, blushing, fade, spotting and water marks, discoloration, chalking, cracks, seeds, runs, Fish eyes (beads), blemished metallic finish, pin holes, abrasive marks, peeling, putty marks, blisters & shrinkage</p> <p>PC3. understand the nature of defect and carry out remedial action as per applicability</p>
Carry out preparation of paint mix using various constituents as per specification	<p>PC4. polish the defects with appropriate compound for common defects like orange peel, blushing, fade, spotting and water marks, discoloration, chalking, cracks, seeds, runs.</p> <p>PC5. carry out flattening of the defect using whetstone followed by application of top coat of paint, for defects like Fish eyes (beads), blemished metallic finish, pin holes, abrasive marks, peeling</p> <p>PC6. carry out flattening of the defect using whetstone followed by application of appropriate primer and a top coat of paint, for defects like Putty marks & shrinkage,</p> <p>PC7. carry out stripping of paint followed by application of putty and paint subsequently, for defects like shrinkage, blisters and cracks</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. standard procedure for painting works</p> <p>KA2. safety rules and regulations to handle required painting tools, tackles and equipment required to perform the painting work</p> <p>KA3. personal protection including the use of the related safety gears, safety equipment & safety drills that may be required</p> <p>KA4. service request procedures for tools, materials and equipments,</p>

CON/N0510

Carry out minor repair of various painting faults

B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <ul style="list-style-type: none"> KB1. basic sketches / schematic working drawing relevant to painting work KB2. basic principles of measurement, geometry and arithmetic calculations KB3. units of measurements and conversion of units KB4. how to select & use different painting tools (such as brushes, rollers, painting bucket, stirrers, scrapers, sand papers, putty blades, etc.) and appropriate materials and mixing ingredients (such as scrape, primer, base colour, tint base, colorants, varnishes, enamel, etc.) KB5. standard size of all painting tools, materials and components KB6. methods of protecting adjacent surfaces prior to painting KB7. how to mix the correct amount of paint material as per specified ratio KB8. how to adjust viscosity of paint mix as per requirement KB9. different reducers/thinners used for adjusting viscosity KB10. application of primer as per requirement KB11. properties and use of adhesives used for binding coats of paint such as oil, turpentine, mildew remover, or other preparations, and sand rough spots KB12. knowledge of common painting defects detected KB13. different remedial action to be taken for resolution of different defects
Skills (S)	
A. Core Skills/ Generic Skills	Writing Skills
	<p>The user/ individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SA1. write in one or more language, preferably in the local language of the site
	Reading Skills
	<p>The user/ individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SA2. read in one or more language, preferably in the local language of the site SA3. read sketches or instructions provided for the work SA4. read instructions, guidelines, sign boards, safety rules and safety tags at the construction site SA5. read instructions related to exit routes during emergencies at the work place
	Oral Communication (Listening and Speaking skills)
	<p>The user/ individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SA6. speak in one or more language, preferably in one of the local language of the site SA7. listen and follow instructions given by the superior SA8. orally and effectively communicate with co-workers
	Decision Making

CON/N0510

Carry out minor repair of various painting faults

B. Professional Skills	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. decide whether his workplace is safe for working and also relevant work is not creating hazardous conditions for others</p> <p>SB2. decide on appropriate course of remedial action for resolution of painting defects</p>
	Plan and Organize
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB3. plan work and organize required resource in coordination with team members and superiors</p>
	Customer centricity
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB4. complete work as per agreed time and quality</p>
	Problem solving
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB5. diagnose the defect / issue faced in the painting problem</p> <p>SB6. carry out remedial action for resolution of painting defect</p> <p>SB7. resolve any conflict within the team</p>
	Analytical Thinking
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SB8. optimize resources</p> <p>SB9. minimize wastages</p> <p>SB10. revert to superior for selection/sorting of materials</p>
	Critical Thinking
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB11. evaluate the complexity of the tasks to determine if any guidance is required from the superior</p> <p>SB12. identify and assess how violation of safety norms may lead to accidents</p>

CON/N0510

Carry out minor repair of various painting faults

NOS Version Control

NOS Code	CON/N0510		
Credits (NSQF)	TBD	Version number	1.0
Industry	Construction	Drafted on	07/06/2015
Industry Sub-sector	Real Estate and Infrastructure Construction	Last reviewed on	14/08/2015
Occupation	Construction Painting	Next review date	14/08/2017

CON/N8001

Work effectively in a team to deliver desired results at the workplace

National Occupational Standard



Overview

This NOS covers the skill and knowledge required to work effectively within a team to achieve the desired results.

