

QUALIFICATION FILE – Standalone NOS

Concept of Food Safety in Processing Unit

☒ Horizontal/Generic ☐ Vertical/Specialization

☒ Upskilling ☐ Dual/Flexi Qualification ☒ For ToT ☒ For ToA

☒ General ☐ Multi-skill (MS) ☐ Cross Sectoral (CS) ☐ Future Skills

NCrF/NSQF Level: 4.0

Submitted By:

Food Industry Capacity & Skill Initiative

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Section 1: Basic Details

1.	NOS-Qualification Name	Concept of Food Safety in Processing Unit																
2.	Sector/s	Food Processing																
3.	Type of Qualification ☒ New ☐ Revised	NQR Code & version of the existing /previous qualification: (change to previous, once approved)	Qualification Name of the existing/previous version: (previous, once approved)															
4.	National Qualification Register (NQR) Code & Version (Will be issued after NSQC approval.)	NG-04-FI-04212-2025-V1-FICSI	5. NCrF/NSQF Level: 4.0															
6.	Brief Description of the Standalone NOS	This course provides participants with a thorough understanding of food safety fundamentals specific to food processing units. It covers core food safety principles, regulatory requirements of a food processing facility, and effective risk management strategies, enabling professionals to implement protocols that maintain hygiene, prevent contamination, and comply with industry standards for safe food production.																
7.	Eligibility Criteria for Entry for a Student/Trainee/Learner/Employee	a. Entry Qualification & Relevant Experience: <table border="1"> <thead> <tr> <th>S. No.</th> <th>Academic/Skill Qualification (with Specialization - if applicable)</th> <th>Relevant Experience (with Specialization - if applicable)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>12th Grade Pass or Equivalent</td> <td></td> </tr> <tr> <td>2</td> <td>10th Grade pass or Equivalent</td> <td>3-year of experience in the food processing industry</td> </tr> <tr> <td>4</td> <td>Previous relevant Qualification of NSQF Level 3.0</td> <td>3-year of experience in the food processing industry</td> </tr> <tr> <td>5</td> <td>Previous relevant Qualification of NSQF Level 3.5</td> <td>1.5-year of experience in the food processing industry</td> </tr> </tbody> </table> b. Age: NA		S. No.	Academic/Skill Qualification (with Specialization - if applicable)	Relevant Experience (with Specialization - if applicable)	1	12th Grade Pass or Equivalent		2	10th Grade pass or Equivalent	3-year of experience in the food processing industry	4	Previous relevant Qualification of NSQF Level 3.0	3-year of experience in the food processing industry	5	Previous relevant Qualification of NSQF Level 3.5	1.5-year of experience in the food processing industry
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5	Previous relevant Qualification of NSQF Level 3.5	1.5-year of experience in the food processing industry																
8.	Credits Assigned to this NOS-Qualification, Subject to Assessment (as per National Credit Framework (NCrF))	2	9. Common Cost Norm Category (I/II/III) (wherever applicable): III															
10.	Any Licensing Requirements for Undertaking Training on This Qualification (wherever applicable)	NA																

11. Training Duration by Modes of Training Delivery <i>(Specify Total Duration as per selected training delivery modes and as per requirement of the qualification)</i>	☒ Offline Only ☐ Online Only ☐ Blended <table border="1" data-bbox="957 305 1604 480"> <thead> <tr> <th>Training Delivery Mode</th> <th>Theory (Hours)</th> <th>Practical (Hours)</th> <th>Total (Hours)</th> </tr> </thead> <tbody> <tr> <td>Classroom (offline)</td> <td>20</td> <td>40</td> <td>60</td> </tr> <tr> <td>Online</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <i>(Refer Blended Learning Annexure for details)</i>	Training Delivery Mode	Theory (Hours)	Practical (Hours)	Total (Hours)	Classroom (offline)	20	40	60	Online			
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Theory (Marks)	Practical (Marks)	Project (Marks)	Viva (Marks)	Total (Marks)	Passing %age								
30	50	-	20	100	70								
13. Is the NOS Amenable to Persons with Disability	☒ Yes ☐ No If "Yes", specify the applicable type of Disability: Physical Disabilities, Hearing Impairments, Visual Impairments, Cognitive Disabilities												
14. Progression Path After Attaining the Qualification, wherever applicable <i>(Please show Professional and Academic progression)</i>	NA												
15. How will women's participation be encouraged?	The program is gender-neutral. However, to increase women's participation, organizations are keeping aside a few seats to encourage female candidates: Training and Skill Development: Offer targeted training programs and workshops to enhance skills and knowledge in areas such as kitchen management, culinary arts, business operations, and technology. Supportive Workplace Policies: Implement policies that promote gender equality, such as anti-harassment measures, parental leave, and childcare support.												
16. Other Indian languages in which the Qualification & Model Curriculum are being submitted	Hindi												
17. Is similar NOS available on NQR-if yes, justification for this qualification	☐ Yes ☒ No URLs of similar Qualifications:												

