

National Occupational Skill Standard (NOSS)

Occupational Title : Poultry Technician

Level : 1

Sector : Agriculture

Sub - Sector : Livestock

NOSS ID/NSCO ID :

ISCO NO :



Council for Technical Education and Vocational Training
NATIONAL SKILL TESTING BOARD
Madhyapur Thimi-17, Sanothimi, Bhaktapur, Nepal

Developed: 2020-01-11 (2076-09-26)



The DACUM Panel :

No	Name	Designation	Organization
1.	Mr. Gokarna Ghimire	Member	Jitpur Phedi, Kathmandu
2.	Mr. Muktinath Paudel	Member	Bhaktapur
3.	Mr. Mr. Uddhav Aryal	Member	Jitpur Phedi, Kathmandu
4.	Ms. Rajendra Khadka	Member	Changu, Bhaktapur
5.	Mr. Madhav Aryal	Member	Jitpur Phedi, Kathmandu
6.	Ms. Kabita Paudel	Member	Gothatar, Kathmandu
7.	Ms. Radha Dhamala	Member	Sankhu, Kathmandu
8.	Mr. Hem Chandr Shah	Member	Itchngu, Kathmadnu
9.	Mr. Subash Regmi	Member	Itchngu, Kathmadnu

DACUM Coordinator :

Mr. Gokarna Ghimire, Chairperson, National farm Association, Nepal.

Facilitator/Recorder :

Mr. Tulsi K.C., National Skill Testing Board, Sanothimi, Bhaktapur

Mr. Ishwar Pokharel, National Skill Testing Board, Sanothimi, Bhaktapur

DACUM Workshop on 26-27 November, 2007



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DACUM Verified Panel :

No	Name	Designation	Organization
1.	Mr. Padam K.C.	Member	Kathmandu
2.	Mr. Sushil Kumar Phuyal	Member	Mulpani, Kathmandu
3.	Mr. Bishwo Shrestha	Member	Kathmandu
4.	Mr. Chinikaji Maharjan	Member	Khusibu, Kathmandu
5.	Mr. Purnakaji Maharjan	Member	Khusibu, Kathmandu
6.	Mr. Basanta Kumar Shrestha	Member	NARC, Khumaltar
7.	Mr. Santosh Phuyal	Member	Parampa Vet. Centre
8.	Mr. Dinesh Maharjan	Member	Valley Poultry
9.	Mr. Yadav Phuyal	Member	Futung, Kathmandu.
10.	Mr. Yadhav Chapagain	Member	Chapagain Vet. Pharma
11.	Mr. Dinesh Bade	Member	Adhunik feed, Kathmandu
12.	Mr. Shiva Prasad Adhikari	Member	Kathmandu

Facilitator/Recorder :

Mr. Baikuntha Shrestha

Mr. Bhumaheshwor Ranjitkar

Supervisor :

Mr. Ramhari Devkota

Verified DACUM Workshop on 7 August, 2009.



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Technical Sub Committee :

No	Name	Designation	Organization
1.	Mr. Subarna Kaji Shakya	Coordinator	Livestock Technical Sub committee
2.	Mr. Chandra Bhakta Nakarmi	Director	NSTB, Sanothimi, Bhaktapur.
3	Mr. Udaya Chandra Thakur	Program Director	LDP, Harihar Bhawan
4.	Dr. Dinesh Prasad Parajuli	Regional Director	CRDLS, Harihar, Bhawan
5.	Mr. Dinesh Bade	Member	Adhunik Poultry Farm
6.	Mr. Mr. Ram Hari Devkota	Dy. Director	National Skill Testing Board, Sanothimi, Bhaktapur.
7.	Er. Gunananda Jha	Sr. Skill Testing Officer	National Skill Testing Board, Sanothimi, Bhaktapur.
8.	Mr. Ishwor Chandra Ghimire	Skill Testing Officer	National Skill Testing Board, Sanothimi, Bhaktapur.

