Model Curriculum

Foreman Scaffolding

SECTOR: Construction
SUB-SECTOR: Real Estate and Infrastructure Construction
OCCUPATION: Scaffolding
REF ID: CON/Q0309, V1.0
NSQF LEVEL: 5

Skill India

Certificate

CURRICULUM COMPLIANCE TO QUALIFICATION PACK – NATIONAL OCCUPATIONAL STANDARDS

is hereby issued by the

CONSTRUCTION SKILL DEVELOPMENT COUNCIL OF INDIA

for the

MODEL CURRICULUM

Complying to National Occupational Standards of
Job Role/ Qualification Pack: 'Foreman - Scaffolding' QP No. 'CON/ Q0309 NSQF Level 5'

Date of Issuance: January 31st, 2016

Valid up to: May 23rd , 2017

*Valid up to the next review date of the Qualification Pack

Authorised Signatory
(Construction Skill Development Council of India)

TABLE OF CONTENTS

ForemanScaffolding

CURRICULUM / SYLLABUS

This program is aimed at training candidates for the job of a " Foreman Scaffolding", in the "Construction" Sector/Industry and aims at building the following key competencies amongst the learner

Program Name	**Foreman Scaffolding**		
Qualification Pack Name & Reference ID. ID	CON/Q0309, v1.0		
Version No.	1.0	**Version Update Date**	23-03-2017
Pre-requisites to Training	Preferably 10th standard With 12 years site experience for non trained workers in same occupation and 3 years site experience as a certified Foreman Scaffolding – System		
	After completing this programme, participants will be able to: • Read and interpret drawings and work method statement of scaffolding : Read & interpret drawings, formwork specification and standards • Ensure erection and dismantling of system scaffold as per schematic working drawings and specifications : Erection and dismantling of system scaffold as per specified standards • Inspect erected scaffolds as per specified standards :Inspect erected scaffold as per specified standards and check for safe use of scaffolding. • Plan, arrange and manage resources for execution of relevant work :Arrange and manage manpower,tools, material and equipment • Work effectively in a team to deliver desired results at the workplace: Interact and communicate effectively with co-workers, superiors and sub-ordinates across different teams to ensure execution of work. • Plan and organize work to meet expected outcomes: Prioritize and organize work activities and resorces to achieve desired results. • •Supervise, monitor and evaluate performance of subordinates at workplace: Monitor all construction work activities performed by subordinates, evaluate their performance • Manage workplace for safe and healthy work environment: Ensure healthy and safe working environment for subordinates		

This course encompasses 8 out of 8 National Occupational Standards (NOS) of " Foreman Scaffolding" Qualification Pack issued by "Construction Skill Development Council of India".

Sr. No.	Module	Key Learning Outcomes	Equipment Required
1	**Introduction** **Theory Duration** (hh:mm) 08:00 **Practical Duration** (hh:mm) 00:00	• Overiew of construction sector and scaffolding occupation • Role description/ functions of the foreman-scaffolder system • Expected personal attributes of foreman-scaffolder • Brief description about course content, mode of learning and duration of course • Future possible progression and career development provisions on completion of the course	Classroom Requirement 1. Classroom of 30 students capacity 2. Black/White board 3. Projector/LED Monitor 4. Computer 5. Trade specific charts and other teaching aids
2	**Read and interpret scaffolding drawings and work method statement of scaffolding** **Theory Duration** (hh:mm) 40:00 **Practical Duration** (hh:mm) 60:00 **Corresponding NOS Code** CON/N0360	**Theory:-** • Standard procedure of scaffolding work • Linear conversion of units • Units of measurement • Basic principle of measurement, arithmetic and geometric calculations • Methodology of reading and interpret schematic working drawing of scaffolding • Preparation of simplified sketch from the drawing • How to read plan, elevation and sectional drawing of scaffolding • Components, materials and tools used in scaffolding work • Procedure for layout of scaffolding as per drawings • Terminology used in formwork • Different types and sizes of formwork material • unit weight of formwork materials components, materials and tools used in formwork • computer basics & Auto software application for 2D drawing **Demonstration/ Practical: -** • Interpret and extract information from scaffolding schematic drawings • Read and interpret details from general arrangement drawing • Interpret and co-relate schematic working drawing with the GA drawing • Intrepret and apply Scaffolding specifications provided in the relevant drawing in erection and Dismantling.	Hand tools 1. Hammer 2. Ring spanner (set) 3. Open end spanner 4. Double end spanner 5. Wrench 6. Pulley 7. Rope 8. Nuts and bolts 9. Hack saw frame with blade 10.Drilling Machine with bits Measuring Instruments 10. Measuring tape 11. Spirit level 12. Plumb-bob 13. Chalk line 14. Water level tube Materials 15. Cup-lock/frame scaffolding components 16. 40 NB steel pipes 17. Swivel coupler 18. Fixed clamp 19. Steel walkways