18.	Name and Contact Details Submitting / Awarding Body SPOC (In the case of CS or MS, provide details of both Lead AB & Supporting ABs)	Name: Mr. Sunil K Marwah Email: admin@ficsi.in Contact No.: 9711260230 Website: https://www.ficsi.in/
19.	Final Approval Date by NSQC: 08-05-2025	20. Validity Duration: 3 years
		21. Next Review Date: 07-05-2028

Section 2: Training Related

1.	Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)	B.Sc./B. Tech in Food Safety and Quality Management/Food Science/Food Technology/Food Processing with 3 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in training of Concepts of Food Safety in Processing Unit OR M.Sc./M. Tech. in Food Safety and Quality Management/Food Science/Food Technology/Food Processing with 2 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in training of Concepts of Food Safety in Processing Unit OR MBA in in Food Safety and Quality Management with 2 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in training of Concepts of Food Safety in Processing Unit
2.	Master Trainer's Qualification and experience in the relevant sector (in years) (as per NCVET guidelines)	B.Sc./B. Tech in Food Safety and Quality Management/Food Science/Food Technology/Food Processing with 5 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in training of Concepts of Food Safety in Processing Unit OR M.Sc./M. Tech. in Food Safety and Quality Management/Food Science/Food Technology/Food Processing with 4 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in training of Concepts of Food Safety in Processing Unit OR MBA in in Food Safety and Quality Management with 4 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in training of Concepts of Food Safety in Processing Unit
3.	Tools and Equipment Required for the Training	☒ Yes ☐ No (If "Yes", details to be provided in Annexure)

4.	In Case of Revised NOS, details of Any Upskilling Required for Trainer	NA
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Section 3: Assessment Related

1.	Assessor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	B.Sc./B. Tech in Food Safety and Quality Management/Food Science/Food Technology/Food Processing with 4 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in assessment of Concepts of Food Safety in Processing Unit OR M.Sc./M. Tech. in Food Safety and Quality Management/Food Science/Food Technology/Food Processing with 3 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in the assessment of Concepts of Food Safety in Processing Unit OR MBA in in Food Safety and Quality Management with 3 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in the assessment of Concepts of Food Safety in Processing Unit
2.	Proctor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines), (wherever applicable)</i>	Diploma in Food Safety and Quality Management/Food Science/Food Technology/Food Processing/ Food Safety and Standards with 2 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in the assessment of Concepts of Food Safety in Processing Unit Or Graduate/B.Sc. in Food Safety and Quality Management/Food Science/Food Technology/Food Processing with 2 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in assessment of Concepts of Food Safety in Processing Unit
3.	Lead Assessor's/Proctor's Qualification and experience in relevant sector (in years) <i>(as per NCVET guidelines)</i>	B.Sc./B. Tech in Food Safety and Quality Management/Food Science/Food Technology/Food Processing with 6 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in the assessment of Concepts of Food Safety in Processing Unit OR M.Sc./M. Tech. in Food Safety and Quality Management/Food Science/Food Technology/Food Processing with 5 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in assessment of Concepts of Food Safety in Processing Unit OR

		MBA in in Food Safety and Quality Management with 5 years of experience in Food Science/ Food Processing/ Quality Analysis and 1 year of experience in training of Concepts of Food Safety in Processing Unit
4.	Assessment Mode <i>(Specify the assessment mode)</i>	Offline
5.	Tools and Equipment Required for Assessment	☒ Same as for training ☐ Yes ☐ No <i>(details to be provided in Annexure-if it is different for Assessment)</i>

Section 4: Evidence of the Need for the Standalone NOS

Provide Annexure/Supporting documents name.

1.	Government /Industry initiatives/ requirement (Yes/No): Yes
2.	Number of Industry validation provided: 30
3.	Estimated number of people to be trained: Approx. 200
4.	Evidence of Concurrence/Consultation with Line/State Departments (In case of regulated sectors): (Yes/No): Yes If “No”, why:

Section 5: Annexure & Supporting Documents Check List

Specify Annexure Name / Supporting document file name

1.	Annexure: NCrf/NSQF level justification based on NCrf/NSQF descriptors <i>(Mandatory)</i>	Annexure 1, Evidence of level
2.	Annexure: List of tools and equipment relevant for NOS <i>(Mandatory, except in case of online course)</i>	Annexure 2, Tools and Equipment (lab set-up)
3.	Annexure: Performance and Assessment Criteria <i>(Mandatory)</i>	Annexure 7, Assessment Criteria
4.	Annexure: Assessment Strategy <i>(Mandatory)</i>	Annexure 8, Assessment Strategy

5.	Annexure: Blended Learning (<i>Mandatory, in case the selected Mode of delivery is Blended Learning</i>)	Annexure 5, Blended Learning
6.	Annexure: Acronym and Glossary (<i>Optional</i>)	Annexure 9, Acronym and Glossary
7.	Annexure/Supporting Document: Standalone NOS- Performance Criteria Details Annexure/Document with PC-wise detailing as per NOS format (Mandatory- Public view)	Annexure 7, Assessment Criteria
8.	Supporting Document: Model Curriculum (<i>Mandatory – Public view</i>)	Attached

