

Revised Application Documentation: Version 5 /25 May 2015

QUALIFICATION FILE – CONTACT DETAILS OF SUBMITTING BODY

Name and address of submitting body:

Healthcare Sector Skill Council

C/o Confederation of Indian Industry, 23, Institutional Area Lodi Road New Delhi – 110 003

Name and contact details of individual dealing with the submission

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List of documents submitted in support of the Qualifications File (attached in following order)

1. Qualification Pack- Annexure1
2. Occupational Mapping Report-Annexure 2
3. Functional Analysis Report-Annexure 3
4. RFP for development of occupational standards-Annexure 4
5. Validation group and industry consultations- Annexure 5
6. The Brief Report on the whole process of the development, validation and notification of these qualification packs along with list of companies and Industry associations involved -Annexure 6
7. Human Resource & Skills Requirement in Healthcare Sector accessible on below given link:
<http://healthcare-ssc.in/images/Human%20Resource%20&%20Skills%20Requirement%20in%20Healthcare%20sector.pdf>
8. Quality Assurance Strategy of Assessment in HSSC-Annexure 7
9. Assessment criteria/framework-Annexure 8

QUALIFICATION FILE SUMMARY

Qualification Title	Speech & Audio Therapy Assistant (HSS / Q 7601)		
Body/bodies which will assess candidates	Healthcare Sector Skill Council Accredited Assessing Bodies		
Body/bodies which will award the certificate for the qualification.	Healthcare Sector Skill Council		
Body which will accredit providers to offer the qualification.	Healthcare Sector Skill Council		
Occupation(s) to which the qualification gives access	Speech & Audio Therapy Assistant primarily assist Therapist during screening, identifying, assessing, diagnosing, referring, providing intervention and counselling to persons with articulation, fluency, voice, language, communication, hearing, swallowing and related disabilities under the supervision of Speech & Audio Therapist.		
Proposed level of the qualification in the NSQF.	Level 4		
Anticipated volume of training/learning required to complete the qualification.	1000 hrs.		
Entry requirements / recommendations.	Class XII (preferred in Science)		
Progression from the qualification.	Level 5: Speech & Audio Therapist		
Planned arrangements for RPL.	HSSC has developed RPL policy to conduct pre assessment of students for gap analysis as per NOS, sharing the gap & final assessments of students and certification. It is explained in section 1 under Assessment, Point 2		
International comparability where known	While writing the NOSs the UK NOSs were also referred to and an effort was taken to maintain comparability in the technical part of the NOSs.		
Title of unit or other component (include any identification code used)	Mandatory/ Optional	Estimated size (learning hours)	Level
HSS / N 7601 : Carry out speech-language and hearing screening, diagnosis and assessments under supervision	Mandatory	Class Room and Skill Lab Training = 600 hours Clinical/Laboratory Training (OJT) = 400 hours	4
HSS / N 7602 : Coordinate the administrative duties	Mandatory		4
HSS / N 7603 : Support individuals during therapy sessions	Mandatory		4
HSS/ N 9603: Act within the limits of one's competence and authority	Mandatory		4
HSS/ N 9607: Practice code of conduct while	Mandatory		4

performing duties			
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Please attach any document giving further detail about the structure of the qualification – e.g. a Curriculum or Qualification Pack.

Give details of the document here:

Qualification pack is attached as Annexure 1

SECTION 1

ASSESSMENT

Name of assessment body:

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

Manipal City & Guilds
IRIS corporate solutions pvt ltd
Aspiring Mind
CII

Will the assessment body be responsible for RPL assessment?

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

HSSC conducts QP-NOS based direct three-way assessment for each and every candidate applied for recognition of prior learning (vis. Certifying the un-certified but skilled workforce who acquired skills through experience of years). Here, the candidates may undergo short-term training of gaps identified. The assessment is conducted via HSSC certified assessor. The assessment pattern is as follows:

REGISTRATION

The candidates need to submit registration form online along with uploading of scanned copies of some mandatory documents. Based on screening of the form, the candidates would be registered on conforming following eligibility criteria.

