

NSQF QUALIFICATION FILE

Approved in 17th NSQC Meeting – NCVET – 31st March, 2022

Rationalized in 24th NSQC Meeting Date 17th November 2022

**Qualification Code
2022/HLT/HSSC/06757**

CONTACT DETAILS OF THE BODY SUBMITTING THE QUALIFICATION FILE

Name and address of submitting body:

Healthcare Sector Skill Council
Office No. 520-521, 5th Floor, DLF Tower A, Jasola, New Delhi - 110025, India

Name and contact details of individual dealing with the submission

Name: Mr. Ashish Jain

Position in the organisation: CEO

Address if different from above: Same as above

Tel number(s): T: +91-11-41017346, 40505850

E-mail address: ashish.jain@healthcare-ssc.in

List of documents submitted in support of the Qualifications File

1. Qualification Pack HSS/Q3605
2. Model Curriculum containing the following:
 - a. Indicative list of tools/equipment to conduct the training
 - b. Trainers qualification
 - c. Key learning Outcomes
 - d. Distribution of training duration into theory/practical/OJT component
3. Occupational Map
4. Validation from AYUSH Ministry

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SUMMARY

1	Qualification Title: Ayurveda Masseur																		
2	Qualification Code, if any: HSS/Q3605																		
3	NCO code and occupation: NCO-2015/NIL, Ayurveda Therapy																		
4	Nature and purpose of the qualification (Please specify whether qualification is short term or long term): This is a short-term Qualification. The individuals in this job are trained to practice safe and competent Ayurveda Massage.																		
5	Body/bodies which will award the qualification: Healthcare Sector Skill Council																		
6	Body which will accredit providers to offer courses leading to the qualification: Healthcare Sector Skill Council																		
7	Whether accreditation/affiliation norms are already in place or not , if applicable (if yes, attach a copy) : Yes																		
8	Occupation(s) to which the qualification gives access: specialized Masseur																		
9	Job description of the occupation: The individuals in this job are trained to practice safe and competent Ayurveda Massage																		
10	Licensing requirements: N/A																		
11	Statutory and Regulatory requirement of the relevant sector (documentary evidence to be provided) : N/A																		
12	Level of the qualification in the NSQF: Level 3																		
13	Anticipated volume of training/learning required to complete the qualification: TH-90 + PR-210 + OJT- 30 + ES- 30 = 360 Hrs																		
14	Indicative list of training tools required to deliver this qualification: Unique Equipment Required: <i>The quantity is as per demonstration purpose/hands on practise requirements in the skill lab.</i> <table border="1"><thead><tr><th>Equipment Name</th><th>Minimum number of Equipment required (per batch of 30 trainees)</th></tr></thead><tbody><tr><td>Human Body Manikin</td><td>2</td></tr><tr><td>Stainless Steel Kadai</td><td>3</td></tr><tr><td>Laptop/ Computer</td><td>2</td></tr><tr><td>Sphygmomanometer</td><td>3</td></tr><tr><td>Mortar and Pestle</td><td>3</td></tr><tr><td>Spoon</td><td>8</td></tr><tr><td>Mops</td><td>5</td></tr><tr><td>Bucket</td><td>3</td></tr></tbody></table>	Equipment Name	Minimum number of Equipment required (per batch of 30 trainees)	Human Body Manikin	2	Stainless Steel Kadai	3	Laptop/ Computer	2	Sphygmomanometer	3	Mortar and Pestle	3	Spoon	8	Mops	5	Bucket	3
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	Steel rings	4
	Disposable bed sheet	8
	Disposable clothing	8
	Massage Ointments	
	Whiteboard	1
	Marker	1
	Sponges	8
	Induction/Stove with fuel connected for fire	3
	ladder to climb droni	3
	Yantra (Stand + Patra/Pot)	3
	Mug	3
	Markin cloth	3
	Droni (fibre glass made approx. 7 to 8 ft with a stand)	3
	clothes for changing	8
	Hand Sanitizer	3
	Mirror for visualizing complete body	3
	5litre vessel/basin	6
	First aid kit	2
	Water Supply	1
	Wash Basin	2
	Stethoscope	4
	Pulse Oximeter (Finger)	3
	Thermometer Digital/Manual	2
	2 litre vessel	10
	Bio Medical Waste Bins	
	Working Apron/ Coat	
	Oil, Churna and other materials	
1 5	Entry requirements and/or recommendations and minimum age: <ul style="list-style-type: none">• Grade 9 Or• Grade 8 with one year of (NTC/ NAC) after 8th Or• Grade 8 pass and pursuing continuous schooling in regular school with vocational subject Or	