Sr. No.	Module	Key Learning Outcomes	Equipment Required
		• Read and understand schedule provided for completion of scaffolding work • Read and extract information from method statement for erection of scaffolding • Ensure work method standards are followed for scaffolding works • Prepare hand sketches for describing work to sub-ordinate • Calculate for required quantity of material components from schematic working drawing of scaffolding	20. Aluminium/ GI ladder 21. Safety net <u>PPEs & safety equipment's</u> 22. Helmet 23. Safety shoes 24. Safety belt 25. Cotton hand gloves 26. Goggles 27. Reflective Jackets 28. Safety message boards 29. Scaffolding Tags 30.Barricade Tape
3	**Ensure erection & dismantling of system scaffold as per schematic working drawings and specifications** **Theory Duration** (hh:mm) 196:00 **Practical Duration** (hh:mm) 292:00 **Corresponding NOS Code** CON/N0361	**<u>Theory:-</u>** • Tolerance limits for of scaffolding work (including erection And standard dismantling of conventional scaffold, mobile tower, staircase, complex Scaffolds as per India/international code. • Preventive and corrective action to meet the required standards of quality in scaffolding work • Checklist for scaffolding works • Line, level and alignment required for erection of scaffolding work • Scaffold components, materials and tools used in scaffolding works • Different types of scaffolds system such as pipe &couplers and other common customized system scaffold (frame scaffold) for basic and complex structures • Procedure for layout of scaffolding as per drawings **<u>Demonstration/ Practical :-</u>** • check and ensure that cutting, filling, leveling and compaction of earth if required prior to commencement of work • Check and ensure survey works and marking are available before commencing the scaffolding work. • Ensure that scaffold is erected as per schematic working drawings • Ensure lifting & lowering of scaffold material manually or by using crane is done safely and appropriately	<u>Hand tools</u> 1. Hammer 2. Ring spanner (set) 3. Open end spanner 4. Double end spanner 5. Wrench 6. Pulley 7. Rope 8. Nuts and bolts 9. Hack saw frame with blade 10.Drilling Machine with bits <u>Measuring Instruments</u> 10. Measuring tape 11. Spirit level 12. Plumb-bob 13. Chalk Line 14. Water level tube <u>Materials</u> 15. Cup-lock/ frame scaffolding components 16. Staircase tower