PRE-ASSESSMENT: The purpose of Pre-assessment is to shortlist candidates as per prescribed limit, and also to notify gaps NOS wise to each candidate for their own self-training or opting for short-term training module before final assessment. The pre-assessment also informs about the reliability of information provided by candidates that they have experience working in the given job role. The pre-assessment is Online, Objective type, NOS based, with Each NOS compulsory each carrying 100 marks, No negative marking for incorrect answers, Test venue is kept as may be home/cyber café/institution/HSSC assessment center if the system have google chrome (Version 41.0.2272.101) and a web camera. Timed test link which expires after 90 minutes from the time of starting / writing the test is used for the same. Result is presented with no. of questions allotted and answered correctly for each NOS along with marks scored for each NOS out of 100.

PORTFOLIO SCREENING

Each registered candidate has to prepare and submit the portfolio as per formats given by HSSC. The portfolio may be verified by HSSC/nominated assessor during pre-assessment and scoring card is given for each portfolio.

FINAL ASSESSMENT: The candidates conforming to RPL guidelines based on both pre-assessment and portfolio screening are finally selected for final assessment. Final assessment is conducted through HSSC accredited Assessing body as per HSSC defined assessment criteria and NOS used for assessment of fresh entrants as described above. Final Assessment is conducted at the training site or at working place in case number of enrolled candidate from the site is more than 15. If needed, Assessment centers is arranged for assessment of candidates in cluster

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:

QA regarding accreditation of Assessing Body:

The HSSC Accreditation process is divided into two steps:

- 1) Pre-accreditation process:
 - Apply for Accreditation: Application form with desired documents in prescribed format to be sent.
 - Document Compliance Check: to be done for ensuring the compliance and adherence of applied assessing body according to criteria laid down by HSSC.
 - Presentation on Quality Assurance: to be given by Assessing body highlighting the quality assurance process laid down by AB at the process points
 - Once the assessing body clears the due diligence process, the accreditation is given along with terms and conditions.
- 2) Post-accreditation process: Post accreditation, the accredited assessing bodies needs to fulfill following minimum eligibility criteria or requisites for implementation:
 - All Empanelled Assessors would have to undergo **"Train the Assessor"** Program conducted by HSSC for each job role time to time.
 - Accredited Assessing Body would have to abide with requisite time-lines, policies and regulations declared by HSSC.
 - Accredited Assessing Body with times would have to contribute in expansion of the questionnaire.

QA Regarding Assessment Criteria & papers:

The emphasis is on 'learning-by-doing' and practical demonstration of skills and knowledge based on the performance criteria. Accordingly, assessment criteria for each job role is set and made available in qualification pack.

The assessment papers for both theory and practical are developed by Subject Matter Experts (SME) hired by Healthcare Sector Skill Council or with the HSSC accredited Assessment Agency as per the performance and assessment criteria mentioned in the Qualification Pack. The assessments papers are also checked for the various outcome based parameters such as quality, time taken, precision, tools & equipment requirement etc.

The assessment sets as well as assessment criteria are then reviewed by panel of experts from Industry as well as HSSC official for consistency and suitability. The assessments are designed so as to assess maximum parts during the practical hands on work. The technical limitations at the training centres are taken care in theory and viva.

All HSSC accredited Assessment Agency follow the "HSSC process of Assessment Framework" and HSSC approved assessment papers. The assessment by assessment agency will be completely based on the assessment criteria as mentioned in the Qualification Pack developed by HSSC.

Each NOS in the Qualification Pack (QP) will be assigned a relative weightage for assessment based on the criticality of the NOS. Therein each Performance Criteria in the NOS will be assigned marks for or practical based on relative importance, criticality of function and training infrastructure.

The following tools are proposed to be used for final assessment:

1 Practical Assessment: This will comprise of a creation of mock environment in the skill lab which is equipped with all equipment's required for the qualification pack.