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	<ul style="list-style-type: none">8th grade pass with 1 year of experience <p>Min Age: 16 Years</p>																					
16	<p>Progression from the qualification (Please show Professional and academic progression) :</p> <p>Horizontal: NSQF level 3 Kshrasutra Attendent, Panchakarma Assistant</p> <p>Vertical: NSQF Level 4: Panchakarama Technician, Ksharakarma Technician</p>																					
17	<p>Arrangements for the Recognition of Prior learning (RPL) : Strategy mentioned in section 22</p>																					
18	<p>International comparability where known (research evidence to be provided) : NA</p>																					
19	<p>Date of planned review of the qualification: 31/03/2025</p>																					
20	<p>Formal structure of the qualification Mandatory components</p>																					
(i)	<table border="1"><thead><tr><th>Title of component and identification code/NOSs/Learning outcomes</th><th>Estimated size (learning hours) Including Theory/Practical/VIVA</th><th>Level</th></tr></thead><tbody><tr><td>1 HSS/N3613: Pre- Procedural requirements of Ayurveda Massage</td><td>30 Hrs</td><td>3</td></tr><tr><td>2 HSS/N3614: Carry out Ayurvedic Massage</td><td>150 Hrs</td><td>3</td></tr><tr><td>3 HSS/N3608: Assist in post procedure compliances of panchakarma Session.</td><td>90 Hrs</td><td>3</td></tr><tr><td>4 HSS/N9625: Maintain interpersonal relationships and professional conduct.</td><td>30 Hrs</td><td>4</td></tr><tr><td>5 HSS/N9624: Maintain a safe and secure working environment</td><td>30 Hrs</td><td>4</td></tr><tr><td>6 DGT/VSQ/N0101 : Employability Skills (30 Hours)</td><td>30 Hrs</td><td>2</td></tr></tbody></table>	Title of component and identification code/NOSs/Learning outcomes	Estimated size (learning hours) Including Theory/Practical/VIVA	Level	1 HSS/N3613: Pre- Procedural requirements of Ayurveda Massage	30 Hrs	3	2 HSS/N3614: Carry out Ayurvedic Massage	150 Hrs	3	3 HSS/N3608: Assist in post procedure compliances of panchakarma Session.	90 Hrs	3	4 HSS/N9625: Maintain interpersonal relationships and professional conduct.	30 Hrs	4	5 HSS/N9624: Maintain a safe and secure working environment	30 Hrs	4	6 DGT/VSQ/N0101 : Employability Skills (30 Hours)	30 Hrs	2
Title of component and identification code/NOSs/Learning outcomes	Estimated size (learning hours) Including Theory/Practical/VIVA	Level																				
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	Sub Total (A)	TH-90 + PR-210 + OJT-30 + ES- 30 = 360 Hrs	
	Optional components (N/A)		
	Total (A+B) 360		

SECTION 1

ASSESSMENT

21	Body/Bodies which will carry out assessment: Healthcare Sector Skill Council
22	How will RPL assessment be managed and who will carry it out? 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 (remotely)/online assessments. The assessment pattern is as follows:
23	D Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, reliable and fair and show that these are in line with the requirements of the NSQF. The HSSC Accreditation process is divided into two steps: 1) Pre-accreditation process: <ul style="list-style-type: none">● 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: <ul style="list-style-type: none">● All Empanelled Assessors would have to undergo “Train the Assessor” Program conducted by HSSC for each job role from time to time.

