

Revised Application Documentation: Version 5 /22 May, 2015

QUALIFICATION FILE – CONTACT DETAILS OF SUBMITTING BODY

Name and address of submitting body:

Life Sciences Sector Skill Development Council

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Name and contact details of individual dealing with the submission

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Position in the organisation: Director- NOS Development & Curriculum Advisory

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Same as Above

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List of documents submitted in support of the Qualifications File

1. Qualifications Pack
2. RFP for development of Occupational Standards detailing the selection process as well
3. Profile of Project Team from Consultant (Inclusive of Industry Expert)
4. LSSDC Protocol for Accreditation of Assessment Agencies and Assessment Guideline Ver 1.00.
5. Sample of Assessors Guide
6. Minutes of meeting of Governing Body
 - a. Composition of National Committee of NOS
 - b. Approval of Occupational Standards by National Committee and Governing Body
7. NSDC Sector Skill Gap Report for Life Sciences Sector is available at <http://nsdcindia.org/sites/default/files/files/Pharmaceuticals.pdf>
8. Occupational Map and Career Progression Map

9. Draft MoU with Industry
10. List of companies and Industry associations participated in the development of these qualification packs
11. List of QP/NOS validating companies (Under Development)

QUALIFICATION FILE SUMMARY

Qualification Title	EHS Manager - Life Sciences (LFS/Q0214)
Body/bodies which will assess candidates	Life Sciences Sector Skills Council
Body/bodies which will award the certificate for the qualification.	Life Sciences Sector Skills Council
Body which will accredit providers to offer the qualification.	Life Sciences Sector Skills Council
Occupation(s) to which the qualification gives access	EHS Manager – Life Sciences falls under Manufacturing occupation. The individual is responsible for managing activities for establishing, implementing, and maintaining company’s policies, procedures, and programs to ensure compliance with local, state, and national environmental, occupational health, and safety regulations. The job requires individual to have detailed knowledge about the life sciences industry, relevant regulatory and legal requirements and use of various cognitive and practical skills like decision making, analytical and critical thinking, customer centricity and problem solving, plan and organizing and communication skills. The individual has full responsibility of output of group and development with respect to EHS policies, systems and compliance.
Proposed level of the qualification in the NSQF.	Level 7
Anticipated volume of training/learning required to complete the qualification.	345 Hours
Entry requirements / recommendations.	Bachelor’s Degree in EHS related discipline preferable / B.Sc. in Environmental Sciences / B.Tech with minimum 5 years work experience in EHS department in manufacturing sector
Progression from the qualification.	Upward progression: Head- EHS (Level 8) Lateral/ Horizontal progression: -
Planned arrangements for RPL.	RPL arrangements and policies are under development.
International Comparability	While preparing the NOSs, a detailed secondary desk research was conducted. The European, South African and Australian NOSs were referred to. The relevant International NOSs for the job role are listed below for reference: UK NOS <ul style="list-style-type: none"> • COGLS321 Carry out risk assessments in life sciences and related industries • COGPI03.15 Enable learning through demonstrations and instruction in processing industries operations • COGLS201 Follow health and safety procedures in life sciences • COGLS301 Maintain health and safety in life sciences • COGLS311 Develop and provide training in life sciences and related industries • COGLS319 Develop and maintain health and safety procedures in life sciences and related industries

- COGPI02.15 Identify and deal with hazards in the work environment in processing industries operations
 - COGPI03.2 Control emergencies and critical situations in processing industries operations
 - COGPI03.10 Emergency procedure in processing industries operations
 - COGTRM10 Respond to incidents, hazardous conditions and emergencies in transportation of radioactive material environments
 - ECI CO3 Identify and deal with hazards in the work environment
- Switzerland NOS
- Refer page no. 130, Unit Group 2149, page no. 145 Unit Group 2263; International Standard Classification of Occupations ILO Geneva, ISCO–08 Volume I (http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_172572.pdf)
- Australia NOS
- Participate effectively in a workplace environment
 - Participate in environmentally sustainable work practices
 - Participate in OHS processes
 - Work safely
 - Communicate workplace information
 - Participate in work teams and groups
- South Africa NOS
- Act in accordance with ethical and legal codes of pharmaceutical representation and the laws of the country
 - Apply ethical and legally compliant behaviour in pharmaceutical and health environments