Candidate's soft skills, communication, aptitude, safety consciousness, quality consciousness etc. will be ascertained by observation and will be marked in observation checklist. The end product will be measured against the specified dimensions and standards to gauge the level of his skill achievements.

2 Viva/Structured Interview: This tool will be used to assess the conceptual understanding and the behavioural aspects as regards the job role and the specific task at hand. It will also include questions on safety, quality, environment and equipment's etc.

3 Written Test: Under this test few key items which cannot be assessed practically will be assessed. The written assessment will comprise of

- i. True / False Statements
- ii Multiple Choice Questions
- iii Matching Type Questions.
- iv) Fill in the blanks

QA Regarding Assessors:

Assessors are selected as per the “eligibility criteria” laid down by HSSC for assessors for each job role. The assessors selected by Assessment Agencies are scrutinized and made to undergo training and introduction to HSSC Assessment Framework, competency based assessments, assessors guide etc. HSSC conducts “Training of Assessors” program time to time for each job role and sensitize assessors regarding assessment process and strategy which is outlined on following mandatory parameters:

- 1) Guidance regarding NSQF
- 2) Qualification Pack Structure
- 3) Guidance for the assessor to conduct theory, practical and viva assessments
- 4) Guidance for trainees to be given by assessor before the start of the assessments.
- 5) Guidance on assessments process, practical brief with steps of operations practical observation checklist and mark sheet
- 6) Viva guidance for uniformity and consistency across the batch.
- 7) MOCK assessments
- 8) Sample question paper and practical demonstration

HSSC also conduct telephonic orientation of the assessors before each assessment for the given job role to assure quality, fairness and timely conduct of assessment.

The assessment agencies are instructed to hire assessors with integrity, reliability and fairness. Each assessor shall sign a document with its assessment agency by which they commit themselves to comply with the rules of confidentiality and conflict of interest, independence from commercial and other interests that would compromise impartiality of the assessments.

QA before, during and after Assessments:

HSSC ensures pre-requisites of Assessment needed by training institute regarding ARTICLES like Mannequins, Mock Ward Infrastructure, Transferring Equipment, Job role related equipment; INFRASTRUCTURE like Class rooms, Skill Lab, Aids like board/marker/logistics, Furniture like display tables, chairs; STAFF like Co-ordinator from training institute, Peon, Some additional members(for simulated situations, if required); DOCUMENTS like Admit Card, Govt. validated ID proof, Record Books like attendance, log book, internal evaluation sheets, Student Enrollment details; for CO-ORDINATION one full time co-ordination point for co-ordination with assessment coordinator before, during and after assessment.

HSSC ensures the three Phases of Assessment to be assured by assessing body and assessor for fair, consistent and quality assessment. The three phases of assessment is enlisted below:

PREPARATORY PHASE: **Documents ensured to be packed, sent and received:** Seal Pack of Sets of Papers, Invigilation Sheet/Covering letter, OMR/Answer sheet; Well **Co-ordination needs to be assured between** Assessment Co-ordinator of assessing body, HSSC official, Co-ordinator from skill center and assessor.

PHASE OF CONDUCT:

1) **Written Examination:**

- o Assessor should reach the VTP 30 minutes before the assessment and ensure that all the arrangements are as per the HSSC rules and regulation
- o He should make seating arrangement to students leaving minimum 3 feet space between candidates.
- o He should make the students sit in the order of seating arrangements.
- o The enrolment numbers are to be written on the desks before the arrival of students.
- o The details to be filled like assessor name , date and Qualification name should be written on the board
- o Learners should keep all their belongings outside the classroom. All mobiles should be switched off and kept on the desk in front of the invigilator

- o The seal of the assessment materials is opened in front of the students.
- o OMR sheets to be distributed to all learners
- o Assessors should instruct the learners on the rules and regulation of the assessment
 - No. of questions
 - Duration of paper
 - Disciplinary rules
 - Administrative rules

