

## 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.....[53]
6. Assessment Criteria.....[55]

### Introduction

#### Qualifications Pack- Organic Grower

**SECTOR:** AGRICULTURE AND ALLIED

**SUB-SECTOR:** Agriculture Crop Production

**OCCUPATION:** Farm Management

**REFERENCE ID:** AGR/Q1201

**ALIGNED TO:** NCO-2015/NIL

**Organic Grower:** The Organic Grower/Farmer recognizes the need for maximization of agricultural productivity and profitability with long term sustainable goals and ensuring safe and healthy food for consumers.

**Brief Job Description:** The job of an organic grower involves cultivation of organic crops as per the organic package of practices recommended for a particular agro-climate zone, using approaches like diversity, cattle integration, on-farm input generation, biomass recycling, natural resource use optimization in exclusion of synthetic inputs directly or indirectly and sell the organic produce as per the competitive market prices without distress sale.

**Personal Attributes:** The job requires the individual to have ability to work independently, bearing risks and must have ability to work hard and take decisions pertaining to his area of work. The individual should be result oriented and should be responsible for his/her own learning and working. S/he should be able to assess and analyze various opportunities & threats pertaining to climate and market conditions .

|                                 |                                    |                         |                 |
|---------------------------------|------------------------------------|-------------------------|-----------------|
| <b>Qualifications Pack Code</b> | <b>AGR/Q1201</b>                   |                         |                 |
| <b>Job Role</b>                 | <b>Organic Grower</b>              |                         |                 |
| <b>Credits (NSQF)</b>           | <b>TBD</b>                         | <b>Version number</b>   | <b>1.0</b>      |
| <b>Sector</b>                   | <b>Agriculture And Allied</b>      | <b>Drafted on</b>       | <b>15/05/15</b> |
| <b>Sub-sector</b>               | <b>Agriculture Crop Production</b> | <b>Last reviewed on</b> | <b>20/03/17</b> |
| <b>Occupation</b>               | <b>Farm Management</b>             | <b>Next review date</b> | <b>31/03/20</b> |
| <b>NSQC Clearance on</b>        |                                    |                         |                 |

|   |  |
|---|--|
| <b>Job Role</b>   | <b>Organic Grower</b><br><b>(Also known as Organic Farmer/ Organic Cultivator)</b>   |
| <b>Role Description</b>                                 | The job involves cultivation of organic crops as per the organic package of practices recommended for a particular agro-climate zone   |
| <b>NSQF level</b>                                       | 4  |
| <b>Minimum Educational Qualifications</b>               | 5 <sup>th</sup> Standard Passed Preferable   |
| <b>Maximum Educational Qualifications</b>               | Not Applicable   |
| <b>Training</b>   | Not Applicable   |
| <b>Minimum Job Entry Age</b>                            | 17 years   |
| <b>Experience</b>                                       | One year prior experience in field (crop) operations   |
| <b>Applicable National Occupational Standards (NOS)</b> | <b>Compulsory:</b> <ol style="list-style-type: none"> <li>1. <a href="#">AGR/N1201 Undertake planning for Organic Farming</a></li> <li>2. <a href="#">AGR/N1202 Seed Selection and Treatment under Organic Farming</a></li> <li>3. <a href="#">AGR/N1203 Soil Nutrient Management under Organic Farming</a></li> <li>4. <a href="#">AGR/N1204 Weed control under Organic Farming</a></li> <li>5. <a href="#">AGR/N1205 Irrigation Management under Organic Farming</a></li> <li>6. <a href="#">AGR/N1206 Integrated Pest and Disease Management under Organic Farming</a></li> <li>7. <a href="#">AGR/N1207 Harvest and Post-harvest Management under Organic Farming</a></li> <li>8. <a href="#">AGR/N1208 Undertake Quality Assurance &amp; Certification in Organic Farming</a></li> <li>9. <a href="#">AGR/N1209 Undertake Business of Organic Farming</a></li> <li>10. <a href="#">AGR/N9903 Maintain Health &amp; Safety at the workplace</a></li> </ol> <b>Optional: NA</b> |
| <b>Performance Criteria</b>                             | 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.   |
| Qualification 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  |

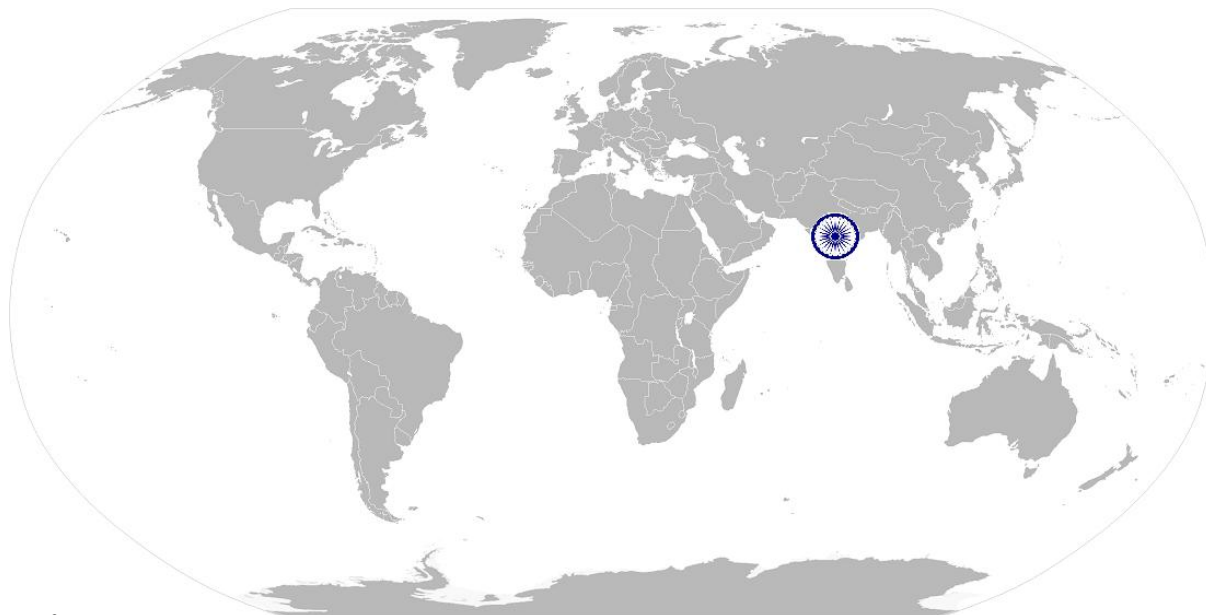
|                             |   |
|-----------------------------|---|
| Core Skills/ Generic Skills | Core skills or generic skills are a group of skills that are the key to learning and working in today's world. These skills are typically needed in any work environment in today's world. These skills 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. |
| <b>Keywords /Terms</b>      | <b>Description</b>  |
| NOS                         | National Occupational Standard(s)   |
| NSQF                        | National Skills Qualifications Framework  |
| QP                          | Qualifications Pack   |
| TPC                         | Third Party Certification   |
| PGS                         | Participatory Guarantee System  |

**AGR/N1201**

**Undertake planning for Organic Farming**

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# National Occupational Standard



## Overview

This unit is about understanding basic principles & practices involved in Organic farming and plan accordingly.

**AGR/N1201**
**Undertake planning for Organic Farming**

National Occupational Standard

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|--|--|
| <b>Unit Code</b>   | <b>AGR /N1201</b>  |
| <b>Unit Title (Task)</b>   | <b>Undertake planning for Organic Farming</b>  |
| <b>Description</b>   | This unit is about understanding basic principles and practices involved in Organic farming and plan accordingly.  |
| <b>Scope</b>   | This unit/task covers the following: <ul style="list-style-type: none"> <li>• need &amp; types of safe farming practices</li> <li>• transition to organic farming</li> <li>• diversification of crop portfolio</li> <li>• growing season plan</li> </ul>   |
| <b>Performance Criteria(PC) w.r.t. the Scope</b>   |  |
| <b>Element</b>   | <b>Performance Criteria</b>  |
| <b>Need and types of Safe farming practices</b>  | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC1. understand the detrimental effects of unsafe farming practices on health and environment</li> <li>PC2. get acquainted with different kinds of safe farming practices that exist and their characteristics</li> <li>PC3. understand the pros and cons of conventional farming vs. organic farming</li> <li>PC4. understand core principles of organic farming</li> </ul> |
| <b>Transition to organic farming</b>   | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC5. understand the effects of organic farming on costs and revenue</li> <li>PC6. understand the time and effort commitments required for transition to organic farming</li> <li>PC7. understand the phased approach to be taken to transition to organic farming</li> </ul>   |
| <b>Diversification of crop portfolio</b>   | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC8. understand the need for multi-cropping in organic farming</li> <li>PC9. create feasible crop portfolios</li> <li>PC10. implement multi-crop projects effectively</li> </ul>   |
| <b>Growing season plan</b>   | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC11. understand increased crop vulnerability in organic farming</li> <li>PC12. identify seasonal stress on various types of crops</li> <li>PC13. identify right crops for rotation</li> <li>PC14. create yearly plan</li> </ul>   |
| <b>Knowledge and Understanding (K)</b>   |  |
| <b>A. Organizational Context (Knowledge of the company / organization and its processes)</b> | The user/individual on the job needs to know and understand:<br>N.A.   |



**AGR/N1201**
**Undertake planning for Organic Farming**

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| <b>B. Technical Knowledge</b>             | <p>The user/individual on the job needs to know and understand:</p> <ul style="list-style-type: none"> <li>KB1. seasonality of various crops</li> <li>KB2. appropriate time for planting by taking soil, climatic conditions</li> <li>KB3. advantages of crop rotation</li> <li>KB4. advantages and disadvantages of intercropping and types of plant to be intercropped</li> <li>KB5. compatibility of different crops</li> <li>KB6. the effects of specific chemicals on health and environment</li> <li>KB7. characteristics of Good Agricultural Practices (G.A.P), Natural Farming, Organic Farming, Zero Till Farming</li> <li>KB8. benefits and trade-offs in organic farming</li> <li>KB9. common methods of preparation of organic farming inputs</li> <li>KB10. basic financial plan for organic farming breakeven</li> <li>KB11. common transition practices being followed</li> <li>KB12. steps needed to implement organic principles</li> <li>KB13. natural resource use planning</li> </ul> |
| <b>Skills (S)</b>                         |  |
| <b>A. Core Skills/<br/>Generic Skills</b> | <b>Writing Skills</b>  |
|   | <p>The user/ individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> <li>SA1. prepare crop calendar</li> </ul>   |
|   | <b>Reading Skills</b>  |
|   | <p>The user/individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> <li>SA2. get updated about the latest technique in organic farming by reading the newspapers, magazines and books</li> <li>SA3. read relevant newspapers/booklets</li> <li>SA4. read the hazards of use and contamination written on the labels of pesticides</li> <li>SA5. keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets</li> </ul>  |
|   | <b>Oral Communication (Listening and Speaking skills)</b>  |
|   | <p>The user/individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> <li>SA6. maintain effective working relationships</li> <li>SA7. communicate clearly and effectively with other organic farmers, concerned officers/stakeholders</li> <li>SA8. understand information and grasp its meaning</li> <li>SA9. seek advice from senior people / experts</li> </ul>   |
| <b>B. Professional Skills</b>             | <b>Decision Making</b>   |
|   | <p>The user/individual on the job needs to know and understand how to:</p> <ul style="list-style-type: none"> <li>SB1. make decisions pertaining to the concerned area of work</li> <li>SB2. identify problems that may arise in carrying out tasks and take preventative action following various field procedures</li> <li>SB3. follow basic arithmetic and algebraic principles</li> </ul>  |
|   | <b>Plan and Organize</b>   |

**AGR/N1201**
**Undertake planning for Organic Farming**

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|  | The user/individual on the job needs to know and understand how to:<br>SB4. plan and organize field operations starting from land preparation to harvesting<br>SB5. organize meetings / demonstrations with Agricultural Departments whenever necessary  |
|  | <b>Customer Centricity</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB6. participate in organic farming exhibition/seminar/workshop<br>SB7. attend and make use of exposure visit<br>SB8. work with organic farming experts<br>SB9. manage relationships with laborers and other co-farmers<br>SB10. build relationships and use human centric approach |
|  | <b>Problem Solving</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB11. think through the problem, evaluate the possible solution(s) and adopt an optimum /best possible solution(s)<br>SB12. identify problems immediately and take up solutions quickly to resolve delays   |
|  | <b>Analytical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB13. monitor and maintain the material and equipment required for various farm operations  |
|  | <b>Critical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB14. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action<br>SB15. take up one's own working and learning   |



**AGR/N1201**
**Undertake planning for Organic Farming**

## **NOS Version Control**

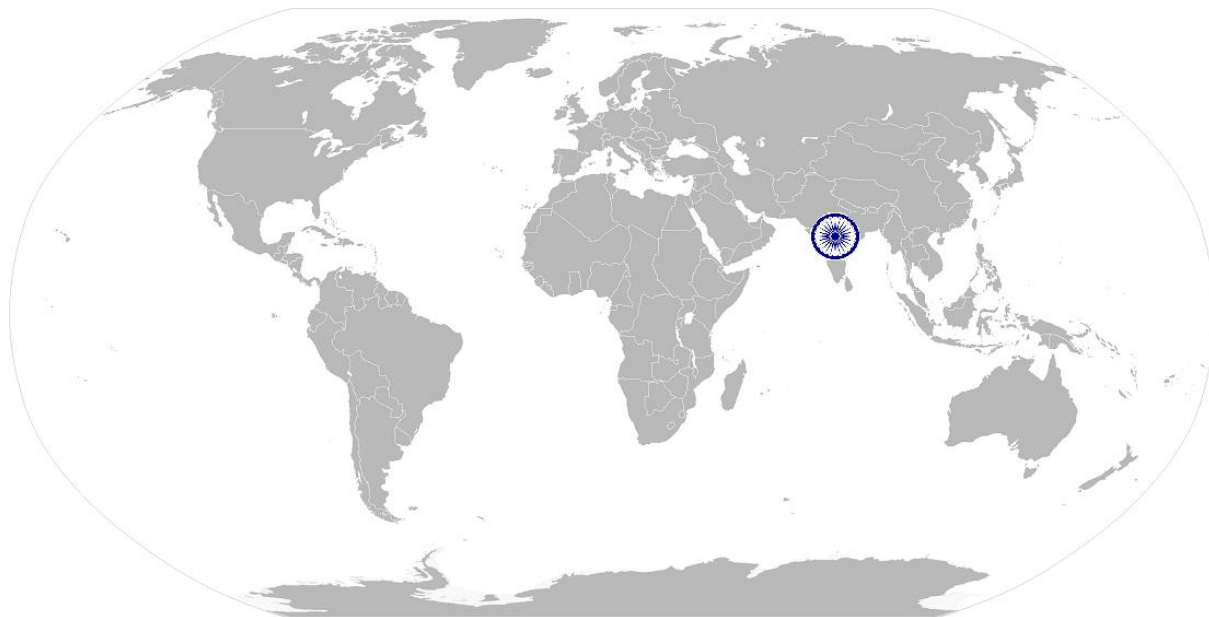
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|----------------------------|------------------------------------|-------------------------|-----------------|
| <b>NOS Code</b>            | <b>AGR/N1201</b>                   |                         |                 |
| <b>Credits (NSQF)</b>      | <b>TBD</b>                         | <b>Version number</b>   | <b>1.0</b>      |
| <b>Industry</b>            | <b>Agriculture And Allied</b>      | <b>Drafted on</b>       | <b>15/05/15</b> |
| <b>Industry Sub-sector</b> | <b>Agriculture Crop Production</b> | <b>Last reviewed on</b> | <b>20/03/17</b> |
| <b>Occupation</b>          | <b>Farm Management</b>             | <b>Next review date</b> | <b>31/03/20</b> |

**AGR/N1202**

**Seed Selection and Treatment under Organic Farming**

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# National Occupational Standard



## Overview

This unit is about dealing with Crops, Seed, planting material Selection and seed and planting material Treatment for Organic Farming.