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- 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 of during 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 with regard to 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

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- 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 assessing 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 from 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

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; 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 Enrolment details; for CO-ORDINATION one full time co-ordination point for co-ordination with assessment coordinator before, during and after assessment.

Please attach most relevant and recent documents giving further information about assessment and/or RPL.

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

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ASSESSMENT EVIDENCE

Complete a grid for each component as listed in “Formal structure of the qualification” in the Summary.

NOTE: this grid can be replaced by any part of the qualification documentation which shows the same information – i.e., Learning Outcomes to be assessed, assessment criteria and the means of assessment.

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Assessment evidences

Title of Component: Ayurveda Masseur

Criteria For Assessment Of Trainees

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 these criteria.
5. To pass the Qualification Pack, every trainee should score a minimum of 70% in every NOS.
6. In case of successfully passing only certain number of NOSs, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack.
7. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack.

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks
HSS/N9624.Maintain a safe and secure working environment	10	10	-	10	30
HSS/N9625.Maintain interpersonal relationships and professional conduct	15	20	-	17	52
DGT/VSQ/N0101.Employability Skills (30 Hours)	20	30	0	0	50
HSS/N3613.Pre Procedural requirements of Ayurveda Massage	150	209	-	83	442
HSS/N3614.Carry out Ayurvedic Massage	175	211	-	90	476
HSS/N3608.Assist in post procedure compliances of panchakarma session	100	67	-	23	190
Total	470	547	0	223	1240

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SECTION 2

25. EVIDENCE OF LEVEL

OPTION A

Title/Name of qualification/component: Enter the title here			Level: Add level
NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
Process			
Professional knowledge			
Professional skill			
Core skill			
Responsibility			

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OPTION B

Title/Name of qualification/component: Ayurveda Masseur		Level: 3	
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
Process	<p>Work in familiar, predictable, routine, situation of clear choice.</p> <ul style="list-style-type: none">● Carry out activities related to Pre, during and post procedural requirements of ayurvedic massage● Comply with Infection Control and Bio Medical Waste Disposal Policies● Maintain a safe and secure working environment.● Maintain interpersonal relationships and professional conduct.● Maintain personal hygiene, grooming and personal behaviour in accordance with organization's standards.● Demonstrate the process of maintaining relevant records.● identify any problems with team members and other people and take the initiative to solve these problems	<p>The role holder Ayurveda Masseur works in familiar, predictable, routine, and situation of clear choice under a close supervision and guidance.</p>	3

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Title/Name of qualification/component: Ayurveda Masseur			Level: 3
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
	<ul style="list-style-type: none"> work within organizational systems and requirements as appropriate to one's role evaluate and reflect on the quality of one's work and make continuing improvements maintain competence within one's role and field of practice identify potential hazards and breaches of safe work practices 		
Professional knowledge	<p>Factual knowledge of field of knowledge or study.</p> <ul style="list-style-type: none"> Explain the concept and fundamental principles of ayurveda. Discuss the significance of ayurvedic massage practices. Massage procedure, techniques, pressures and rhythms oils used in the procedure Complying the health, safety and security requirements and procedures for workplace Handling hazardous situation Reporting any hazardous situation 	The role holder Ayurvedic Masseur should have the practical and basic factual knowledge of his field.	3

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Title/Name of qualification/component: Ayurveda Masseur			Level: 3
NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
	<ul style="list-style-type: none"> classification of the Waste Generated, Segregation of Biomedical Waste, Proper collection and storage of Waste Complying with and effective infection control protocols Maintaining personal protection and preventing the transmission of infections from person to person what constitutes breach of confidentiality in relation to patient medical records likely implications of disclosure of any information to unauthorized persons 		
Professional skill	<p>Recall and demonstrate practical skill, routine and repetitive in narrow range of application, using appropriate rule and tool, using quality concepts</p> <ul style="list-style-type: none"> document task lists and schedules communicate information (for example, facts, ideas, or messages) in a brief, clear, and organized manner interpret written material, including technical documents, rules, regulations, instructions, reports, charts, graphs, or tables 	The role holder Ayurvedic Masseur should have practical skills which are routine and repetitive.	3

