

QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR AGRICULTURE AND ALLIED INDUSTRY

What are Occupational Standards(OS)?

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

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Contents

1. Introduction and Contacts.....	[1]
2. Qualifications Pack.....	[2]
3. Glossary of Key Terms.....	[3]
4. OS Units.....	[5]
5. Annexure: Nomenclature for QP & OS....	[18]
6. Assessment Criteria.....	[20]

Introduction

Qualifications Pack- Aquaculture Worker

SECTOR: AGRICULTURE AND ALLIED

SUB-SECTOR: Fisheries

OCCUPATION: Aquaculture

REFERENCE ID: AGR/Q4904

ALIGNED TO: NCO-2015/NIL

An Aquaculture Worker is responsible for carrying out culture operations at a fish farm under the guidance of an Aquaculture Technician.

Brief Job Description: An Aquaculture Worker is responsible for carrying out maintenance of stock tanks, ensuring proper water intake, pond preparation, assisting in soil, water and fish sampling and management, supplementary feeding, reporting of abnormal fish behavior, recording daily input use and assisting in harvest and post-harvest of crops.

Personal Attributes: An Aquaculture Worker must possess physical fitness and strength, ability to understand instructions and implement those and attend to work for long hours if required and should be a good swimmer.

Job Details

Qualifications Pack Code	AGR/Q4904		
Job Role	Aquaculture Worker		
Credits (NSQF)	TBD	Version number	1.0
Sector	Agriculture and Allied	Drafted on	10/03/16
Sub Sector	Fisheries	Last reviewed on	25/11/16
Occupation	Aquaculture	Next review date	19/05/19
NSQC Clearance on	N/A		

Job Role	Aquaculture worker
Role Description	An Aquaculture Worker is responsible for carrying out culture operations at a fish farm under the guidance of an Aquaculture Technician.
NSQF level	3
Minimum Educational Qualifications	Class 5, preferably
Maximum Educational Qualifications	Not applicable
Training (Suggested but not mandatory)	On the job training
Minimum Job Entry Age	16 years
Experience	Not applicable
Applicable National Occupational Standards (NOS)	Compulsory: 1. AGR/N4919 Assist in pond preparation activities 2. AGR/N4920 Assist in carrying out culture operations 3. AGR/N4918 Ensure safety, hygiene and sanitation practices for culture operations Optional: Not applicable
Performance Criteria	As described in the relevant OS units

Definitions

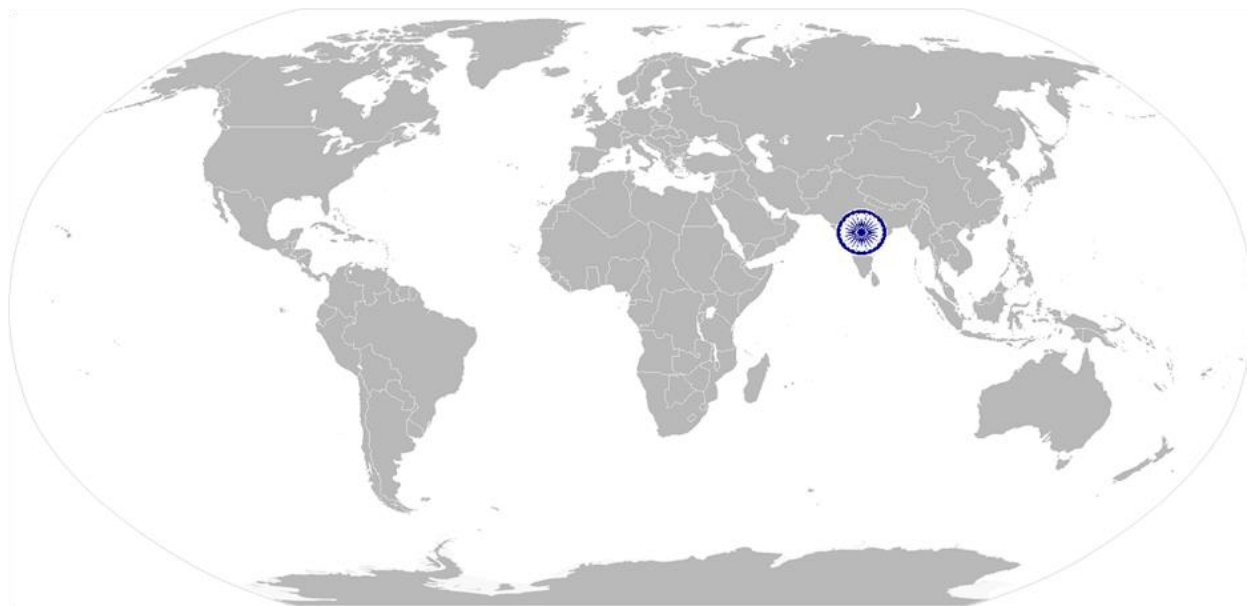
Keywords /Terms	Description
Sector	Sector is a conglomeration of different business operations having similar business and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further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