Formal structure of the qualification

Title of unit or other component (include any identification code used)	Mandatory/ Optional	Estimated size (learning hours)	Level
LFS/N0230 To develop, implement and direct a comprehensive environment, health and safety program for the Company	Mandatory	80	Level 7
LFS/N0231 To prepare and provide training on Environmental, Health and Safety Standards	Mandatory	60	Level 7
LFS/N0232 To manage and co-ordinate EHS team	Mandatory	50	Level 7
LFS/N0233 To carry out reporting and documentation as per EHS standards	Mandatory	60	Level 7
LFS/N0234 To supervise effective working of manufacturing process according to EHS standards and identifying and resolving any issues arising during the process	Mandatory	50	Level 7

LFS/N0101 Maintain a healthy, safe and secure working environment in the life sciences facility	Mandatory	45	Common across Level 2 - 7
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Please attach any document giving further detail about the structure of the qualification – eg a Curriculum or Qualification Pack.

Give details of the document here:

- Qualifications Pack is attached in Annexure 1

SECTION 1

ASSESSMENT

Name of assessment body:

If there will be more than one assessment body for this qualification, give details.

1. Confederation of Indian Industry (CII), having its headquarters at The MantoshSodhi Centre, 23, Institutional Area, Lodi Road, New Delhi, PIN- 110003
2. Induslynk Training Services Pvt. Ltd (Mettl), having its registered office at 1004, Tower 4, The Palms, South City-1, Gurgaon, Haryana, PIN- 122001

Will the assessment body be responsible for RPL assessment?

Only One Given Below:

Induslynk Training Services Pvt. Ltd (Mettl), having its registered office at 1004, Tower 4, The Palms, South City-1, Gurgaon, Haryana, PIN- 122001

Give details of how RPL assessment for the qualification will be carried out and quality assured.

RPL arrangements and policies are under development.

Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, consistent and fair and show that these are in line with the requirements of the NSQF:

Assessment Agencies: An assessment agency is selected on the basis of

- Prior experience and understanding of Life Sciences or similar sector.
- Experience in conducting assessments for similar job roles.
- Manpower and Technical capabilities.
- Geographical reach
- Existing Network in the Life Sciences Sector
- Agencies internal policies to maintain Standards, Quality & professional Integrity
- Agencies policy in assessor management

Assessment development: The assessment development is done with close monitoring and support of LSSSDC at every stage.

Steps for assessment development:

- Selection of assessment tool(s) depending on the assessment criteria prescribed in that QP.
- Developing blue print of the question paper, Viva, Demonstration, whatever are selected tools.
- Development of lay-out of Question paper is such that the entire PCs (Performance Criteria) of that QP are covered.
- Score per question maps with the weightage given to that PC, in the assessment criteria and the level of difficulty of the question.
- **SME:** An expert from industry is selected who is called "Subject Matter Expert". This SME must have over 13-15 years of experience in the industry, on same job role.
- **SME** is screened and approved by LSSSDC. He is oriented by both LSSSDC and Assessment agency on – creating question Bank, level of questions, end desired outcome of the assessment.

Assessor: The Assessors are engaged to conduct the assessments. The selection takes place as follows

- LSSSDC defines the criteria for profile of an assessor.
- Assessor is a person who is currently working in the same industry on same or higher job role and has minimum 5-7 years of experience.
- Based on this, Assessment agency locates the right people from the Industry and LSSSDC approves them after screening (they are screened on basis of resume and interview).

