

QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR RUBBER INDUSTRY



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What are Occupational Standards(OS)?

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

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Introduction

Qualifications Pack- Rubber Nursery Worker-Budder

SECTOR: RUBBER INDUSTRY

SUB-SECTOR: Rubber Plantation (Natural Rubber Production)

OCCUPATION: Rubber Nursery Management

REFERENCE ID: RSC/ Q 0935

Brief Job Description: Rubber Nursery Worker-Budder carries out all the labour oriented nursery activities specialized in bud grafting work. He is responsible for the timely completion of bud grafting and all seasonal activities assigned to him facilitating smooth running of the nursery and production of quality planting materials as envisaged by the organization

Personal Attributes: This job requires the individual to work earnestly for the production of quality planting materials and to work hard to achieve the target fixed for the year. He should have capacity for undertaking labour oriented activities, especially bud grafting, in connection with the production of planting materials, infrastructure development and should have basic knowledge in nursery practices and make the task easier by experience.

Qualifications Pack For Rubber Nursery Worker- Budder

Job Details	Qualifications Pack Code	RSC/ Q 0935		
	Job Role	Rubber Nursery Worker- Budder		
	Credits(NVEQF/NVQF/NSQF) [OPTIONAL]		Version number	1.0
	Sector	RUBBER INDUSTRY	Drafted on	07/11/13
	Sub-sector	Rubber Plantation (Natural Rubber Production)	Last reviewed on	27/03/14
	Occupation	Rubber Nursery Management	Next review date	27/03/15

Job Role	Rubber Nursery Worker - Budder
Role Description	Nursery Worker-Budder carries out all the labour oriented nursery activities, specialized in bud grafting. He/She is responsible for the timely completion of bud grafting and all other seasonal activities assigned to him/her, facilitating smooth running of the nursery and production of quality planting materials as envisaged by the organization
NVEQF/NVQF level	4
Minimum Educational Qualifications*	10 th course completed and have good health
Maximum Educational Qualifications*	Basic knowledge in Rubber Nursery activities (labour oriented)
Training (Suggested but not mandatory)	Training in all aspects of labour oriented nursery activities, specialized in bud grafting
Experience	A matriculate with minimum 6 months experience in nursery work and budgrafting is desirable.
Applicable National Occupational Standards (NOS)	Compulsory: <ol style="list-style-type: none"> RSC/ N3501 (Rubber nursery practices and bud grafting oriented) RSC/ N3502 (Natural Resource Management) RSC/ N3503 (Provide Feed back to Higher Authorities) Optional:
Performance Criteria	As described in the relevant OS units

Qualifications Pack For Rubber Nursery Worker- Budder

Definitions

Keywords /Terms	Description
Sector	Sector is a conglomeration of different business operations having similar businesses and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Occupation	Occupation is a set of job roles, which perform similar/related set of functions in an industry.
Function	Function is an activity necessary for achieving the key purpose of the sector, occupation, or area of work, which can be carried out by a person or a group of persons. Functions are identified through functional analysis and form the basis of OS.
Job Role	Job role defines a unique set of functions that together form a unique employment opportunity in an organization.
OS	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the knowledge and understanding they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria	Performance Criteria are statements that together specify the standard of performance required when carrying out a task.
NOS	NOS are Occupational Standards which apply uniquely in the Indian context.
Qualifications Pack Code	Qualifications Pack Code is a unique reference code that identifies a qualifications pack.
Qualifications Pack	Qualifications Pack comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A Qualifications Pack is assigned a unique qualification pack code.
Unit Code	Unit Code is a unique identifier for an Occupational Standard , which is denoted by an 'N'.
Unit Title	Unit Title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.
Knowledge and Understanding	Knowledge and Understanding are statements which together specify the technical, generic, professional and organizational specific knowledge that an individual needs in order to perform to the required standard.
Organizational Context	Organizational Context includes the way the organization is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
Technical Knowledge	Technical Knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
Core Skills or Generic Skills	Core Skills or Generic Skills are a group of skills that are key to learning and working in today's world. These skills are typically needed in any work environment. In the context of the OS , these include communication related skills that are applicable to most job roles.