**AGR/N1202**
**Seed Selection & Treatment under Organic Farming**

National Occupational Standard

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| <b>Unit Code</b>   | <b>AGR /N1202</b>  |
| <b>Unit Title (Task)</b>   | <b>Seed Selection and Treatment under Organic Farming</b>  |
| <b>Description</b>   | This OS unit is for organic farmer to select the right Combination of crops, variety of seed and planting material and its treatment for organic farming.  |
| <b>Scope</b>   | This unit/task covers the following: <ul style="list-style-type: none"> <li>• selecting crop and companion crops</li> <li>• selecting suitable seed variety</li> <li>• seed treatment</li> </ul>   |
| <b>Performance Criteria(PC) w.r.t. the Scope</b>   |  |
| <b>Element</b>   | <b>Performance Criteria</b>  |
| <b>Selecting crop and companion crops</b>  | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC1. identify suitable main crop and its companion crops depending upon the suitability of climate and season</li> <li>PC2. plan for multi-crop planting as intercrops, mixed crop, relay crop or trap crop</li> <li>PC3. keep rotation cycle in mind</li> <li>PC4. plan for sowing or planting methodology</li> </ul>   |
| <b>Selecting suitable seed variety</b>   | To be competent, the individual on the job must be able to: <ul style="list-style-type: none"> <li>PC5. select pest and disease resistant varieties suiting to the given agro-climatic and soil situations</li> <li>PC6. ensure that seed or planting material is not genetically modified</li> <li>PC7. identify vendors for authentic organic seed procurement, if not available on-farm</li> </ul>  |
| <b>Seed treatment</b>  | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC8. understand the organic practices for seed treatment</li> <li>PC9. identify various bio-inputs that could be used for seed treatment</li> <li>PC10. chalk out seed/ planting material treatment plan with:               <ul style="list-style-type: none"> <li>• bio inputs such as biofertilizers, bio-pesticides</li> <li>• on-farm made seed protecting aids such as Bijamruth</li> <li>• off-farm botanical or organically acceptable chemical alternatives</li> </ul> </li> <li>PC11. identify vendors of authentic organic seed treatment inputs</li> <li>PC12. prepare bio-inputs for seed treatment in farm: Bijamruth, botanical alternatives etc</li> <li>PC13. implement seed treatment process appropriately</li> <li>PC14. understand acceptable chemical alternatives, their procurement and use</li> </ul> |
| <b>Knowledge and Understanding (K)</b>   |  |
| <b>A. Organizational Context (Knowledge of the company / organization and its processes)</b> | The user/individual on the job needs to know and understand:<br>N.A.   |

**AGR/N1202**
**Seed Selection & Treatment under Organic Farming**

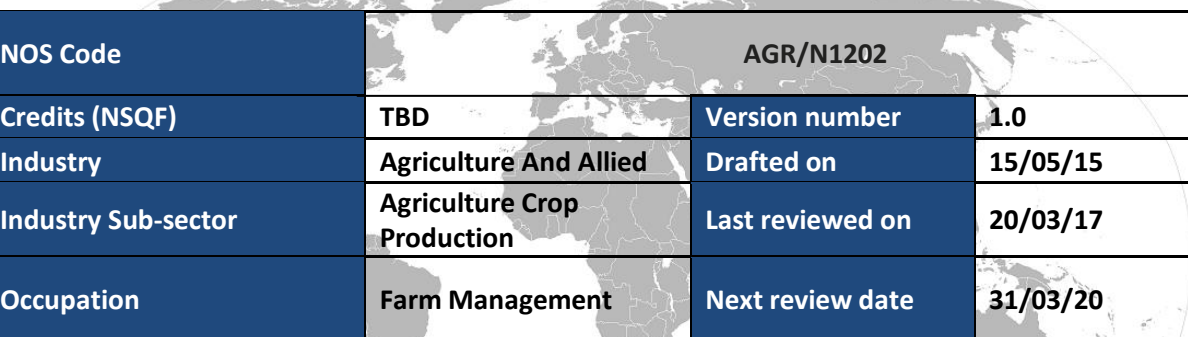
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| <b>B. Technical Knowledge</b>   | <p>The user/individual on the job needs to know and understand:</p> <p>KB1. various seed treatment inputs available for organic farming and their benefits</p> <p>KB2. methodology for preparation of inputs</p> <p>KB3. quantity of process of applying seed treatment</p> <p>KB4. various characteristics of seed with their suitability to the location</p> <p>KB5. suitability of seeds to organic farming practices</p> <p>KB6. demand of various varieties in the market</p> <p>KB7. characteristics of seed with their suitability to the location</p> <p>KB8. suitability of seeds to organic farming practices</p> <p>KB9. resistance of varieties to pests and diseases</p> <p>KB10. availability and procurement of off-farm inputs as per need</p> <p>KB11. methodology for seed treatment</p> |
| <b>Skills (S)</b>   |  |
| <b>A. Core Skills/<br/>Generic Skills</b>   | <b>Writing Skills</b>  |
|   | <p>The user/ individual on the job needs to know and understand how to:</p> <p>SA1. prepare crop calendar</p>  |
|   | <b>Reading Skills</b>  |
|   | <p>The user/individual on the job needs to know and understand how to:</p> <p>SA2. get updated about the latest technique in organic farming by reading the newspapers, magazines and books</p> <p>SA3. read relevant newspapers/booklets</p> <p>SA4. read the hazards of use and contamination written on the labels of pesticides</p> <p>SA5. keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets</p>   |
|   | <b>Oral Communication (Listening and Speaking skills)</b>  |
| <p>The user/individual on the job needs to know and understand how to:</p> <p>SA6. maintain effective working relationships</p> <p>SA7. communicate clearly and effectively with other organic farmers, concerned officers/stakeholders</p> <p>SA8. understand information and grasp its meaning</p> <p>SA9. seek advice from senior people / experts</p> | <b>B. Professional Skills</b>  |
| <b>Decision Making</b>  | <p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. make decisions pertaining to the concerned area of work</p> <p>SB2. identify problems that may arise in carrying out tasks and take preventative action following various field procedures</p> <p>SB3. follow basic arithmetic and algebraic principles</p>   |
| <b>Plan and Organize</b>  | <p>The user/individual on the job needs to know and understand how to:</p> <p>SB4. plan and organize nursery and field procedures starting from land preparation to harvesting</p> <p>SB5. organize meetings / demonstrations with Agricultural Departments whenever</p>   |

**AGR/N1202**
**Seed Selection & Treatment under Organic Farming**

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|  | necessary  |
|  | <b>Customer Centricity</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB6. participate in organic farming exhibition/seminar/workshop<br>SB7. attend and make use of exposure visit<br>SB8. work with organic farming experts<br>SB9. manage relationships with laborers and other co-farmers<br>SB10. build relationships and use human centric approach |
|  | <b>Problem Solving</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB11. think through the problem, evaluate the possible solution(s) and adopt an optimum /best possible solution(s)<br>SB12. identify problems immediately and take up solutions quickly to resolve delays   |
|  | <b>Analytical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB13. monitor and maintain the material and equipment required for seed treatment and nursery bed preparation   |
|  | <b>Critical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB14. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action<br>SB15. take up one's own working and learning   |

**AGR/N1202**
**Seed Selection & Treatment under Organic Farming**

## **NOS Version Control**



|                            |                                    |                         |                 |
|----------------------------|------------------------------------|-------------------------|-----------------|
| <b>NOS Code</b>            | <b>AGR/N1202</b>                   |                         |                 |
| <b>Credits (NSQF)</b>      | <b>TBD</b>                         | <b>Version number</b>   | <b>1.0</b>      |
| <b>Industry</b>            | <b>Agriculture And Allied</b>      | <b>Drafted on</b>       | <b>15/05/15</b> |
| <b>Industry Sub-sector</b> | <b>Agriculture Crop Production</b> | <b>Last reviewed on</b> | <b>20/03/17</b> |
| <b>Occupation</b>          | <b>Farm Management</b>             | <b>Next review date</b> | <b>31/03/20</b> |

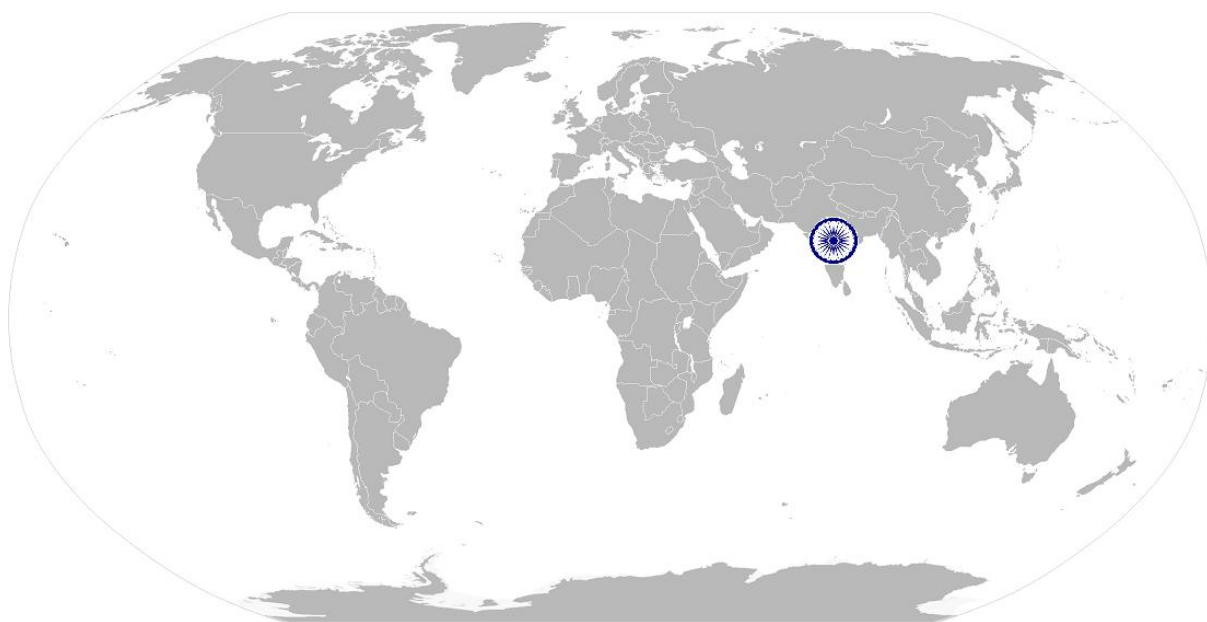


**AGR/N1203**

**Soil Nutrient Management under Organic Farming**

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# National Occupational Standard



## Overview

This unit is about dealing with nutrient management under organic farming ensuring soil fertility.

**AGR/N1203**
**Soil Nutrient Management under Organic Farming**

National Occupational Standard

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|--|---|
| <b>Unit Code</b>                                 | <b>AGR /N1203</b>   |
| <b>Unit Title (Task)</b>                         | <b>Soil Nutrient Management under Organic Farming</b>   |
| <b>Description</b>                               | This OS unit is about about production of various organic farming inputs and ensuring proper nutrient management for crops under organic farming  |
| <b>Scope</b>                                     | This unit/task covers the following: <ul style="list-style-type: none"> <li>• Soil activation</li> <li>• Soil enhancement</li> </ul>  |
| <b>Performance Criteria(PC) w.r.t. the Scope</b> |   |
| <b>Element</b>                                   | <b>Performance Criteria</b>   |
| <b>Soil activation</b>                           | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC1. understand importance of top soil in organic cultivation</li> <li>PC2. identify various methods of activating microbial activity in top soil</li> <li>PC3. prepare various organic inputs that can increase soil microbial activity</li> <li>PC4. apply soil activating inputs effectively</li> </ul>  |
| <b>Soil enhancement</b>                          | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC5. undertake soil testing at authorized centres</li> <li>PC6. understand soil test data for soil amendment and manuring</li> <li>PC7. select appropriate crops suiting to soil condition</li> <li>PC8. calculate nutrient needs based on test report and local crop recommendations</li> <li>PC9. prepare the land to get appropriate tilth</li> <li>PC10. identify various methods adopted in organic farming for building organic matter in soil</li> <li>PC11. grow green manure crop and incorporate biomass</li> <li>PC12. use farmyard manure &amp; mineral fortified compost</li> <li>PC13. use other biomass as mulch or soil cover</li> <li>PC14. prepare vermicompost &amp; vermiwash</li> <li>PC15. prepare dung-urine slurries</li> <li>PC16. prepare biodynamic inputs/compost (BD 500, BD 501, Cow Pat pit etc)</li> <li>PC17. implement various soil enhancement methods effectively:               <ul style="list-style-type: none"> <li>• Sanjivak, Jivamrth, Amritpani for microbial enrichment</li> <li>• Vermiwash, panchagavy, cattle dung urine-slurry and protein hydrolysates for growth promotion</li> <li>• Green manuring and biomass recycling</li> </ul> </li> <li>PC18. prepare protocols for basal dose application &amp; top dressing</li> </ul> |
| <b>Knowledge and Understanding (K)</b>           |   |

**AGR/N1203**
**Soil Nutrient Management under Organic Farming**

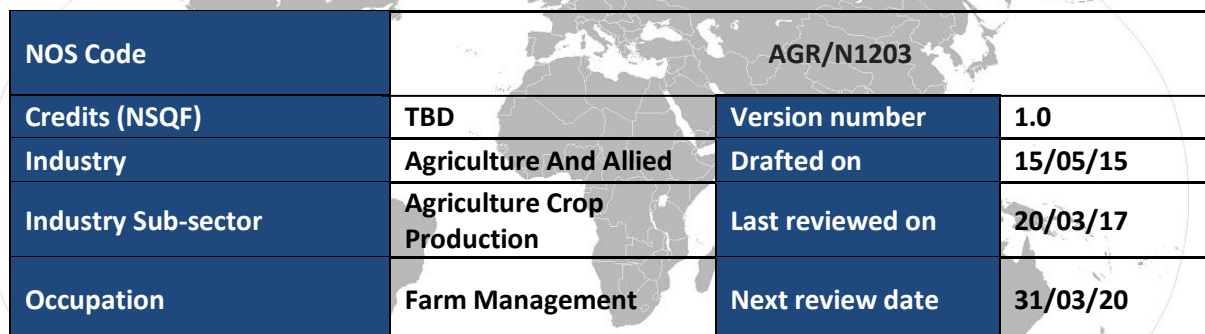
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| <b>A. Organizational Context</b><br><b>(Knowledge of the company / organization and its processes)</b> | The user/individual on the job needs to know and understand:<br>N.A.   |
| <b>B. Technical Knowledge</b>  | The user/individual on the job needs to know and understand:<br>KB1. authorized soil testing centers<br>KB2. soil test reports and analyzing nutrient needs<br>KB3. types of inputs needed in what quantity at different crop stages<br>KB4. methods of application, timing and doses of different inputs<br>KB5. various organic soil enhancement methods and their effects<br>KB6. authentic vendors for soil enhancers, if any<br>KB7. production methodologies for different types of composts and other inputs<br>KB8. proper application process and schedule<br>KB9. various soil activating inputs (jeevamrut, farmyard manure etc.)<br>KB10. authentic vendors for soil activating agents, if any<br>KB11. preparation methodology for soil activating agents<br>KB12. proper application process and schedule for soil activating agents<br>KB13. planning for green manuring and biomass recycling methods and strategies<br>KB14. various soil activating inputs (jeevamrut, farmyard manure etc.)<br>KB15. calculating nutrient needs based on soil test reports<br>KB16. making nutrient packages with available resources<br>KB17. planning for the need of off-farm inputs and their procurement |
| <b>Skills (S)</b>  |  |
| <b>A. Core Skills/ Generic Skills</b>  | <b>Writing Skills</b>  |
|  | The user/ individual on the job needs to know and understand how to:<br>SA1. prepare crop calendar   |
|  | <b>Reading Skills</b>  |
|  | The user/individual on the job needs to know and understand how to:<br>SA2. get updated about the latest technique in organic farming by reading the newspapers, magazines and books<br>SA3. read relevant newspapers/booklets/soil health cards<br>SA4. read the hazards of use and contamination written on the labels of pesticides<br>SA5. keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets  |
|  | <b>Oral Communication (Listening and Speaking skills)</b>  |
|  | The user/individual on the job needs to know and understand how to:<br>SA6. maintain effective working relationships<br>SA7. communicate clearly and effectively with other organic farmers, concerned officers/stakeholders   |