Annexure 1: Evidence of Level

NCrF/NSQF Level Descriptors	Key requirements of the job role/ outcome of the qualification	How the job role/ outcomes relate to the NCrF/NSQF level descriptor	NCrF/NSQF Level
Professional Theoretical Knowledge/Process	- Hazard identification and risk assessment - Food safety policy and procedure development - Monitoring and compliance - Sanitation and hygiene - Auditing and verification - Corrective actions and improvements - Documentation and record keeping - Testing and traceability - Crisis management and recall procedures - Training and education - Regulatory compliance	The individual should be skilled in hazard identification and risk assessment, auditing and verification, monitoring and compliance, testing and traceability, etc. These competencies are appropriate to an NSQF level 4.0 job role.	4.0

Professional and Technical Skills/ Expertise/ Professional Knowledge	• National and international food safety regulations and standards • Good Manufacturing Practices (GMPs) and Good Hygiene Practices (GHPs) • Key components of Food Safety Management Systems (FSMS) • Internal and external food safety audit and inspection procedures • Crisis management and recall procedures • Foodborne pathogens, microbial growth, and contamination sources • Food preservation methods, including thermal processing, refrigeration, and packaging • Basics of food chemistry and the impact of various processes on food safety • Development, implementation, and monitoring of Hazard Analysis and Critical Control Points (HACCP) plans • Sanitation and hygiene practices, schedules and procedures • Microbiological, chemical, and physical testing methods for food safety • Traceability systems and technologies • Supply chain management principles • Risk management principles and practices • Development and implementation of risk mitigation strategies • Documentation requirements for food safety management • Food safety management software and digital tools	The individual should have a variety of knowledge for ensuring food safety in food processing units, such as food safety regulations and standards, FSMS, audit and inspection procedures, essentials of food safety, implementation of HACCP plans, etc. These knowledge requirements are appropriate to an NSQF level 4.0 job role.	4.0
Employment Readiness & Entrepreneurship Skills & Mind-set/Professional Skill	• Good verbal and written communication skills • Problem-solving skills • Technical competency, including data organization and analysis • Precision in monitoring activities • Quality control skills to maintain high food safety standards	The individual should have different skills and attributes for being employment-ready in the field of food safety, such as problem-solving skills, effective quality monitoring skills, time management skills, leadership, strategic	4.0

	• Effective time management, including prioritization, multitasking and scheduling • Adaptability and flexibility • Innovation and creativity • Leadership and management • Strategic planning and implementation • Networking and relationship building • Risk management • Customer Relationship Management (CRM)	planning, effective communication and coordination, etc. The listed requirements are appropriate to an NSQF level 4.0 job role.	
Broad Learning Outcomes/Core Skill	• Apply the basic principles of food safety and hygiene. • Identify the sources of biological, chemical, and physical food hazards • Follow the relevant national and international food safety regulations • Design, implement, and maintain an effective Food Safety Management System (FSMS) • Conduct hazard analysis and identify critical control points • Develop, implement, and monitor HACCP plans • Apply the principles and procedures for conducting internal and external audits • Develop audit plans, checklists, and prepare audit reports • Determine sanitation and hygiene requirements for food processing facilities • Develop and implement cleaning schedules and procedures • Apply appropriate methods for continuous monitoring of food safety processes and critical control points • Carry out accurate documentation and record-keeping • Develop and deliver effective food safety training programs for employees	The individual is expected to learn a variety of skills concerning food safety in food processing facilities. The listed learning outcomes are appropriate to an NSQF level 4.0 job role.	4.0

	• Apply appropriate techniques for assessing training needs and evaluating training effectiveness • Apply the principles of risk assessment and management • Develop and implement effective recall procedures and crisis management plans		
Responsibility	The individual is responsible for developing, implementing, and maintaining food safety management systems to ensure compliance with regulatory standards. The person is responsible for conducting risk assessments, audits, and employee training to uphold the highest levels of sanitation, hygiene, and safety throughout the production process in food processing facilities.	The listed job responsibilities are suitable for an NSQF level 4.0 job role.	4.0

Annexure 2: Tools and Equipment (lab set-up)

List of Tools and Equipment

Batch Size: 30

S. No.	Tool / Equipment Name	Specification	Quantity for specified Batch size
1.	Thermometers	Nos.	3
2.	pH Meter	Nos.	3
3.	Water Activity Meters	Nos.	3
4.	Inspection Kit	Nos.	3
5.	Gloves	Pair	30
6.	Hairnets	Nos.	30
7.	Aprons	Nos.	30
8.	Lab coats	Nos.	30
9.	Face masks	Nos.	30
10.	Safety goggles	Nos.	30
11.	Handwashing Station	Nos.	3
12.	Fire extinguisher	Nos.	1
13.	First aid kit	Nos.	1

Classroom Aids

The aids required to conduct sessions in the classroom are:

1. Computer/Laptop
2. Printer and Scanner
3. Whiteboard/Blackboard
4. Projector
5. Marker

Annexure 3: Industry Validations Summary

S. No	Organization Name	Representative Name	Designation	Contact Address	Contact Phone No	E-mail ID	LinkedIn Profile (if available)
1	Amity Institute of Food Technology	Dr. Alok Saxena	Associate Professor	Amity University Uttar Pradesh I-1 Block, Fourth Floor, Sector-125, Noida 201313, India	9899690717	asaxena3@amity.edu	
2	Ruhi Corporation	Vaibhav Kumar Jain	Chairman	No. 7, Namkeen & Allied Food Cluster, Industrial Park, Karamdi Rd, Ratlam, Madhya Pradesh 457001	7771970097	ruhicorp@gmail.com	
3	Hari Ram Masala Co.	Hemant Saini	Owner	Plot No 8 khewra Bahalgarh Road Sonipat Haryana - 131021	8070605111	Info.hrmfoods@gmail.com	
4	Foodyaari Education & Media Pvt Ltd	Harish Vaishnav	Co-Founder	Plot.No.49; Mahalaxmi Colony Vinayak Nagar; Chahura. BK; Ahmednagar; Maharashtra; 414001	8308516485	harish@foodyaari.co.in	
5	Perfetti Van Melle India Pvt. Ltd.	Saurabh Gupta	Manager Food Regulatory Affairs and Sustainability	47th Milestone Delhi Jaipur Highway Village Manesar Gurgaon 1220050 Haryana	9991123892	saurav.gupta709@gmail.com, saurabh.gupta@perfettivanmelle.com	

6	Freakat Foods Opc Pvt Ltd	Rishabh Mahajan	Director	Plot no.2230,Phase ii,Sector 38, HSIIDC Rai, Industrial area, Sonipat-131029,Haryana	9996290209	freakatfoods@gmail.com	
7	Kayem Foods Ind Pvt.Ltd.	Rajender Kumar Sharma.	GM Operations & R&D	G.T Road Panipat ,132103	7206026011	rajender.sharma@kayemfoods.in	
8	Pravin Masalewale Pvt.Ltd (Suhana Masale)	Hariom Bhargava	Senior Territory Manager	Hadapsar Industrial Estate ,Pune	9358887812	hariom.bhargava@suhana.co.in	
9	DS Group (Dharampal Satyapal Group)	Bikash Jain	Marketing Manager	C6-10 , Dharampal Satyapal DS Road,Sector 67 ,Noida 201309	9999009564	bikash.jain@dsgroup.com	
10	Prahana Products Private Limited	Ms. Archana Devi Vijayaraman	Founder and CEO	Ground floor, Old no 18, new no 2A/6, Thiruvengadam Street, Kasturibai Nagar, Adyar Chennai 600020	9717262377	archana@prahana.in	
11	Sahasra Food Consultancy	CH.Subramanyam	CEO	25-6-79/1, Vijay Nagar Colony, Rahamatnagar, Kazipet, Telangana 506003	9393406062/8884627255	sahasra.chs@gmail.com	https://www.linkedin.com/in/subramanyamchinthalapati/
12	Diamond Foods	Anoop Tewari	Director	GF-20 Street 76 , Sector 76 Noida	9971190364	anooptewari14@gmail.com, anooptewari14@rediff.com	
13	Mordip Food Industries	Kunal M.Funde	Proprietor/Technical Head	102,Walani Road ,Agaon, Tah Pauni District Bhandara-441910	9403373016	kunalfunde94@gmail.com	
14	Auli Services Private Limited	Mohammad Anas	Founder (Director)	Near Caramel School, Mussoorie road Chamba, Uttarakhand	+91-9899877866	dp65800@hotmail.com	
15	Marks and Spencer Reliance India Private Limited	Deepak Shivhare	Head – Quality Assurance	Gurugram, Haryana	+91 98200 56179	deepak.shivhare@gmail.com	