2) Attendance:

- o The assessor/assessment co-ordinator needs to get signature of all candidates while theory as well as practical examination on invigilation sheet. The sheets are signed and stamped by the In-charge /Head of the Training Centre.
- o The assessor/assessment co-ordinator needs to verify the authenticity of the candidate by checking the photo ID card issued by the institute as well as any one Photo ID card issued by the Central/Government. The same needs to be mentioned in the attendance sheet. In case of suspicion, the assessor should authenticate and cross verify trainee's credentials in the enrolment form.
- o The assessor/assessment co-ordinator needs to punch the trainee's roll number on all the test pieces.
- o The assessor/assessment co-ordinator needs to take a photograph of all the students along with the assessor standing in the middle and with the centre name/banner at the back as evidence.
- o The assessor/assessment co-ordinator needs to carry a camera to click photograph of the trainees working on the job and giving theory exam as evidence.
- o The assessor/assessment co-ordinator also needs to carry a photo ID card.
- o The assessor/assessment co-ordinator also needs to take the photographs as evidence from appropriate angles/sides of the final work piece/job submitted by the trainee. This evidence is signed by the trainee at the time of submission of the job piece.
- o The assessor/assessment co-ordinator needs to measure the dimensions and finish of the submitted job piece as per the tolerance or standards mentioned in the assessment guide.

3) Segregate learners into batches:

- o Assign combination of one critical and one elementary NOS along with the soft skill NOS
- o Allocate time to learner
- o Ask learners to be present 5 minutes earlier than the time allotted at the lab

4) Conduct Practical Assessments:

- o Assign practical task to the learners
- o Ask the learner to collect articles and be ready for assessments
- o Observe learner conducting the assigned task
- o Evaluate and Record observations and marks and in the recording sheets
- o You may ask learners question on the task being done

5) Conduct Viva:

- o Ask questions from the learners on the assigned task
- o Ask questions prescribed in the assessment guide on non-prescribed tasks to ensure that the learners have complete knowledge on the assessment

6) Collate Results:

- o Check written answer scripts
- o Sum up the practical NOS marks
- o Sum up the viva marks
- o Remember to sign off on all sheets where scores are mentioned
- o Submit the collated result to assessment body representative/project manager

7) Surprise Visits/Surveillance check is kept to ensure the quality and fair assessments.

POST-ASSESSMENT PHASE

1) Verify Result

- o Check for accuracy of names and date of birth
- o Check for accuracy of marks against each learner
- o Ensure that the pass percentage is correctly applied to the result
- o Ensure that the learner has cleared all sections of the assessments in line with the HSSC assessment strategy
- o Check if the excel sheet for each learner is accurately filled and is available for cross referencing with the covering result sheet
- o Each and every result has to get cross-verified by HSSC official

2) Upload/Sharing of Results

- o Once the results are ready it is uploaded on the SDMS website/portal and verified on the same
- o Or the results are shared to Training institute only by HSSC.
- o In case of any query or issue raised for assessment, the assessments are subjected to re-evaluation as per protocol laid down by HSSC.

3) Documentation

- o Question papers are kept in secure cupboard with limited and controlled access.
- o Used OMR sheets are to be stored for the next ten years
- o QP should be always current version

Assessment process and guidelines are attached as Annexure 7

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

Give details of the document(s) here:

1. **Quality Assurance Strategy of Assessment in HSSC attached as Annexure 7**
2. **Assessment Criteria attached as Annexure 8**

ASSESSMENT EVIDENCE

Complete the following grid for each grouping of NOS, assessment unit or other component as per the assessment criteria. Insert the required number of rows.