Technical Sub Committee Meeting on 11 September, 2009.



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The National Occupational Skill Standard Developed by:

No	Name	Designation	Organization
1.	Dr. Nar Bahadur Rajwar	Coordinator	Agriculture Sector, Veterinary Sub Committee National Skill Testing Board, Sanothimi, Bhaktapur
2.	Mr. Tek Bahadur Malla	Director	National Skill Testing Board Sanothimi, Bhaktapur
3.	Dr. Jagadish Pandeya	Member	Sr. Livestock Development Officer, DLS, NLRMPO.
4.	Dr. Aabhas Paudel	Member	Livestock Development officer, DLS, Hariharbhawan, Lalitpur
5.	Mr. Keshab Achhami	Member	Freelancer, Suryavinayak, Bhaktapur.
6.	Mr. Dinesh Bade	Member	DR Poultry Supplier, Bhaktapur.
7.	Dr. Bhim Raj Karki	Member	Adhunik Poultry Feed, Kathmandu.
8.	Mr. Upendra Pokharel	Member-Secretary	Agriculture Sector, Veterinary Technical Sub Committee National Skill Testing Board, Sanothimi, Bhaktapur
9.	Mr. Tulsi KC	Member	Sr. Skill Testing Officer National Skill Testing Board, Sanothimi, Bhaktapur
10.	Mr. Surya Prasad Adhikari	Member	Skill Testing Officer National Skill Testing Board, Sanothimi, Bhaktapur
11.	Mr. Kishor Chandra Sharma	Member	Skill Testing Assistant National Skill Testing Board, Sanothimi, Bhaktapur

Recommended by Agriculture Technical Sub Committee: 2020-01-10 (2076 Poush 25)



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1	Occupational Title: Poultry Technician Level: 1
2	Job Description: Poultry Technician L-1, performs preparatory works in poultry shed, applies bio security measures, performs daily poultry care and health care activities.
3	UNITS OF COMPETENCY: <ol style="list-style-type: none"> 1. Perform preparatory works for poultry shed. 2. Perform bio security measures. 3. Perform daily poultry care activities. 4. Perform poultry health care activities. 5. Perform communication. 6. Develop professionalism. <p><i>*Note: Unit 5 and 6 are not for testing purpose.</i></p>
4	Qualifying Notes/Prerequisites: <ul style="list-style-type: none"> • Physical Requirements: Sound health • Entry Requirements: As per NSTB rules. Additional Information: <ul style="list-style-type: none"> • Assessment Types: Performance test only. • Assessment Duration: 4 to 6 Hrs • Recommended Group Size: 8 to 10 candidates



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5	Unit No: 1 Unit Title: Perform preparatory works for poultry shed	Unit code:
	Elements of competency	Performance standards
	1.1 Collect tools and equipment	1.1.1 Tools and equipment arranged. 1.1.2 Working condition of tools and equipment checked.
	1.2 Manage litter materials	1.2.1 Litter materials identified. 1.2.2 Litter uniformly spread maintaining 4 to 6 inch thickness. 1.2.3 Litter quality checked.
	1.3 Arrange feeders and drinkers	1.3.1 Number of feeders and drinkers determined. 1.3.2 Feeders and drinkers placed properly .
	1.4 Maintain housing facilities	1.4.1 Floor space adjusted for birds. 1.4.2 Light adjusted. 1.4.3 Ventilation adjusted. 1.4.4 Temperature maintained.
6	Task Performance Requirements (Tools, Equipment and Materials): <ul style="list-style-type: none"> Poultry birds, water, measuring tape, calculator, pen and paper, feeders and drinkers, rice husk/saw dust/wheat straw, hover, thermometer, bricks/ wooden pieces / papers, lime, jute bags, electric bulbs, plastics container, plastics sheet and Personal Protective Equipment (PPE) (gloves, mask, safety boot, hat, goggles, apron). 	
7	Safety and Hygiene (Occupational Health and Safety): <ul style="list-style-type: none"> Apply Personal Protective Equipment (PPE). Handle tools and equipment carefully. 	