16	Dhenki Foods Pvt. Ltd.	Md. Arifuzzaman	Assistant Manager – Product Development	4th Floor, Monibhandar Building, WEBEL Bhaban Sector V, Salt Lake, Kolkata – 700091	7003490034	md.arifuzzaman@ingreens.in	
17	Shree Sharnam Spices	Aayush Chandaliya	Chairperson & Partner	lalakheda chauraha,ujjain Bypass Road, Jaora, Madhya Pradesh	7000697722	shreesarnamspices@gmail.com	
18	Freshbite India (Nagpal Foods)	Manpreet Nagpal	MD	Fatehgarh Sahib, Punjab	9780100128	infor@freshbiteindia.com	
19	Sirius Foods Pvt. Ltd.	Ram Raja Yadav	Assistant Manager – Food Production	Noida	9208574082	yadav.ramraja06@gmail.com	
20	Divya Multigrains Pvt. Ltd.	Banikant Dalai	Director	Bhubneshwar, Odisha	9040270270	dmgrains@gmail.com	
21	Dev Milk Foods	Arun Sharma	BD Manager	Jaipur, Rajasthan	9602506028	Arunsharma.ny@gmail.com	
22	Jiwaji University	Dr Manoj Sharma	Coordinator- Food Technology	Gwalior	9926294789	manojdrde@gmail.com	
23	Suhana Foods	Hariom Bhargava	Senior Territory Manager	Kota	9358887812	Hariom.bhargava@suhana.co.in	
24	Zhagram Bakes	Ms. Vishnupriya	Founder and Director	Tiruchirappalli, Tamil Nadu	9500070958	zhagarambakes@gmail.com	
25	Ambriona Cacao Blends Pvt Ltd	Shubham Joshi	General Manager	Mumbai	7999833329	ambrionablends@gmail.com	
26	Department of Food Science and Nutrition, Yuvaraja's College (Autonomous)University of Mysore,	Dr. Devaki C S	Sr. Food Scientist	Mysore	9845308181	devaki.s.kiran@gmail.com	

27	Hatsun Agro Product Lts	Narsh Kumar R	QA Officer	Chennai	9080224273	Naresh.rr@hap.in	
28	Directorate of Technical Education and Training, Govt. of West Bengal	Molla Salauddin	Lecturer in Food Processing Technology	West Bengal	8777268683	mollasalauddin2010@gmail.com	
29	Country Delight	Vishal Verma	Visiting Faculty and Consultant	Indore	9415626526	c ppm24b10vishalv@iimdr.ac.in	
30	Reliance Consumer Products Limited	Bharath J	R&D Scientist	Chennai, Tamil Nadu	9566776689	bharathjagasha@gmail.com	

Annexure 4: Training Details

Training Projections:

Year	Estimated Training # of Total Candidates	Estimated training # of Women	Estimated training # of People with Disability
2025-26	0	0	0
2026-27	100	50	5
2027-28	100	50	5

Data to be provided year-wise for the next 3 years.

Annexure 5: Blended Learning

Blended Learning Estimated Ratio & Recommended Tools:

Refer NCVET “Guidelines for Blended Learning for Vocational Education, Training & Skilling” available on:

<https://ncvet.gov.in/sites/default/files/Guidelines%20for%20Blended%20Learning%20for%20Vocational%20Education,%20Training%20&%20Skilling.pdf>

S. No.	Select the Components of the NOS	List Recommended Tools – for all Selected Components	Offline: Online Ratio
1	☐ Theory/ Lectures - Imparting theoretical and conceptual knowledge	- Books/ e-books - Presentations - Reference Material - Audio / Video Modules	40:60
2	☐ Imparting Soft Skills, Life Skills and Employability Skills /Mentorship to Learners	- Self-Learning Videos - Broadcasts - Mobile Learning - Curated Digital content	40:60
3	☐ Showing Practical Demonstrations to the learners	- Video Content - E-Resource library - AR/ VR/ XR	40:60
4	☐ Imparting Practical Hands-on Skills/ Lab Work/ workshop/ shop floor training	- Training tools (tools list attached) - Video Play - Presentations	40:60
5	☐ Tutorials/ Assignments/ Drill/ Practice	- Online Question Bank - Mobile Quick test app - MCQ based tests	40:60
6	☐ Proctored Monitoring/ Assessment/ Evaluation/ Examinations	- Assessment engine for Essays - Up-loadable file examinations - Mock test sessions	40:60
7	☐ On the Job Training (OJT)/ Project Work Internship/ Candidate Training	- Online tests - Offline assessments	40:60

Annexure 6: Standalone NOS- Performance Criteria details

1. Description:

This standalone NOS is about developing and implementing food safety protocols in food processing facilities.

2. Scope:

The scope covers the following:

- Hazard identification and risk assessment
- Food safety policy and procedure development
- Training and documentation
- Monitoring and compliance
- Testing and traceability
- Auditing and verification

3. Elements and Performance Criteria

Hazard identification and risk assessment

To be competent, the user/individual on the job must be able to:

- PC1. develop the food safety team
- PC2. create the process flow for the identification and analysis of hazards associated with food products
- PC3. identify potential hazards on the basis of the process flow, including biological (e.g. bacteria, parasites and fungi), chemical (e.g. allergens, pesticides and mycotoxins), and physical hazards (metal fragment, glass pieces, plastic and rubber)
- PC4. evaluate the potential impact of each hazard
- PC5. conduct risk assessments to identify and mitigate potential hazards

Food safety policy and procedure development

To be competent, the user/individual on the job must be able to:

- PC6. set clear, measurable objectives for food safety

- PC7. develop a food safety policy outlining your commitment to food safety
- PC8. develop a pest management system to prevent, control, and eliminate pests in food production, processing, and storage facilities
- PC9. implement procedures for hazard control, including critical control points (CCPs), monitoring, and corrective actions
- PC10. set the critical control point limits
- PC11. implement appropriate control measures for identified hazards and CCPs
- PC12. establish and follow Standard Operating Procedures (SOPs) for cleaning and sanitation