<u>Job Role</u>	Speech & Audio Therapy Assistant
<u>Qualification Pack Code</u>	HSS / Q 7601
<u>Sector Skill Council</u>	Healthcare Sector Skill Council

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 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 criteria
5. To pass the Qualification Pack, every trainee should score as per assessment grid.
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

Skills Practical and Viva (80% weightage)					
		Marks Allotted			
Grand Total-1 (Subject Domain)		400			
Grand Total-2 (Soft Skills and Communication)		100			
Grand Total-(Skills Practical and Viva)		500			
Passing Marks (80% of Max. Marks)		400			
Theory (20% weightage)					
		Marks Allotted			
Grand Total-1 (Subject Domain)		80			
Grand Total-2 (Soft Skills and Communication)		20			
Grand Total-(Theory)		100			
Passing Marks (50% of Max. Marks)		50			
Grand Total-(Skills Practical and Viva + Theory)		600			
Final Result		Criteria is to pass in both theory and practical individually. If fail in any one of them, then candidate is fail			
Detailed Break Up of Marks		Skills Practical & Viva			
Subject Domain		Pick any 2 NOS each of 200 marks totaling 400			
Assessable Outcomes	Assessment Criteria for the Assessable Outcomes	Total Marks (400)	Out Of	Marks Allocation	
				Viva	Skills Practical
HSS / N 7601 : Carry out speech-language and hearing screening, diagnosis and assessments under supervision	PC1. Possess knowledge of the signs, symptoms and characteristics of the conditions with communication disorders	200	20	15	5
	PC2. Have knowledge of the available tests, tools, procedures and methods, current developments in the diagnosis and assessment of patients with communication disorders		30	10	20

	PC3. Be able to choose the appropriate tests/tools for the screening, diagnosis and assessment		30	10	20
	PC4. Have had hands-on experience in the administration of the above		20	2	18
	PC5. Have knowledge of factors that could interfere with the adequacy of the test/ procedure implementation		30	20	10
	PC6. Have the flexibility to conduct need-based screening/diagnostic and assessment procedures		30	20	10
	PC7. Possess the skills to interpret the results while applying caution, wherever necessary		10	5	5
	PC8. Have the ability to document the report as per International Standards prescribed for the purpose		30	15	15
	Total		200	97	103
HSS / N 7602 : Coordinate the administrative duties	PC1. Possess knowledge of administrative procedures as prescribed for the setup/ center with which the employee/officer is employed	200	40	20	20
	PC2. Have knowledge of various target groups who would be able to assist in the services of speech and hearing professionals in order to plan and organise long-term and short-term programs		50	30	20
	PC3. Be able to guide/maintain documents and records of the programs		20	5	15
	PC4. Be able to choose the appropriate methods and procedures, devise mechanism to document functioning of each of the equipment with log books, usage details, spare parts and accessories, etc.,		30	10	20
	PC5. Have knowledge of community research and its implications in order to assist speech and hearing consultants in the process		30	10	20

	PC6. Have the ability to document the report periodically (monthly, quarterly, halfyearly or annually) as per the standards prescribed for the institution/ center/ set-up		30	10	20
	Total		200	85	115
HSS / N 7603 : Support individuals during therapy sessions	PC1. Identify, with the support of others, the preparation needed for therapy, and how the environment will be restored, following therapy sessions	200	30	20	10
	PC2. Identify role and responsibilities in the preparation and address any risk and safety		20	15	5
	PC3. Report any damage to materials, equipment or in the environment immediately, and according to organisational procedures and practices		10	5	5
	PC4. Work with individuals to identify their preferences, concerns and issues about participating in therapy sessions		10	10	0
	PC5. Reassure individuals about the nature and content of the therapy sessions		20	10	10
	PC6. Support specialist practitioners and therapists to run therapy sessions		20	0	20
	PC7. Provide active support to individuals during therapy sessions, and take account of their needs, preferences and abilities		20	5	15
	PC8. Review, agree and implement any adjustments that are needed to maximise the individual's participation and the effectiveness of the therapy sessions		20	0	20
	PC9. Follow agreed arrangements for the observation of individuals prior to, during and after therapy sessions		10	0	10