**AGR/N1203**
**Soil Nutrient Management under Organic Farming**

|                               |  |
|-------------------------------|--|
|                               | SA8. understand information and grasp its meaning<br>SA9. seek advice from senior people / experts   |
| <b>B. Professional Skills</b> | <b>Decision Making</b>   |
|                               | The user/individual on the job needs to know and understand how to:<br>SB1. make decisions pertaining to the concerned area of work<br>SB2. identify problems that may arise in carrying out tasks and take preventative action following various field procedures<br>SB3. follow basic arithmetic and algebraic principles                                |
|                               | <b>Plan and Organize</b>   |
|                               | The user/individual on the job needs to know and understand how to:<br>SB4. plan and organize nursery and field procedures starting from land preparation to harvesting<br>SB5. organize meetings / demonstrations with Agricultural Departments whenever necessary  |
|                               | <b>Customer Centricity</b>   |
|                               | The user/individual on the job needs to know and understand how to:<br>SB6. participate in organic farming exhibition/seminar/workshop<br>SB7. attend and make use of exposure visit<br>SB8. work with organic farming experts<br>SB9. manage relationships with laborers and other co-farmers<br>SB10. build relationships and use human centric approach |
|                               | <b>Problem Solving</b>   |
|                               | The user/individual on the job needs to know and understand how to:<br>SB11. think through the problem, evaluate the possible solution(s) and adopt an optimum /best possible solution(s)<br>SB12. identify problems immediately and take up solutions quickly to resolve delays   |
|                               | <b>Analytical Thinking</b>   |
|                               | The user/individual on the job needs to know and understand how to:<br>SB13. monitor and maintain the material and equipment required for soil nutrient management   |
|                               | <b>Critical Thinking</b>   |
|                               | The user/individual on the job needs to know and understand how to:<br>SB14. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action<br>SB15. take up one's own working and learning   |

**AGR/N1203**
**Soil Nutrient Management under Organic Farming**

### NOS Version Control



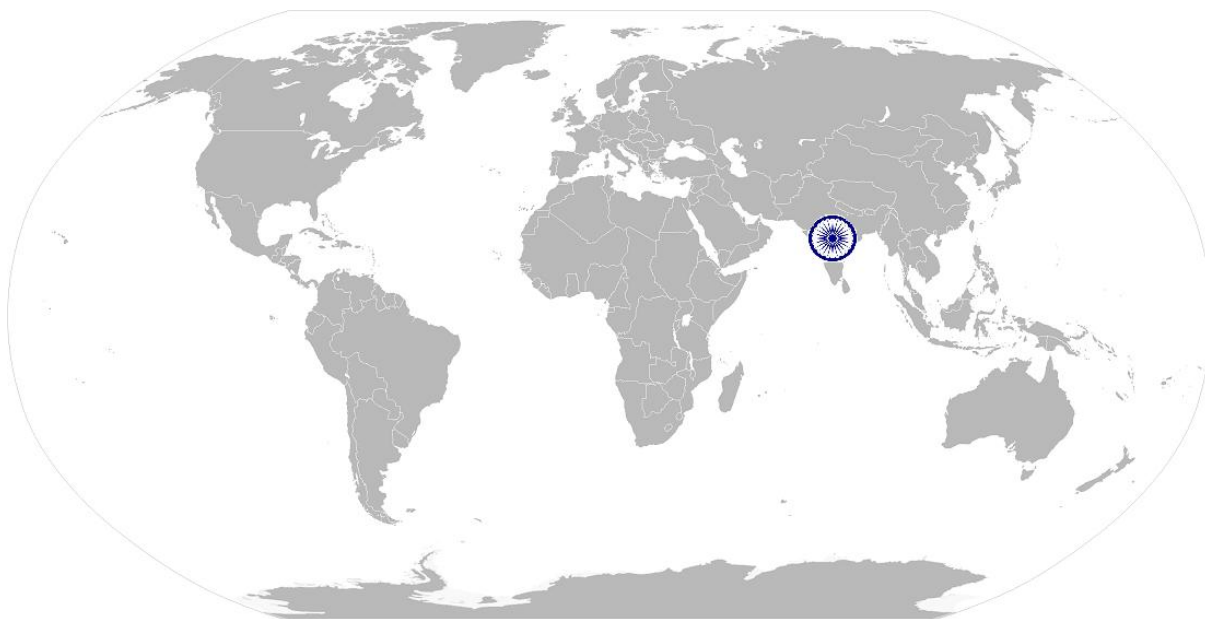
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| <b>NOS Code</b>            | <b>AGR/N1203</b>                   |                         |                 |
| <b>Credits (NSQF)</b>      | <b>TBD</b>                         | <b>Version number</b>   | <b>1.0</b>      |
| <b>Industry</b>            | <b>Agriculture And Allied</b>      | <b>Drafted on</b>       | <b>15/05/15</b> |
| <b>Industry Sub-sector</b> | <b>Agriculture Crop Production</b> | <b>Last reviewed on</b> | <b>20/03/17</b> |
| <b>Occupation</b>          | <b>Farm Management</b>             | <b>Next review date</b> | <b>31/03/20</b> |

**AGR/N1204**

**Weed control under Organic Farming**

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# National Occupational Standard



## Overview

This unit is about controlling weed in an organic farm.



**AGR/N1204**
**Weed control under Organic Farming**

National Occupational Standard

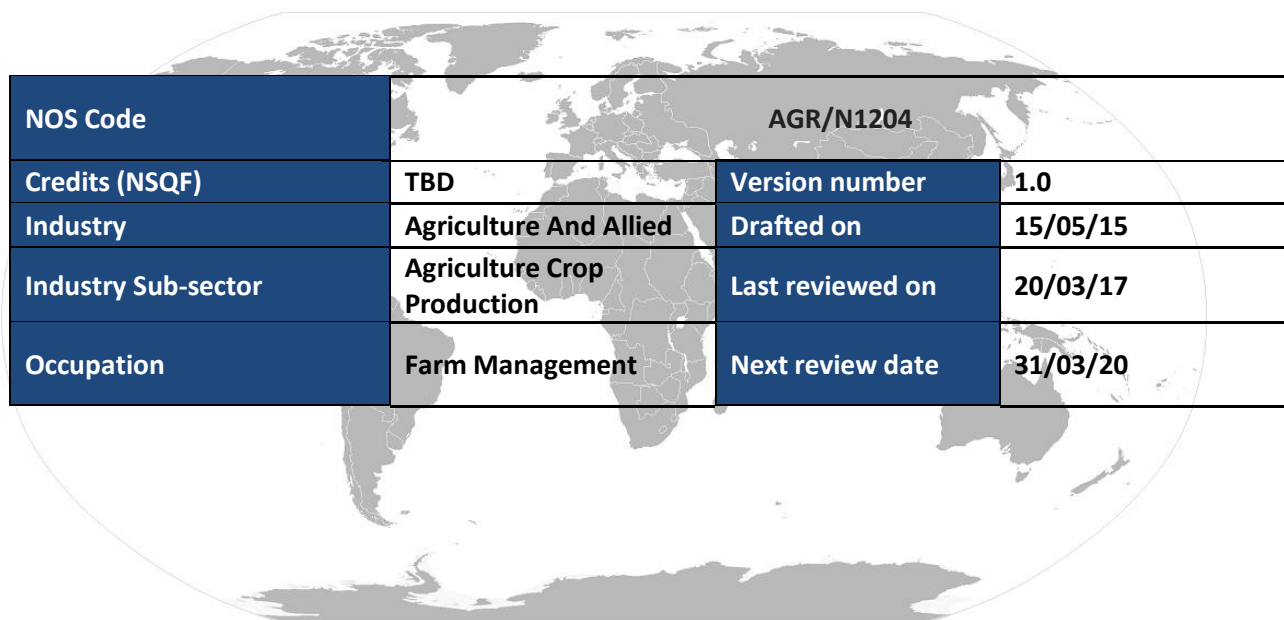
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| <b>Unit Code</b>   | <b>AGR /N1204</b>   |
| <b>Unit Title (Task)</b>   | <b>Weed Control under Organic Farming</b>   |
| <b>Description</b>   | This OS unit is about controlling weed in an organic farm   |
| <b>Scope</b>   | This unit/task covers the following: <ul style="list-style-type: none"> <li>• identification of weeds</li> <li>• weed Management</li> </ul>   |
| <b>Performance Criteria(PC) w.r.t. the Scope</b>   |   |
| <b>Element</b>   | <b>Performance Criteria</b>   |
| <b>Identification of weeds</b>   | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC1. identify the types of weed in the crop</li> <li>PC2. maintain records of the weed and share it with experts</li> <li>PC3. explain clearly about the symptoms and get inputs from experts</li> </ul>  |
| <b>Weed Management</b>   | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC4. control weeds during ploughing</li> <li>PC5. undertake mechanical/manual weeding process at appropriate time to avoid crop damage</li> <li>PC6. use mulching sheets for cultivation</li> <li>PC7. use bio-herbicides for weed control wherever feasible</li> <li>PC8. use mechanized weed control equipment</li> </ul> |
| <b>Knowledge and Understanding (K)</b>   |   |
| <b>A. Organizational Context (Knowledge of the company / organization and its processes)</b> | The user/individual on the job needs to know and understand:<br>N.A.  |
| <b>B. Technical Knowledge</b>  | The user/individual on the job needs to know and understand: <ul style="list-style-type: none"> <li>KB1. various types of weed</li> <li>KB2. use of different methods to control weeds such as plastic mulch</li> <li>KB3. advantages and disadvantages of different types of weeding methods</li> <li>KB4. critical stages of weed control</li> </ul>  |
| <b>Skills (S)</b>  |   |
| <b>A. Core Skills/ Generic Skills</b>  | <b>Writing Skills</b>   |
|  | The user/ individual on the job needs to know and understand how to: <ul style="list-style-type: none"> <li>SA1. prepare crop calendar</li> </ul>   |
|  | <b>Reading Skills</b>   |

**AGR/N1204**
**Weed control under Organic Farming**

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|                               | <p>The user/individual on the job needs to know and understand how to:</p> <p>SA2. get updated about the latest technique in organic farming by reading the newspapers, magazines and books</p> <p>SA3. read relevant newspapers/booklets</p> <p>SA4. read the hazards of use and contamination written on the labels of weedicides</p> <p>SA5. keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets</p> |
|                               | <b>Oral Communication (Listening and Speaking skills)</b>  |
|                               | <p>The user/individual on the job needs to know and understand how to:</p> <p>SA6. maintain effective working relationships</p> <p>SA7. communicate clearly and effectively with other organic farmers, concerned officers/stakeholders</p> <p>SA8. understand information and grasp its meaning</p> <p>SA9. seek advice from senior people / experts</p>  |
| <b>B. Professional Skills</b> | <b>Decision Making</b>   |
|                               | <p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. make decisions pertaining to the concerned area of work</p> <p>SB2. identify problems that may arise in carrying out tasks and take preventative action following various field procedures</p> <p>SB3. follow basic arithmetic and algebraic principles</p>   |
|                               | <b>Plan and Organize</b>   |
|                               | <p>The user/individual on the job needs to know and understand how to:</p> <p>SB4. plan and organize weeding schedules</p> <p>SB5. organize meetings / demonstrations with Agricultural Departments whenever necessary</p>   |
|                               | <b>Customer Centricity</b>   |
|                               | <p>The user/individual on the job needs to know and understand how to:</p> <p>SB6. participate in organic farming exhibition/seminar/workshop</p> <p>SB7. attend and make use of exposure visit</p> <p>SB8. work with organic farming experts</p> <p>SB9. manage relationships with laborers and other co-farmers</p> <p>SB10. build relationships and use human centric approach</p>  |
|                               | <b>Problem Solving</b>   |
|                               | <p>The user/individual on the job needs to know and understand how to:</p> <p>SB11. think through the problem, evaluate the possible solution(s) and adopt an optimum /best possible solution(s)</p> <p>SB12. identify problems immediately and take up solutions quickly to resolve delays</p>  |
|                               | <b>Analytical Thinking</b>   |
|                               | <p>The user/individual on the job needs to know and understand how to:</p> <p>SB13. monitor and maintain the material and equipment required for weeding</p>   |
|                               | <b>Critical Thinking</b>   |

**AGR/N1204**
**Weed control under Organic Farming**

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|  | The user/individual on the job needs to know and understand how to:<br>SB14. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action<br>SB15. take up one's own working and learning |
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**NOS Version Control**


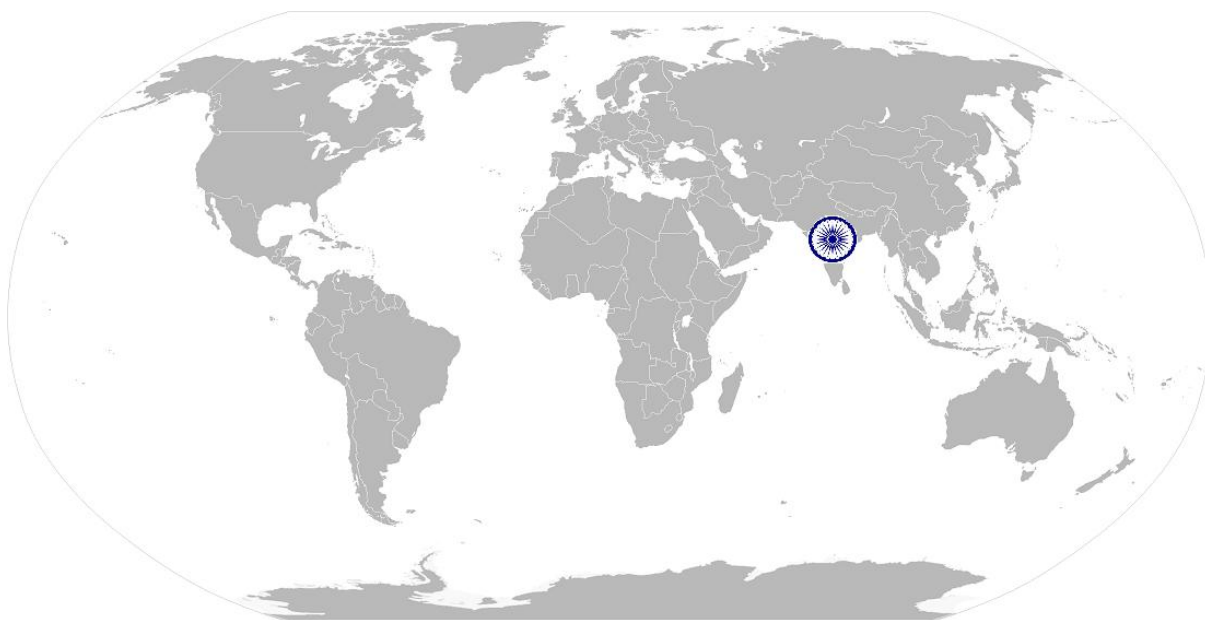
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| <b>NOS Code</b>            | <b>AGR/N1204</b>                   |                         |                 |
| <b>Credits (NSQF)</b>      | <b>TBD</b>                         | <b>Version number</b>   | <b>1.0</b>      |
| <b>Industry</b>            | <b>Agriculture And Allied</b>      | <b>Drafted on</b>       | <b>15/05/15</b> |
| <b>Industry Sub-sector</b> | <b>Agriculture Crop Production</b> | <b>Last reviewed on</b> | <b>20/03/17</b> |
| <b>Occupation</b>          | <b>Farm Management</b>             | <b>Next review date</b> | <b>31/03/20</b> |

**AGR/N1205**

**Irrigation Management under Organic Farming**

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# National Occupational Standard



## Overview

This unit is about dealing with various irrigation methods under organic farming.