Sr. No.	Module	Key Learning Outcomes	Equipment Required
		• Ensure layout of scaffolding as per drawings • Ensure rigidity and stability of erected scaffold • Ensure adequate support is provided to the erected scaffold as per standard practice • Ensure that system scaffold is dismantled sequentially and safely • Ensure repair and maintenance of damage components as per requirement	components with fixtures 17. Castor wheels 18. 40 NB pipes 19. Swivel coupler 20. Fixed clamp 21. Steel walkways 22. Aluminium/ GI ladder 23. Safety net PPEs & safety equipment's 24. Helmet 25. Safety shoes 26. Safety belt 27. Cotton hand gloves 28. Goggles 29. Reflective jackets 30. Safety message boards 31. Scaffolding Tags
4	**Inspect erected scaffold is as per specified standards** **Theory Duration** (hh:mm) 24:00 **Practical Duration** (hh:mm) 36:00 **Corresponding NOS Code** CON/0362	**Theory:-** • How to read and interpret scaffolding drawing other relevant working drawings and working method statement • Standard tolerance limits for of scaffolding work (including erection and dismantling of conventional scaffold, mobile tower, staircase, complex scaffolds, etc.) • Safety mechanism for scaffolds in normal and confined areas • Preventive and corrective action to ensure that the scaffolding work meets the quality requirements as per drawings • Standard procedures of scaffolding works • Request procedures for tools, materials and equipment • Importance of snag list clearance • Basic principle of measurement and marking • Arithmetic and geometry calculation • Maximum tolerance limit for scaffold as per Indian/International code practices	Hand tools 1. Hammer 2. Ring spanner (set) 3. Open end spanner 4. Double end spanner 5. Wrench 6. Pulley 7. Rope 8. Nuts and bolts 9. Hack saw frame with blade 10.Drilling Machine with bits Measuring Instruments 10. Measuring tape 11. Spirit level 12. Plumb-bob 13. Chalk Line 14. Water level tube Materials

Sr. No.	Module	Key Learning Outcomes	Equipment Required
		• line, level and alignment required for scaffold • Preventive and corrective action to ensure scaffold meets the required standards of quality • Components, materials and tools used in scaffolding works • Procedure for layout of scaffold as per drawings • Different types of scaffolds system such as pipe &couplers and other common customized system scaffold for basic and complex structures • Computer basics & Auto-cad software application for 2D drawing **Demonstration/Practical** • check only right components are used with respect to the types of scaffold • check erected scaffold is in plumb and level as per requirements • check scaffold with respect to inspection checklist • Record details of erected scaffold and document into inspection • Ensure all corrective and suggestive actions are completed before giving safe use of permission. • Ensure scaffolds are used only for intended purpose • Ensure safety protocol is followed while using or accessing scaffold	15. Cup-lock/ wedge lock/frame scaffolding components 16. Staircase tower components with fixtures 17. Castor wheels 18. 40 NB pipes 19. Swivel coupler 20. Fixed clamp 21. Steel walkways 22. Aluminium/ GI ladder 23. Safety net PPEs & safety equipment's 24. Helmet 25. Safety shoes 26. Safety belt 27. Cotton hand gloves 28. Goggles 29. Reflective jackets 30. Safety message boards 31. Scaffolding Tags
5	**Plan, arrange and manage resources for execution of relevant work** **Theory Duration** (hh:mm) 12:00 **Practical Duration** (hh:mm) 20:00 **Corresponding NOS Code** CON/N7001	**Theory:-** • Service request procedures for tools, materials and equipments • statutory compliance requirement related to workmen engagement • identification of critical activities under scaffolding work. • Daily productivity report and its importance • Daily attendance register and its importance • Sequencing and prioritizing of activities under scaffolding work • Method of calculating quantum of relevant work • Method of calculation of tools and material requirement • optimizing resouces required in scaffolding work **Demonstration/ Practical :-**	Hand tools 1. Hammer 2. Ring spanner (set) 3. Open end spanner 4. Double end spanner 5. Wrench 6. Pulley 7. Rope 8. Nuts and bolts 9. Hack saw frame with blade 10.Drilling Machine with bits Measuring Instruments 10. Measuring tape