- Once selected, the assessor is oriented by LSSSDC and Assessment agency on various aspects of the assessment and management of assessment, such as
 - QP and its background.
 - Training on Assessment methodology and how to use Assessment tools. Scoring system. (as per the attached assessment guide)
 - Maintain integrity at the assessment site.
 - Crisis handling and support system available for the same.
 - Scope of his authorities
 - Administrative responsibilities.
 - Required documentation of Trainee credentials, VTP credentials, mark sheet management.
 - Confidentiality management.
- Assessment agency signs the agreement letter with the Assessor.
- LSSSDC certifies the Assessor.

Assessment process:

- Assessment date is decided with common agreement of VTP and assessment agency.
- Assessment agency ensures the availability of required infrastructure, tools for the assessment.
- Assessor is provided with location details of the VTP. He contacts VTP a day prior to the assessment to ensure that all the aspects are well managed.
- The trainees are scheduled in such a way that an assessor shall not assess more than 20 candidates in a day.
- Assessor and a representative from Assessment agency are present on the day of assessment to manage the process at assessment location.
- They carry an identity card and letter from the council authorising to conduct the assessment.
- Assessor ensures authenticity of Trainee's identity by verifying the documents (any document issued by GOI, such as Ration card, Adhar Card, Driving Licence, Passport, election card etc)
- Assessor maintains the records of attendance, verified documents, Score sheets, answer sheets and whatever applicable.
- Assessor collects evidences of the assessment in best possible way (videos, pictures, voice recordings etc)
- Assessor maintains complete confidentiality of the score, compiles the data and document and sends it to assessment agency.
- The assessment agency after processing the results and putting them in standard format hands over to LSSSDC within 7 days of assessment.
- LSSSDC cross checks and validates the data and declares the result to VTP.
- Passed candidates are provided with certificate

Assessment tools: Assessment tools for a QP are decided on the basis of composition of knowledge and skill in that particular QP. All assessments shall have at least two tools unless indicated otherwise. All assessments carry time allotment required per trainee, within which the assessment should be completed.

Written test:

Scope – Is used to test the knowledge component of the QP.

Tools – Pen and Paper in form of OMR sheet, computer or tab based online or offline.

Method – objective type questions, match the columns, fill in the blanks, tick the odd man out, choose the correct option, choose the best answer, True or false, Identify the object, tool or machinery, arrange in proper sequence.

Analysis – Question paper is divided in sections. Each Section intends to assess a particular knowledge field of the trainee. Thus section wise calculation of marks gives the clear idea of the areas of improvement or expertise of the trainee. While a consolidated marks gives the overall rating of the trainee.

Viva

Scope – Is used to test the knowledge and understanding and breadth of awareness about the subject. Some personality traits and generic skills (such as – promptness, sharpness, communication skills, depth of knowledge, comprehension, presentation, patience etc) can also be tested required for the QP.

Tools – Direct dialogue between assessor and Trainee.

Method – Direct questions open and close ended questions, situation based questions, analytical questions,

and decision making based questions. Different questions are included to test relevant PCs from the QP Analysis – Assessor is provided with spectrum of ready answers to be expected from trainee. This reduces effect of subjectivity of the assessor. Comparative quality of trainees with in a batch or different institutes can be gauged.

Practical Test

Scope – Is used to test primarily the Skill component of the QP. Trainee’s expertise in handling and managing the tools and situation is tested.

Tools – Demonstration, role play.

Method – A situation is narrated or created in front of the trainee and he is asked to react to it. The selected situations are based on real situations. They are predefined and provided to assessor. Assessor is provided with spectrum of reactions to be expected from trainee. Based on these guidelines the assessor fills the score sheet.

Analysis –Practical tests are analysed on knowledge and skill component.

Please attach any documents giving further information about assessment and/or RPL.