**AGR/N1205**
**Irrigation Management under Organic Farming**

National Occupational Standard

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|--|---|
| <b>Unit Code</b>   | <b>AGR /N1205</b>   |
| <b>Unit Title (Task)</b>   | <b>Irrigation Management under Organic Farming</b>  |
| <b>Description</b>   | This OS unit is about irrigation management under organic farming   |
| <b>Scope</b>   | This unit/task covers the following: <ul style="list-style-type: none"> <li>• irrigation System</li> <li>• proper Irrigation</li> </ul>   |
| <b>Performance Criteria(PC) w.r.t. the Scope</b>   |   |
| <b>Element</b>   | <b>Performance Criteria</b>   |
| <b>Irrigation System</b>   | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC1. identify characteristics of good irrigation systems</li> <li>PC2. identify advantages &amp; disadvantages of irrigation channels and watering through hose, buckets etc</li> <li>PC3. interact with micro irrigation expert and get feedback on the usage of specific applicable irrigation methods to be adopted</li> </ul>   |
| <b>Proper Irrigation</b>   | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC4. ensure appropriate water supply at various life stages of the crop as per each stage requirement</li> <li>PC5. ensure spread of water in the entire field</li> <li>PC6. ensure proper water drainage</li> <li>PC7. adopt micro irrigation techniques (drip irrigation using appropriate equipments, sprinklers) based on the requirement of specific crops</li> <li>PC8. identify disease due to increase in moisture/water content and take measures to control them</li> </ul>   |
| <b>Knowledge and Understanding (K)</b>   |   |
| <b>A. Organizational Context (Knowledge of the company / organization and its processes)</b> | The user/individual on the job needs to know and understand:<br>N.A.  |
| <b>B. Technical Knowledge</b>  | The user/individual on the job needs to know and understand: <ul style="list-style-type: none"> <li>KB1. timing and method of irrigation appropriate for a given soil type &amp; climatic conditions</li> <li>KB2. quantity of water required for the specific crop and its affect on its yield</li> <li>KB3. frequency of irrigation required at various stage of plant growth</li> <li>KB4. different types of irrigation system available</li> <li>KB5. various types of micro irrigation equipments to be used (mistlers, drippers, sprinklers, foggers, etc)</li> <li>KB6. relative advantages and disadvantages of irrigation equipments</li> </ul> |
| <b>Skills (S)</b>  |   |

**AGR/N1205**
**Irrigation Management under Organic Farming**

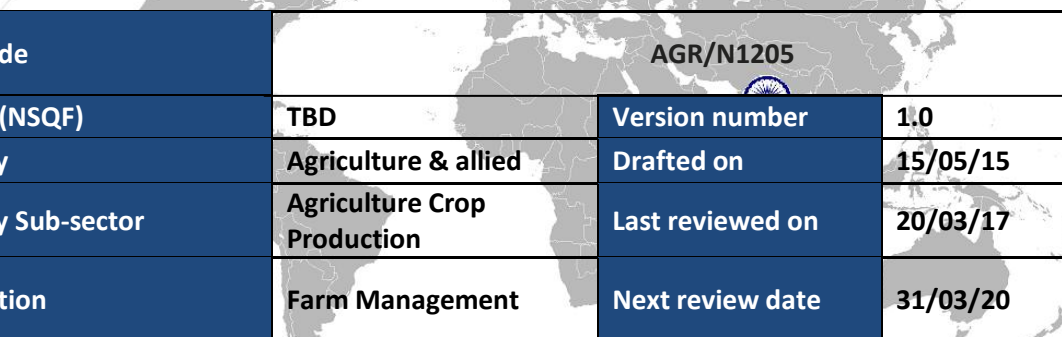
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| <b>A. Core Skills/<br/>Generic Skills</b> | <b>Writing Skills</b>   |
|   | The user/ individual on the job needs to know and understand how to:<br>SA1. prepare crop calendar  |
|   | <b>Reading Skills</b>   |
|   | The user/individual on the job needs to know and understand how to:<br>SA2. get updated about the latest technique in organic farming by reading the newspapers, magazines and books<br>SA3. read relevant newspapers/booklets<br>SA4. read the hazards of use and contamination written on the labels of pesticides<br>SA5. keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets |
|   | <b>Oral Communication (Listening and Speaking skills)</b>   |
|   | The user/individual on the job needs to know and understand how to:<br>SA6. maintain effective working relationships<br>SA7. communicate clearly and effectively with other organic farmers, concerned officers/stakeholders<br>SA8. understand information and grasp its meaning<br>SA9. seek advice from senior people / experts  |
| <b>B. Professional Skills</b>             | <b>Decision Making</b>  |
|   | The user/individual on the job needs to know and understand how to:<br>SB1. make decisions pertaining to the concerned area of work<br>SB2. identify problems that may arise in carrying out tasks and take preventative action following various field procedures<br>SB3. follow basic arithmetic and algebraic principles   |
|   | <b>Plan and Organize</b>  |
|   | The user/individual on the job needs to know and understand how to:<br>SB4. plan and organize the irrigation schedule<br>SB5. organize meetings / demonstrations with Agricultural Departments whenever necessary   |
|   | <b>Customer Centricity</b>  |
|   | The user/individual on the job needs to know and understand how to:<br>SB6. participate in organic farming exhibition/seminar/workshop<br>SB7. attend and make use of exposure visit<br>SB8. work with organic farming experts<br>SB9. manage relationships with laborers and other co-farmers<br>SB10. build relationships and use human centric approach  |
|   | <b>Problem Solving</b>  |
|   | The user/individual on the job needs to know and understand how to:<br>SB11. think through the problem, evaluate the possible solution(s) and adopt an optimum /best possible solution(s)<br>SB12. identify problems immediately and take up solutions quickly to resolve delays  |



**AGR/N1205**
**Irrigation Management under Organic Farming**

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|  | <b>Analytical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB13. monitor and maintain the material and equipment required for irrigation   |
|  | <b>Critical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB14. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action<br>SB15. take up one's own working and learning |

## NOS Version Control

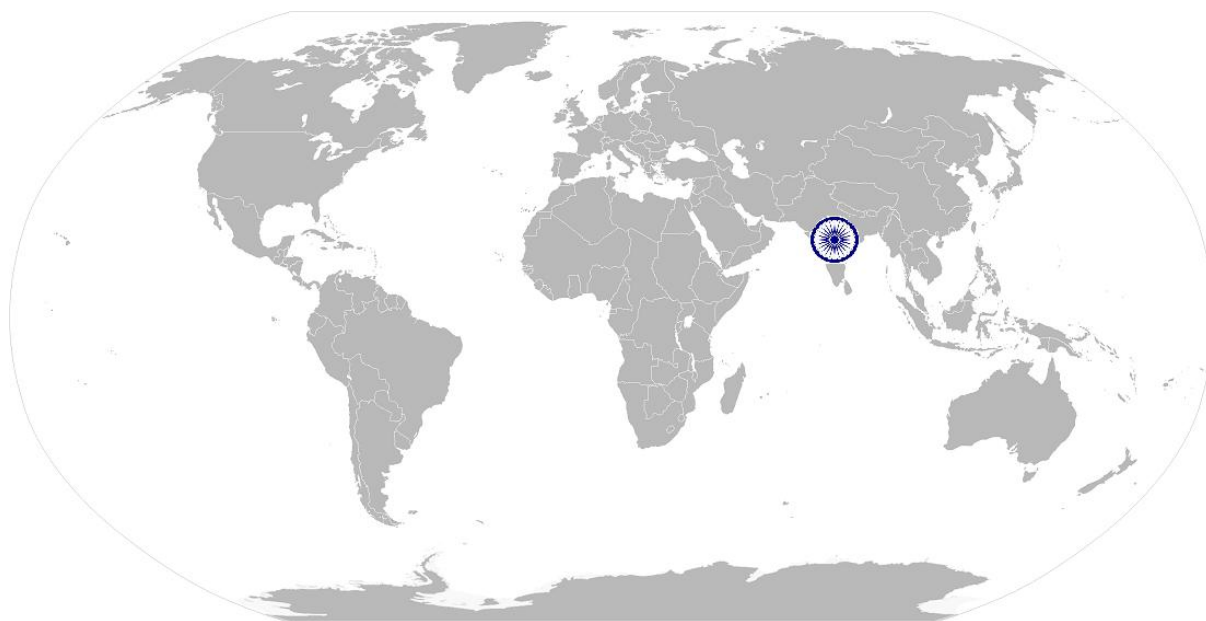


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| <b>NOS Code</b>            | <b>AGR/N1205</b>                   |                         |                 |
| <b>Credits (NSQF)</b>      | <b>TBD</b>                         | <b>Version number</b>   | <b>1.0</b>      |
| <b>Industry</b>            | <b>Agriculture &amp; allied</b>    | <b>Drafted on</b>       | <b>15/05/15</b> |
| <b>Industry Sub-sector</b> | <b>Agriculture Crop Production</b> | <b>Last reviewed on</b> | <b>20/03/17</b> |
| <b>Occupation</b>          | <b>Farm Management</b>             | <b>Next review date</b> | <b>31/03/20</b> |

**AGR/N1206**  
**farming**

**Integrated Pest and Disease Management under organic**

# National Occupational Standard



## Overview

This unit is about dealing with pest and disease management under Organic Farming

**AGR/N1206**  
**farming**
**Integrated Pest and Disease Management under organic**

National Occupational Standard

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| <b>Unit Code</b>                                 | <b>AGR /N1206</b>  |
| <b>Unit Title (Task)</b>                         | <b>Integrated Pest and Disease Management under organic farming</b>  |
| <b>Description</b>                               | This OS unit is for organic farmer to take up integrated pest and disease management under organic farming   |
| <b>Scope</b>                                     | This unit/task covers the following: <ul style="list-style-type: none"> <li>• pest and disease identification</li> <li>• preventive and curative care</li> </ul>   |
| <b>Performance Criteria(PC) w.r.t. the Scope</b> |  |
| <b>Element</b>                                   | <b>Performance Criteria</b>  |
| <b>Pest and disease Identification</b>           | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC1. identify different types of pests</li> <li>PC2. identify stages of crop and pest incidence</li> <li>PC3. diagnose symptoms and extent of damage</li> <li>PC4. understand major crop diseases and identify the specific disease in the crop</li> <li>PC5. identify crop stage and disease incidence disease calendar</li> <li>PC6. identify early symptoms of various types of diseases</li> <li>PC7. understand the different mode of transmissions of disease such as implements, vectors, water, rain, wind etc</li> </ul>  |
| <b>Preventive and Curative Care</b>              | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC8. use resistant varieties</li> <li>PC9. undertake pruning of plant if affected by diseases (if need arises)</li> <li>PC10. select resistant varieties</li> <li>PC11. perform crop rotation with suitable and recommended crops</li> <li>PC12. select suitable crop combinations as intercrops, border crops and trap crops</li> <li>PC13. undertake deep ploughing in summer, keep field clean and destroy infested plant debris and field sanitation</li> <li>PC14. remove alternate hosts such as weeds</li> <li>PC15. perform mulching</li> <li>PC16. perform mechanical/manual weeding as and when required</li> <li>PC17. use various types of traps (mechanical and manual)</li> <li>PC18. understand natural enemies of the pest such as lady bird, ground beetles etc</li> <li>PC19. release beneficial insects</li> <li>PC20. use hoverfly and adopt them for pest control</li> <li>PC21. identify various types of bio-pesticides and their vendors</li> <li>PC22. prepare different bio-pesticides at farm</li> <li>PC23. use various botanical extracts for different types of pest &amp; diseases</li> <li>PC24. apply recommended dose of bio-inputs at appropriate time &amp; interval</li> <li>PC25. use chemical alternatives acceptable in organic farming</li> </ul> |
| <b>Knowledge and Understanding (K)</b>           |  |

**AGR/N1206**  
**Farming**
**Integrated Pest and Disease Management under Organic**

|   |  |
|---|--|
| <b>A. Organizational Context</b><br>(Knowledge of the company / organization and its processes) | The user/individual on the job needs to know and understand:<br>N.A.   |
| <b>B. Technical Knowledge</b>   | The user/individual on the job needs to know and understand:<br>KB1. mixed cropping techniques and trap crops for pests<br>KB2. natural enemies of pests<br>KB3. various mechanical control (traps, sticky plates etc)<br>KB4. advantages of biological control of insects, pest & diseases<br>KB5. bio-pesticides, preparation and application<br>KB6. record keeping system<br>KB7. safety measures and first aid<br>KB8. handling tools and equipment |
| <b>Skills (S)</b>   |  |
| <b>A. Core Skills/ Generic Skills</b>   | <b>Writing Skills</b>  |
|   | The user/ individual on the job needs to know and understand how to:<br>SA1. prepare crop calendar   |
|   | <b>Reading Skills</b>  |
|   | The user/individual on the job needs to know and understand how to:<br>SA2. get updated about the latest technique in organic farming by reading the newspapers, magazines and books<br>SA3. read relevant newspapers/booklets<br>SA4. read the hazards of use and contamination written on the labels of pesticides<br>SA5. keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets                      |
|   | <b>Oral Communication (Listening and Speaking skills)</b>  |
|   | The user/individual on the job needs to know and understand how to:<br>SA6. maintain effective working relationships<br>SA7. communicate clearly and effectively with other organic farmers, concerned officers/stakeholders<br>SA8. understand information and grasp its meaning<br>SA9. seek advice from senior people / experts   |
| <b>B. Professional Skills</b>   | <b>Decision Making</b><br>The user/individual on the job needs to know and understand how to:<br>SB1. make decisions pertaining to the concerned area of work<br>SB2. identify problems that may arise in carrying out tasks and take preventative action following various field procedures<br>SB3. follow basic arithmetic and algebraic principles  |

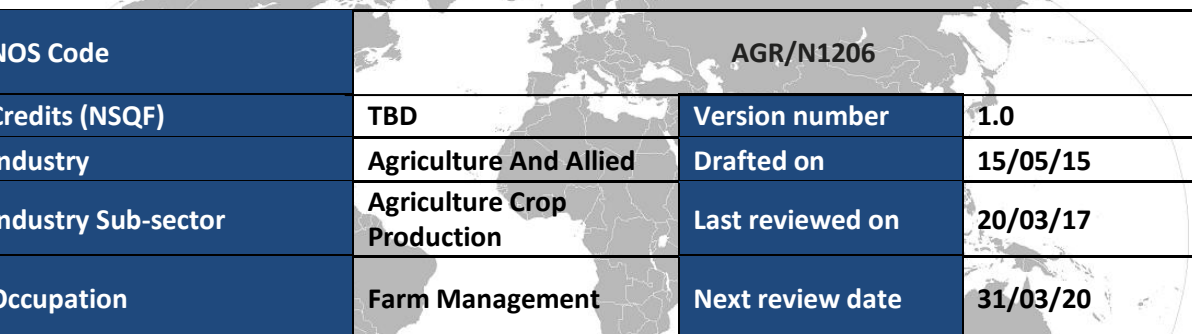
**AGR/N1206**  
**Farming**
**Integrated Pest and Disease Management under Organic**

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|  | <b>Plan and Organize</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB4. plan and organize pest & disease preventive actions<br>SB5. organize meetings / demonstrations with Agricultural Departments whenever necessary  |
|  | <b>Customer Centricity</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB6. participate in organic farming exhibition/seminar/workshop<br>SB7. attend and make use of exposure visit<br>SB8. work with organic farming experts<br>SB9. manage relationships with laborers and other co-farmers<br>SB10. build relationships and use human centric approach |
|  | <b>Problem Solving</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB11. think through the problem, evaluate the possible solution(s) and adopt an optimum /best possible solution(s)<br>SB12. identify problems immediately and take up solutions quickly to resolve delays   |
|  | <b>Analytical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB13. monitor and maintain the material and equipment required for pest & disease management  |
|  | <b>Critical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB14. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action<br>SB15. take up one's own working and learning   |

**AGR/N1206**  
**Farming**

**Integrated Pest and Disease Management under Organic**

## **NOS Version Control**



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| <b>NOS Code</b>            | <b>AGR/N1206</b>                   |                         |                 |
| <b>Credits (NSQF)</b>      | <b>TBD</b>                         | <b>Version number</b>   | <b>1.0</b>      |
| <b>Industry</b>            | <b>Agriculture And Allied</b>      | <b>Drafted on</b>       | <b>15/05/15</b> |
| <b>Industry Sub-sector</b> | <b>Agriculture Crop Production</b> | <b>Last reviewed on</b> | <b>20/03/17</b> |
| <b>Occupation</b>          | <b>Farm Management</b>             | <b>Next review date</b> | <b>31/03/20</b> |

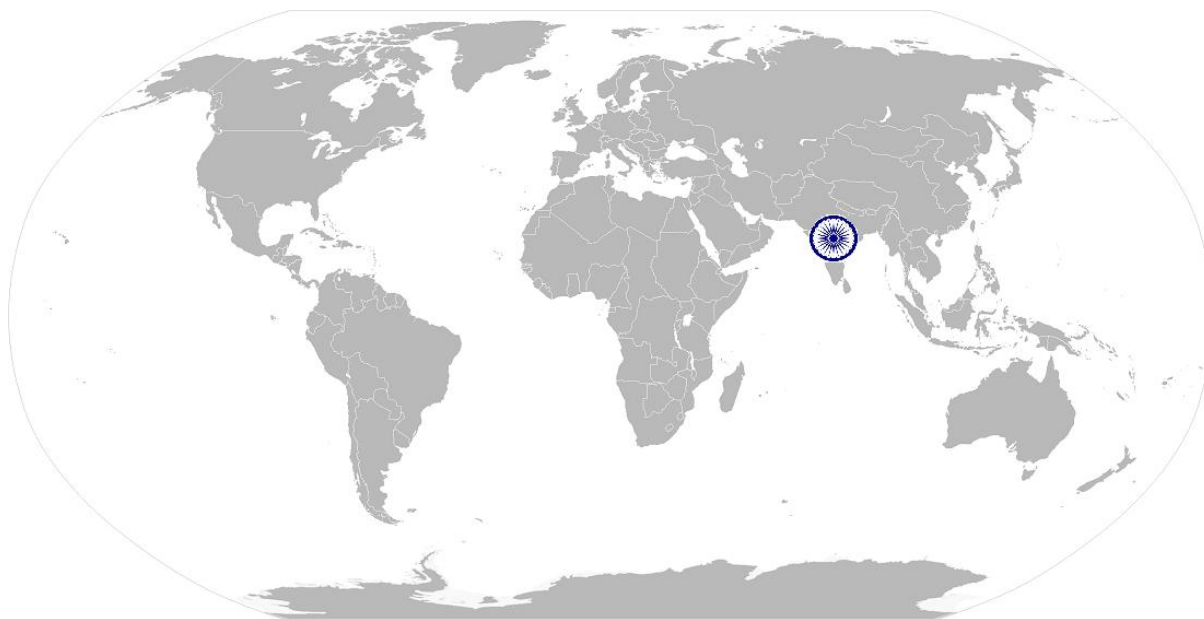


**AGR/N1207**

**Harvest and Post-harvest management under Organic Farming**

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# National Occupational Standard



## Overview

This unit is about dealing with harvest and post-harvest management of produce under Organic Farming.