Training and documentation

To be competent, the user/individual on the job must be able to:

- PC13. provide training to the personnel on food safety practices and procedures, including Good Hygiene Practices (GHP), Good Manufacturing Practices (GMP), etc.
- PC14. ensure all procedures, policies, and processes are well-documented and accessible
- PC15. train the personnel on hygiene practices and the importance of sanitation

Monitoring and compliance

To be competent, the user/individual on the job must be able to:

- PC16. develop and implement the food safety processes and HACCPs to ensure compliance
- PC17. enforce SOPs for cleaning and sanitation
- PC18. monitor Hazard Analysis and Critical Control Point (HACCPs) and document accurately
- PC19. check for compliance with the applicable regulations and GMPs, including personnel hygiene, equipment maintenance, and sanitary facilities
- PC20. check the applicable SOPs are followed for cleaning and sanitizing equipment and facilities
- PC21. monitor and document sanitation activities

Testing and traceability

To be competent, the user/individual on the job must be able to:

- PC22. implement a traceability system that can track the movement of ingredients and finished products through all stages of production, processing, and distribution
- PC23. ensure that each batch of product is assigned a unique identifier that links to all relevant production data
- PC24. maintain accurate and up-to-date records of all ingredients used, including their source, batch numbers, and any test results
- PC25. monitor the traceability system regularly to ensure its effectiveness and identify any gaps or inefficiencies
- PC26. develop and document procedures for product recalls in case of safety concerns
- PC27. ensure that the traceability system complies with local, national, and international food safety regulations

- PC28. stay updated on changes in food safety legislation and adjust traceability practices accordingly
- PC29. participate in audits and inspections, providing traceability records as required

Auditing and verification

To be competent, the user/individual on the job must be able to:

- PC30. monitor product quality throughout the processing stages
- PC31. perform internal audits to verify the effectiveness of the FSMS
- PC32. develop a comprehensive audit plan outlining the scope, objectives, schedule, and audit checklist
- PC33. inspect the physical facilities, including storage, processing, and packaging areas, to ensure compliance with food safety standards
- PC34. check for compliance with the FSSAI-prescribed food manufacturing requirements
- PC35. check food handling, processing, and sanitation practices to identify potential hazards or non-compliance
- PC36. check for compliance with the Schedule IV requirements set by FSSAI for food businesses
- PC37. check customer complaints are acknowledged and resolved within the applicable timescales
- PC38. examine records such as temperature logs, cleaning schedules, pest control logs, and training records to verify adherence to procedures
- PC39. assess the knowledge of personnel on food safety practices
- PC40. check for adherence to the applicable SOPs by personnel
- PC41. assess the effectiveness of corrective actions taken in response to deviations from critical limits
- PC42. record all observations, non-conformities, and areas of improvement during the audit
- PC43. develop and implement a corrective action plan to address identified non-compliances
- PC44. prepare a detailed audit report summarizing findings, non-compliances, and recommendations for corrective actions

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4. Knowledge and Understanding (KU):

The individual on the job needs to know and understand:

- KU1. the food safety fundamentals, including hazard identification and risk assessment
- KU2. the biological (e.g. bacteria, parasites and fungi), chemical (e.g. allergens, pesticides and mycotoxins), and physical hazards (metal fragment, glass pieces, plastic and rubber) hazards associated with food processing
- KU3. the applicable food safety regulations and standards, such as ISO 22000, HACCP, Hazard Analysis and Risk-Based Preventive Controls (HARPC), relevant Good Manufacturing Practices (GMPs), etc.
- KU4. the process of designing, implementing, and maintaining Food Safety Management Systems (FSMS)

- KU5. the process of conducting hazard analysis and identifying critical control points
- KU6. the process of developing, implementing, and monitoring HACCP plans
- KU7. the difference between Pre-requisite Programs (PRPs), Operational Pre-requisite Programs (OPRPs) and CCPs
- KU8. the appropriate prevention measures specific to food processing environments
- KU9. the impact of processing techniques and equipment on food safety
- KU10. the application of quality management principles in food safety
- KU11. the FSSAI-prescribed manufacturing requirements for food product manufacturers
- KU12. the appropriate sanitation practices and disinfection methods
- KU13. the personal hygiene requirements for food handlers
- KU14. the audit principles, procedures, and techniques, including internal and external food safety audits and inspections
- KU15. different food contamination sources, foodborne pathogens, and microbial growth
- KU16. different food preservation methods and the impact of processing on food safety
- KU17. process of conducting food safety risk assessments
- KU18. the crisis management principles, recall procedures, and preventive measures
- KU19. the microbiological, chemical, and physical testing methods for food safety
- KU20. how to interpret food test results and implement corrective actions
- KU21. the relevant traceability systems and technologies
- KU22. the supply chain risks, controls, and supplier quality management
- KU23. how to develop and deliver effective food safety training programs
- KU24. the adult learning principles and training evaluation techniques
- KU25. the applicable documentation, record-keeping, and reporting requirements
- KU26. the document control systems and regulatory documentation requirements
- KU27. the use of relevant food safety management software and digital tools
- KU28. the data analysis and reporting tools used in food safety