CON/N8001

Work effectively in a team to deliver desired results at the workplace

National Occupational Standard

Unit Code	CON/N8001
Unit Title (Task)	Work effectively in a team to deliver desired results at the workplace
Description	This unit describes the skills and knowledge required to work effectively within a team to achieve the desired results.
Scope	<p>The scope covers the following:</p> <ul style="list-style-type: none"> Interact and communicate effectively with co-workers, superiors and sub-ordinates across different teams Support co-workers, superiors and sub-ordinates within the team and across interfacing teams to ensure effective execution of assigned task
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Interact and communicate in effective and conclusive manner	<p>To be competent, the user / individual on the job must be able to:</p> <p>PC1. pass on work related information/ requirement clearly to the team members</p> <p>PC2. inform co-workers and superiors about any kind of deviations from work</p> <p>PC3. address the problems effectively and report if required to immediate supervisor appropriately</p> <p>PC4. receive instructions clearly from superiors and respond effectively on the same</p> <p>PC5. communicate to team members/subordinates for appropriate work technique and method</p> <p>PC6. seek clarification and advice as per the requirement and applicability</p>
Support co-workers to execute project requirements	<p>PC7. hand over the required material, tools tackles, equipment and work fronts timely to interfacing teams</p> <p>PC8. work together with co-workers in a synchronized manner</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. own roles and responsibilities</p> <p>KA2. importance of effective communication and establishing strong working relationships with co-workers</p> <p>KA3. risks of a failure in teamwork in terms of effects on project outcomes, timelines, safety at the construction site, etc.</p> <p>KA4. different modes of communication, and its appropriate usage</p> <p>KA5. importance of creating healthy and cooperative work environment among the gangs of workers</p>

CON/N8001

Work effectively in a team to deliver desired results at the workplace

B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <ul style="list-style-type: none"> KB1. different activities within his work area where an interaction with other workers is required KB2. applicable techniques of work, properties of materials used, tools and tackles used, safety standards that co-workers might need as per the requirement KB3. importance of proper and effective communication and the expected adverse effects in case of failure relating to quality, timelines, safety, risks at the construction project site KB4. importance and need of supporting co-workers facing problems for smooth functioning of work
Skills (S)	
A. Core Skills/ Generic Skills	Writing Skills
	<p>The user/ individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SA1. write in one or more languages, preferably in the local language of the site
	Reading Skills
	<p>The user/ individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SA2. read in one or more languages, preferably in the local language of the site SA3. read communication from team members regarding work completed, materials used, tools and tackles used, support required
	Oral Communication (Listening and Speaking skills)
	<p>The user/ individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SA4. speak in one or more languages, preferably in one of the local languages of the site SA5. listen and follow instructions / communication shared by superiors/ co-workers regarding team requirements or interfaces during work processes SA6. orally communicate with co-workers regarding support required to complete the respective work
B. Professional Skills	Decision Making
	<p>The user/individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SB1. decide on what information is to be shared with co-workers within the team or from interfacing gang of workers
	Plan and Organise

CON/N8001

Work effectively in a team to deliver desired results at the workplace

	The user/individual on the job needs to know and understand how to: SB2. plan work and organize required resources in coordination with team members
	Customer centricity
	The user/individual on the job needs to know and understand how to: SB3. complete all assigned task in coordination with team members
	Problem solving
	The user/individual on the job needs to know and understand how to: SB4. take initiative in resolving issues among co-workers or report the same to superiors
	Analytical thinking
	The user/individual on the job needs to know and understand how to: SB5. ensure best ways of coordination among team members SB6. communicate with co-workers considering their educational / social background
	Critical thinking
	The user/individual on the job needs to know and understand how to: SB7. evaluate the complexity of task and determine if any guidance is required from superiors