8	Required Knowledge		
	Technical Knowledge	Applied Calculation	Graphical Information
	<ul style="list-style-type: none"> • Tools and Equipment <ul style="list-style-type: none"> ○ Introduction ○ Types ○ Importance ○ Uses • Site selection <ul style="list-style-type: none"> ○ Away from motorable road ○ Away from human dwelling ○ Adequate Sunshine hours ○ Drainage facility • Layout design <ul style="list-style-type: none"> ○ Floor space ○ Lighting ○ Ventilation ○ Side wall ○ Roof height • Litter <ul style="list-style-type: none"> ○ Introduction ○ Types ○ Importance ○ Uses ○ Cleanliness • Feeder and drinkers <ul style="list-style-type: none"> ○ Introduction ○ Types 	<ul style="list-style-type: none"> • Fundamental calculation 	<ul style="list-style-type: none"> • Read and interpret drawing/layout



- Importance
- Uses
- Quantity
- Sanitation
- Housing facilities
 - Floor space
 - Light
 - Temperature
 - Ventilation



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9	Assessment of Competency						
Unit: 1							
Unit Title: Perform preparatory works for poultry shed							
Candidate Details				Assessors Detail			
Candidate's Name:				Assessors' Name		ID/License No:	
Registration Number:				1.			
Symbol No:				2.			
Test Centre:				3.			
Test Date:							
Element of competency	Performance Standards			Standard Met	Standard Not Met	Evidence Type	Comments
1.1 Collect tools and equipment	1.1.1 Tools and equipment arranged.	1.1.2 Working condition of tools and equipment checked.					
1.2 Manage litter materials	1.2.1 Litter materials identified.	1.2.2 Litter uniformly spread maintaining 4 to 6 inch thickness					
	1.2.3 Litter quality checked						
1.3 Arrange feeders and drinkers	1.3.1 Number of feeders and drinkers determined.	1.3.2 Feeders and drinkers placed properly.					
1.4 Maintain housing facilities	1.4.1 Floor space adjusted for birds.	1.4.2 Light adjusted.					
	1.4.3 Ventilation adjusted.	1.4.4 Temperature maintained.					

WT- Written Test

OQ- Oral Question

PT- Practical Test

DO – Direct Observation

SR- Supervisor's report

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Range Statement

Variable	Range
Litter materials	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none"> • Rice husk • Chopped rice straw • Chopped wheat straw • Saw dust
Litter quality	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none"> • Dry • Dust free • Foreign particles free • Fungus free
Placed properly.	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none"> • Separate rows • Base support • Bird's neck height
PPE	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none"> • Gloves • Mask • Safety boot • Hat • Goggles • Apron



5	Unit No: 2 Unit Title: Perform bio security activities	Unit code:	
	Elements of competency	Performance standards	
	2.1 Perform cleaning and disinfection	2.1.1	Brooming, brushing and wiping of shed performed.
		2.1.2	Disinfection done with prescribed chemical.
		2.1.3	Tools and equipment sanitized.
	2.2 Dispose manure and waste materials	2.2.1	Disposal pit dug at least 50 meter away from shed.
		2.2.2	Waste materials and manure sorted in accordance with 3R's principle .
		2.2.3	Waste materials and manure disposed in pit and covered.
		2.2.4	Pit inspected time to time for cleanliness.
6	Task Performance Requirements (Tools, Equipment and Materials): <ul style="list-style-type: none"> • Pen and paper, soap, lime, plastics container, plastics sheet, broom, brush, wheel barrow, dust pan, dust bin, showel, towel, pick, spade, and Personal Protective Equipment (PPE) . 		
7	Safety and Hygiene (Occupational Health and Safety): <ul style="list-style-type: none"> • Apply Personal Protective Equipment (PPE). • Handle tools and equipment carefully. • Take precautions while handling hazardous chemicals. 		