Acronyms	Keywords /Terms	Description
	NOS	National Occupational Standard(s)
	QP	Qualifications Pack
	OS	Occupational Standard
	PC	Performance Criteria

AGR/N4919

Assist in pond preparation activities

National Occupational Standard



Overview

This OS unit is about carrying out activities related to water intake, supply to pond after treatment and providing assistance in pre-stocking pond preparation.

AGR/N4919
Assist in pond preparation activities

National Occupational Standard

Unit Code	AGR/N4919
Unit Title (Task)	Assist in pond preparation activities
Description	This OS unit is about carrying out activities related to water intake, supply to pond after treatment and providing assistance in pre-stocking pond preparation.
Scope	This unit/task covers the following: <ul style="list-style-type: none"> Assist in water intake to reservoir and supply to pond after treatment Assist in pre-stocking pond preparation
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Assist in water intake to reservoir and supply to pond after treatment	To be competent, the user/ individual must be able to: PC1. draw water from source to reservoir upto the desired level PC2. treat the water with appropriate methods such as chlorination etc. PC3. pump the treated water to culture ponds from the reservoir
Assist in pre-stocking pond preparation	To be competent, the user/ individual must be able to: PC4. drain perennial pond and leave for sun drying PC5. apply organic manure (if required) PC6. eradicate the aquatic weeds using various methods and also know the precautions for using the chemicals/herbicides PC7. eradicate predatory and weed fish using various methods PC8. fertilize the pond with inorganic fertilizer to get desired plankton growth PC9. control aquatic insects prior to seed stocking PC10. stock the seed after following due acclimatization procedure and at appropriate density and species ratio
Knowledge and Understanding (K)	
A. Organization context	The individual on the job needs to know and understand KA1. organization's culture methods and techniques KA2. organization's rules and regulations to be followed according to fishing industry standards KA3. organization's procedure for maintenance of fish ponds and tanks and other water bodies of fish
B. Technical Knowledge	The individual on the job needs to know and understand KB1. water intake to reservoir and supply to pond after treatment KB2. pre-stocking pond preparation KB3. types of liming material and its method of application in pond
Skills (S)	
A. Core Skills/ Generic Skills	Reading Skills
	The user/individual on the job needs to know and understand how to SA1. read internal information documents sent by internal teams SA2. read equipment manuals and process documents to understand the

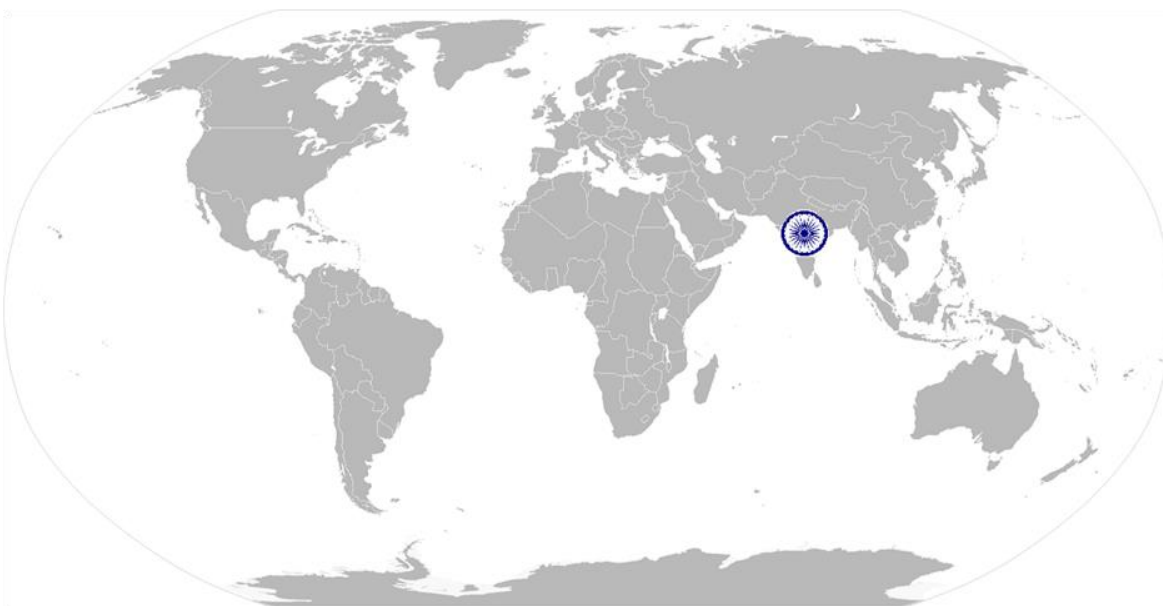
AGR/N4919
Assist in pond preparation activities