Give details of the document(s) here:

- LSSDC Protocol for Accreditation of Assessment Agencies and Assessment Guideline Ver1.00
- Sample of Assessors Guide

ASSESSMENT EVIDENCE

Assessable Outcome	Assessment Criteria	Total Marks (600)	Out of	Theory	Skills Practical
LFS/N0230(To develop, implement and direct a comprehensive environment, health and safety program for the Company)	PC1. formulate general EHS policies	100	10	5	5
	PC2. proactively conceptualize, establish, and lead the EHS strategies for the organization.		6	3	3
	PC3. create strategies to enhance, optimize and improve current EHS programs consistent with the operational and compliance needs.		8	4	4
	PC4. ensure timely review and approval of EHS protocols/reports		3	2	1
	PC5. develop pollution control, pollution prevention and recycling programs		4	2	2
	PC6. co-ordinate all aspects of resource use, pollution reduction, waste management, environmental health, risk assessment and employee involvement		3	1	2

	PC7. promote prevention, compliance control program, reduce and monitor working conditions		2	1	1
	PC8. review and update the emergency plan and its policy framework, ensuring compliance		4	2	2
	PC9. inspect areas of the facility, machinery, equipment, and working conditions to ensure compliance with all local, state, and national regulations		8	4	4
	PC10. conduct studies and analyses of industrial incidents, and occupational accidents		4	2	2
	PC11. take corrective action in response to typical faults and inconsistencies		6	3	3
	PC12. troubleshoot / investigate deviations in EHS Policies		4	2	2
	PC13. conduct inspections and internal audits of the facility and various programs to detect existing or potential hazards and recommendations for corrective action or preventative measures		4	2	2
	PC14. ensure that all safety measures are in place		10	4	6
	PC15. review and approve facility equipment and process changes		4	2	2
	PC16. release or hold the production as per finding for further inspection		2	1	1
	PC17. take up the results of the findings with the appropriate authority		2	1	1
	PC18. provide for the effective and proper management of hazardous wastes to ensure environmental compliance with all local, state, and national regulations		8	4	4
	PC19. ensure that disposal of waste and left over tested material is carried on safely as per SOP Function		8	4	4
	Total		100	49	51
LFS/N0231 (To prepare and	PC1. identify opportunities for continuous improvements, deploy best	100	8	4	4

provide training on Environmental, Health and Safety Standards)	practices, and pro-actively update EHS programs to reflect current regulations and trends.				
	PC2. identify the existing level of knowledge among the employees regarding EHS standards, policies and programs		10	4	6
	PC3. identify the requirements of the employees regarding EHS policies		4	2	2
	PC4. develop relevant training program on EHS standards		12	6	6
	PC5. provide training on hazardous materials, control of hazardous material, occupational hazards, confined spaces, work place injury prevention, blood borne pathogen control, personal protective equipment, radiation safety, hazardous waste handling, etc.		12	6	6
	PC6. demonstrate the proper use of safety equipment		12	6	6
	PC7. provide EHS-related orientation training to new employees and contractors at the site		10	4	6
	PC8. communicate EHS requirements to plant personnel on a frequent basis through participation in Engineering, R&D and management staff meetings, as well as applicable project teams		12	6	6
	PC9. communicate any potential hazards or expected process disruptions		4	2	2
	PC10. inspect the manpower job scheduling and then develop the schedule for training		6	2	4
	PC11. communicate the schedule to the employees		4	2	2
	PC12. identify the resource requirements for training		6	2	4
	Total		100	46	54
	PC1. convey organizational strategy to	100	4	2	2

LFS/N0232(To manage and co-ordinate EHS team)	the team			
	PC2. set departmental objectives and provide leadership direction to achieve goals	10	4	6
	PC3. manage and support recruitment	6	3	3
	PC4. delineation of individual roles, appropriate delegation of responsibility	6	2	4
	PC5. set KRA's for direct reports, monitor overall team's KRA's, conduct performance appraisal, ensure clarity	10	5	5
	PC6. facilitate the development of subordinates through constant on and off the job learning, job rotation etc.	8	4	4
	PC7. guide, motivate and develop the sub-ordinates.	6	2	4
	PC8. oversee staff deployment and drive motivation levels of the team	6	2	4
	PC9. monitor staff welfare and facilitate complaint resolution	6	2	4
	PC10. manage efficiency levels and drive timely delivery of all operational targets	6	2	4
	PC11. work as a team with colleagues and share work as per their or own work load and skills	2	1	1
	PC12. interview team members and colleagues to collect data to be recorded in log books and batch documents	8	4	4
	PC13. support/assign personnel/team members to support internal and external audit activities as per instructions of superiors/supervisor	6	2	4
	PC14. work with colleagues of other departments	2	1	1
	PC15. provide requisite information, documents, clarifications to authority during actual audits	4	2	2
	PC16. provide support and guidance to supervisor for carrying out	6	3	3