CON/N8001

Work effectively in a team to deliver desired results at the workplace

NOS Version Control

NOS Code	CON/N8001		
Credits (NSQF)	TBD	Version number	1.0
Industry	Construction	Drafted on	07/06/2015
Industry Sub-sector	Real Estate and Infrastructure Construction	Last reviewed on	14/08/2015
Occupation	Construction Painting	Next review date	14/08/2017

CON/N8002

Plan and organize work to meet expected outcomes

National Occupational Standard



Overview

This NOS covers the skills and knowledge required to plan and organize work in order to meet expected quality in established time frame.

CON/N8002

Plan and organize work to meet expected outcomes

National Occupational Standard

Unit Code	CON/N8002
Unit Title (Task)	Plan and organize work to meet expected outcomes
Description	This unit describes the knowledge and the skills required for an individual to plan and organize own work in order to meet expected outcome.
Scope	<p>This scope covers the following:</p> <ul style="list-style-type: none"> Prioritize work activities to achieve desired results Organize desired resources prior to commencement of work
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Prioritize work activities to achieve desired results	<p>To be competent, the user / individual on the job must be able to:</p> <p>PC1. understand clearly the targets and timelines set by superiors</p> <p>PC2. plan activities as per schedule and sequence</p> <p>PC3. provide guidance to the subordinates to obtain desired outcome</p> <p>PC4. plan housekeeping activities prior to and post completion of work</p>
Organize desired resources prior to commencement of work	<p>PC5. list and arrange required resources prior to commencement of work</p> <p>PC6. select and employ correct tools, tackles and equipment for completion of desired work</p> <p>PC7. complete the work with allocated resources</p> <p>PC8. engage allocated manpower in an appropriate manner</p> <p>PC9. use resources in an optimum manner to avoid any unnecessary wastage</p> <p>PC10. employ tools, tackles and equipment with care to avoid damage to the same</p> <p>PC11. organize work output, materials used, tools and tackles deployed,</p> <p>PC12. processes adopted to be in line with the specified standards and instructions</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. importance of proper housekeeping</p> <p>KA2. policies, procedures and work targets set by superiors</p> <p>KA3. roles and responsibilities in executing the work for subordinates and self</p>
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. standard practices of work to be adopted for assigned task</p> <p>KB2. how to use available resources in a judicious and appropriate manner to minimize wastages or damage</p>

CON/N8002

Plan and organize work to meet expected outcomes

Skills (S)	
A. Core Skills/ Generic Skills	Writing Skills
	The user/ individual on the job needs to know and understand how to: SA1. write in one or more language, preferably in the local language of the site SA1. list out the assigned works and targets
	Reading Skills
	The user/ individual on the job needs to know and understand how to: SA2. read in one or more language, preferably in the local language of the site SA3. read communication from co-workers, superiors and notices from other departments as per requirement of the level
	Oral Communication (Listening and Speaking skills)
	The user/ individual on the job needs to know and understand how to: SA4. speak in one or more language, preferably in one of the local language of the site SA5. listen and follow communication shared by co-workers regarding standard work processes, resources available, timelines, etc. SA6. communicate effectively with co-workers and subordinates
B. Professional Skills	Decision Making
	The user/individual on the job needs to know and understand how to: SB1. decide on what sequence is to be adopted for execution of work
	Plan and Organise
	The user/individual on the job needs to know and understand how to: SB2. plan and organize the materials, tools, tackles and equipment required to execute the work
	Customer centricity
	The user/individual on the job needs to know and understand how to: SB3. complete all assigned task with proper planning and organizing
	Problem solving
	The user/individual on the job needs to know and understand how to: SB4. arrange or seek help to arrange for material, tools and tackles in case of shortfall
	Analytical Thinking