	equipment operation and process requirement
	Writing Skills
	The user/individual on the job needs to know and understand how to SA3. record information on day to day activities of input use, pond condition and other important aspects
	Oral Communication (Listening & Speaking Skills)
	The user/individual on the job needs to know and understand how to SA4. effectively communicate with the technicians and labourers regarding relevant aspects of farm operations
B. Professional Skills	Decision Making
	The user/individual on the job needs to know and understand how to SB1. handle tasks on a day to day basis SB2. handle issues in case the technician is not available
	Plan and Organize
	The user/individual on the job needs to know and understand how to SB3. plan and use suitable techniques for the work assigned SB4. plan and prioritize the work based on the instructions received SB5. plan to utilize time and equipment effectively
	Customer Centricity
	The user/individual on the job needs to know and understand how to SB6. maintain good relationships with manager and farm staff
	Problem Solving
	The user/individual on the job needs to know and understand how to SB7. identify the problem and changes, report to technician and carry out timely operation as suggested
	Analytical Thinking
	The user/individual on the job needs to know and understand how to SB9. monitor the farm conditions and condition of aquatic animals and suggest improvements if any
	Critical Thinking
	The user/individual on the job needs to know and understand how to SB10. use common sense and make judgments on day to day basis and share it with technician SB11. use reasoning skills to identify and report basic problems

AGR/N4919
Assist in pond preparation activities

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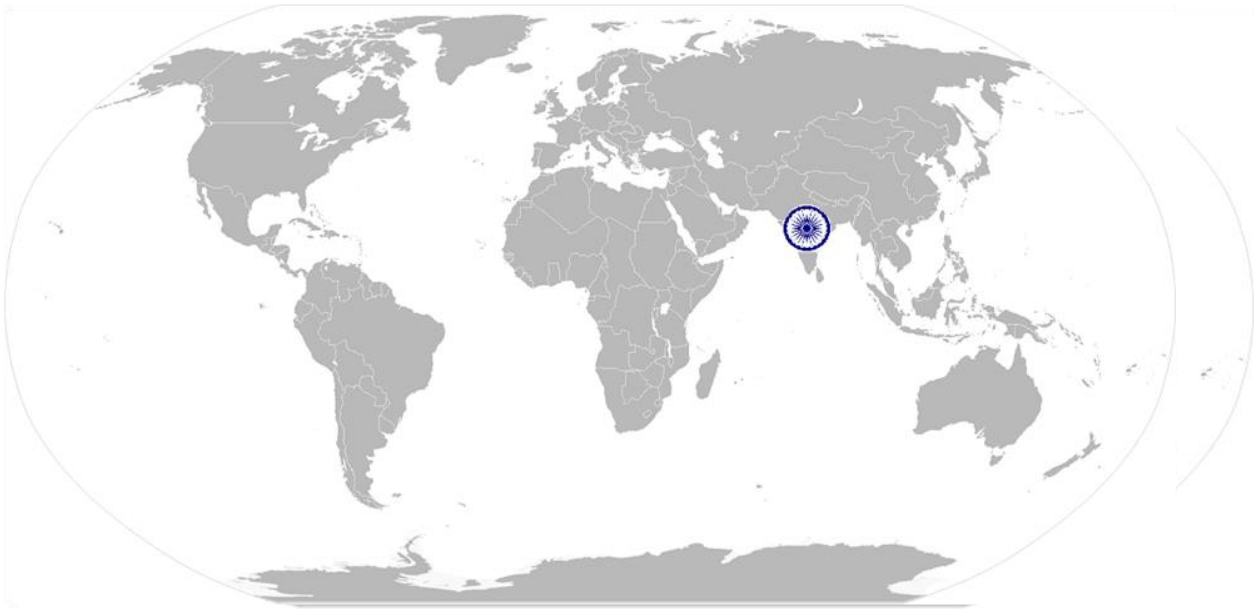
NOS Code	AGR/N4919		
Credits (NSQF)	TBD	Version number	1.0
Sector	Agriculture and Allied	Drafted on	10/03/16
Sub Sector	Fisheries	Last reviewed on	25/11/16
Occupation	Aquaculture	Next review date	19/05/19

[Back to Top](#)


AGR/N4920

Assist in carrying out culture operations

National Occupational Standard



Overview

This OS unit is about providing assistance in carrying out culture operations in the farm.