8	Required Knowledge		
	Technical Knowledge	Applied Calculation	Graphical Information
	<ul style="list-style-type: none"> • Bio security <ul style="list-style-type: none"> ○ Definition ○ Importance ○ Components ○ Disposal method • 3R's principle <ul style="list-style-type: none"> ○ Reduce ○ Reuse ○ Recycle 	<ul style="list-style-type: none"> • Basic calculation 	<p>Read and interpret prescribed disinfectants</p>



9	Assessment of Competency							
Unit: 2								
Unit Title: Perform bio security measure/activities								
Candidate Details				Assessors Detail				
Candidate's Name:				Assessors' Name		ID/License No:		
Registration Number:				1.				
Symbol No:				2.				
Test Centre:				3.				
Test Date:								
Element of competency		Performance Standards			Standard Met	Standard Not Met	Evidence Type	Comments
2.1 Perform cleaning and disinfection		2.1.1 Brooming, brushing and wiping of shed performed. 2.1.2 Disinfection done with prescribed chemical. 2.1.3 Tools and equipment sanitized.						
2.2 Dispose manure and waste materials		2.2.1 Disposal pit dug at least 50 meter away from shed. 2.2.2 Waste materials and manure sorted in accordance with 3R's principle. 2.2.3 Waste materials and manure disposed in pit and covered. 2.2.4 Pit inspected time to time for cleanliness.						

WT- Written Test

OQ- Oral Question

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DO – Direct Observation

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Range Statement

Variable	Range
3R's principle	<i>May include but not limited to:</i> <ul style="list-style-type: none">○ Reduce○ Reuse○ Recycle



5	Unit No: 3		Unit code:		
	Unit Title: Perform daily poultry care activities				
	Elements of competency			Performance standards	
	3.1 Perform brooding	3.1.1		Brooding nest placed.	
		3.1.2		Brooder placed at the middle of brooding nest.	
		3.1.3		Temperature maintained to 95 ⁰ F and gradually reduced by 5 ⁰ F per week up to 70 ⁰ F.	
	3.2 Perform feeding	3.2.1		Feed collected from store.	
		3.2.2		Cleaned feeders placed linearly.	
3.2.3		Feeders adjusted at bird's neck height with base foundation .			
3.2.4		Feed quality checked and feed spread uniformly in feeder according to age group .			
3.3 Provide drinking water	3.3.1	Cleaned drinkers placed linearly.			
	3.3.2	Drinkers adjusted at bird's neck height with base foundation .			
	3.3.3	Drinkable water provided ad-lib.			
3.4 Collect eggs	3.4.1	Nest box placed in accordance with number of birds.			
	3.4.2	Eggs collected at least three times a day without damaging eggs.			
	3.4.3	Collected eggs cleaned and abnormal eggs separated.			
	3.4.4	Normal eggs graded according to size and packed.			
3.5 Perform bird grading	3.5.1	Weighing scale checked and calibrated.			
	3.5.2	Bird weighed and recorded.			
	3.5.3	Birds separated in groups according to weight.			
3.6 Maintain daily record	3.6.1	Parameters for recording identified and recorded.			
	3.6.2	Daily record checked and reported.			
6	Task Performance Requirements (Tools, Equipment and Materials): <ul style="list-style-type: none"> Pen, paper, register, soap, lime, brooding nest, brooder, feeder, drinker, match box, weighing scale, measuring tape, crates, bucket, carton box, rope, plastics sheet, broom, brush, wheel barrow, dust pan, dust bin, towel, sack, brick, wooden piece, stand, thermometer and Personal Protective Equipment (PPE). 				



7

Safety and Hygiene (Occupational Health and Safety):

- Apply Personal Protective Equipment (PPE).
- Handle tools and equipment carefully.
- Take precautions while handling hazardous chemicals.