CON/N8002

Plan and organize work to meet expected outcomes

	The user/individual on the job needs to know and understand how to: SB5. analyze areas of work which could result in a delay of work, wastage of material or damage to tools and tackles
	Critical Thinking
	The user/individual on the job needs to know and understand how to: SB6. evaluate potential solutions to minimize avoidable delays and wastages at the construction site



CON/N8002

Plan and organize work to meet expected outcomes

NOS Version Control

NOS Code	CON/N8002		
Credits (NSQF)	TBD	Version number	1.0
Industry	Construction	Drafted on	07/06/2015
Industry Sub-sector	Real Estate and Infrastructure Construction	Last reviewed on	14/08/2015
Occupation	Construction Painting	Next review date	14/08/2017

CON/N9001 Work according to personal health, safety and environment protocol at construction site

National Occupational Standard



Overview

This NOS covers the skill and knowledge required for an individual to work according to personal health, safety and environmental protocol at construction site.

CON/N9001 Work according to personal health, safety and environment protocol at construction site

National Occupational Standard

Unit Code	CON/N9001
Unit Title (Task)	Work according to personal health, safety and environment protocol at construction site
Description	This NOS covers the skill and knowledge required for an individual to work according to personal health, safety and environmental protocol at construction site
Scope	<p>The scope covers the following:</p> <ul style="list-style-type: none"> Follow safety norms as defined by organization Adopt healthy & safe work practices Implement good housekeeping and environment protection process and activities
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Follow safety norms as defined by organization	<p>To be competent, the user / individual on the job must be able to:</p> <p>PC1. identify and report any hazards, risks or breaches in site safety to the appropriate authority</p> <p>PC2. follow emergency and evacuation procedures in case of accidents, fires, natural calamities</p> <p>PC3. follow recommended safe practices in handling construction materials, including chemical and hazardous material whenever applicable</p> <p>PC4. participate in safety awareness programs like Tool Box Talks, safety demonstrations, mock drills, conducted at site</p> <p>PC5. identify near miss, unsafe condition and unsafe act</p>
Adopt healthy & safe work practices	<p>PC6. use appropriate Personal Protective Equipment (PPE) as per work requirements including:</p> <ul style="list-style-type: none"> Head Protection (Helmets) Ear protection Fall Protection Foot Protection Face and Eye Protection, Hand and Body Protection Respiratory Protection (if required) <p>PC7. handle all required tools, tackles, materials & equipment safely</p> <p>PC8. follow safe disposal of waste, harmful and hazardous materials as per EHS guidelines</p> <p>PC9. install and apply properly all safety equipment as instructed</p> <p>PC10. follow safety protocol and practices as laid down by site EHS department</p>

CON/N9001 Work according to personal health, safety and environment protocol at construction site

Implement good housekeeping practices	<p>PC11. collect and deposit construction waste into identified containers before disposal, separate containers that may be needed for disposal of toxic or hazardous wastes</p> <p>PC12. apply ergonomic principles wherever required</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. reporting procedures in cases of breaches or hazards for site safety, accidents, and emergency situations as per guidelines</p> <p>KA2. types of safety hazards at construction sites</p> <p>KA3. basic ergonomic principles as per applicability</p>
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. the procedure for responding to accidents and other emergencies at site</p> <p>KB2. appropriate personal protective equipment to used based on various working conditions</p> <p>KB3. importance of handling tools, equipment and materials as per applicable</p> <p>KB4. health and environments effect of construction materials as per applicability</p> <p>KB5. various environmental protection methods as per applicability</p> <p>KB6. storage of waste including the following at appropriate location:</p> <ul style="list-style-type: none"> • non-combustible scrap material and debris • combustible scrap material and debris • general construction waste and trash (non-toxic, non-hazardous) • any other hazardous wastes • any other flammable wastes <p>KB7. how to use hazardous material, in a safe and appropriate manner as per applicability</p> <p>KB8. safety relevant to tools, tackles, & requirement as per applicability</p> <p>KB9. housekeeping activities relevant to task</p>
Skills (S)	
A. Core Skills/ Generic Skills	Writing Skills
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA2. write in one or more language, preferably in the local language of the site</p> <p>SA3. fill safety formats for near miss, unsafe conditions and safety suggestions</p>
	Reading Skills
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA4. read in one or more language, preferably in the local language of the site</p> <p>SA5. read sign boards, notice boards relevant to safety</p>