AGR/N4920
Assist in carrying out culture operations

National Occupational Standard

Unit Code	AGR/N4920
Unit Title (Task)	Assist in carrying out culture operations
Description	This OS unit is about providing assistance in culture operations in the farm of freshwater finfish and/ or shellfish
Scope	This unit/task covers the following: <ul style="list-style-type: none"> Assist in post-stocking pond culture operations Assist in harvest and post-harvest measures within the farm
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Assist in post-stocking pond culture operations	To be competent, the user/ individual must be able to: <ul style="list-style-type: none"> PC1. provide supplementary feed at right time and place and in the right quantity as recommended by the technician PC2. carry out split feeding (if any) as per instruction of the technician PC3. carry out periodic soil, water and fish sampling and netting operation PC4. apply manure, fertilizer and therapeutic as prescribed/recommended by the technician PC5. apply lime periodically in the pond, slope PC6. ensure proper aeration and water replenishment in the culture pond PC7. take note of abnormal behaviour, if any, observed in pond or presence of parasites, lesion on body etc. and report it to the technician PC8. take care of the farm implements, nets and gears, cleaning of pond dyke and slope, periodic pond maintenance activity, etc. PC9. remove dead and moribund fish from the pond.
Assist in harvest and post-harvest measures within the farm	To be competent, the user/ individual must be able to: <ul style="list-style-type: none"> PC10. use nets of appropriate mesh size PC11. select desired size of fish in case of partial harvesting PC12. ensure minimum handling during harvest till marketing PC13. ensure that the harvested fish is ready for transportation
Knowledge and Understanding (K)	
A. Organization context	The individual on the job needs to know and understand: <ul style="list-style-type: none"> KA1. organization's good management practices for culture of aquatic organisms KA2. organization's procedures and methods for harvesting of culture organisms
B. Technical Knowledge	The individual on the job needs to know and understand: <ul style="list-style-type: none"> KB1. different types of freshwater finfish and shellfish KB2. details of seed stocking, post-stocking culture operation KB3. liming, manuring, fertilization, supplementary feeding, aerator and pump operation KB4. water exchange/replenishment KB5. net operation, harvesting and post-harvest care of the produce KB6. marketable size of the fish

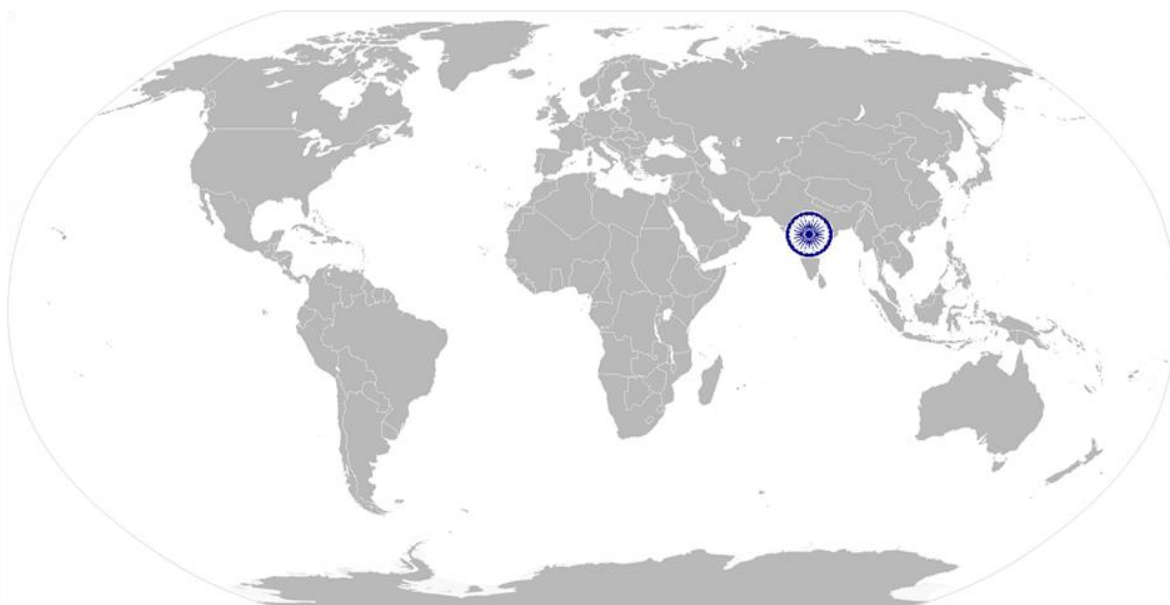
AGR/N4920
Assist in carrying out culture operations