5. Generic Skills (GS):

User/individual on the job needs to know how to:

- GS1. maintain work-related notes and records
- GS2. read the relevant guides and literature to get the latest information about the field of work
- GS3. communicate clearly and politely
- GS4. perform basic calculations
- GS5. listen attentively to understand the instructions being given
- GS6. identify solutions to work-related issues
- GS7. plan and prioritize tasks to ensure timely completion
- GS8. make quick decisions in case of emergencies

Annexure 7: Assessment Criteria

Detailed PC-wise assessment criteria and assessment marks for the NOS are as follows:

S. No.	Assessment Criteria for Performance Criteria	Theory Marks	Practical Marks	Project Marks	Viva Marks
	<i>Hazard Identification and Risk Assessment</i>	4	9		2
PC1.	develop the food safety team	0.5	1	-	0.5
PC2.	create the process flow for the identification and analysis of hazards associated with food products	0.5	2	-	0.5
PC3.	identify potential hazards on the basis of the process flow, including biological (e.g. bacteria, parasites and fungi), chemical (e.g. allergens, pesticides and mycotoxins), and physical hazards (metal fragment, glass pieces, plastic and rubber)	1	3	-	0.5
PC4.	evaluate the potential impact of each hazard	1	1	-	0.5
PC5.	conduct risk assessments to identify and mitigate potential hazards	1	2	-	-
	<i>Food safety policy and procedure development</i>	5	10		3
PC6.	set clear, measurable objectives for food safety	1	1	-	0.5

PC7.	develop a food safety policy outlining your commitment to food safety	1	2	-	0.5
PC8.	develop a pest management system to prevent, control, and eliminate pests in food production, processing, and storage facilities	1	1	-	0.5
PC9.	implement procedures for hazard control, including critical control points (CCPs), monitoring, and corrective actions	0.5	1	-	0.5
PC10.	set the critical control point limits	0.5	2	-	0.5
PC11.	implement appropriate control measures for identified hazards and CCPs	0.5	2	-	0.5
PC12.	establish and follow Standard Operating Procedures (SOPs) for cleaning and sanitation	0.5	1	-	-
	<i>Training and documentation</i>	<i>4</i>	<i>3</i>		<i>2</i>
PC13.	provide training to the personnel on food safety practices and procedures, including Good Hygiene Practices (GHP), Good Manufacturing Practices (GMP), etc.	1	1	-	1
PC14.	ensure all procedures, policies, and processes are well-documented and accessible	1	1	-	-
PC15.	train the personnel on hygiene practices and the importance of sanitation	2	1	-	1
	<i>Monitoring and compliance</i>	<i>5</i>	<i>6</i>		<i>2</i>
PC16.	develop and implement the food safety processes and HACCPs to ensure compliance	1	1	-	0.5
PC17.	enforce SOPs for cleaning and sanitation	1	1	-	0.5
PC18.	monitor Hazard Analysis and Critical Control Point (HACCPs) and document accurately	1	1	-	-
PC19.	check for compliance with the applicable regulations and GMPs, including personnel hygiene, equipment maintenance, and sanitary facilities	1	1	-	-
PC20.	check the applicable SOPs are followed for cleaning and sanitizing equipment and facilities	0.5	1	-	0.5
PC21.	monitor and document sanitation activities	0.5	1	-	0.5
	<i>Testing and traceability</i>	<i>4</i>	<i>8</i>	<i>-</i>	<i>3</i>
PC22.	implement a traceability system that can track the movement of ingredients and finished products through all stages of production, processing, and distribution	0.5	1	-	0.5
PC23.	ensure that each batch of product is assigned a unique identifier that links to all relevant production data	0.5	1	-	0.5
PC24.	maintain accurate and up-to-date records of all ingredients used, including their source, batch numbers, and any test results	0.5	1	-	0.5
PC25.	monitor the traceability system regularly to ensure its effectiveness and identify any gaps or inefficiencies	0.5	1	-	0.5
PC26.	develop and document procedures for product recalls in case of safety concerns	0.5	1	-	0.5