CON/N9001 Work according to personal health, safety and environment protocol at construction site

	Oral Communication (Listening and Speaking skills)
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA6. speak in one or more language, preferably in one of the local language of the site</p> <p>SA7. listen instructions / communication shared by site EHS and superiors regarding site safety, and conducting tool box talk</p> <p>SA8. communicate reporting of site conditions, hazards, accidents, etc.</p>
B. Professional Skills	Decision Making
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. not create unsafe conditions for others</p> <p>SB2. keep the workplace clean and tidy</p>
	Plan and Organise
	SB3. N.A
	Customer centricity
	SB4. N.A
	Problem solving
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB5. identify safety risks that affect the health, safety and environment for self and others working in the vicinity, tackle it if within limit or report to appropriate authority</p>
	Analytical Thinking
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB6. assess and analyze areas which may affect health, safety and environment protocol on the site</p>
	Critical Thinking
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB7. ensure personal safety behavior</p> <p>SB8. respond to emergency</p>

CON/N9001 Work according to personal health, safety and environment protocol at construction site

NOS Version Control

NOS Code	CON/N9001		
Credits (NSQF)	TBD	Version number	1.0
Industry	Construction	Drafted on	07/06/2015
Industry Sub-sector	Real Estate and Infrastructure Construction	Last reviewed on	14/08/2015
Occupation	Construction Painting	Next review date	14/08/2017



CON/N9001 Work according to personal health, safety and environment protocol at construction site

CRITERIA FOR ASSESSMENT OF TRAINEES

<u>Job Role</u>	Construction Painter and Decorator
<u>Qualification Pack</u>	CON/Q0503
<u>Sector Skill Council</u>	Construction
<u>Adopting Sector Skill Council</u>	Paints and Coatings Skill Council

Guidelines for Assessments:

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC.
2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC.
3. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below)
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on this criterion
5. To pass the Qualification Pack, every trainee should score a minimum of 60% 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 outcomes	Assessment Criteria for outcomes	Total Marks	Out Of	Marks Allocation	
				SKILLS	
CON/N0505: Apply OBD, acrylic and emulsion paints on various finished masonry surfaces	PC1. carry out visual and physical inspection of the surface for suitability for painting works.	150	7	2	5
	PC2. measure the surface to be painted and calculate the appropriate quantity of required materials as per applicability.		7	2	5
	PC3. ensure surface is free from dust, dirt and grease and is prepared appropriately prior to application of paints.		5	2	3
	PC4. apply putty to fill gaps and depressions on the surface to be painted for preparation of a levelled surface if required.		8	2	6
	PC5. ensure that adjacent surfaces are covered with drop cloths/ masking tape/paper and all removable items/fixtures are removed prior to painting.		8	1.5	6.5

CON/N9001 Work according to personal health, safety and environment protocol at construction site