	KB7. how to take decisions on harvesting
Skills (S)	
A. Core Skills/ Generic Skills	Reading Skills
	The user/individual on the job needs to know and understand how to: SA1. read internal information documents sent by internal teams SA2. read equipment manuals and process documents to understand the equipment operation and process requirement
	Writing Skills
	The user/individual on the job needs to know and understand how to: SA3. record information on post-stocking pond culture operation SA4. record information on harvest and post-harvest measures
	Oral Communication (Listening & Speaking Skills)
	The user/individual on the job needs to know and understand how to: SA5. effectively communicate with the technicians and labours regarding all important aspects
B. Professional Skills	Decision Making
	The user/individual on the job needs to know and understand how to: SB1. handle tasks on a day to day basis SB2. handle issues in case the technician is not available
	Plan and Organize
	The user/individual on the job needs to know and understand how to: SB3. plan and use suitable techniques for the work assigned SB4. plan and prioritize the work based on the instructions received SB5. plan to utilize time and equipment effectively
	Customer Centricity
	The user/individual on the job needs to know and understand how to: SB6. maintain good relationships with manager and farm staff
	Problem Solving
	The user/individual on the job needs to know and understand how to: SB7. identify and study the problem and provide a best solution
	Analytical Thinking
	The user/individual on the job needs to know and understand how to: SB9. monitor the farm conditions and suggest improvements, if any
	Critical Thinking
	The user/individual on the job needs to know and understand how to: SB10. use common sense and make judgments on day to day basis SB11. use reasoning skills to identify and report basic problems

AGR/N4920
Assist in carrying out culture operations

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NOS Code	AGR/N4920		
Credits (NSQF)	TBD	Version number	1.0
Sector	Agriculture and Allied	Drafted on	10/03/16
Sub Sector	Fisheries	Last reviewed on	25/11/16
Occupation	Aquaculture	Next review date	19/05/19

[Back to Top](#)


AGR/N4918

Ensure safety, hygiene and sanitation practices for culture operations

National Occupational Standard



Overview

This OS unit is about following safety, hygiene and sanitation practices for culture operations.

AGR/N4918
Ensure safety, hygiene and sanitation practices for culture operations

National Occupational Standard

Unit Code	AGR/N4918
Unit Title (Task)	Ensure safety, hygiene and sanitation practices for culture operations
Description	This OS unit is about maintaining safety, hygiene and sanitation practices for culture operations.
Scope	This unit/task covers the following: <ul style="list-style-type: none"> • Ensure safety measures and upkeep of water bodies used in fish culture • Maintain personal hygiene and safety • Maintain health and hygiene of fish at various levels of growth
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Ensure safety measures and upkeep of water bodies used in fish culture	To be competent the user/individual must be able to: <ul style="list-style-type: none"> PC1. ensure suitable measures for protection of from natural calamities such as flood, protect dyke from erosion or break PC2. ensure protection and prevent escape of the cultured organisms PC3. identify common predators and preying organisms in water bodies PC4. apply suitable methods such as fencing to keep away predators in water bodies to protect fish culture PC5. restrict entry of unauthorized persons into the premises PC6. be fully aware of the dosage, toxicity level and method of application of chemicals / medicines used for fish culture PC7. ensure all chemicals are adequately labelled and stored safely PC8. identify a quarantine area and implement protocols of quarantine
Maintain personal hygiene and safety	To be competent the user/individual must be able to: <ul style="list-style-type: none"> PC9. be aware of the possibilities of bacterial (water borne, air borne, formite borne)and other contamination from human handling PC10. apply effective systems and routines to ensure healthy and hygienic conditions during all stages of fish culture including transportation and marketing PC11. ensure that the fish culture premises are constantly monitored/inspected for breaches in the protection provided by health and hygiene measures PC12. undertake basic safety checks before operation of any equipments PC13. wear protective clothing and gear as and when required and ensure adherence to safety guidelines PC14. report potential hazards to the supervisor immediately PC15. follow standard procedures to deal with accidents and emergency situations PC16. use first aid kit as and when required and provide appropriate treatment in case of any injuries
Maintain health and hygiene of fish at various level of growth	To be competent the user/individual must be able to: <ul style="list-style-type: none"> PC17. ensure maintenance of suitable soil and water quality parameters at all times with frequent tests PC18. ensure specified feed is provided to organisms at regular intervals and excess