	PC10. Identify any issues or problems in relation to the therapy sessions		20	10	10
	PC11. Record and report on therapy sessions within confidentiality agreements and according to legal and organisational requirements		20	5	15
	Total		200	80	120
Grand Total-1 (Subject Domain)		400			
Soft Skills and Communication		Pick one field from part 1 randomly and pick one field from part 2 as per NOS of subject domain picked each carrying 50 marks totaling 100			
Assessable Outcomes	Assessment Criteria for the Assessable Outcomes	Total Marks (100)	Out Of	Marks Allocation	
				Viva	Observation/ Role Play
Part 1 (Pick one field randomly carrying 50 marks)					
1. Attitude					
HSS/ N 9603 (Act within the limits of one's competence and authority)	PC1. Adhere to legislation, protocols and guidelines relevant to one's role and field of practice	50	5	3	2
	PC2. Work within organisational systems and requirements as appropriate to one's role		5	3	2
	PC3. Recognise the boundary of one's role and responsibility and seek supervision when situations are beyond one's competence and authority		10	5	5
	PC4. Maintain competence within one's role and field of practice		5	0	5
	PC5. Use relevant research based protocols and guidelines as evidence to inform one's practice		5	2	3
	PC6. Promote and demonstrate good practice as an individual and as a team member at all times		5	3	2
	PC7. Identify and manage potential and actual risks to the quality and safety of practice		10	5	5
	PC8. Evaluate and reflect on the quality of one's work and		5	2	3

	make continuing improvements				
			50	23	27
HSS/ N 9607 (Practice Code of conduct while performing duties)	PC1. Adhere to protocols and guidelines relevant to the role and field of practice	50	5	3	2
	PC2. Work within organisational systems and requirements as appropriate to the role		5	3	2
	PC3. Recognise the boundary of the role and responsibility and seek supervision when situations are beyond the competence and authority		10	5	5
	PC4. Maintain competence within the role and field of practice		5	0	5
	PC5. Use protocols and guidelines relevant to the field of practice		5	2	3
	PC6. Promote and demonstrate good practice as an individual and as a team member at all times		5	3	2
	PC7. Identify and manage potential and actual risks to the quality and patient safety		10	5	5
	PC8. Maintain personal hygiene and contribute actively to the healthcare ecosystem		5	3	2
				50	24
Attitude Total		100			
Grand Total-2 (Soft Skills and Communication)			100		
Detailed Break Up of Marks			Theory		
Subject Domain			Select all NOS totaling 80		
Assessable Outcomes	Assessment Criteria for the Assessable Outcomes	Total Marks (80)	Marks Allocation		
			Theory		
HSS / N 7601 : Carry out speech-language and hearing	PC1. Possess knowledge of the signs, symptoms and characteristics of the conditions with communication disorders	20	5		

screening, diagnosis and assessments under supervision	PC2. Have knowledge of the available tests, tools, procedures and methods, current developments in the diagnosis and assessment of patients with communication disorders		5
	PC3. Be able to choose the appropriate tests/tools for the screening, diagnosis and assessment		2
	PC4. Have had hands-on experience in the administration of the above		2
	PC5. Have knowledge of factors that could interfere with the adequacy of the test/ procedure implementation		4
	PC6. Have the flexibility to conduct need-based screening/diagnostic and assessment procedures		0
	PC7. Possess the skills to interpret the results while applying caution, wherever necessary		0
	PC8. Have the ability to document the report as per International Standards prescribed for the purpose		2
	Total		
HSS / N 7602 : Coordinate the administrative duties	PC1. Possess knowledge of administrative procedures as prescribed for the setup/ center with which the employee/officer is employed	30	10
	PC2. Have knowledge of various target groups who would be able to assist in the services of speech and hearing professionals in order to plan and organise long-term and short-term programs		7
	PC3. Be able to guide/maintain documents and records of the programs		3
	PC4. Be able to choose the appropriate methods and procedures, devise mechanism to document functioning of each of the equipment with log books, usage details, spare parts and accessories, etc.,		5
	PC5. Have knowledge of community research and its implications in order to assist speech and hearing consultants in the process		2
	PC6. Have the ability to document the report periodically (monthly, quarterly, halfyearly or annually) as per the standards prescribed for the institution/ center/ set-up		3