National Occupational Standard



Overview:

This unit is about Nursery development Practices

Unit Code	RSC/ N3501
Unit Title (Task)	Rubber nursery Practices (Labour oriented)
Description	This unit is about Nursery development Practices
Scope	<p>This unit/task covers the following: Proficiency in carrying out work in connection with-</p> <ul style="list-style-type: none"> • Sorting and temporary storage of seeds • Germination of seeds- preparation of land germination beds, sowing and after care • Planting- preparation of land and nursery bed, picking of germinated seeds, transportation, planting and after care • Seedling nursery maintenance and disease management • Development of multi clone bud wood nursery & maintenance • Raising poly bag and root trainer plants and upkeep • Preparation of planting materials for sale
Performance Criteria(PC) w.r.t. the scope	
Element	Performance Criteria
Sorting and temporary storage of seeds	<p>To be competent, the individual on the job must be able to carry out labour oriented work in connection with–</p> <p>PC1. Sorting of quality of the seeds PC2. Viability test of the seed PC3. Temporary storage of seeds</p>
Germination of seeds	<p>PC4. Carry out timely sowing of the seeds PC5. Prepare the land and make germination beds as per specification PC6. Placing of seeds in the germination medium and cover with coir mat/gunny bags PC7. Watering the germination beds to maintain optimum moisture</p>
Planting	<p>PC5. Cast proper land preparation technique and design seedling nursery Beds as per specification PC6. Select the best quality germinated seeds and transport without damage PC7. Carry out planting of germinated seeds with suitable spacing PC7. Ensure planting of germinated seeds at the right stage PC8. Irrigate, if required</p>

Seedling nursery maintenance and disease management	<p>PC9. Carry out timely weeding (minimum three rounds- before fertilizer applications and bud grafting)</p> <p>PC10. Carry out fertilizer application (basal dressing with compost and rock phosphate; 2500 kg of 10:10:4:1.5 NPKMg per effective hectare (1st dose) and 550 kg urea per effective hectare (2nd dose).</p> <p>PC11. Carry out mulching irrigation etc</p> <p>PC12. Identify diseases and prescribe suitable chemicals and undertake Plant protection measures</p> <p>PC13. Thinning out of weaklings/undesired seedlings</p> <p>PC 14. Carry out seedling census</p>
Development of multi-clone Bud wood nursery & maintenance	<p>PC15. Identify clones for raising multi clone bud wood nursery</p> <p>PC16. Plant mother plants with spacing as per specification</p> <p>PC17. Clone identification and labelling</p> <p>PC18. Weeding</p> <p>PC19. Application of fertilizer ((basal dressing with 150 kg powdered rock phosphate per hectare; NPKMg 10:10:4:1.5 mixture at the rate of 250 g/plant in two split doses and 10:10:4:1.5 mixture at the rate of 125 g/plant two to three months after cutting back)</p> <p>PC20. Identify diseases and prescribe suitable chemicals and undertake Plant protection measures</p> <p>PC21. Carry out Pruning</p> <p>PC22. Collection of bud wood for budding/sale (for young bud grafting/Green Bud grafting/brown bud grafting)</p> <p>PC23. Cut backing of discarded/unutilised bud wood</p>
Bud grafting	<p>PC24. Assess the appropriate growth stage of seedlings</p> <p>PC25. Carry out bud grafting in the most favourable climatic conditions</p> <p>PC26. Identify clone for multiplication through bud grafting</p> <p>PC27. Use good quality scion for bud grafting</p> <p>PC28. Select successful bud grafted seedlings</p> <p>PC29. Assess bud grafting success</p> <p>PC30. Carry out subsequent rounds of bud grafting</p>

Rubber nursery practices and bud grafting

<p>Production of Advanced planting materials (Poly bag plants and root trainer plants)</p>	<p>PC31. Seed at stake method- placing germinated seeds in the poly bags/Root Trainer cups for raising seedlings for bud grafting</p> <p>PC32. Select good quality seeds</p> <p>PC33. Germination of seeds</p> <p>PC34. Plant in the poly bags/root trainer cups & after care</p> <p>PC35. Cut backing of bud grafted plants for further development</p> <p>PC36. Direct planting of Bud grafted stump method- planting bud grafted Stumps in the poly bag/ root trainer cups.</p> <p>PC37. Selection of poly bags of appropriate size and specifications</p> <p>PC38. Preparation of potting mixture</p> <p>PC39. Planting of germinated seeds/bud grafted stumps</p> <p>PC40. Watering for maintaining optimum soil moisture</p> <p>PC41. Provide shade to regulate sun light</p> <p>PC42. Fertilizer application and disease management</p> <p>PC43. Selection of root trainer cups of appropriate size and specifications</p> <p>PC44. Seasoning of coir pith (soaking in water to remove resins, tannin etc)</p> <p>PC45. Preparation of potting mixture (chemical treatment)</p> <p>PC46. Potting mixture filling</p> <p>PC47. Plant germinated seeds/ bud grafted stumps and after care</p> <p>PC48. Watering for maintaining optimum soil moisture</p> <p>PC49. Provide shade to regulate sun light</p> <p>PC50. Fertilizer application and disease management</p> <p>PC51. Root air pruning and Hardening</p>
<p>Preparation of planting materials for sale</p>	<p>PC52. Pulling out of bud grafted plants</p> <p>PC53. Cut backing of stock plant, pruning roots and waxing</p> <p>PC54. Counting, Bundling and packing of budded stumps in banana sheath</p> <p>PC55. Cutting of bud wood, waxing and packing in banana sheath for transportation</p> <p>PC56. Sorting and loading of poly bag plants for sale</p> <p>PC57. Mounting on racks and loading of root trainer plants for sale</p>
<p>Knowledge and Understanding (K)</p>	
<p>A. Organizational Context (Knowledge of the company / organization and its processes)</p>	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. Importance of full capacity utilization of inputs</p> <p>KA2. Importance of effective utilization of man power</p> <p>KA3. Relevance of minimizing cost of production</p> <p>KA4. Importance of production of quality planting materials</p> <p>KA5. Importance of maintaining harmony in the work place</p>