AGR/N4918
Ensure safety, hygiene and sanitation practices for culture operations

	feeding is avoided PC19. carry out regular inspection of organisms for possible presence of parasites, pathogenic infections, any phenotypic disorder, spot, etc. which are usually the signs of ailments or disease outbreak PC20. ensure all nets, utensils and vessels used are decontaminated and clean PC21. implement effective security measures for prevention of theft/sabotage
Knowledge and Understanding (K)	
A. Organization context	The individual on the job needs to know and understand: KA1. organization's standards and procedures followed for safety, hygiene and sanitation KA2. personal hygiene and fitness requirements KA3. job responsibilities/duties for following safety, hygiene and sanitation KA4. safe methods to use materials and equipment KA5. housekeeping methods and importance KA6. safe disposal methods for waste KA7. methods for minimizing environmental damage KA8. importance of following health, hygiene and safety standards and the impact of not following the standards
B. Technical Knowledge	The individual on the job needs to know and understand: KB1. prevention of infections KB2. personal hygiene requirement KB3. method of maintaining safety checklists KB4. routine physio-chemical testing of water
Skills (S)	
A. Core Skills/ Generic Skills	Reading Skills
	The user/individual on the job needs to know and understand how to: SA1. read internal information documents sent by internal teams SA2. read equipment manuals and process documents to understand the equipment operation and process requirement
	Writing Skills
	The user/individual on the job needs to know and understand how to: SA3. record information on water treatment and fertilization of ponds and other important aspects
	Oral Communication (Listening & Speaking Skills)
	The user/individual on the job needs to know and understand how to: SA4. effectively communicate with the technicians and labours regarding all important aspects
B. Professional	Decision Making

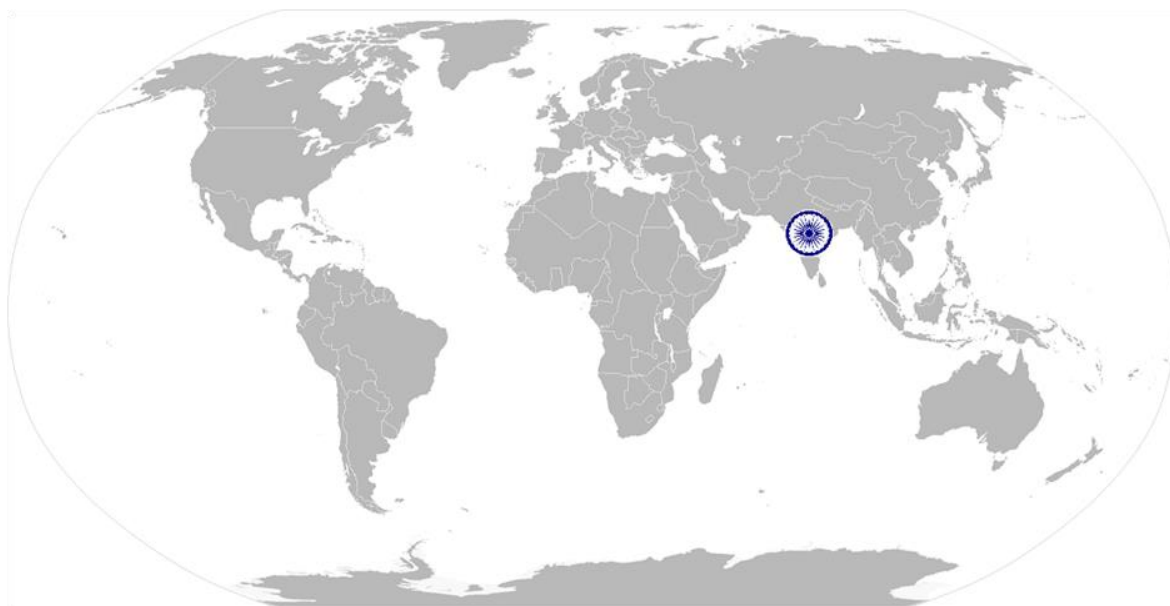
AGR/N4918
Ensure safety, hygiene and sanitation practices for culture operations