**AGR/N1207**
**Harvest and Post-harvest management under Organic Farming**

## National Occupational Standard

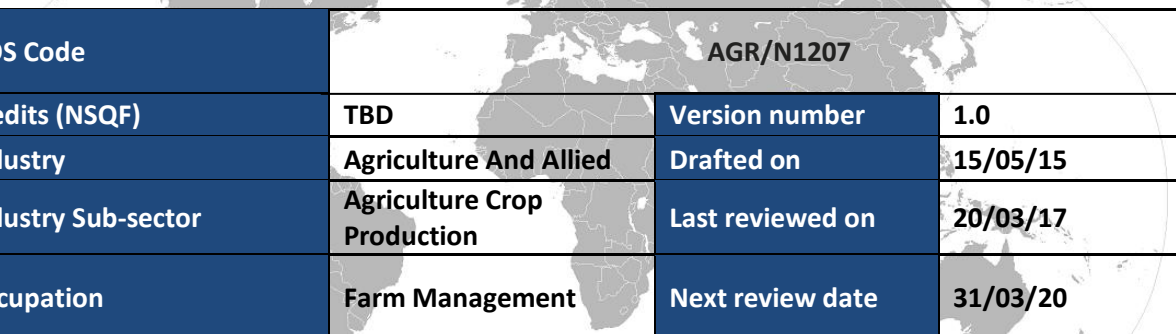
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| <b>Unit Code</b>   | <b>AGR /N1207</b>  |
| <b>Unit Title (Task)</b>   | <b>Harvest and Post-harvest management under Organic Farming</b>   |
| <b>Description</b>   | This OS unit is about harvest and post-harvest management of produce under organic farming   |
| <b>Scope</b>   | This unit/task covers the following: <ul style="list-style-type: none"> <li>harvesting</li> <li>storage &amp; post harvest management</li> </ul>   |
| <b>Performance Criteria(PC) w.r.t. the Scope</b>   |  |
| <b>Element</b>   | <b>Performance Criteria</b>  |
| <b>Harvesting</b>  | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC1. identify the appropriate harvesting method</li> <li>PC2. harvest the crop at appropriate stage</li> <li>PC3. harvest the crop at right time</li> <li>PC4. harvest the crop based on use and distance from the market</li> </ul>   |
| <b>Storage &amp; post harvest management</b>   | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC5. undertake grading of the crops</li> <li>PC6. maintain ideal storage condition</li> <li>PC7. use organically acceptable fumigation systems during storage</li> <li>PC8. use cold storage facility</li> <li>PC9. undertake packaging as per the requirement of the client/buyer</li> <li>PC10. transport organic produce as detailed by the client/buyer</li> <li>PC11. undertake marketing of the crop</li> </ul>                  |
| <b>Knowledge and Understanding (K)</b>   |  |
| <b>A. Organizational Context (Knowledge of the company / organization and its processes)</b> | The user/individual on the job needs to know and understand:<br>N.A.   |
| <b>B. Technical Knowledge</b>  | The user/individual on the job needs to know and understand: <ul style="list-style-type: none"> <li>KB1. harvesting based on demand of type in the market</li> <li>KB2. ideal time of harvest (climatic conditions, distance from the market)</li> <li>KB3. proper harvesting methods</li> <li>KB4. grading of crop based on size, color and quality</li> <li>KB5. packaging of crop with appropriate material and method</li> <li>KB6. ideal storage condition (temperature, moisture, etc)</li> <li>KB7. market rates of the crop</li> </ul> |
| <b>Skills (S)</b>  |  |

**AGR/N1207**
**Harvest and Post-harvest management under Organic Farming**

|   |   |
|---|---|
| <b>A. Core Skills/<br/>Generic Skills</b> | <b>Writing Skills</b>   |
|   | The user/ individual on the job needs to know and understand how to:<br>SA1. prepare crop calendar  |
|   | <b>Reading Skills</b>   |
|   | The user/individual on the job needs to know and understand how to:<br>SA2. get updated about the latest technique in organic farming by reading the newspapers, magazines and books<br>SA3. read relevant newspapers/booklets<br>SA4. read the hazards of use and contamination written on the labels of pesticides<br>SA5. keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets |
|   | <b>Oral Communication (Listening and Speaking skills)</b>   |
|   | The user/individual on the job needs to know and understand how to:<br>SA6. maintain effective working relationships<br>SA7. communicate clearly and effectively with other organic farmers, concerned officers/stakeholders<br>SA8. understand information and grasp its meaning<br>SA9. seek advice from senior people / experts  |
| <b>B. Professional Skills</b>             | <b>Decision Making</b>  |
|   | The user/individual on the job needs to know and understand how to:<br>SB1. make decisions pertaining to the concerned area of work<br>SB2. identify problems that may arise in carrying out tasks and take preventative action following various field procedures<br>SB3. follow basic arithmetic and algebraic principles   |
|   | <b>Plan and Organize</b>  |
|   | The user/individual on the job needs to know and understand how to:<br>SB4. plan and organize harvest & post-harvest schedule for different crops<br>SB5. organize meetings / demonstrations with Agricultural Departments whenever necessary   |
|   | <b>Customer Centricity</b>  |
|   | The user/individual on the job needs to know and understand how to:<br>SB6. participate in organic farming exhibition/seminar/workshop<br>SB7. attend and make use of exposure visit<br>SB8. work with organic farming experts<br>SB9. manage relationships with laborers and other co-farmers<br>SB10. build relationships and use human centric approach  |
|   | <b>Problem Solving</b>  |
|   | The user/individual on the job needs to know and understand how to:<br>SB11. think through the problem, evaluate the possible solution(s) and adopt an optimum /best possible solution(s)<br>SB12. identify problems immediately and take up solutions quickly to resolve delays  |

**AGR/N1207**
**Harvest and Post-harvest management under Organic Farming**

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|  | <b>Analytical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB13. monitor and maintain the material and equipment required for produce grading & packaging  |
|  | <b>Critical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB14. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action<br>SB15. take up one's own working and learning |

**NOS Version Control**


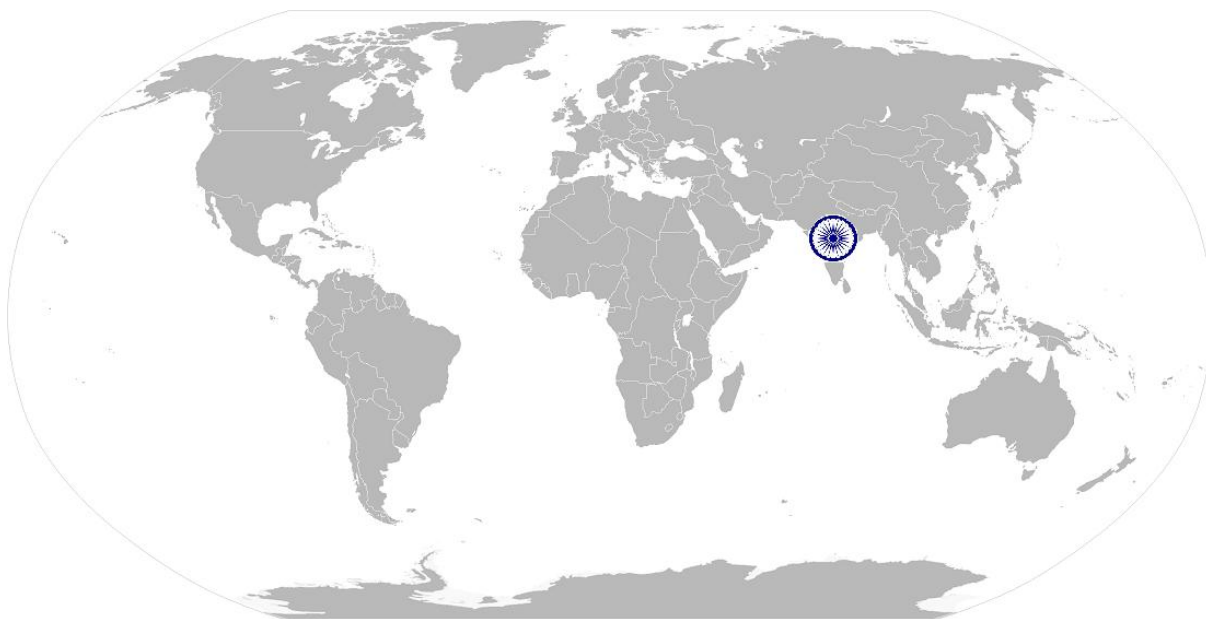
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| <b>NOS Code</b>            | <b>AGR/N1207</b>                   |                         |                 |
| <b>Credits (NSQF)</b>      | <b>TBD</b>                         | <b>Version number</b>   | <b>1.0</b>      |
| <b>Industry</b>            | <b>Agriculture And Allied</b>      | <b>Drafted on</b>       | <b>15/05/15</b> |
| <b>Industry Sub-sector</b> | <b>Agriculture Crop Production</b> | <b>Last reviewed on</b> | <b>20/03/17</b> |
| <b>Occupation</b>          | <b>Farm Management</b>             | <b>Next review date</b> | <b>31/03/20</b> |

**AGR/N1208**  
**Farming**

**Undertake Quality Assurance and Certification in Organic**

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# National Occupational Standard



## Overview

This unit is about quality assurance and certification in Organic Farming.

**AGR/N1208**  
**Farming**
**Undertake Quality Assurance and Certification in Organic**

## National Occupational Standard

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|--|--|
| <b>Unit Code</b>                                 | <b>AGR /N1208</b>  |
| <b>Unit Title (Task)</b>                         | <b>Undertake Quality assurance &amp; Certification in Organic Farming</b>  |
| <b>Description</b>                               | This OS unit is for organic farmer to know about Quality assurance and certification in organic farming.   |
| <b>Scope</b>                                     | This unit/task covers the following: <ul style="list-style-type: none"> <li>• Third party certification process</li> <li>• Risk management in compliance of standards</li> <li>• Participatory guarantee system</li> <li>• Documentation in third party and PGS certification</li> <li>• Documents needed for sale of organic produce and traceability</li> </ul>  |
| <b>Performance Criteria(PC) w.r.t. the Scope</b> |  |
| <b>Element</b>                                   | <b>Performance Criteria</b>  |
| <b>Third Party Certification process</b>         | To be competent, the individual on the job must be able to: <ul style="list-style-type: none"> <li>PC1. understand different types of certification available for organic produce :Third party certification &amp; Participatory guarantee systems</li> <li>PC2. identify procedures and timelines for applying for certification</li> <li>PC3. understand quality checks (one-time and recurring) for obtaining and maintaining certification</li> <li>PC4. study the organic standards in detail for every aspect of farming, including storage, transport and sale</li> <li>PC5. comply with the standards related to farm facilities and production methods</li> <li>PC6. maintain detailed farm history and current set-up, and usually including results of soil and water tests.</li> <li>PC7. submit application to the certification agency in the prescribed format with necessary farm and process details</li> <li>PC8. submit a written annual production plan detailing everything from seed to sale: seed sources, field and crop locations, fertilization and pest control activities, harvest methods, storage locations, etc</li> <li>PC9. sign agreement with certification body</li> <li>PC10. adhere to the standards recommended by the certification body</li> <li>PC11. pay fee to the certification body for annual surveillance and for facilitating a mark which is acceptable in the market as symbol of quality</li> <li>PC12. schedule annual on-farm inspections with a physical tour, examination of records, and an oral interview</li> <li>PC13. maintain day-to-day farming and marketing records, covering all activities</li> <li>PC14. make available the documents &amp; records for inspection as and when required</li> <li>PC15. comply to non-compliances, if any raised by the certification body</li> <li>PC16. ensure to follow-up for certification after the inspection</li> </ul> |



**AGR/N1208**  
**Farming**
**Undertake Quality Assurance and Certification in Organic**

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|  | PC17. release the stock for sale with Certification Mark (India Organic Logo) only after certification is granted   |
| <b>Risk management in compliance of standards</b>                    | To be competent, the individual on the job must be able to:<br>PC18. understand procedure for risk assessment<br>PC19. undertake parallel and split production, part conversion<br>PC20. use machine tools averting contamination<br>PC21. use water for irrigation averting contamination<br>PC22. prevent contamination by water and air drift<br>PC23. document risk management initiatives  |
| <b>Participatory guarantee system</b>                                | To be competent, the individual on the job must be able to:<br>PC24. understand PGS certification system in brief<br>PC25. adhere to the basic requirements for PGS group formation<br>PC26. maintain documentation for group making, PGS pledge<br>PC27. adopt PGS standards<br>PC28. participate regularly in meetings and share vision & operational issues<br>PC29. keep transparency and horizontality in operation  |
| <b>Documentation in third party and PGS certification</b>            | To be competent, the individual on the job must be able to:<br>PC30. understand basic documentations on field history<br>PC31. maintain field/ farm, diary<br>PC32. maintain internal inspection sheets and peer appraisals<br>PC33. plan and execute external audit and peer appraisals<br>PC34. analyze external inspection and analyze peer appraisals and decision making<br>PC35. submit season end summary sheet with certification decisions to Regional Council and revision of decision if required in PGS<br>PC36. certification decision<br>PC37. distribute scope certificate |
| <b>Documents needed for sale of organic produce and traceability</b> | To be competent, the individual on the job must be able to:<br>PC38. understand the process of production trail for traceability<br>PC39. maintain documents for traceability<br>PC40. use transaction certificates for sale<br>PC41. ensure traceability in Third party certification/PGS  |
| <b>Knowledge and Understanding (K)</b>                               |   |

**AGR/N1208**  
**Farming**
**Undertake Quality Assurance and Certification in Organic**

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| <b>A. Organizational Context</b><br><b>(Knowledge of the company / organization and its processes)</b> | The user/individual on the job needs to know and understand:<br>N.A.  |
| <b>B. Technical Knowledge</b>  | The user/individual on the job needs to know and understand:<br>KB1. systems of TPC and PGS<br>KB2. organic production standards<br>KB3. procedures in TPC and PGS<br>KB4. benefits and limitations of TPC and PGS<br>KB5. documentation and external audit<br>KB6. certification and traceability<br>KB7. procedures and applicability<br>KB8. peer appraisal<br>KB9. certification and traceability                               |
| <b>Skills (S)</b>  |   |
| <b>A. Core Skills/ Generic Skills</b>  | <b>Writing Skills</b>   |
|  | The user/ individual on the job needs to know and understand how to:<br>SA1. prepare cop calendar<br>SA2. prepare annual production plan<br>SA3. write application letter   |
|  | <b>Reading Skills</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SA4. get updated about the latest technique in organic farming by reading the newspapers, magazines and books<br>SA5. read relevant newspapers/booklets<br>SA6. read the hazards of use and contamination written on the labels of pesticides<br>SA7. keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets |
| <b>B. Professional Skills</b>  | <b>Oral Communication (Listening and Speaking skills)</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SA8. maintain effective working relationships<br>SA9. communicate clearly and effectively with other organic farmers, concerned officers/stakeholders<br>SA10. understand information and grasp its meaning<br>SA11. seek advice from senior people / experts  |
| <b>B. Professional Skills</b>  | <b>Decision Making</b>  |
|  | The user/individual on the job needs to know and understand how to:<br>SB1. make decisions pertaining to the concerned area of work<br>SB2. identify problems that may arise in carrying out tasks and take preventative  |