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8	Required Knowledge		
	Technical Knowledge	Applied Calculation	Graphical Information
	<ul style="list-style-type: none"> • Brooding <ul style="list-style-type: none"> ○ Introduction ○ Methods • Feeding <ul style="list-style-type: none"> ○ Types ○ Quality ○ Schedule • Water <ul style="list-style-type: none"> ○ Quality ○ Schedule • Eggs <ul style="list-style-type: none"> ○ Laying period ○ Nest boxes ○ Collection, grading and storage • Grading of birds <ul style="list-style-type: none"> ○ Importance ○ Schedule • Record keeping <ul style="list-style-type: none"> ○ Importance ○ Types 	<ul style="list-style-type: none"> • 	<p>Read and interpret temperature and weight.</p>



9	Assessment of Competency					
Unit: 3 Unit Title: Perform daily poultry care activities						
Candidate Details			Assessors Detail			
Candidate's Name: Registration Number: Symbol No: Test Centre:			Assessors' Name 1. 2. 3.		ID/License No:	
Element of competency	Performance Standards		Standard Met	Standard Not Met	Evidence Type	Comments
3.1 Perform brooding	3.1.1 Brooding nest placed. 3.1.2 Brooder placed at the middle of brooding nest. 3.1.3 Temperature maintained to 95 ⁰ F and gradually reduced by 5 ⁰ F per week up to 70 ⁰ F.					
3.2 Perform feeding	3.2.1 Feed collected from store. 3.2.2 Cleaned feeders placed linearly. 3.2.3 Feeders adjusted at bird's neck height with base foundation . 3.2.4 Feed quality checked and feed spread uniformly in feeder according to age group .					
3.3 Provide drinking water	3.3.1 Cleaned drinkers placed linearly. 3.3.2 Drinkers adjusted at bird's neck height with base foundation . 3.3.3 Drinkable water provided ad-lib.					



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3.4 Collect eggs	3.4.1 Nest box placed in accordance with number of birds. 3.4.2 Eggs collected at least three times a day without damaging eggs. 3.4.3 Collected eggs cleaned and abnormal eggs separated. 3.4.4 Normal eggs graded according to size and packed.				
3.5 Perform bird grading	3.5.1 Weighing scale checked and calibrated. 3.5.2 Bird weighed and recorded. 3.5.3 Birds separated in groups according to weight.				
3.6 Maintain daily record	3.6.1 Parameters for recording identified and recorded. 3.6.2 Daily record checked and reported.				

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Range Statement

Variable	Range
Brooder	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none"> • Gas • Electric • Solar • Coal • Kerosene
Base foundation	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none"> • Bricks • Wooden pieces • Stands
Feed Quality	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none"> • Free from foreign particles • Free from fungus • Free from excessive moisture
Age group	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none"> • Broiler <ul style="list-style-type: none"> ○ 0 to 4 weeks grower ○ 4 to 8 weeks finisher • Layer <ul style="list-style-type: none"> ○ 0 to 8 weeks grower chicks



	<ul style="list-style-type: none"> ○ 8 to 18 weeks pullet ○ 18 to above layers
Size	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none"> ● Small ● Medium ● Large
Parameters	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none"> ● Mortality ● Vaccination ● Feeding ● Medication ● Deworming ● Egg production