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NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
	<ul style="list-style-type: none"> • Prepare the work area with required equipment and accessories to ensure the efficiency and effectiveness of the outcome. • Demonstrate skills required for post procedure requirement of client and unit • build relationships and use customer centric approach • confirm that the needs of the individual have been met • ensure his/her work meets the agreed requirements 		
Core skill	<p>Language to communicate written or oral, with required clarity</p> <ul style="list-style-type: none"> • Carry out activities Assistance for Pre, during and post massage procedure. • Comply with Infection Control and Bio Medical Waste Disposal Policies • Maintain a safe and secure working environment. • Maintain interpersonal relationships and professional conduct. • Maintain personal hygiene, grooming and personal behaviour in accordance with organization's standards. 	<p>The role holder Ayurvedic Masseur should have good communication skills both written and oral. He/ She should be able to solve basic arithmetic principles.</p>	3

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NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
	<ul style="list-style-type: none"> • Demonstrate the process of maintaining relevant records. <p>skill to basic arithmetic and algebraic principles</p> <ul style="list-style-type: none"> • record the relevant records weekly, monthly, yearly <p>basic understanding of social political and natural environment.</p> <ul style="list-style-type: none"> • follow the organization's emergency procedures promptly, calmly, and efficiently • report any identified breaches in health, safety, and security procedures to the designated person • identify and recommend opportunities for improving health, safety, and security to the designated person 		
Responsibility	<p>Responsibility for own work and learning.</p> <ul style="list-style-type: none"> • Carry out activities related to assistance in preparing client for procedure • Assist in Medicament preparation • Setting up of massage unit. 	The role holder Ayurvedic Masseur should know the skills required for the work and learning and work in a close collaboration with the doctor, technician or therapist.	3

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NSQF Domain	Key requirements of the job role	How the job role relates to the NSQF level descriptors	NSQF Level
	<ul style="list-style-type: none">● Comply with Infection Control and Bio Medical Waste Disposal Policies● Maintain a safe and secure working environment.● Maintain interpersonal relationships and professional conduct.● Maintain personal hygiene, grooming and personal behaviour in accordance with organization's standards.● Demonstrate the process of maintaining relevant records.		

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SECTION 3

EVIDENCE OF NEED

26	What evidence is there that the qualification is needed? What is the estimated uptake of this qualification and what is the basis of this estimate?		
	Basis	In case of SSC	In case of other Awarding Bodies (Institutes under Central Ministries and states departments)
	Need of the qualification	There is a huge demand for skilled professional in AYUSH Sector. As per requirements under Champion Sector, AYUSH Ministry is targeting to train and certify 1 lakh professional in 3 years' time.	
	Industry Relevance	The job role is huge in requirement by the industry	
	Usage of the qualification	It would be used by the training institute for new trainings/For employers to conduct RPL and for annual Appraisal	
	Estimated uptake	Initially 4 to 5 batches are expected under new trainings.	
27	Recommendation from the concerned Line Ministry of the Government/Regulatory Body. To be supported by documentary evidences <ul style="list-style-type: none">• The document is developed in consultation with AYUSH Ministry. The documents were further drafted and validated through National Committee on Ayurveda under HSSC.• Approval for qualification from Ministry of AYUSH is attached		

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28	<p>What steps were taken to ensure that the qualification(s) does (do) not duplicate already existing or planned qualifications in the NSQF? Give justification for presenting a duplicate qualification</p> <ul style="list-style-type: none">● NSDC list of Approved and Under-Development QPs was checked prior to commissioning the work Is being sent to NSDC QRC team for the confirmation of the same● No such qualification exists in NQR
29	<p>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? Specify the review process here</p> <ul style="list-style-type: none">● 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 Four year time

Please attach most relevant and recent documents giving further information about any of the topics above.

Give the titles and other relevant details of the document(s) here. Include page references showing where to find the relevant information.

SECTION 4

EVIDENCE OF PROGRESSION

30	<p>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?</p>
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1. Occupational Map - Annexure 3 attached