	PC6. ensure proper cleaning, maintenance and upkeep of painting tools and equipment before and after use		5	2	3
	PC7. select appropriate painting material and mixing ingredients as per requirement /specified finish		12	4	8
	PC8. identify base colour of paint as per the requirements/instructions		12	4	8
	PC9. select appropriate colorants, suitable for colour match, to meet aesthetic requirements		12	4	8
	PC10. mix specified amount of paint material with additives as per specified ratio		12	4	8
	PC11. follow standard procedure for effective mixing and dilution of paints		12	4	8
	PC12. add reducer/thinner/ water to adjust viscosity of paint mix as per requirement		10	4	6
	PC13. apply primer coats of paint to the finished/leveled surfaces as per specifications		14	4	10
	PC14. apply main coat of paint over primer coat within specified time limits as per specification		14	4	10
	PC15. apply final coat as per required/specified tint		9	2	7
	PC16. clean the surface of each dried coat appropriately before application of the next coat		3	0.5	2.5
		TOTAL	150	46	104
CON/N0506: Apply paint on metallic /structural steel fabricated assemblies	PC1. carry out visual and physical inspection of the surface for suitability	50	2	0.5	1.5
	PC2. ensure the removal all loose mill scale, loose rust, loose paint and other loose detrimental foreign matter prior to application of paint		2	0.5	1.5
	PC4. ensure proper cleaning of all bolts, nuts, welds and field rivet heads		2	0.5	1.5
	PC5. ensure machines, equipment, and work areas is cleaned appropriately using water, solvents and other cleaning aids		2	0.5	1.5
	PC7. ensure proper cleaning maintenance and upkeep of painting tools and equipments before and after use		2	0.5	1.5

CON/N9001 Work according to personal health, safety and environment protocol at construction site

	PC8. identify base colour as per the requirements/instructions		4	0.5	3.5
	PC9. select appropriate colorants suitable for colour match, to meet aesthetic requirements		4	0.5	3.5
	PC10. mix specified amount of paint material with additives as per specified ratio		4	0.5	3.5
	PC11. follow standard procedure for effective mixing and dilution of paints		4	0.5	3.5
	PC12. add reducer/thinner/ water to adjust viscosity of paint mix as per requirement		3	0.5	2.5
	PC13. apply primer coat as per instruction/specification		4	1.5	2.5
	PC14. apply an appropriate primer for rusted metal surface as per specification		4	1	3
	PC15. apply specified number of coats of appropriate primer to prevent any oxidization on metal		4	1	3
	PC16. ensure that the primer coat is allowed to dry for specified time prior to application of any subsequent coat		3	0.5	2.5
	PC17. apply appropriate coats of paint as per the requirements/specification		4	0.5	3.5
	PC18. ensure appropriate drying time between two subsequent coats		2	0.5	1.5
		TOTAL	50	10	40
CON/N0507: Apply, paint, varnish & polish on wooden	PC1. carry out visual and physical inspection of the surface for suitability	100	3	1	2
	PC2. ensure that all loose & detrimental foreign matter is removed by using appropriate tools		4	0.5	3.5
	PC5. fill gaps/depressions with appropriate wood filler, if required		7	1.5	5.5
	PC6. smooth, shape, and touch-up surface using sandpaper, pumice stones, steel wool, chisels, sanders,		7	1.5	5.5
	PC7. ensure that adjacent surfaces are covered with drop cloths/ masking tape/paper and all removable items/accessories /fixtures are removed prior to painting		9	2.5	6.5
	PC9. select appropriate colorants suitable for color match, to meet aesthetic requirements		7	2	5

CON/N9001 Work according to personal health, safety and environment protocol at construction site

	PC10. mix specified amount of paint material with additives as per specified ratio		7	2	5
	PC11. follow standard procedure for effective mixing and dilution of paint and varnish		7	1	6
	PC12. add reducer/thinner/ water to adjust viscosity of paint mix as per requirement		5	1	4
	PC13. apply a primer coat of paint/varnish to the wood surface as per specification		9	1	8
	PC14. apply paint/varnish coat of specified thickness after the primer has dried for specified time		9	2	7
	PC15. carry out sanding of the surface using appropriate tools		8	1	7
	PC16. apply coat of putty/wood filler wood and sand the applied coat		9	1.5	7.5
	PC17. apply finished coats of paint/varnish to produce smooth surfaces of uniform thickness		9	1.5	7.5
		TOTAL	100	20	80
CON/N0510: Carry out minor repair of various painting faults	PC1. check the painted surface thoroughly for defects	100	4	2	2
	PC2. diagnose the painting problem and point out defects such as Orange peel, blushing, fade, spotting and water marks, discoloration, chalking, cracks, seeds, runs, Fish eyes (beads), blemished metallic finish, pin holes, abrasive marks, peeling, putty marks, blisters & shrinkage		16	3	13
	PC3. understand the nature of defect and carry out remedial action as per applicability		16	3	13
	PC4. polish the defects with appropriate compound for common defects like orange peel, blushing, fade, spotting and water marks, discoloration, chalking, cracks, seeds, runs.		16	3	13
	PC5. carry out flattening of the defect using whetstone followed by application of top coat of paint, for defects like Fish eyes (beads), blemished metallic finish, pin holes, abrasive marks, peeling		16	3	13