	investigations				
	Total		100	41	55
LFS/N0233(To carry out reporting and documentation as per EHS standards)	PC1. report data/problems/incidents as applicable in a timely manner	100	6	4	2
	PC2. report to the appropriate authority as laid down by the company		4	2	2
	PC3. monitor and report to upper management on EHS related issues		6	3	3
	PC4. maintain direct interaction with regulatory agencies for EHS guidelines		16	8	8
	PC5. coordinate the gathering and correlating data for the evaluation and assessment of releases to the environment for the purpose of source reduction, pollution prevention, and regulatory agency required reporting		18	8	10
	PC6. prepare and submit reports for all Environmental Health and Safety programs like Toxic Release Inventory report, Air Quality Report, etc.		18	8	10
	PC7. maintain records of all data attendance and provide effective training to all staff members regarding EHS policies		2	1	1
	PC8. complete all documentation within stipulated time according to company procedure		6	2	4
	PC9. ensure that the final document meets regulatory and compliance requirements		12	6	6
	PC10. ensure documents are available to all appropriate authorities to inspect		4	2	2
	PC11. respond to requests for information in an appropriate manner whilst following organizational procedures		4	2	2
	PC12. inform the appropriate authority of requests for information received				
Total		4	2	2	

LFS/N0234 (To supervise effective working of manufacturing process according to EHS standards and identifying and resolving any issues arising during the process)	PC1. ensure that the EHS regulations are regularly and consistently followed	100	10	6	4
	PC2. observe workers to determine proper use of prescribed safety equipment such as safety glasses, respirators, face shields, goggles, etc.		10	4	6
	PC3. ensure that there is adequate usage of safety measures for the work being carried out		10	4	6
	PC4. follow workplace procedures to deal with any EHS occurrences caused during the production process		8	4	4
	PC5. ensure that the equipment, materials and personal protective equipment are used as stipulated		8	4	4
	PC6. ensure that the waste garnered from the activity is disposed in an appropriate manner		6	3	3
	PC7. conduct testing of working areas for noise, toxic substances, and other hazards.		6	3	3
	PC8. review SAP periodic reports to carry out the departmental functions in compliance with EHS Standards		3	1	2
	PC9. identify variation from the regulatory guidelines and correction of the same		6	3	3
	PC10. collect and analyze data to make data driven recommendations/decisions.		4	2	2
	PC11. analyze potential causes of non-conformities to EHS regulations		6	2	4
	PC12. evaluating the need for action to ensure that problems do not recur		3	1	2
	PC13. provide hands on support to the manufacturing areas as required to assist in problem solving and long term changes that provide product/process improvements		5	2	3

	PC14. assist in the development of new equipment, if deviations are found, to ensure it is in compliance with all national, state and local regulations		6	2	4
	PC15. suggest corrective action to address problem		3	1	2
	PC16. review effectiveness of corrective action		3	1	2
	PC17. interpret the results of the inspection correctly		3	1	2
	Total		100	44	56
LFS/N0101(To maintain a healthy, safe and secure working environment)	PC1. observe and comply with your company's current health, safety and security policies and procedures	100	10	5	5
	PC2. while carrying out work, use appropriate safety gears like head gear, masks, gloves and other accessories as mentioned in the guidelines		10	5	5
	PC3. report any identified breaches in health, safety, and security policies and procedures to the designated person		10	5	5
	PC4. responsible for maintaining discipline at the shop-floor area		10	5	5
	PC5. identify and correct any hazards that you can deal with safely, competently and within the limits of your authority		10	5	5
	PC6. adhere and comply to storage and handling guidelines for hazardous material		10	5	5
	PC7. identify and recommend opportunities for improving health, safety, and security to the designated person		10	5	5
	PC8. complete any health, safety and security records legibly and accurately		10	4	6
	PC9. report any hazards that you are not competent to deal with to the relevant person in line with organizational procedures and warn		10	4	6

	other people who may be affected				
	PC10. follow your company's emergency procedures promptly, calmly, and efficiently		10	5	5
	Total		100	48	52

SECTION 2

EVIDENCE OF NEED

What evidence is there that the qualification is needed?