Sr. No.	Module	Key Learning Outcomes	Equipment Required
		• Estimate the quantity of tools and machineries required in assigned activities under scaffolding work • Estimate materials,components and fixtures required in assigned activities under scaffolding work • Maintaining records in the daily labour attendance report and the daily productivity report • Carryout reconciliation of material consumption and consumables used in assigned activities of scaffolding work • Demonstrate use of resources engaged in erection and dismantling of scaffolding in optimum manner • plan work targets, schedules for subordinates for completion of task as per work plan, time schedule and quality • Allocate material equipment and tools to workmen and extract work as per plan	11. Spirit level 12. Plumb-bob 13. Chalk line 14. Water level tube <u>Materials</u> 15. Cup-lock/frame scaffolding components 16. 40 NB steel pipes 17. Swivel coupler 18. Fixed clamp 19. Steel walkways 20. Aluminium/ GI ladder 21. Safety net <u>PPEs & safety equipment's</u> 22. Helmet 23. Safety shoes 24. Safety belt 25. Cotton hand gloves 26. Goggles 27. Reflective Jackets 28. Safety message boards 29. Scaffolding Tags 30.Barricade Tape
6	**Work effectively in a team to deliver desired results at the workplace** **Theory Duration** (hh:mm) 8:00 **Practical Duration** (hh:mm) 16:00 **Corresponding NOS Code** CON/N	**<u>Theory:-</u>** • Different modes of communication, and its appropriate usage • Importance of team work • Effective communication with team • Risk of failures in a team • Importance of creating healthy and cooperative work environment among the gangs of worker **<u>Demonstration/practicals</u>** • Demonstrate the effective and correct procedures of reporting to supervisors • Demonstrate effective passing on of work related information/ requirement clearly to the team members • Evaluate the complexity of task and determine if any guidance is required from superiors	

Sr. No.	Module	Key Learning Outcomes	Equipment Required
		• Evaluate deviation from the specified work and inform the same to subordinates and superiors.	
7	**Plan and organize work to meet expected outcomes** **Theory Duration** (hh:mm) 8:00 **Practical Duration** (hh:mm) 16:00 **Corresponding NOS Code** CON/N8002	**Theory** • policies, procedures and work targets set by superiors • organizational policies,procedures and protocol for smooth completion of work at the respective workplace • Importance of proper housekeeping at worksite • standard practices of work to be adopted for assigned task **Demonstration/practicals** • Plan work as per right sequence and organize required resources in coordination with the team members • Plan activities of scaffolding work as per schedule and sequence • Evaluate and find solutions to minimize errors and suggest improvements for optimizing resource utilization • List and arrange required resource prior to commencement of work • Allocate manpower in an appropriate manner	
8	**Supervise, monitor and evaluate performance of subordinates at workplace** **Theory Duration** (hh:mm) 8:00 **Practical Duration** (hh:mm) 16:00 **Corresponding NOS Code** CON/N8003	**Theory** • Policies, procedures and work targets for performance evaluation and appraisals • organizational policies, procedures and protocol for smooth completion of work at the respective workplace • Method of completing work/task accurately by following standard specifications and procedures • optimized and correct use of materials tools, tackles & equipment **Demonstration/practicals** • Identify root cause and effects of workers conflicts at workplace • Observe and verify the work activities performed by the subordinates at the construction site • Fix expected targets for the respective gang as per site requirements and allocate work to subordinates • Monitor overall performance of subordinates on the designed measures to ensure quality	

Sr. No.	Module	Key Learning Outcomes	Equipment Required
		requirements set by the concerned authority • Fix expected targets for the respective gang as per site requirements and allocate work to subordinates	
9	**Manage workplace for safe and healthy work environment** **Theory Duration** (hh:mm) 16:00 **Practical Duration** (hh:mm) 24:00 **Corresponding NOS Code** CON/N9002	**Theory** • The policies, procedures and protocol set up by the EHS Department With respect to Health,Safety and Environment at the respective construction site • Reporting procedures in cases of breaches or hazards in site safety, accidents or emergency situations • Different types of hazards involved in construction sector and scaffolding work • Fire hazards and its prevention • safe working practices for tools, tackles and equipment used in scaffolding work • safe working practices in scaffolding work • Accident and reporting procedures system • The appropriate personal protective equipment to be used based on various working conditions in scaffolding work • Standard Houskeeping practices **Demonstration &practicals** • Identify any hazard in workplace and notify them to appropriate authority • Ensure that all safety and protection installation are correctly placed & adequate • Ensure appropriate use of following Personal Protective Equipment (PPE) as per applicability: Head Protection (Helmets) Ear Protection Fall Protection Foot Protection Face and Eye Protection, Hand &Body Protection Respiratory Protection • Ensure effective adherence to response to emergency procedures / protocols • Demonstrate procedures for accident recording and reporting as per	PPEs & safety equipment's 1.Helmet 2.Safety shoes 3.Safety belt 4.Cotton hand gloves 5.Goggles 6.Reflective Jackets 7.Safety message boards 8.Scaffolding Tags 9.Barricade Tape