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	PC6. carry out flattening of the defect using whetstone followed by application of appropriate primer and a top coat of paint, for defects like Putty marks & shrinkage.		16	3	13
	PC7. carry out stripping of paint followed by application of putty and paint subsequently, for defects like shrinkage, blisters and cracks		16	3	13
		TOTAL	100	20	80
CON/N8001: Work effectively in a team to deliver desired results at the workplace	PC1. pass on work related information/ requirement clearly to the team members	100	10	2	8
	PC2. inform co-workers and superiors about any kind of deviations from work		5	1	4
	PC3. address the problems effectively and report if required to immediate supervisor appropriately		5	1	4
	PC4. receive instructions clearly from superiors and respond effectively on same		5	1	4
	PC5. communicate to team members/subordinates for appropriate work technique and method		5	1	4
	PC6. seek clarification and advice as per requirement and applicability		10	2	8
	PC7. hand over the required material, tools tackles, equipment and work fronts timely to interfacing teams		30	6	24
	PC8. work together with co-workers in a synchronized manner		30	6	24
		TOTAL	100	20	80
CON/N8002: Plan and organize work to meet expected outcomes	PC1. understand clearly the targets and timelines set by superiors	100	10	2	8
	PC2. plan activities as per schedule and sequence		10	2	8
	PC3. provide guidance to the subordinates to obtain desired outcomes		10	2	8
	PC4. plan housekeeping activities prior to and post completion of work		10	2	8
	PC5. list and arrange required resources prior to commencement of work		10	2	8
	PC6. select and employ correct tools, tackles and equipment for completion of desired work		10	2	8
	PC7. complete the work with allocated resources		10	2	8

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	PC8. engage allocated manpower in an appropriate manner		10	2	8
	PC9. use resources in an optimum manner to avoid any unnecessary wastage		5	1	4
	PC10. employ tools, tackles and equipment with care to avoid damage to the same		5	1	4
	PC11. organize work output, materials used, tools and tackles deployed,		5	1	4
	PC12. processes adopted to be in line with the specified standards and instructions		5	1	4
		TOTAL	100	20	80
CON/N9001: work according to personal health, safety and environment protocol at construction site.	PC1. identify and report any hazards, risks or breaches in site safety to the appropriate authorities	100	5	1	4
	PC2. follow emergency and evacuation procedures in case of accidents, fires, natural calamities		5	1	4
	PC3. follow recommended safe practices in handling construction materials, including chemical and hazardous material whenever applicable		10	2	8
	PC4. participate in safety awareness programs like Tool Box Talks, safety demonstrations, mock drills, conducted at site		5	1	4
	PC5. identify near miss , unsafe condition and unsafe act		5	1	4
	PC6. use appropriate Personal Protective Equipment (PPE) as per work requirements including, Head Protection (Helmets), Ear protection, Fall protection, Foot protection, Face and eye protection, hand and body protection, respiratory protection (If required)		10	2	8
	PC7. handle all required tools, tackles , materials &		5	1	4
	PC8. follow safe disposal of waste, harmful and hazardous materials as per EHS guidelines		5	1	4
	PC9. install and apply properly all safety equipment as instructed		15	3	12
	PC10. follow safety protocol and practices as laid down by site EHS department		15	3	12

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	PC11. collect and deposit construction waste into identified containers before disposal, separate containers that may be needed for disposal of toxic or hazardous wastes		10	2	8
	PC12. apply ergonomic principles wherever required		10	2	8
		TOTAL	100	20	80