While collecting data from the industry for development of the occupational map, we also took inputs on the list of unique roles and the roles to be prioritized, w.r.t. workforce volume and skilling needs. These inputs have been used for subsequent qualification packs development.

What is the estimated uptake of this qualification and what is the basis of this estimate?

Skills Gap analysis Reports for industry demand and secondary research data is the basis, though these do not lend to accurate demand projection. The link to NSDC Human Resource & Skills Requirement in Life Sciences Sector is <http://nsdcindia.org/sites/default/files/files/Pharmaceuticals.pdf>

- Feedback from industry for demand though again sample size may not lend to accurate figures
- Training duration, and current and potential training capacity envisaged
- An LMIS development initiative is being put in place to be more precise regarding the demand and supply

What steps were taken to ensure that the qualification(s) does/do not duplicate already existing or planned qualifications in the NSQF?

The NSDC list of Approved and Under-development QPs has been checked for overlap

Quality team of NSDC has done the 2nd level check before QRC presentation

The QP is under Industry validation and post completing the validation exercise, the QP will be resubmitted for QRC approval as per laid down protocol of NSDC.

What arrangements are in place to monitor and review the qualification(s)? What data will be used and at what point will the qualification(s) be revised or updated?

Workshops with Industry Associations of Employers are part of continuous awareness drive and will be utilized as a channel to get a continual feedback from Industry

The Qualification has been uploaded on SSC website for public with a request for feedback on qualification to be sent to an identified mail address

SSC will be engaged with Training Providers and Authorised educational institutions, who are imparting trainings as per QP guidelines, to gather feedback in implementation

Monitoring of candidate Assessment Result will be carried out

Employer feedback will be sought post placement of trainee's batch

A formal review is scheduled in two year time frame

Please attach any documents giving further information about any of the topics above.

Give details of the document(s) here:

- NSDC Human Resource & Skills Requirement in Life Sciences Sector is <http://nsdcindia.org/sites/default/files/files/Pharmaceuticals.pdf>

SECTION 3

SUMMARY EVIDENCE OF LEVEL

Summary of Direct Evidence:

Generic NOS is/are linked to the overall authority attached to the job role.

EHS Manager - Life SciencesLFS/Q0214					
Process Required	Professional Knowledge	Professional Skills	Core Skills	Responsibility	Level
<p>The job requires a command of wide ranging specialized theoretical and practical skill, involving variable routine and non routine context. For example:-</p> <ul style="list-style-type: none"> - formulate general EHS policies, procedures, and programs to be followed by company in compliance with local/state/national environmental, occupational health, and safety regulations and statutory requirements - identify opportunities for continuous improvements, deploy best practices, and pro-actively update EHS programs to reflect current regulations and trends. - set departmental 	<p>The job role holder uses wide ranging factual and theoretical knowledge in broad context within a field of work/ study. For example: -</p> <ul style="list-style-type: none"> - To develop, implement and direct a comprehensive environment, health and safety program for the Company, the individual uses the knowledge of local/state/national environmental, occupational health, and safety regulations and statutory requirements. - While creating the strategies and EHS programs uses the knowledge of EHS concepts, current and emerging trends, Good Manufacturing 	<p>The role holder applies wide range of cognitive and practical skill required to generate solutions to specific problems in a field of work / study. For Example:-</p> <ul style="list-style-type: none"> - uses skills like planning and organizing, critical thinking and decision making while he/she develops and implements the EHS process, policies and programs in organization. - uses planning and organizing, analytical thinking, problem solving and decision making while he/she inspects and monitors the plant activities to ensure the compliance of EHS SoPs. - Uses analytical thinking to understand the employee's knowledge of EHS and 	<p>the role holder applies good logical and mathematical skills, understanding of social, political and natural environment. Needs to be good in collecting and organizing information, communication and presentation skill. For example: -</p> <ul style="list-style-type: none"> - While formulating the EHS policies, process, various pollution control program and strategies, he/she understands local/state/national environmental, occupational health, and safety regulations and statutory 	<p>The job role holder has full responsibility of output of group and development. For Example:-</p> <ul style="list-style-type: none"> - Individual formulate general EHS policies, procedures, and programs to be followed by company in compliance with local/state/national environmental, occupational health, and safety regulations and statutory requirements - identify opportunities for continuous improvements, deploy best practices, and pro-actively update EHS programs to reflect current regulations and trends. - identify the 	Level 7