		Total	
		30	
HSS / N 7603 : Support individuals during therapy sessions	PC1. Identify, with the support of others, the preparation needed for therapy, and how the environment will be restored, following therapy sessions	30	5
	PC2. Identify role and responsibilities in the preparation and address any risk and safety		5
	PC3. Report any damage to materials, equipment or in the environment immediately, and according to organisational procedures and practices		2
	PC4. Work with individuals to identify their preferences, concerns and issues about participating in therapy sessions		0
	PC5. Reassure individuals about the nature and content of the therapy sessions		0
	PC6. Support specialist practitioners and therapists to run therapy sessions		5
	PC7. Provide active support to individuals during therapy sessions, and take account of their needs, preferences and abilities		0
	PC8. Review, agree and implement any adjustments that are needed to maximise the individual's participation and the effectiveness of the therapy sessions		4
	PC9. Follow agreed arrangements for the observation of individuals prior to, during and after therapy sessions		0
	PC10. Identify any issues or problems in relation to the therapy sessions		5
	PC11. Record and report on therapy sessions within confidentiality agreements and according to legal and organisational requirements		4
Total		30	
Grand Total-1 (Subject Domain)		80	
Soft Skills and Communication		Select each part each carrying 10 marks totaling 20	
Assessable Outcomes	Assessment Criteria for the Assessable Outcomes	Total Marks (20)	Marks Allocation
			Theory
Part 1 (Pick one field randomly carrying 50 marks)			
1. Attitude			
HSS/ N 9603 (Act within the limits of one's competence	PC1. Adhere to legislation, protocols and guidelines relevant to one's role and field of practice	10	10

and authority)	PC2. Work within organisational systems and requirements as appropriate to one's role		
	PC3. Recognise the boundary of one's role and responsibility and seek supervision when situations are beyond one's competence and authority		
	PC4. Maintain competence within one's role and field of practice		
	PC5. Use relevant research based protocols and guidelines as evidence to inform one's practice		
	PC6. Promote and demonstrate good practice as an individual and as a team member at all times		
	PC7. Identify and manage potential and actual risks to the quality and safety of practice		
	PC8. Evaluate and reflect on the quality of one's work and make continuing improvements		
	Total		
HSS/ N 9607 (Practice Code of conduct while performing duties)	PC1. Adhere to protocols and guidelines relevant to the role and field of practice	10	10
	PC2. Work within organisational systems and requirements as appropriate to the role		
	PC3. Recognise the boundary of the role and responsibility and seek supervision when situations are beyond the competence and authority		
	PC4. Maintain competence within the role and field of practice		
	PC5. Use protocols and guidelines relevant to the field of practice		
	PC6. Promote and demonstrate good practice as an individual and as a team member at all times		
	PC7. Identify and manage potential and actual risks to the quality and patient safety		
	PC8. Maintain personal hygiene and contribute actively to the healthcare ecosystem		
Total		10	
Attitude Total		10	20
Grand Total-2 (Soft Skills and Communication)		20	

SECTION 2

EVIDENCE OF NEED

What evidence is there that the qualification is needed?

While collecting data from the companies for the occupational map & functional analysis, we also took feedback from industry, which was collected with respect to roles for which qualification packs development, was to be prioritized. This was largely based on volume of people required, quantitative and qualitative shortfall which the Industry feels they face. Governing council of HSSC gave final approval and endorsement for the same.

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

The workforce in allied healthcare sector need expected to around 74 lac by 2022 double the workforce employed in 2013 as envisaged in Skills Gap analysis Reports for industry demand and secondary research data, though these do not lend to accurate demand projection. The link to NSDC Human Resource & Skills Requirement in Healthcare Sector is <http://healthcare-ssc.in/images/Human%20Resource%20&%20Skills%20Requirement%20in%20Healthcare%20sector.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?