PC27.	ensure that the traceability system complies with local, national, and international food safety regulations	0.5	1	-	0.5
PC28.	stay updated on changes in food safety legislation and adjust traceability practices accordingly	0.5	1	-	-
PC29.	participate in audits and inspections, providing traceability records as required	0.5	1	-	-
	<i>Auditing and verification</i>	<i>8</i>	<i>14</i>		<i>8</i>
PC30.	monitor product quality throughout the processing stages	0.5	1	-	0.5
PC31.	perform internal audits to verify the effectiveness of the FSMS	0.5	1	-	0.5
PC32.	develop a comprehensive audit plan outlining the scope, objectives, schedule, and audit checklist	0.5	1	-	0.5
PC33.	inspect the physical facilities, including storage, processing, and packaging areas, to ensure compliance with food safety standards	0.5	1	-	0.5
PC34.	check for compliance with the FSSAI-prescribed food manufacturing requirements	0.5	1	-	0.5
PC35.	check food handling, processing, and sanitation practices to identify potential hazards or non-compliance	0.5	1	-	0.5
PC36.	check for compliance with the Schedule IV requirements set by FSSAI for food businesses	0.5	1		0.5
PC37.	check customer complaints are acknowledged and resolved within the applicable timescales	0.5	1	-	0.5
PC38.	examine records such as temperature logs, cleaning schedules, pest control logs, and training records to verify adherence to procedures	0.5	1	-	0.5
PC39.	assess the knowledge of personnel on food safety practices	0.5	1	-	0.5
PC40.	check for adherence to the applicable SOPs by personnel	0.5	1	-	0.5
PC41.	assess the effectiveness of corrective actions taken in response to deviations from critical limits	0.5	1	-	0.5
PC42.	record all observations, non-conformities, and areas of improvement during the audit	0.5	0.5	-	0.5
PC43.	develop and implement a corrective action plan to address identified non-compliances	0.5	0.5	-	0.5
PC44.	prepare a detailed audit report summarizing findings, non-compliances, and recommendations for corrective actions	1	1	-	1
Total Marks		30	50		20

Annexure 8: Assessment Strategy

This section includes the processes involved in identifying, gathering, and interpreting information to evaluate the Candidate on the required competencies of the program.

Assessment will be based on the concept of Independent Assessors empanelled with Assessment Agencies, identified, selected, trained and certified on Assessment techniques. These Assessors would be aligned to assess as per the laid down criteria.

Assessment Agency would conduct assessment only at the training centres of Training Partner or designated testing centers authorized by FICSI.

Ideally, the assessment will be a continuous process comprising of three distinct steps:

- A. Mid-term assessment
- B. Term/Final Assessment

Each National Occupational Standard (NOS) in the respective QPs will be assigned weightage. There in each Performance Criteria in the NOS will be assigned marks for theory and/or practical based on relative importance and criticality of function.

This will facilitate preparation of question bank / paper sets for each of the QPs. Each of these papers sets/question banks created by the Assessment Agency will be validated by the industry subject matter experts through FICSI, especially with regard to the practical test and the defined tolerances, finish, accuracy etc.

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

- i. Written Test: This will comprise of
 - (i) True/False Statements,
 - (ii) Multiple Choice Questions,
 - (iii) Matching Type Questions. Online system for this will be preferred.
- ii. Practical Test: This will comprise a test job to be prepared as per project briefing following appropriate working steps, using necessary tools, equipment and instruments. Through observation it will be possible to ascertain candidate's aptitude, attention to details, quality consciousness etc. The end product will be measured against the pre-decided MCQ filled by the Assessor to gauge the level of his skill achievements.
- iii. Structured Interview: This tool will be used to assess the conceptual understanding and the behavioral aspects as regards the job role and the specific task at hand.

On the Job:

1. Each module (which covers the job profile of Concepts of Food Safety in Food Processing Unit) will be assessed separately.
2. The candidate must score 50% in each module to successfully complete the OJT.

3. Tools of Assessment that will be used for assessing whether the candidate is having desired skills and etiquette of dealing with customers, understanding needs & requirements, assessing the customer and perform Soft Skills effectively:

- Videos of Trainees during OJT
- Answer Sheets of Question Banks
- Assessing the Log Book entries of Trainees at Employer location
- Employer Performance Feedback.

4. Assessment of each Module will ensure that the candidate is able to:

- Identifying Hazards and Assessing Associated Risks
- Managing Food Safety Policies and Conducting Training Programs
- Implementing Food Testing and Product Traceability Systems

Annexure 9: Acronym and Glossary

Acronym

Acronym	Description
AA	Assessment Agency
AB	Awarding Body
CCP	Critical Control Points
CRM	Customer Relationship Management
FICSI	Food Industry Capacity & Skill Initiative
FSMS	Food Safety Management Systems
FSSAI	Food Safety and Standards Authority of India
GHP	Good Hygiene Practices
GMP	Good Manufacturing Practices
HACCP	Hazard Analysis and Critical Control Point
NCrF	National Credit Framework
NOS	National Occupational Standard(s)
NQR	National Qualification Register
NSQF	National Skills Qualifications Framework
SOPs	Standard Operating Procedures

Glossary

Term	Description
National Occupational Standards (NOS)	NOS define the measurable performance outcomes required from an individual engaged in a particular task. They list down what an individual performing that task should know and also do.
Qualification	A formal outcome of an assessment and validation process which is obtained when a competent body determines that an individual has achieved learning outcomes to given standards
Qualification File	A Qualification File is a template designed to capture necessary information of a Qualification from the perspective of NSQF compliance. The Qualification File will be normally submitted by the awarding body for the qualification.
Sector	A grouping of professional activities on the basis of their main economic function, product, service or technology.

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