<p>objectives and provide leadership direction to achieve goals</p> <ul style="list-style-type: none"> - observe workers to determine proper use of prescribed safety equipment such as safety glasses, respirators, face shields, goggles, etc. as well as safety measures - identify the existing level of knowledge among the employees regarding EHS standards, policies and programs and develop relevant training programs on EHS standards - co-ordinate all aspects of resource use, pollution reduction, waste management, environmental health, risk assessment and employee involvement 	<p>Practices and principles of 5S.</p> <ul style="list-style-type: none"> - to develop the training programs and to inspect the plant and workmen activities uses the knowledge about plant equipments, chemical substances, required precaution and safety measures, hazards and breaches, types of health and safety hazards and breaches at the workplace. -- While dealing with both within and cross functional teams as well as external regulatory authorities like pollution control board, fire department etc, applies knowledge of escalation SoPs, work flow in own and other organization, problem solving tools like (root cause analysis), and company's tie-ups with regulatory bodies like DCGI, FDA etc. 	<p>quality standards, work expectations and output requirements to be maintained and while understanding the employee's skill level, responsibilities, and motivational needs.</p> <ul style="list-style-type: none"> - Decision making skills are also used when he/she makes discretionary judgements while deciding the KRAs and goals for the team and while proactively framing the policies and processes with respect to EHS. 	<p>requirements as well is aware of EHS concepts, current and emerging trends</p> <ul style="list-style-type: none"> - While identifying the skilling need of colleagues and workmen in the plant, understands the motivation needs and their responsibilities in the organization and uses communication skills while developing and delivering the training programs - While inspecting the manufacturing plants and workmen activities and documentation understands desired quality, safety and environmental standards (GMP/GLP/ISO), work expectations and output requirements as per company's SOPs/ guidelines and uses the logical and mathematical skills for analysis of findings. 	<p>existing level of knowledge among the employees regarding EHS standards, policies and programs and develop relevant training programs on EHS standards</p> <ul style="list-style-type: none"> - set departmental objectives and provide leadership direction to achieve goals - observe workers to determine proper use of prescribed safety equipment such as safety glasses, respirators, face shields, goggles, etc. as well as safety measures 	
Level 7	Level 7	Level 7	Level 7	Level 7	

OTHER EVIDENCE OF LEVEL [This need only be filled in where evidence other than primary outcomes was used to allocate a level] **(Optional)**

Summary of other evidence (if used):

1. Internship Monitoring report available at VTP for each candidate for internship period duly signed by Industry authorized person

SECTION 4

EVIDENCE OF RECOGNITION OR PROGRESSION

What steps have been taken in the design of this or other qualifications to ensure that there is a clear path to other qualifications in this sector?

Horizontal and vertical mobility options have been articulated while developing the standard. For Example:

EHS Manager- Life Sciences can move vertically as Head- EHS- Life Sciences after 5 years of industrial work experience as EHS Manager- Life Sciences.

There is no lateral progression possible in life sciences Industry but he/she can progress in other sectors as EHS Manager

Please attach any documents giving further information about any of the topics above.

Give details of the document(s) here:

- Occupational Map and progression matrix