- NSDC list of Approved and Under-Development QPs was checked prior to commissioning the work
- NSDC QRC team also confirmed the same

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?

- Agencies/personnel would be appointed by the HSSC to interact with training providers, employers, assessors to gather feedback in implementation.
- Monitoring of results of assessments, training delivery
- Employer feedback will be sought post-placement
- A formal review is scheduled in two year time

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

Give details of the document(s) here:

1. **Occupational Mapping Report-Annexure 2**
2. **Functional Analysis Report-Annexure 3**
3. **RFP for development of occupational standards-Annexure 4**
4. **Validation group and industry consultations- Annexure 5**
5. **The Brief Report on the whole process of the development, validation and notification of these qualification packs along with list of companies and Industry associations involved -Annexure 6**
6. **Human Resource & Skills Requirement in Healthcare Sector accessible on below given link:**

SECTION 3

SUMMARY OF DIRECT EVIDENCE OF LEVEL

Justify the NSQF level allocated to the QP. Relate information about the job role and build upon the five descriptors for the level to justify.

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

Qualification Title and Classification Code Speech Audio Therapy Assistant HSS / Q 7601					
Process required	Professional knowledge	Professional skill	Core skill	Responsibility	Level
Key tasks of a Speech & Audio Therapy Assistant include assistance to Speech & Audio Therapist includes screen, identify, assess, diagnose, refer, and provide intervention and counselling to persons with articulation, fluency, voice, language, Communication, hearing, swallowing, and related disabilities. This is an activity of a routine nature in a situation of clear choice as demanded by the workplace.	Speech & Audio Therapy Assistant should be able assist Speech & Audio Therapist to effectively communicate diagnostic test results, diagnoses, and proposed treatment in a manner easily understood by their clients, good listening skills are necessary. They should be mature, patient, resourceful, and skilful in managing detailed paperwork and good team players who frequently collaborate with, parents, and other health professionals. This indicates that a Speech & Audio Therapy Assistant must have factual knowledge of field or study in order to perform activities correctly.	Speech & Audio Therapy Assistant is expected to carry out speech-language and hearing screening, Diagnosis and assessments under supervision. Coordinate the administrative duties, Support individuals during therapy sessions. All these are activities that require him/her to demonstrate his practical skill, as per the scope of the job role, using appropriate tool, quality concepts, responsible for carrying out range of activities, requiring either laid down approach or may adopt alternative approaches as per the best evidenced practices.	Speech & Audio therapy Assistant is required to be calm and patient. They should have an interest in health and physical education and carry a positive and motivating attitude. It is also important to have the ability to work well in a team. Individuals must always perform their duties in a calm, reassuring and efficient manner. This requires communication skills (written or oral) with required clarity and indicates that he/she should have the basic understanding of social, political and natural environment.	Speech & Audio Therapy Assistant support qualified Speech & Audio Therapist, assisting in the rehabilitation of patients in screening, identifying, assessing, diagnosing, referring, and providing intervention and counselling to persons with articulation, fluency, voice, language, Communication, hearing, swallowing, and related disabilities. This is critical as it indicates that the person is responsible for his own work and learning. This is further reconfirmed by the fact that the Speech & Audio Therapy Assistant is expected to	4

				learn and improve his/her practice while on the job and is referred as “skilled workers”.	
Level: 4	Level: 4	Level: 4	Level: 4	Level: 4	4

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

- Validated by Industry through various training provider & stake holders

Summary of other evidence (if used): NA

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.

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

Give details of the document(s) here:

- Occupational Mapping Report-Annexure 2**
- Functional Analysis Report-Annexure 3**
- Validation group and industry consultations- Annexure 5**
- The Brief Report on the whole process of the development, validation and notification of these qualification packs along with list of companies and Industry associations involved -Annexure 6**