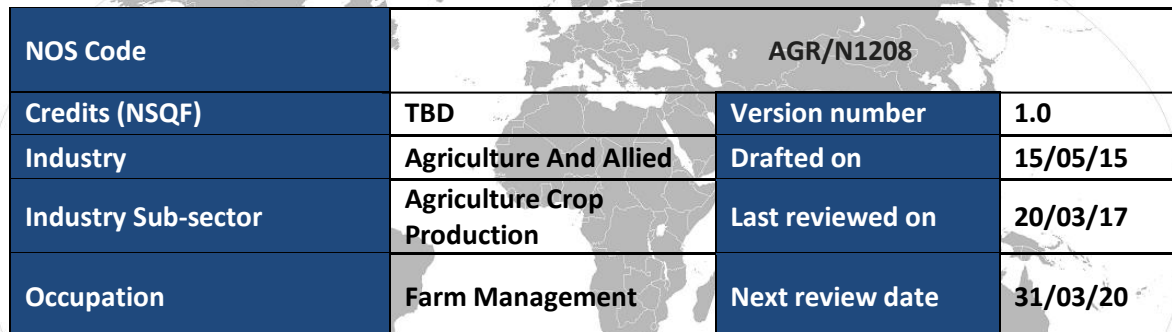
**AGR/N1208**  
**Farming**
**Undertake Quality Assurance and Certification in Organic**

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|  | action following various field procedures<br>SB3. follow basic arithmetic and algebraic principles   |
|  | <b>Plan and Organize</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB4. plan and organize nursery and field procedures starting from land preparation to harvesting<br>SB5. organize meetings / demonstrations with Agricultural Departments whenever necessary  |
|  | <b>Customer Centricity</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB6. participate in organic farming exhibition/seminar/workshop<br>SB7. attend and make use of exposure visit<br>SB8. work with organic farming experts<br>SB9. manage relationships with laborers and other co-farmers<br>SB10. build relationships and use human centric approach |
|  | <b>Problem Solving</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB11. think through the problem, evaluate the possible solution(s) and adopt an optimum /best possible solution(s)<br>SB12. identify problems immediately and take up solutions quickly to resolve delays   |
|  | <b>Analytical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB13. monitor and maintain the material and equipment required for farm management  |
|  | <b>Critical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB14. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action<br>SB15. take up one's own working and learning   |

**AGR/N1208**  
**Farming**

**Undertake Quality Assurance and Certification in Organic**

## **NOS Version Control**



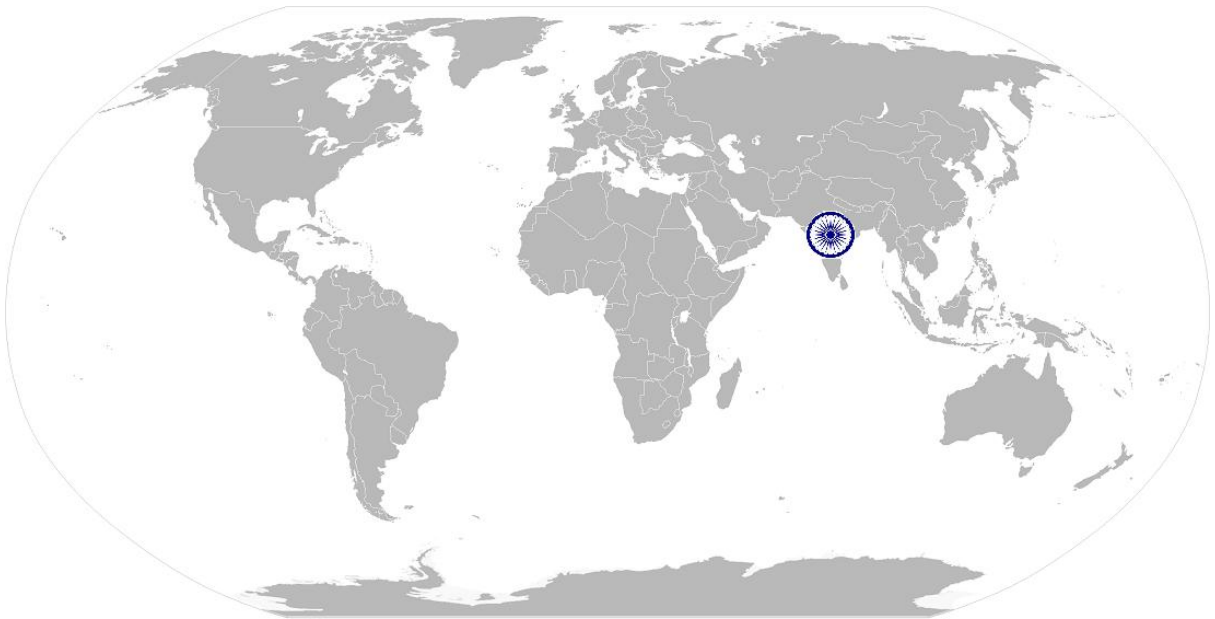
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| <b>NOS Code</b>            | <b>AGR/N1208</b>                   |                         |                 |
| <b>Credits (NSQF)</b>      | <b>TBD</b>                         | <b>Version number</b>   | <b>1.0</b>      |
| <b>Industry</b>            | <b>Agriculture And Allied</b>      | <b>Drafted on</b>       | <b>15/05/15</b> |
| <b>Industry Sub-sector</b> | <b>Agriculture Crop Production</b> | <b>Last reviewed on</b> | <b>20/03/17</b> |
| <b>Occupation</b>          | <b>Farm Management</b>             | <b>Next review date</b> | <b>31/03/20</b> |

**AGR/N1209**

**Undertake Business of Organic Farming**

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# National Occupational Standard



## Overview

This unit is about dealing with different business aspects of Organic Farming

**AGR/N1209**
**Undertake Business of Organic Farming**

## National Occupational Standard

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|---|--|
| <b>Unit Code</b>  | <b>AGR /N1209</b>  |
| <b>Unit Title (Task)</b>                                  | <b>Undertake Business of Organic Farming</b>   |
| <b>Description</b>  | This OS unit is for organic farmer to understand different business opportunities and requirements for organic farming   |
| <b>Scope</b>  | This unit/task covers the following: <ul style="list-style-type: none"> <li>economics of organic farming</li> <li>Connecting with the market and market intelligence</li> <li>Attempting direct marketing</li> </ul>   |
| <b>Performance Criteria(PC) w.r.t. the Scope</b>          |  |
| <b>Element</b>  | <b>Performance Criteria</b>  |
| <b>Economics of organic farming</b>                       | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC1. understand cost and revenue trends in organic farming</li> <li>PC2. understand the cost benefit analysis of a phased organic farming plan</li> <li>PC3. understand govt. subsidies and benefits available for organic farming</li> </ul>  |
| <b>Connecting with the market and market intelligence</b> | To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> <li>PC4. access market intelligence and demand for organic produce and plan accordingly</li> <li>PC5. understand export oriented strategy vs local demand</li> <li>PC6. understand the consumers choice in quality and packing</li> <li>PC7. understand own strengths and focussing on it</li> <li>PC8. undertake farm-level value addition</li> <li>PC9. undertake collective marketing by farmer groups</li> <li>PC10. understand branding advantages of organic produce</li> <li>PC11. identify major channels for sales of organic produce including physical and online</li> <li>PC12. maintain networking with retail chains and bulk buyers</li> <li>PC13. create direct connect with consumers</li> <li>PC14. use on-line market intelligence tools</li> </ul> |
| <b>Attempting direct marketing</b>                        | To be competent, the individual on the job must be able to: <ul style="list-style-type: none"> <li>PC15. target consumer based on SEC segmentation</li> <li>PC16. organize of local haats</li> <li>PC17. release publicity literature and campaigns</li> <li>PC18. provide information on quality and benefits of organic foods</li> <li>PC19. demonstrate quality procedures and documents</li> <li>PC20. keep presence in area for long term</li> <li>PC21. convince consumers to register for regular supplies</li> <li>PC22. create a system for weekly supplies in Box</li> </ul>   |
| <b>Knowledge and Understanding (K)</b>                    |  |



**AGR/N1209**
**Undertake Business of organic farming**

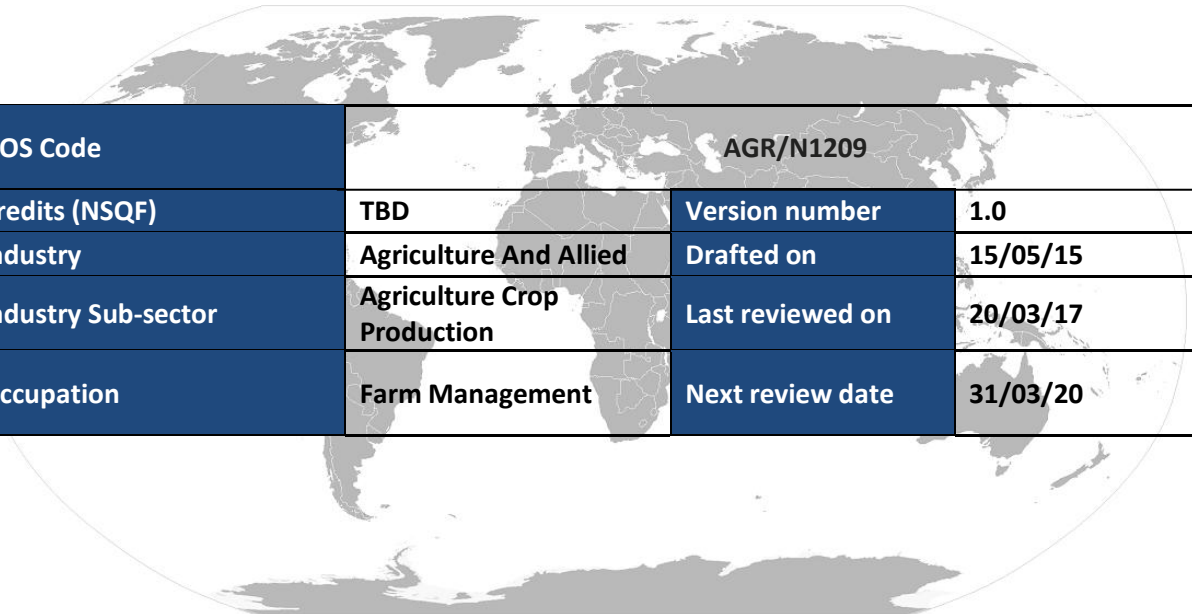
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|--|---|
| <b>A. Organizational Context</b><br><b>(Knowledge of the company / organization and its processes)</b> | The user/individual on the job needs to know and understand:<br>N.A.  |
| <b>B. Technical Knowledge</b>  | The user/individual on the job needs to know and understand:<br>KB1. items of cost in organic farming<br>KB2. revenue trends in organic farming<br>KB3. breakeven analysis<br>KB4. list of govt. schemes<br>KB5. Market trends and consumers choices<br>KB6. Market intelligence based strategy modifications<br>KB7. Connecting consumers with long term planning<br>KB8. Disseminating the benefits of organic food<br>KB9. organic produce market demand and prices<br>KB10. major branding methods of organic produce<br>KB11. major retailers, wholesalers and online marketplaces for organic produce<br>KB12. individual vs group marketing long term benefits |
| <b>Skills (S)</b>  |   |
| <b>A. Core Skills/ Generic Skills</b>  | <b>Writing Skills</b>   |
|  | The user/ individual on the job needs to know and understand how to:<br>SA1. prepare cop calendar   |
|  | <b>Reading Skills</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SA2. get updated about the latest technique in organic farming by reading the newspapers, magazines and books<br>SA3. read relevant newspapers/booklets<br>SA4. read the hazards of use and contamination written on the labels of pesticides<br>SA5. keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets   |
|  | <b>Oral Communication (Listening and Speaking skills)</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SA6. maintain effective working relationships<br>SA7. communicate clearly and effectively with other organic farmers, concerned officers/stakeholders<br>SA8. understand information and grasp its meaning<br>SA9. seek advice from senior people / experts  |
| <b>B. Professional Skills</b>  | <b>Decision Making</b><br>The user/individual on the job needs to know and understand how to:<br>SB1. make decisions pertaining to the concerned area of work   |

**AGR/N1209**
**Undertake Business of organic farming**

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|--|---|
|  | SB2. identify problems that may arise in carrying out tasks and take preventative action following various field procedures                             |
|  | SB3. follow basic arithmetic and algebraic principles   |
|  | <b>Plan and Organize</b>  |
|  | The user/individual on the job needs to know and understand how to  |
|  | SB4. plan and organize nursery and field procedures starting from land preparation to harvesting  |
|  | SB5. organize meetings / demonstrations with Agricultural Departments whenever necessary  |
|  | <b>Customer Centricity</b>  |
|  | The user/individual on the job needs to know and understand how to:   |
|  | SB6. participate in organic farming exhibition/seminar/workshop   |
|  | SB7. attend and make use of exposure visit  |
|  | SB8. work with organic farming experts  |
|  | SB9. manage relationships with laborers and other co-farmers  |
|  | SB10. build relationships and use human centric approach  |
|  | <b>Problem Solving</b>  |
|  | The user/individual on the job needs to know and understand how to:   |
|  | SB11. think through the problem, evaluate the possible solution(s) and adopt an optimum /best possible solution(s)                                      |
|  | SB12. identify problems immediately and take up solutions quickly to resolve delays   |
|  | <b>Analytical Thinking</b>  |
|  | The user/individual on the job needs to know and understand how to:   |
|  | SB13. monitor and maintain the material and equipment required for v seed treatment and nursery bed preparation   |
|  | <b>Critical Thinking</b>  |
|  | The user/individual on the job needs to know and understand how to:   |
|  | SB14. apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action |
|  | SB15. take up one's own working and learning  |

**AGR/N1209**
**Undertake Business of organic farming**

## **NOS Version Control**



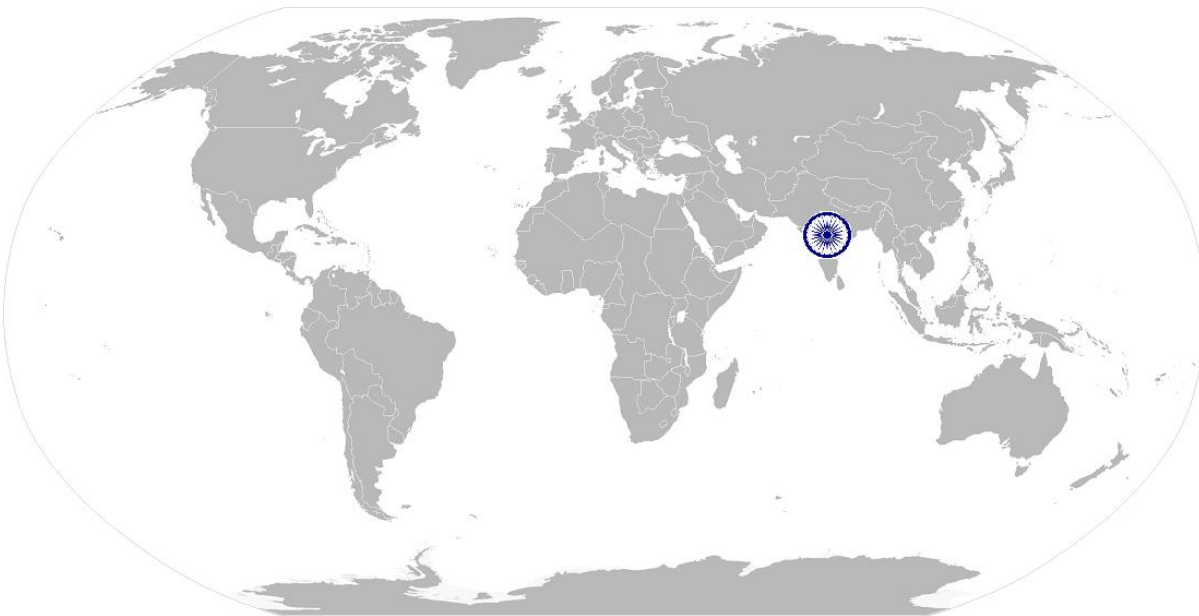
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| <b>NOS Code</b>            | <b>AGR/N1209</b>                   |                         |                 |
| <b>Credits (NSQF)</b>      | <b>TBD</b>                         | <b>Version number</b>   | <b>1.0</b>      |
| <b>Industry</b>            | <b>Agriculture And Allied</b>      | <b>Drafted on</b>       | <b>15/05/15</b> |
| <b>Industry Sub-sector</b> | <b>Agriculture Crop Production</b> | <b>Last reviewed on</b> | <b>20/03/17</b> |
| <b>Occupation</b>          | <b>Farm Management</b>             | <b>Next review date</b> | <b>31/03/20</b> |

**AGR/N9903**

**Maintain Health & Safety at the workplace**

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# National Occupational Standard



## Overview

This unit is about dealing with health and safety of the farmers and co workers at workplace