Sr. No.	Module	Key Learning Outcomes	Equipment Required
		organizational and statuary requirements • Implement control measures to reduce risk & meet legal requirement as per organizational policies • Demonstrate the use of fire protection equipments for different type of fire hazard	
	Total Duration **Theory Duration 320:00** **Practical Duration 480:00**	**Unique Equipment Required:** Classroom Requirement Classroom of 30 students capacity, Black/White board, Projector/LED Monitor, Computer, Trade specific charts and other teaching aids Hand Tools Hammer, Ring spanner (set), Open end spanner, Double end spanner, Wrench, Pulley, Rope, Nuts and bolts, Hack saw frame with blade Measuring Instruments Measuring tape, Spirit level, Water level tube, Plumb-bob, Mason's line General requirement Lifting appliance (Sling, Shackle, Belts) Materials Cup-lock scaffolding components (set)/Frame scaffold components, Staircase tower components with fixtures, Castor wheels , 40 NB pipes, Swivel coupler, Fixed clamp, Steel walkways, Aluminium/ GI ladder, Safety net PPEs Safety Helmet, Safety goggles, Safety shoes, Safety belt, Cotton gloves, Ear plugs , Reflective jackets, Dust mask, Fire Prevention kit	

Grand Total Course Duration: 800 Hours, 0 Minutes

(This syllabus/ curriculum has been approved by ***Construction Skill Development Council of India)***

Trainer Prerequisites for Job role: "Foreman Scaffolding" mapped to Qualification Pack: "CON/Q0309, v1.0"

Sr. No.	Area	Details
1	**Description**	To deliver accredited training service, mapping to the curriculum detailed above, in accordance with the Qualification Pack "CON/Q0309".
2	**Personal Attributes**	Aptitude for conducting training, and pre/ post work to ensure competent, employable candidates at the end of the training. Strong communication skills, interpersonal skills, ability to work as part of a team; a passion for quality and for developing others; well-organised and focused, eager to learn and keep oneself updated with the latest in the mentioned field
3	**Minimum Educational Qualifications**	ITI/12th standard pass
4a	**Domain Certification**	Trainer/Assessor- 70% in each NOS of Qualification Pack "CON/Q0309" & 80% overall , Lead trainer/Lead Assessors- 70% in each NOS of Qualification Pack "CON/Q0309" & 90% overall
4b	**Platform Certification**	Trainer/Assessor-80% in each NOS of Qualification Pack "MEP/Q0102" or "MEP/Q0104", Lead trainer/ Lead Assessors- 90% in each NOS of Qualification Pack "MEP/Q0101" or "MEP/Q0103"and overall 90%
5	**Experience**	i. Technical Degree holder with minimum three years of Field experience and preferably two years of teaching experience or, ii. In case of a Diploma Holder five years of field experience and preferably two years of teaching experience or, iii. In case of ITI/12th pass minimum eight years of field experience and preferably two years of teaching Experience.