5	Unit No: 4		Unit code:
	Unit Title: Perform poultry health care activities		
	Elements of competency	Performance standards	
	4.1 Observe birds	4.1.1 Normal and abnormal birds identified through <i>gross examination</i> . 4.1.2 Abnormal birds isolated. 4.1.3 Dead birds isolated and disposed in disposal pit.	
4.2 Perform vaccination	4.2.1 Vaccine acquired in accordance with vaccination calendar. 4.2.2 <i>Visual inspection</i> carried out. 4.2.3 <i>Cold chain</i> maintained. 4.2.4 Birds vaccinated in accordance with manufacturer's indications. 4.2.5 <i>Materials</i> used in vaccination disposed safely. 4.2.6 Birds observed for side effect. 4.2.7 Vaccination details recorded and reported.		
4.3 Perform medication	4.3.1 Sick birds isolated. 4.3.2 Birds medicated in accordance with veterinarian's advice. 4.3.3 Deworming performed in accordance with schedule. 4.3.4 Materials used in medication disposed safely. 4.3.5 Birds observed for side effect. 4.3.6 Medication details recorded and reported.		
6	Task Performance Requirements (Tools, Equipment and Materials):		
	<ul style="list-style-type: none"> Pen, paper, register, soap, lime, medicine, vaccine, dewormer, syringe needle, vaccinator, drenching device, cool box, ice cube, bucket, plastics sheet, broom, brush, wheel barrow, dust pan, dust bin, towel, pick, shovel, spade, thermometer and Personal Protective Equipment (PPE). 		



7

Safety and Hygiene (Occupational Health and Safety):

- Apply Personal Protective Equipment (PPE).
- Handle tools and equipment carefully.
- Take precautions while handling drugs and chemicals.



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8	Required Knowledge		
	Technical Knowledge	Applied Calculation	Graphical Information
	<ul style="list-style-type: none"> • Gross examination <ul style="list-style-type: none"> ○ Introduction ○ Methods ○ Normal and abnormal behavior • Vaccination <ul style="list-style-type: none"> ○ Introduction ○ Types ○ Method ○ Schedule ○ Transportation and storage ○ Method of safe disposal • Medication <ul style="list-style-type: none"> ○ Deworming schedule ○ Drug administration ○ Side effect • Record keeping 	<ul style="list-style-type: none"> • Calculate vaccine and medicine doses 	<ul style="list-style-type: none"> • Read and interpret manufacturer's instructions.



9	Assessment of Competency					
Unit: 4						
Unit Title: Perform poultry health care activities						
Candidate Details				Assessors Detail		
Candidate's Name:				Assessors' Name		ID/License No:
Registration Number:				1.		
Symbol No:				2.		
Test Centre:				3.		
Test Date:						
Element of competency	Performance Standards		Standard Met	Standard Not Met	Evidence Type	Comments
4.1 Observe birds	4.1.1 Normal and abnormal birds identified through gross examination .					
	4.1.2 Abnormal birds isolated.					
	4.1.3 Dead birds isolated and disposed in disposal pit.					
4.2 Perform vaccination	4.2.1 Vaccine acquired in accordance with vaccination calendar.					
	4.2.2 Visual inspection carried out.					
	4.2.3 Cold chain maintained.					
	4.2.4 Birds vaccinated in accordance with manufacturer's indications.					
	4.2.5 Materials used in vaccination disposed safely.					
	4.2.6 Birds observed for side effect.					
	4.2.7 Vaccination details recorded and reported.					



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4.3 Perform medication	4.3.1 Sick birds isolated. 4.3.2 Birds medicated in accordance with veterinarian's advice. 4.3.3 De-worming performed in accordance with schedule. 4.3.4 Materials used in medication disposed safely. 4.3.5 Birds observed for side effect. 4.3.6 Medication details recorded and reported.				
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PG –Photographs

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Range Statement

Variable	Range
Gross examination	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none"> • Comb/Wattle • Eye • Crop • Feathers • Legs • Gait • Vent
Visual inspection	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none"> • Manufacturing and expiry date • Consistency • Dose • Instruction/Indications/contra-indications • Quantity
Cold chain	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none"> • Dry vaccine - Freeze dried (Below Zero) • Liquid vaccine - Refrigerated temperature (2 to 8 Degree Celsius) • Transported in cool box with ice



Materials	<p><i>May include but not limited to:</i></p> <ul style="list-style-type: none">• Vials• Bottles• Containers• Strips• Syringe• Sachet
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