**AGR/N9903**
**Maintain Health & Safety at the workplace**

## National Occupational Standard

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|--|--|
| <b>Unit Code</b>                                 | <b>AGR/N9903</b>   |
| <b>Unit Title (Task)</b>                         | <b>Maintain health and safety at the workplace</b>   |
| <b>Description</b>                               | This OS is for the cultivator who is responsible for maintaining health and safety of self and others co workers at workplace  |
| <b>Scope</b>                                     | This unit/task covers the following: <ul style="list-style-type: none"> <li>maintain clean and efficient workplace</li> <li>render appropriate emergency procedures</li> </ul>   |
| <b>Performance Criteria(PC) w.r.t. the Scope</b> |  |
| <b>Element</b>                                   | <b>Performance Criteria</b>  |
| <b>Maintaining clean and efficient workplace</b> | To be competent, the individual must be able to: <ul style="list-style-type: none"> <li>PC1. undertake basic safety checks before operation of all machinery and vehicles and hazards are reported to the appropriate supervisor</li> <li>PC2. work for which protective clothing or equipment is required is identified and the appropriate protective clothing or equipment is used in performing these duties in accordance with workplace policy.</li> <li>PC3. read and understand the hazards of use and contamination mentioned on the labels of pesticides/fumigants etc</li> <li>PC4. assess risks prior to performing manual handling jobs, and work according to currently recommended safe practice.</li> <li>PC5. use equipment and materials safely and correctly and return the same to designated storage when not in use</li> <li>PC6. dispose of waste safely and correctly in a designated area</li> <li>PC7. recognise risks to bystanders and take action to reduce risk associated with jobs in the workplace</li> <li>PC8. perform your work in a manner which minimizes environmental damage all procedures and work instructions for controlling risk are followed closely.</li> <li>PC9. report any accidents, incidents or problems without delay to an appropriate person and take necessary immediate action to reduce further danger.</li> </ul> |
| <b>Render appropriate emergency procedures</b>   | To be competent, the individual must be able to: <ul style="list-style-type: none"> <li>PC10. follow procedures for dealing with accidents, fires and emergencies, including communicating location and directions to emergency.</li> <li>PC11. follow emergency procedures to company standard / workplace requirements</li> <li>PC12. use emergency equipment in accordance with manufacturers' specifications and workplace requirements</li> <li>PC13. provide treatment appropriate to the patient's injuries in accordance with recognized first aid techniques</li> <li>PC14. recover (if practical), clean, inspect/test, refurbish, replace and store the first</li> </ul>  |

**AGR/N9903**
**Maintain Health & Safety at the workplace**

|   |   |
|---|---|
|   | aid equipment as appropriate<br>PC15. report details of first aid administered in accordance with workplace procedures.   |
| <b>Knowledge and Understanding (K)</b>            |   |
| <b>A. Maintain clean and efficient workplace</b>  | The user/individual on the job needs to know and understand:<br>KA 1. personal hygiene and fitness requirements<br>KA 2. your general duties under the relevant health and safety legislation<br>KA 3. what personal protective equipment and clothing should be worn and how it is cared for<br>KA 4. the correct and safe way to use materials and equipment required for your work<br>KA 5. the importance of good housekeeping in the workplace<br>KA 6. safe disposal methods for waste<br>KA 7. methods for minimizing environmental damage during work |
| <b>B. Render appropriate emergency procedures</b> | The user/individual on the job needs to know and understand:<br>KA 8. the risks to health and safety and the measures to be taken to control those risks in your area of work<br>KA 9. workplace procedures and requirements for the treatment of workplace injuries/illnesses.<br>KA 10. basic emergency first aid procedure<br>KA 11. local emergency services<br>KA 12. why accidents, incidents and problems should be reported and the appropriate action to take  |
| <b>Skills (S)</b>                                 |   |
| <b>A. Core Skills/ Generic Skills</b>             | <b>Writing Skills</b>   |
|   | The user/ individual on the job needs to know and understand how to:<br>SA1. mention the data which are required for record keeping purpose<br>SA2. report problems to the appropriate personnel in a timely manner<br>SA3. write descriptions and details about incidents in reports   |
|   | <b>Reading Skills</b>   |
|   | The user/ individual on the job needs to know and understand how to:<br>SA4. read instruction manual for hand tool and equipments   |
|   | <b>Oral Communication (Listening and Speaking skills)</b>   |
|   | The user/individual on the job needs to know and understand how to:<br>SA5. communicate clearly and effectively with others like farmers, concerned officer/stakeholders<br>SA6. comprehends information shared by senior people and experts  |
| <b>B. Professional Skills</b>                     | <b>Decision Making</b>  |
|   | The user/individual on the job needs to know and understand how to:<br>SB1. make decisions pertaining to types of tools to be used<br>SB2. identify need of first aid and render it accordingly   |
|   | <b>Plan and Organize</b>  |



**AGR/N9903**
**Maintain Health & Safety at the workplace**

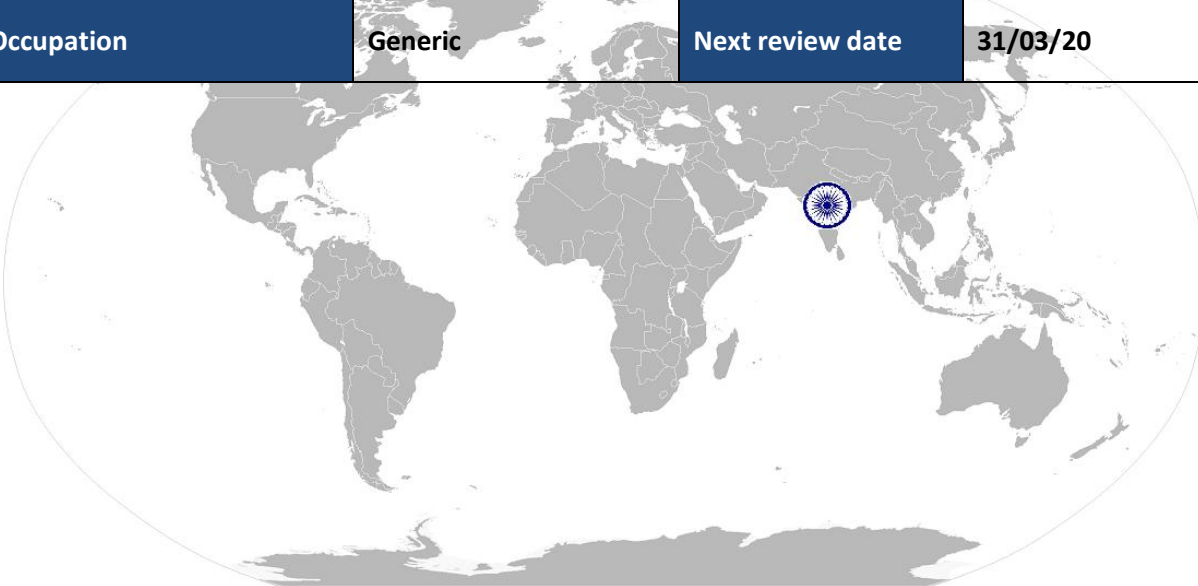
|  |  |
|--|--|
|  | The user/individual on the job needs to know and understand how to:<br>SB3. schedule daily activities and drawing up priorities; allocate start times, estimation of completion times and materials, equipment and assistance required for completion. |
|  | <b>Customer Centricity</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB4. manage relationships with co-workers and managers of the who may be stressed, frustrated, confused or angry  |
|  | <b>Problem Solving</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB5. think through the problem, evaluate the possible solutions and take up optimum / best solutions  |
|  | <b>Analytical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB5. monitor and maintain the condition of tools and equipment<br>SB6. assess situation & identify appropriate control measures   |
|  | <b>Critical Thinking</b>   |
|  | The user/individual on the job needs to know and understand how to:<br>SB7. take up his own working and learning   |



**AGR/N9903**
**Maintain Health & Safety at the workplace**

## NOS Version Control

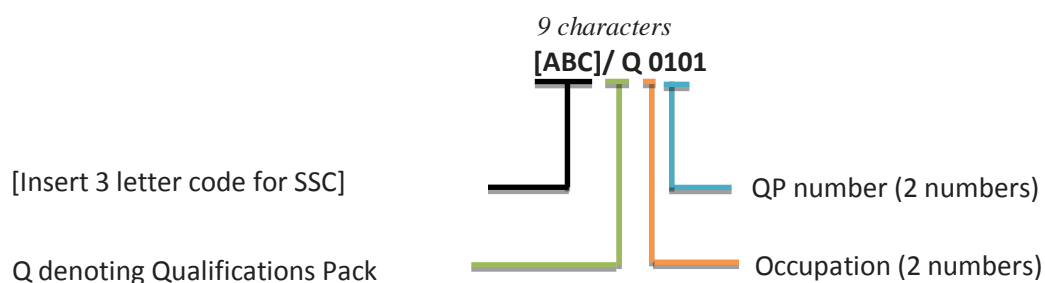
| NOS Code      | AGR/N9903                   |                  |          |
|---------------|-----------------------------|------------------|----------|
| Credits(NSQF) | TBD                         | Version number   | 1.0      |
| Sector        | Agriculture And Allied      | Drafted on       | 15/05/15 |
| Sub-sector    | Agriculture Crop Production | Last reviewed on | 20/03/17 |
| Occupation    | Generic                     | Next review date | 31/03/20 |



## Annexure

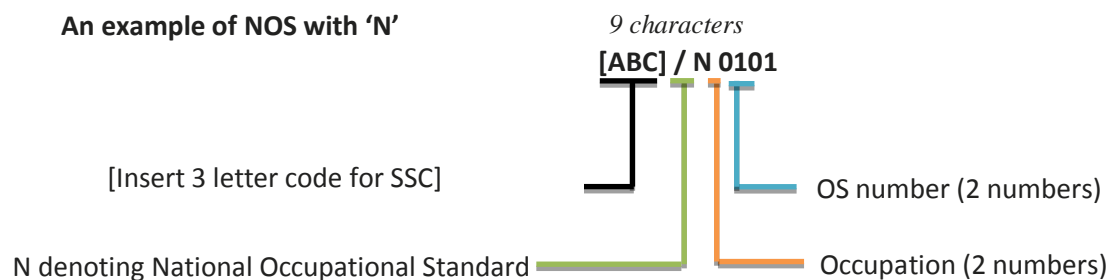
### Nomenclature for QP and NOS

#### Qualifications Pack



#### Occupational Standard

##### An example of NOS with 'N'



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

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

| Sequence                | Description                     | Example |
|-------------------------|---------------------------------|---------|
| <b>Three letters</b>    | Industry name                   | AGR     |
| <b>Slash</b>            | /                               | /       |
| <b>Next letter</b>      | Whether <b>QP</b> or <b>NOS</b> | Q or N  |
| <b>Next two numbers</b> | Occupation code                 | 01      |
| <b>Next two numbers</b> | 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** Organic Grower

**Qualification Pack** AGR/Q1201

**Sector Skill Council** Agriculture

#### **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 70% 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.

| NOSs  | Element                                  | PCs  | Total Mark (1200) | Out Of | Marks Allocation |                  |
|---|--|--|-------------------|--------|------------------|------------------|
|   |  |  |                   |        | Theory           | Skills Practical |
| 1.AGR/N1201<br>Undertake planning for Organic Farming | Need and types of Safe farming practices | PC1. understand the detrimental effects of unsafe farming practices on health and environment          | 120               | 5      | 2                | 3                |
|   |  | PC2.get acquainted with different kinds of safe farming practices that exist and their characteristics |                   | 5      | 2                | 3                |
|   |  | PC3.understand the pros and cons of conventional farming vs. organic farming                           |                   | 10     | 5                | 5                |
|   |  | PC4.understand core principles of organic farming  |                   | 10     | 5                | 5                |
|   | Transition to organic farming            | PC5.understand the effects of organic farming on costs and revenue                                     |                   | 15     | 7                | 8                |
|   |  | PC6.understand the time and effort commitments required for transition to organic farming              |                   | 5      | 3                | 2                |
|   |  | PC7.understand the phased approach to be taken to transition to organic farming                        |                   | 5      | 3                | 2                |
|   | Diversification of crop portfolio        | PC8.understand the need for multi-cropping in organic farming  |                   | 10     | 5                | 5                |
|   |  | PC9.create feasible crop portfolios  |                   | 10     | 5                | 5                |
|   |  | PC10.implement multi-crop projects effectively   |                   | 10     | 5                | 5                |

|   |                                    |   |     |     |    |    |
|---|------------------------------------|---|-----|-----|----|----|
|   | Growing season plan                | PC11.understand increased crop vulnerability in organic farming   |     | 5   | 2  | 3  |
|   |                                    | PC12.identify seasonal stress on various types of crops   |     | 10  | 5  | 5  |
|   |                                    | PC13.identify right crops for rotation  |     | 10  | 5  | 5  |
|   |                                    | PC14.create yearly plan   |     | 10  | 6  | 4  |
|   |                                    |   |     | 120 | 60 | 60 |
| 2.AGR/N1202<br>Seed Selection and Treatment under Organic Farming | Selecting crop and companion crops | PC1.identify suitable main crop and its companion crops depending upon the suitability of climate and season  | 120 | 15  | 9  | 6  |
|   |                                    | PC2.plan for multi-crop planting as intercrops, mixed crop, relay crop or trap crop   |     | 10  | 5  | 5  |
|   |                                    | PC3.keep rotation cycle in mind   |     | 5   | 2  | 3  |
|   |                                    | PC4.plan for sowing or planting methodology   |     | 10  | 5  | 5  |
|   | Selecting suitable seed variety    | PC5.select pest and disease resistant varieties suiting to the given agro-climatic and soil situations  |     | 5   | 3  | 2  |
|   |                                    | PC6.ensure that seed or planting material is not genetically modified   |     | 5   | 2  | 3  |
|   |                                    | PC7.identify vendors for authentic organic seed procurement, if not available on-farm   |     | 5   | 2  | 3  |
|   | Seed treatment                     | PC8. understand the organic practices for seed treatment  |     | 10  | 5  | 5  |
|   |                                    | PC9.identify various bio-inputs that could be used for seed treatment   |     | 5   | 3  | 2  |
|   |                                    | PC10.chalk out seed/ planting material treatment plan with:<br>• bio inputs such as biofertilizers, bio-pesticides<br>• on-farm made seed protecting aids such as Bijamruth<br>• off-farm botanical or organically acceptable chemical alternatives |     | 15  | 6  | 9  |
|   |                                    | PC11.identify vendors of authentic organic seed treatment inputs  |     | 5   | 3  | 2  |
|   |                                    | PC12.prepare bio-inputs for seed treatment in farm: Bijamruth, botanical alternatives etc   |     | 10  | 5  | 5  |
|   |                                    | PC13.implement seed treatment process appropriately   |     | 10  | 5  | 5  |
|   |                                    | PC14.understand acceptable chemical alternatives, their procurement and use   |     | 10  | 5  | 5  |
|   |                                    |   |     | 120 | 60 | 60 |
| 3.AGR/N1203<br>Soil Nutrient Management under Organic Farming     | Soil activation                    | PC1.understand importance of top soil in organic cultivation  | 180 | 5   | 2  | 3  |
|   |                                    | PC2.identify various methods of activating microbial activity in top soil   |     | 10  | 5  | 5  |



|   |                         |   |     |     |    |    |
|---|-------------------------|---|-----|-----|----|----|
|   | Soil enhancement        | PC3.prepare various organic inputs that can increase soil microbial activity  |     | 10  | 5  | 5  |
|   |                         | PC4.apply soil activating inputs effectively  |     | 10  | 5  | 5  |
|   |                         | PC5.undertake soil testing at authorized centres  |     | 10  | 5  | 5  |
|   |                         | PC6.understand soil test data for soil amendment and manuring   |     | 5   | 2  | 3  |
|   |                         | PC7.select appropriate crops suiting to soil condition  |     | 10  | 5  | 5  |
|   |                         | PC8.calculate nutrient needs based on test report and local crop recommendations  |     | 10  | 5  | 5  |
|   |                         | PC9.prepare the land to get appropriate tilth   |     | 5   | 3  | 2  |
|   |                         | PC10.identify various methods adopted in organic farming for building organic matter in soil  |     | 10  | 5  | 5  |
|   |                         | PC11.grow green manure crop and incorporate biomass   |     | 10  | 5  | 5  |
|   |                         | PC12.use farmyard manure & mineral fortified compost  |     | 10  | 5  | 5  |
|   |                         | PC13.use other biomass as mulch or soil cover   |     | 10  | 5  | 5  |
|   |                         | PC14.prepare vermicompost & vermiwash   |     | 15  | 7  | 8  |
|   |                         | PC15.prepare dung-urine slurries  |     | 5   | 3  | 2  |
|   |                         | PC16.prepare biodynamic inputs/compost (BD 500, BD 501, Cow Pat pit etc)  |     | 15  | 8  | 7  |
|   |                         | PC17.implement various soil enhancement methods effectively:<br>• Sanjivak, Jivamrth, Amritpani for microbial enrichment<br>• Vermiwash, panchagavy, cattle dung urine-slurry and protein hydrolysates for growth promotion<br>• Green manuring and biomass recycling |     | 15  | 7  | 8  |
|   |                         | PC18.prepare protocols for basal dose application & top dressing  |     | 15  | 8  | 7  |
|   |                         |   |     | 180 | 90 | 90 |
| 4.AGR/N1204<br>Weed control under Organic Farming | Identification of weeds | PC1.identify the types of weed in the crop  | 120 | 20  | 10 | 10 |
|   |                         | PC2.maintain records of the weed and share it with experts  |     | 10  | 5  | 5  |
|   |                         | PC3.explain clearly about the symptoms and get inputs from experts  |     | 15  | 7  | 8  |
|   | Weed Management         | PC4.control weeds during ploughing  |     | 15  | 7  | 8  |
|   |                         | PC5.undertake mechanical/manual weeding process at appropriate time to avoid crop damage  |     | 20  | 10 | 10 |
|   |                         | PC6.use mulching sheets for cultivation   |     | 15  | 8  | 7  |