CRITERIA FOR ASSESSMENT OF TRAINEES

Job Role	Foreman Scaffolding
Qualification Pack	CON/Q0309
Sector Skill Council	Construction

Guidelines for Assessment

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC.
2. The assessment for the knowledge part will be based on knowledge bank of questions created by Assessment Bodies subject to approval by SSC
3. Individual assessment agencies will create unique question papers for knowledge/theory part for assessment of candidates as per assessment criteria given below
4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on assessment criteria.
5. The passing percentage for each QP will be 70%. To pass the Qualification Pack, every trainee should score a minimum of 70% individually in each NOS.
6. The Assessor shall check the final outcome of the practices while evaluating the steps performed to achieve the final outcome.
7. The trainee shall be provided with a chance to repeat the test to correct his procedures in case of improper performance, with a deduction of marks for each iteration.
8. After the certain number of iteration as decided by SSC the trainee is marked as fail, scoring zero marks for the procedure for the practical activity.
9. In case of successfully passing only certain number of NOSs, the trainee is eligible to take subsequent assessment on the balance NOSs to pass the Qualification Pack within the specified timeframe set by SSC.
10. Minimum duration of Assessment of each QP shall be of 4hrs/trainee.

				Marks Allocation	
Assessment outcomes	Assessment Criteria for outcomes	**Total Mark**	**Out Of**	**Theory**	**Skills Practical**
CON/N0360: Read and interpret drawings and work method statement of scaffolding	PC1. read & interpret details form scaffolding schematic working drawings	**100**	20	8	12
	PC2. read and interpret details from general arrangement drawing		8	3	5
	PC3. read and co-relate schematic working drawing with the GA drawing		8	3	5
	PC4. read and understand all scaffolding specification provided in the relevant drawing		8	3	5
	PC5. read and understand schedule provided for completion of scaffolding work		8	4	4
	PC6. read method statement for erection of scaffolding		10	4	6
	PC7. read, understand & ensure work method standards are followed for scaffolding works		8	3	5
	PC8. prepare hand sketches for describing work to sub-ordinates		10	4	6
	PC9. calculate for required quantity of material components from schematic working drawing of scaffolding		20	8	12
		Total	**100**	**40**	**60**
CON/N0361: Ensure erection and dismantling of system scaffold as per schematic working drawings and specifications	PC1. ensure survey works are complete so as to provide required level & reference points for relevant work	**100**	3	1	2
	PC2. check and ensure that all relevant marking is complete as per requirement & applicability		3	2	1
	PC3. check and ensure that cutting, filling, levelling and compaction of earth if required prior to commencement of work		3	1	2
	PC4. ensure that base is well compacted and levelled		4	1	3
	PC5. ensure workplace is clear of construction debris and unwanted material		3	1	2
	PC6. ensure all guard rails, kerb board safety nets are in place		5	2	3
	PC7. ensure all tools, tackles, consumables, components, materials and fixtures are available before commencement of work		4	2	2
	PC8. ensure that scaffold is erected as per schematic working drawings		8	4	4
	PC9. ensure that standard procedure is followed during erection of scaffold		8	4	4
	PC10. ensure lifting & lowering of scaffold material manually or by using crane is done safely and appropriately		5	2	3