Skills	The user/individual on the job needs to know and understand how to: SB1. handle tasks on a day to basis SB2. handle the minor issues in case the supervisor is not available, report major issues to management
	Plan and Organize
	The user/individual on the job needs to know and understand how to: SB3. plan and use suitable techniques for the work assigned SB4. plan and prioritize the work based on the instructions received SB5. plan to utilize time and equipment effectively
	Customer Centricity
	The user/individual on the job needs to know and understand how to: SB6. maintain good relationships with manager and farm staff
	Problem Solving
	The user/individual on the job needs to know and understand how to: SB7. study the problem and report to concerned authority SB8. immediately follow the instruction to solve the problem
	Analytical Thinking
	The user/individual on the job needs to know and understand how to: SB9. monitor condition of aquatic animals and suggest improvements, if any
	Critical Thinking
	The user/individual on the job needs to know and understand how to: SB10. use common sense and make judgments on day to day basis SB11. use reasoning skills to identify and resolve basic problems

AGR/N4918
Ensure safety, hygiene and sanitation practices for culture operations

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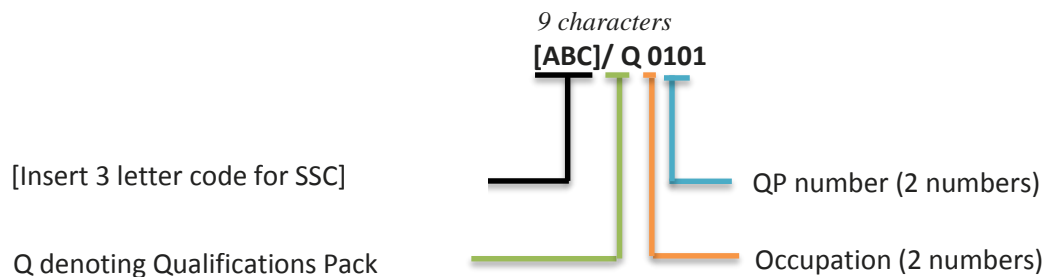
NOS Code	AGR/N4918		
Credits (NSQF)	TBD	Version number	1.0
Sector	Agriculture and Allied	Drafted on	10/03/16
Sub Sector	Fisheries	Last reviewed on	25/11/16
Occupation	Aquaculture	Next review date	19/05/19

[Back to Top](#)


Annexure

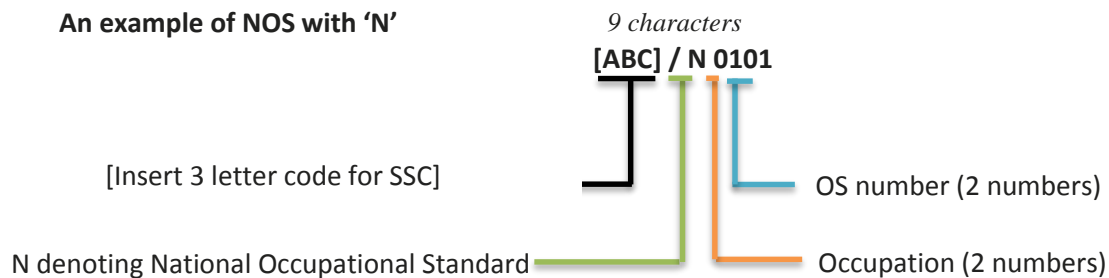
Nomenclature for QP and NOS

Qualifications Pack



Occupational Standard

An example of NOS with 'N'



[Back to top...](#)

The following acronyms/codes have been used in the nomenclature above:

Sub-sector	Range of Occupation numbers
Agriculture Crop Production	01 – 40
Dairying	41 – 42
Poultry	43 – 44
Animal Husbandry	45 – 48
Fisheries	49 – 51
Agriculture Allied Activities	52 – 60
Forestry, Environment and Renewable Energy Management	61 - 70
Agriculture Industries	71 – 90
Generic Occupations	96 - 99

Sequence	Description	Example
Three letters	Industry name	AGR
Slash	/	/
Next letter	Whether QP or NOS	Q or N
Next two numbers	Occupation code	01
Next two numbers	OS number	01

Note:

- The range of occupation numbers have been decided based on the number of existing and future occupations in a segment
- Occupation numbers from 91 – 95 have been intentionally left blank to accommodate any emerging segment in future.