|   |                                 |   |     |     |    |    |
|---|---------------------------------|---|-----|-----|----|----|
|   |                                 | PC7.use bio-herbicides for weed control wherever feasible   |     | 10  | 5  | 5  |
|   |                                 | PC8.use mechanized weed control equipment   |     | 15  | 8  | 7  |
|   |                                 |   |     | 120 | 60 | 60 |
| 5.AGR/N1205<br>Irrigation Management under Organic Farming                  | Irrigation System               | PC1.identify characteristics of good irrigation systems   | 120 | 15  | 7  | 8  |
|   |                                 | PC2.identify advantages & disadvantages of irrigation channels and watering through hose, buckets etc                                       |     | 15  | 8  | 7  |
|   |                                 | PC3.interact with micro irrigation expert and get feedback on the usage of specific applicable irrigation methods to be adopted             |     | 10  | 5  | 5  |
|   | Proper Irrigation               | PC4.ensure appropriate water supply at various life stages of the crop as per each stage requirement  |     | 20  | 10 | 10 |
|   |                                 | PC5.ensure spread of water in the entire field  |     | 15  | 7  | 8  |
|   |                                 | PC6.ensure proper water drainage  |     | 10  | 5  | 5  |
|   |                                 | PC7.adopt micro irrigation techniques (drip irrigation using appropriate equipments, sprinklers) based on the requirement of specific crops |     | 20  | 10 | 10 |
|   |                                 | PC8.identify disease due to increase in moisture/water content and take measures to control them  |     | 15  | 7  | 8  |
|   |                                 |   |     | 120 | 59 | 61 |
| 6.AGR/N1206<br>Integrated Pest and Disease Management under Organic Farming | Pest and disease Identification | PC1.identify different types of pests   | 180 | 5   | 2  | 3  |
|   |                                 | PC2.identify stages of crop and pest incidence  |     | 10  | 5  | 5  |
|   |                                 | PC3.diagnose symptoms and extent of damage  |     | 10  | 5  | 5  |
|   |                                 | PC4.understand major crop diseases and identify the specific disease in the crop  |     | 10  | 5  | 5  |
|   |                                 | PC5.identify crop stage and disease incidence disease calendar  |     | 5   | 2  | 3  |
|   |                                 | PC6.identify early symptoms of various types of diseases  |     | 10  | 5  | 5  |
|   |                                 | PC7. understand the different mode of transmissions of disease such as implements, vectors, water, rain, wind etc                           |     | 3   | 1  | 2  |
|   | Preventive and Curative Care    | PC8.use resistant varieties   |     | 5   | 3  | 2  |
|   |                                 | PC9.undertake pruning of plant if affected by diseases (if need arises)   |     | 5   | 3  | 2  |
|   |                                 | PC10.select resistant varieties   |     | 8   | 4  | 4  |
|   |                                 | PC11.perform crop rotation with suitable and recommended crops  |     | 5   | 3  | 2  |
|   |                                 | PC12.select suitable crop combinations as intercrops, border crops and trap   |     | 5   | 3  | 2  |

|  |                                   |  |     |     |    |    |
|--|-----------------------------------|--|-----|-----|----|----|
|  |                                   | crops  |     |     |    |    |
|  |                                   | PC13.undertake deep ploughing in summer, keep field clean and destroy infested plant debris and field sanitation                           |     | 5   | 3  | 2  |
|  |                                   | PC14.remove alternate hosts such as weeds  |     | 6   | 3  | 3  |
|  |                                   | PC15.perform mulching  |     | 10  | 5  | 5  |
|  |                                   | PC16.perform mechanical/manual weeding as and when required  |     | 10  | 5  | 5  |
|  |                                   | PC17.use various types of traps (mechanical and manual)  |     | 10  | 5  | 5  |
|  |                                   | PC18.understand natural enemies of the pest such as lady bird, ground beetles etc  |     | 10  | 5  | 5  |
|  |                                   | PC19.release beneficial insects  |     | 3   | 2  | 1  |
|  |                                   | PC20.use hoverfly and adopt them for pest control  |     | 10  | 5  | 5  |
|  |                                   | PC21.identify various types of bio-pesticides and their vendors  |     | 5   | 2  | 3  |
|  |                                   | PC22.prepare different bio-pesticides at farm  |     | 5   | 2  | 3  |
|  |                                   | PC23.use various botanical extracts for different types of pest & diseases   |     | 5   | 2  | 3  |
|  |                                   | PC24.apply recommended dose of bio-inputs at appropriate time & interval   |     | 10  | 5  | 5  |
|  |                                   | PC25.use chemical alternatives acceptable in organic farming   |     | 10  | 5  | 5  |
|  |                                   |  |     | 180 | 90 | 90 |
| 7.AGR/N1207<br>Harvest and Post-harvest Management under Organic Farming | Harvesting                        | PC1. identify the appropriate harvesting method  | 120 | 10  | 5  | 5  |
|  |                                   | PC2. harvest the crop at appropriate stage   |     | 10  | 5  | 5  |
|  |                                   | PC3. harvest the crop at right time  |     | 10  | 5  | 5  |
|  |                                   | PC4. harvest the crop based on use and distance from the market  |     | 10  | 5  | 5  |
|  | Storage & post harvest management | PC5. undertake grading of the crops  |     | 15  | 7  | 8  |
|  |                                   | PC6.maintain ideal storage condition   |     | 15  | 9  | 6  |
|  |                                   | PC7.use organically acceptable fumigation systems during storage   |     | 10  | 5  | 5  |
|  |                                   | PC8. use cold storage facility   |     | 15  | 8  | 7  |
|  |                                   | PC9. undertake packaging as per the requirement of the client/buyer  |     | 10  | 5  | 5  |
|  |                                   | PC10. transport organic produce as detailed by the client/buyer  |     | 5   | 2  | 3  |
|  |                                   | PC11. undertake marketing of the crop  |     | 10  | 5  | 5  |
|  |                                   |  |     | 120 | 61 | 59 |
| 8.AGR/N1208<br>Undertake Quality Assurance & Certification in            | Third Party Certification process | PC1.understand different types of certification available for organic produce :Third party certification & Participatory guarantee systems | 120 | 3   | 2  | 1  |
|  |                                   | PC2.identify procedures and timelines  |     | 2   | 1  | 1  |

|                 |  |  |   |   |   |
|-----------------|--|--|---|---|---|
| Organic Farming |  | for applying for certification   |   |   |   |
|                 |  | PC3.understand quality checks (one-time and recurring) for obtaining and maintaining certification   | 3 | 1 | 2 |
|                 |  | PC4.study the organic standards in detail for every aspect of farming, including storage, transport and sale   | 2 | 1 | 1 |
|                 |  | PC5.comply with the standards related to farm facilities and production methods  | 3 | 2 | 1 |
|                 |  | PC6.maintain detailed farm history and current set-up, and usually including results of soil and water tests.  | 3 | 1 | 2 |
|                 |  | PC7.submit application to the certification agency in the prescribed format with necessary farm and process details  | 2 | 1 | 1 |
|                 |  | PC8.submit a written annual production plan detailing everything from seed to sale: seed sources, field and crop locations, fertilization and pest control activities, harvest methods, storage locations, etc | 8 | 4 | 4 |
|                 |  | PC9.sign agreement with certification body   | 2 | 1 | 1 |
|                 |  | PC10.adhere to the standards recommended by the certification body   | 4 | 2 | 2 |
|                 |  | PC11.pay fee to the certification body for annual surveillance and for facilitating a mark which is acceptable in the market as symbol of quality  | 4 | 2 | 2 |
|                 |  | PC12.schedule annual on-farm inspections with a physical tour, examination of records, and an oral interview   | 2 | 1 | 1 |
|                 |  | PC13.maintain day-to-day farming and marketing records, covering all activities  | 1 | 1 | 0 |
|                 |  | PC14.make available the documents & records for inspection as and when required  | 5 | 3 | 2 |
|                 |  | PC15.comply to non-compliances, if any raised by the certification body  | 3 | 1 | 2 |
|                 |  | PC16.ensure to follow-up for certification after the inspection  | 2 | 1 | 1 |
|                 |  | PC17.release the stock for sale with Certification Mark (India Organic Logo) only after certification is granted   | 3 | 2 | 1 |
|                 | Risk management in compliance of standards | PC18.understand procedure for risk assessment  | 3 | 2 | 1 |
|                 |  | PC19.undertake parallel and split production, part conversion  | 2 | 1 | 1 |
|                 |  | PC20.use machine tools averting contamination  | 2 | 1 | 1 |

|   |   |   |    |     |    |    |
|---|---|---|----|-----|----|----|
|   |   | PC21.use water for irrigation averting contamination  |    | 2   | 1  | 1  |
|   |   | PC22.prevent contamination by water and air drift   |    | 2   | 1  | 1  |
|   |   | PC23.document risk management initiatives   |    | 2   | 1  | 1  |
|   | Participatory guarantee system                                | PC24.understand PGS certification system in brief   |    | 5   | 3  | 2  |
|   |   | PC25.adhere to the basic requirements for PGS group formation   |    | 3   | 1  | 2  |
|   |   | PC26.maintain documentation for group making, PGS pledge  |    | 3   | 2  | 1  |
|   |   | PC27.adopt PGS standards  |    | 2   | 1  | 1  |
|   |   | PC28.participate regularly in meetings and share vision & operational issues  |    | 2   | 1  | 1  |
|   |   | PC29.keep transparency and horizontality in operation   |    | 2   | 1  | 1  |
|   | Documentati on in third party and PGS certification           | PC30.understand basic documentations on field history   |    | 2   | 1  | 1  |
|   |   | PC31.maintain field/ farm, diary  |    | 5   | 2  | 3  |
|   |   | PC32.maintain internal inspection sheets and peer appraisals  |    | 2   | 1  | 1  |
|   |   | PC33.plan and execute external audit and peer appraisals  |    | 3   | 2  | 1  |
|   |   | PC34.analyze external inspection and analyze peer appraisals and decision making  |    | 3   | 1  | 2  |
|   |   | PC35.submit season end summary sheet with certification decisions to Regional Council and revision of decision if required in PGS |    | 3   | 1  | 2  |
|   |   | PC36.certification decision   |    | 3   | 1  | 2  |
|   |   | PC37.distribute scope certificate   |    | 3   | 2  | 1  |
|   | Documents needed for sale of organic produce and traceability | PC38.understand the process of production trail for traceability  |    | 1   | 0  | 1  |
|   |   | PC39.maintain documents for traceability  |    | 1   | 0  | 1  |
|   |   | PC40.use transaction certificates for sale  |    | 2   | 1  | 1  |
|   |   | PC41.ensure traceability in Third party certification/PGS   |    | 10  | 5  | 5  |
|   |   |   |    | 120 | 60 | 60 |
| 9.AGR/N1209 Undertake Business of Organic Farming | Economics of organic farming                                  | PC1.understand cost and revenue trends in organic farming   | 60 | 4   | 2  | 2  |
|   |   | PC2.understand the cost benefit analysis of a phased organic farming plan   |    | 4   | 2  | 2  |
|   |   | PC3.understand govt. subsidies and benefits available for organic farming   |    | 2   | 1  | 1  |
|   | Connecting with the   | PC4.aceess market intelligence and demand for organic produce and plan  |    | 2   | 1  | 1  |

|   |   |   |    |    |    |
|---|---|---|----|----|----|
|   | market and market intelligence            | accordingly   |    |    |    |
|   |   | PC5.understand export oriented strategy vs local demand   |    | 4  | 2  |
|   |   | PC6.understand the consumers choice in quality and packing  |    | 2  | 1  |
|   |   | PC7.understand own strengths and focussing on it  |    | 2  | 1  |
|   |   | PC8.undertake farm-level value addition   |    | 2  | 1  |
|   |   | PC9.undertake collective marketing by farmer groups   |    | 2  | 1  |
|   |   | PC10.understand branding advantages of organic produce  |    | 2  | 1  |
|   |   | PC11.identify major channels for sales of organic produce including physical and online   |    | 2  | 1  |
|   |   | PC12.maintain networking with retail chains and bulk buyers   |    | 2  | 1  |
|   |   | PC13.create direct connect with consumers   |    | 2  | 1  |
|   |   | PC14.use on-line market intelligence tools  |    | 2  | 1  |
|   | Attempting direct marketing               | PC15.target consumer based on SEC segmentation  |    | 4  | 2  |
|   |   | PC16.organize of local haats  |    | 2  | 1  |
|   |   | PC17.release publicity literature and campaigns   |    | 1  | 0  |
|   |   | PC18.provide information on quality and benefits of organic foods   |    | 3  | 2  |
|   |   | PC19.demonstrate quality procedures and documents   |    | 4  | 2  |
|   |   | PC20.keep presence in area for long term  |    | 4  | 2  |
|   |   | PC21.convince consumers to register for regular supplies  |    | 4  | 2  |
|   |   | PC22.create a system for weekly supplies in Box   |    | 4  | 2  |
|   |   |   |    | 60 | 30 |
| 10. AGR/N9903 Maintain Health and safety at the workplace | Maintaining clean and efficient workplace | PC1. undertake basic safety checks before operation of all machinery and vehicles and hazards are reported to the appropriate supervisor  | 60 | 5  | 3  |
|   |   | PC2. work for which protective clothing or equipment is required is identified and the appropriate protective clothing or equipment is used in performing these duties in accordance with workplace policy. |    | 5  | 2  |
|   |   | PC3. read and understand the hazards of use and contamination mentioned on the labels of pesticides/fumigants etc   |    | 5  | 2  |
|   |   | PC4. assess risks prior to performing manual handling jobs, and work  |    | 4  | 2  |
|   |   |   |    |    |    |



|  |   |   |      |      |     |     |
|--|---|---|------|------|-----|-----|
|  |   | according to currently recommended safe practice.   |      |      |     |     |
|  |   | PC5. use equipment and materials safely and correctly and return the same to designated storage when not in use   |      | 5    | 3   | 2   |
|  |   | PC6. dispose of waste safely and correctly in a designated area   |      | 4    | 2   | 2   |
|  |   | PC7. recognise risks to bystanders and take action to reduce risk associated with jobs in the workplace   |      | 4    | 2   | 2   |
|  |   | PC8. perform your work in a manner which minimizes environmental damage all procedures and work instructions for controlling risk are followed closely. |      | 3    | 1   | 2   |
|  |   | PC9. report any accidents, incidents or problems without delay to an appropriate person and take necessary immediate action to reduce further danger.   |      | 3    | 1   | 2   |
|  | Render appropriate emergency procedures | PC10. follow procedures for dealing with accidents, fires and emergencies, including communicating location and directions to emergency.                |      | 4    | 2   | 2   |
|  |   | PC11. follow emergency procedures to company standard / workplace requirements  |      | 3    | 1   | 2   |
|  |   | PC12. use emergency equipment in accordance with manufacturers' specifications and workplace requirements   |      | 5    | 3   | 2   |
|  |   | PC13. provide treatment appropriate to the patient's injuries in accordance with recognized first aid techniques  |      | 4    | 2   | 2   |
|  |   | PC14. recover (if practical), clean, inspect/test, refurbish, replace and store the first aid equipment as appropriate                                  |      | 3    | 2   | 1   |
|  |   | PC15. report details of first aid administered in accordance with workplace procedures.   |      | 3    | 2   | 1   |
|  |   |   |      | 60   | 30  | 30  |
|  |   |   | 1200 | 1200 | 600 | 600 |