	PC11. ensure rigidity and stability of erected scaffold		5	2	3
	PC12. ensure adequate support is provided to the erected scaffold as per standard practice		4	2	2
	PC13. ensure scaffold is supported at regular interval from permanent structure		4	1	3
	PC14. ensure height of scaffold erected is within permissible limits		4	1	3
	PC15. ensure all working platform are properly fixed for carrying out subsequent activity		4	1	3
	PC16. ensure completion of work within the time with quality and safety		4	2	2
	PC17. point out errors to workers and suggest remedial action / demonstrate repair work as and when required		4	1	3
	PC18. ensure that system scaffold is dismantled sequentially and safely		8	4	4
	PC19. ensure lifting & lowering of scaffold material manually or by using crane is done safely and appropriately		4	2	2
	PC20. ensure safe storage and stacking of scaffold components		3	1	2
	PC21. ensure that all instructions/ guidelines are followed while dismantling system scaffold		3	1	2
	PC22. ensure that all the fixtures and small components are staked properly for further use		3	1	2
	PC23. ensure replace/repair and maintenance of damage components as per requirement		4	1	3
		Total	**100**	**40**	**60**
CON/N0362: Inspect erected scaffold is as per specified standards	PC1. check scaffold is resting on a firm base and well compacted ground	**100**	2	1	1
	PC2. check only right components are used with respect to the types of scaffold		3	1	2
	PC3. check erected scaffold is in plumb and level as per requirements		4	2	2
	PC4. check diagonal cross bracing is in place for support for the scaffold		4	2	2
	PC5. check scaffold for rigidity and ensured stability where height to base ratio exceeds 4:1		5	2	3
	PC6. check all guardrails, toe board, walk way boards, fall protection are in place to ensure safety		4	2	2
	PC7. check for other safety hazards (pinch points, hot surfaces, electrical) if any and prevention against them		3	1	2
	PC8. check scaffold is tagged for its purpose (safe for use, unsafe for use, scaffold incomplete)		4	2	2
	PC9. check and ensure scaffold is supported with permanent structure at regular interval as per standard practices		4	2	2

	PC10. check scaffold with respect to inspection checklist		6	2	4
	PC11. record details of erected scaffold and document inspection checklist		4	1	3
	PC12. ensure all corrective and suggestive actions are completed before giving “safe for use” permission		3	1	2
	PC13. point out errors to workers and suggest remedial action / demonstrate repair work as and when required		4	1	3
	PC14. check ‘Scaffold Safe for Use’ tag has been attached near access point after inspection from scaffold inspector		5	2	3
	PC15. check ladder or stairway has been attached for access		3	1	2
	PC16. ensure that bracing are not used as ladder for accessing to scaffold		3	1	2
	PC17. ensure scaffolds are used only for intended purpose		5	2	3
	PC18. ensure only portable ladders are used to increase working height of scaffold		5	2	3
	PC19. ensure maintenance of safety protocol while using or accessing scaffold		6	3	3
	PC20. check castors are locked before using mobile tower		4	2	2
	PC21. check positioning of scaffold so as not to contact energized power line		3	1	2
	PC22. ensure workplace is clear of construction debris and unwanted material		4	2	2
	PC23. point out errors to workers and suggest remedial action / demonstrate repair work as and when required		6	2	4
	PC24. check scaffold with respect to inspection checklist		6	2	4
		Total	**100**	**40**	**60**
CON/N7001: Plan, arrange and manage resources for execution of relevant work	PC1. determine quantum and nature of work under assigned activity	100	5	2	3
	PC2. calculate requirement of manpower for assigned activities		8	3	5
	PC3. submit manpower requirement to superiors		5	2	3
	PC4. allocate and extract work as per plan		8	3	5
	PC5. provide clear instructions to workmen for execution of work		8	3	5
	PC6. ensure optimum utilization of manpower resources		8	3	5
	PC7. record the daily labour attendance		8	3	5
	PC8. record the daily productivity report		8	3	5
	PC9. estimate quantity of assigned work		8	3	5