Rubber nursery practices and bud grafting

<p>B. Technical Knowledge</p>	<p>The user/individual on the job needs to know and understand:</p> <ul style="list-style-type: none"> KB1. Sorting of quality rubber seeds KB2. Viability test for assessing the viability of seeds KB3. Methods for temporary storage of seeds KB4. Preparation of land, germination beds, nursery beds KB5. Right stage of germinated seeds for planting KB6. Planting techniques and nursery and after care KB7. Disease management KB8. Development and maintenance of bud wood nursery KB9. Scientific aspects of bud grafting KB10. Practical experience in bud grafting KB11. Methodology for developing poly bag and root trainer plants and maintenance.
<p>Skills (S) (Optional)</p>	
<p>A. Core Skills/ Generic Skills</p>	<p>Writing Skills</p> <p>The user/ individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SA1. Express ideas clearly through written document SA2. Skill for preparing simple letter, requests etc <p>Reading Skills</p> <p>The user/individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SA3. Read and understand contents published in newspaper, agri- magazines for updating knowledge SA4. Read and understand images, diagrams etc
	<p>Oral Communication (Listening and Speaking skills)</p> <p>The user/individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SA5. Express statements, opinions or information clearly so that the receiver can hear and understand SA6. Respond appropriately to queries SA7. Communicate effectively to Manager, supervisor, office staff and other Workers

Rubber nursery practices and bud grafting

B. Professional Skill	Motivation through team building
	The user/individual on the job needs to know and understand how to SB1. Complete the task within the time schedule through group approach



NOS Version Control

NOS Code	RSC/ N3501		
Credits(NVEQF/NVQF/NSQF) [OPTIONAL]		Version number	1.0
Industry	Rubber Plantation	Drafted on	07/11/13
Industry Sub-sector	Rubber Nursery Management	Last reviewed on	27/03/14
		Next review date	27/03/15



National Occupational Standard



Overview:

This unit is about Natural Resource Management

National Occupational Standard

Unit Code	RSC/ N3502
Unit Title (Task)	Natural Resource Management
Description	This unit is about Natural Resource Management
Scope	<p>This unit/task covers the following:</p> <ul style="list-style-type: none"> • Natural resource Management (Soil & water) • Waste management & health care • Input (chemical) management
Performance Criteria(PC) w.r.t. the scope	
Element	Performance Criteria
Natural resource management	<p>To be competent, the individual on the job must be able to know, understand–</p> <p>PC1. The possibilities of soil erosion PC2. Precautions to be taken to minimize the soil erosion during soil manipulation PC3. Correct method and direction of bed preparation compatible for terrain PC4. Correct method of drainage making PC5. Reuse of river sand used as seed germination medium PC6. Hedge maintenance PC7. Protection of water source from pollution PC8. Rain water harvesting PC9. Judicious use of water during irrigation PC10. Mulching for soil and moisture conservation</p>
Waste management & Health care	<p>PC11. Importance of premise cleanliness PC12. Collection of empty containers, worn out polythene bags, waste budding tapes, fertilizer bags etc from the field. PC13. Use of dried leaves from the cut back portions of bud wood, seedlings after pulling out for mulching PC14. Treatment of waste water from coir pith seasoning PC15. Destroy sources of mosquito breeding to control epidemic.</p>
Input (chemical) management	<p>PC16. Consequences of chemical contamination PC17. Use of pesticides and fungicides as per recommendations PC18. Use herbicides judiciously PC19. Spraying & handlings chemicals using hood, masks, gloves etc PC20. Use chemical fertilizer as per recommendations only</p>

Natural Resource Management

Knowledge and Understanding (K)

B. Organizational Context
(Knowledge of the company / organization and its processes)

The user/individual on the job needs to know and understand:

- KA1. Importance of conservation of natural resources
- KA2. Impact of soil erosion on fertility of soil
- KA3. Judicious use of water and effective irrigation schedule
- KA4. Judicious use of fertilizers and chemicals
- KA5. Environmental pollution and control
- KA6. Environmental hygiene and health care

B. Technical Knowledge

The user/individual on the job needs to know and understand:

- KB1. Soil manipulation with minimum erosion
- KB2. Irrigation schedule and methods
- KB3. Types of fertilizers and methods of fertilizer application
- KB4. Fungicides, pesticides, herbicides and other chemicals and its methods of applications
- KB5. Operations of sprayers and dusters
- KB6. Operations of machines for irrigation
- KB7. Waste management
- KB8. Health care

Skills (S) (Optional)

C. Core Skills/ Generic Skills

Writing Skills

The user/ individual on the job needs to know and understand how to:

- SA1. Express ideas clearly through written document
- SA2. Writing simple letters, requests etc

Reading Skills

The user/individual on the job needs to know and understand how to:

- SA3. Read and understand the contents published in newspapers and farm magazines

Natural Resource Management

	<p>Oral Communication (Listening and Speaking skills)</p>
<p>D. Professional Skills</p>	<p>The user/individual on the job needs to know and understand how to: .</p> <p>SA4. Express statements, opinions or information clearly so that the receiver can hear and understand</p> <p>SA5. Respond appropriately to queries</p> <p>SA6. Communicate effectively to Manager, Supervisor, office staff and other workers</p> <hr/> <p>Motivation through team building</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. Motivate others to undertake tasks and complete the time bound tasks</p>



NOS Version Control

NOS Code	RSC/ N3502		
Credits(NVEQF/NVQF/NSQF) [OPTIONAL]		Version number	1.0
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Industry Sub-sector	Rubber Nursery Management	Last reviewed on	27/03/14
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National Occupational Standard



Overview:

This unit is about Providing feed back to higher authorities

Providing feed back to higher authorities

National Occupational Standard

Unit Code	RSC/ N3503
Unit Title (Task)	Providing feed back to higher authorities
Description	This unit is about Providing feed back to higher authorities
Scope	<p>This unit/task covers providing feed back -</p> <ul style="list-style-type: none"> • Feed back on innovations in practices/operations • Feed back on incidence of pest and diseases • Feed back on Indigenous Knowledge (IK)/ Indigenous Technical Knowledge (ITK) for evaluation and adoption • Feed back on socio-economic problems • Feed back on conflict
Performance Criteria(PC) w.r.t. the scope	
Element	Performance Criteria
Feed back on innovations	<p>To be competent, the individual on the job must be able to –</p> <p>PC1. Generate innovations through expertise PC2. Report to the higher authorities for trial, modifications and evaluation PC3. Implement/adopt the approved innovations</p>
Feed back on incidence of pest and diseases	<p>PC4. Identify the incidence of pest and disease PC5. Report to the higher authorities for diagnosing and remedial action PC6. Carry out protection measures</p>
Feed back on Indigenous Knowledge/ITK	<p>PC7. Identify appropriate situation/location specific Indigenous Knowledge PC8. Report to higher authorities for trial, evaluation and adoption with Modifications, if any</p>
Feed back on socio-economic problems	<p>PC9. Identify the existence of socio-economic problems PC10. Report to higher authorities for investigation and solution PC11. Extent possible help for solving the problem</p>
Feed back on conflicts	<p>PC12. Aware of the conflict existing and its possible cause PC13. Report to the higher authority for rectification PC14. Extent possible help for solving the conflict</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> <ul style="list-style-type: none"> KA1. Importance of providing feed back for improvement KA2. Importance of indigenous knowledge for evolving/adopting location specific practices KA3. Rectification/solution of problems/conflicts for the smooth functioning of the organization
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <ul style="list-style-type: none"> KB1. The normal growth pattern of rubber seedlings KB2. The incidence of pest and disease in rubber nursery KB3. Suitable indigenous practices for better performance KB4. Developing innovations through experience KB5. Problem/conflict identification KB6. Timely reporting to higher authorities
Skills (S) (Optional)	
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. Prepare simple written document to provide feed back to higher authorities
	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 and understand the contents published in newspaper and other publications SA3. Read and understand images, diagrams etc

Providing feed back to higher authorities

	<p>Oral Communication (Listening and Speaking skills)</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SA4. Express statements, opinions or information clearly so that the receiver can hear and understand SA5. Respond appropriately to queries SA6. Communicate effectively to manager, supervisor, office staff and other workers
<p>B. Professional Skills</p>	<p>Team building</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> SB 1. Carry out and complete the task through collective efforts



NOS Version Control

NOS Code	RSC/ N3503		
Credits(NVEQF/NVQF/NSQF) [OPTIONAL]		Version number	1.0
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