CRITERIA FOR ASSESSMENT OF TRAINEES

Job Role Aquaculture Worker

Qualification Pack AGR/Q4904

Sector Skill Council Agriculture Skill Council of India

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 a minimum of 50% in aggregate
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

Assessment outcomes	Assessment criteria for outcomes	Marks Allocation			
		Total Marks	Out Of	Theory	Skills Practical
1. AGR/N4919 Assist in pond preparation activities	PC1. draw water from source to reservoir upto the desired level	100	10	3	7
	PC2. treat the water with appropriate methods such as chlorination etc.		10	3	7
	PC3. pump the treated water to culture ponds from the reservoir		10	3	7
	PC4. drain perennial pond and leave for sun drying		10	3	7
	PC5. apply organic manure (if required)		10	3	7
	PC6. eradicate the aquatic weeds using various methods and also know the precautions for using the chemicals/herbicides		10	3	7
	PC7. eradicate predatory and weed fish using various methods		10	3	7
	PC8. fertilize the pond with inorganic fertilizer to get desired plankton		10	3	7

	growth				
	PC9. control aquatic insects prior to seed stocking		10	3	7
	PC10. stock the seed after following due acclimatization procedure and at appropriate density and species ratio		10	3	7
			100	30	70
2. AGR/N4920 Assist in carrying out culture operations	PC1. provide supplementary feed at right time and place and in the right quantity as recommended by the technician	100	8	3	5
	PC2. carry out split feeding (if any) as per instruction of the technician		7	2	5
	PC3. carry out periodic soil, water and fish sampling and netting operation		7	2	5
	PC4. apply manure, fertilizer and therapeutic as prescribed/recommended by the technician		8	3	5
	PC5. apply lime periodically in the pond, slope		7	2	5
	PC6. ensure proper aeration and water replenishment in the culture pond		8	2	6
	PC7. take note of abnormal behaviour, if any, observed in pond or presence of parasites, lesion on body etc. and report it to the technician		8	3	5
	PC8. take care of the farm implements, nets and gears, cleaning of pond dyke and slope, periodic pond maintenance activity, etc.		8	3	5
	PC9. remove dead and moribund fish from the pond.		7	2	5
	PC10. use nets of appropriate mesh size		8	2	6
	PC11. select desired size of fish in case of partial harvesting		8	2	6
	PC12. ensure minimum handling during harvest till marketing		8	2	6
	PC13. ensure that the harvested fish is		8	2	6

	ready for transportation				
			100	30	70
3.AGR/N4918 Ensure safety, hygiene and sanitation practices for culture operations	PC1. ensure suitable measures for protection from natural calamities such as flood, protect dyke from erosion or break	100	5	2	3
	PC2. ensure protection and prevent escape of the cultured organisms		5	2	3
	PC3. identify common predators and preying organisms in water bodies		5	1	4
	PC4. apply suitable methods such as fencing to keep away predators in water bodies to protect fish culture		4	1	3
	PC5. restrict entry of unauthorized persons into the premises		5	2	3
	PC6. be fully aware of the dosage, toxicity level and method of application of chemicals / medicines used for fish culture		5	2	3
	PC7. ensure all chemicals are adequately labelled and stored safely		4	1	3
	PC8. identify a quarantine area and implement protocols of quarantine		5	2	3
	PC9. be aware of the possibilities of bacterial (water borne, air borne, formite borne)and other contamination from human handling		5	1	4
	PC10. apply effective systems and routines to ensure healthy and hygienic conditions during all stages of fish culture including transportation and marketing		5	2	3
	PC11. ensure that the fish culture premises are constantly monitored/inspected for breaches in the protection provided by health and hygiene measures		5	1	4
	PC12. undertake basic safety checks before operation of any equipments		5	2	3
	PC13. wear protective clothing as and		5	2	3

	when required and ensure adherence to safety guidelines				
	PC14. report potential hazards to the supervisor immediately		4	1	3
	PC15. follow standard procedures to deal with accidents and emergency situations		5	1	4
	PC16. use first aid kit as and when required and provide appropriate treatment in case of any injuries		5	2	3
	PC17. ensure maintenance of suitable soil and water quality parameters at all times with frequent tests		5	1	4
	PC18. ensure specified feed is provided to organisms at regular intervals and excess feeding is avoided		4	1	3
	PC19. carry out regular inspection of organisms for possible presence of parasites, pathogenic infections, any phenotypic disorder, spot, etc. which are usually the signs of ailments or disease outbreak		5	1	4
	PC20. ensure all nets, utensils and vessels used are decontaminated and clean		4	1	3
	PC21. implement effective security measures for prevention of theft/sabotage		5	1	4
			100	30	70