	PC10. estimate requirement for material, components and fixtures		8	3	5
	PC11. estimate equipment, tools and accessories required		8	3	5
	PC12. submit material, equipment and tool requirement to superiors		8	3	5
	PC13. allocate material , equipment and tools to workmen and extract the work as per plan		8	3	5
	PC14. provide clear instructions for optimized use of resources		8	3	5
		Total	**100**	**40**	**60**
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	4	6
	PC2. inform co-workers and superiors about any kind of deviations from work		10	4	6
	PC3. address the problems effectively and report if required to immediate supervisor appropriately		20	8	12
	PC4. receive instructions clearly from superiors and respond effectively on the same		10	4	6
	PC5. communicate to team members/subordinates for appropriate work technique and method		10	4	6
	PC6. seek clarification and advice as per the requirement and applicability		10	4	6
	PC7. hand over the required material, tools tackles, equipment and work fronts timely to interfacing teams		15	6	9
	PC8. work together with co-workers in a synchronized manner		15	6	9
		Total	**100**	**40**	**60**
CON/N8002: Plan and organize work to meet expected outcomes	PC1. understand clearly the targets and timelines set by superiors	**100**	13	5	8
	PC2. plan activities as per schedule and sequence		10	4	6
	PC3. provide guidance to the subordinates to obtain desired outcome		13	5	8
	PC4. plan housekeeping activities prior to and post completion of work		8	3	5
	PC5. list and arrange required resources prior to commencement of work		10	4	6
	PC6. select and employ correct tools, tackles and equipment for completion of desired work		8	3	5
	PC7. complete the work with allocated resources		8	3	5
	PC8. engage allocated manpower in an appropriate manner		5	2	3
	PC9. use resources in an optimum manner to avoid any unnecessary wastage		5	2	3
	PC10. employ tools, tackles and equipment with care to avoid damage to the same		5	2	3

	PC11. organize work output, materials used, tools and tackles deployed,		10	4	6
	PC12. processes adopted to be in line with the specified standards and instructions		8	3	5
		Total	**100**	**40**	**60**
CON/N8003: Supervise, monitor and evaluate performance of subordinates at workplace	PC1. fix expected targets for the respective gang as per site requirements and allocate work to subordinates	100	15	6	9
	PC2. establish expected performance standards and expectations for the respective gang of workers to meet the desired outcomes		15	6	9
	PC3. inspect assigned work to the respected gang of workers through progressive checking		20	8	12
	PC4. observe and verify the work activities performed by the subordinates at the construction site		20	8	12
	PC5. monitor overall performance of subordinates on the designed measures to ensure quality requirements set by the concerned authority		15	6	9
	PC6. ensure adherence to the organizational policies and procedures for all relevant construction activities by the workmen subordinations		15	6	9
		Total	**100**	**40**	**60**
CON/N9002: Manage workplace for safe and healthy work environment	PC1. ensure proper housekeeping at workplace	100	5	2	3
	PC2. implement safe handling , stacking methods at workplace / store		5	2	3
	PC3. insure that health and safety plan is followed by all subordinates		5	2	3
	PC4. identify any hazard in workplace and notify them to appropriate authority		5	2	3
	PC5. ensure that all safety and protection installation are correctly placed & adequate		5	2	3
	PC6. ensure safe access is available at work place for movement of workers & materials		5	2	3
	PC7. ensure safe use of tools and tackles by the workmen as per applicability		5	2	3
	PC8. ensure appropriate use of following Personal Protective Equipment (PPE) as per applicability:		10	4	6
	Head Protection (Helmets)				
	Ear Protection				
	Fall Protection				
	Foot Protection				
	Face and Eye Protection,				
	Hand &Body Protection				
	Respiratory Protection	**100**			

	PC9. maintain entrances & exit from confined spaces , excavated pits and other location in concurrence with safety parameters or instruction form safety personals.		5	2	3
	PC10. ensure organizational policies and procedures are followed for health , safety and welfare, in relation to:		10	4	6
	methods of receiving or sourcing information				
	dealing with accidents and emergencies associated with the work and environment				
	reporting				
	stooping work				
	evacuation				
	fire risks and safe exit procedures				
	PC11. follow procedures for accident recording and reporting as per organizational and statuary requirements		5	2	3
	PC12. ensure effective adherence to response to emergency procedures / protocols		7.5	3	4.5
	PC13. report any case of emergency / risks to the concern people at the construction site		7.5	3	4.5
	PC14. report any perceived risk hazards to the superiors / concerned EHS		7.5	3	4.5
	PC15. demonstrate the use of fire protection equipments for different type of fire hazard		7.5	3	4.5
	PC16. implement control measures to reduce risk & meet legal requirement as per organizational policies		5	2	3
		Total	**100**	**40**	**60**