



# Model Curriculum

## 1. Tumbling Operator

SECTOR: PAINTS AND COATINGS  
SUB-SECTOR: MANUFACTURING  
OCCUPATION: POWDER PRODUCTION  
REF ID: PCS/Qo6o3, V1.0  
NSQF LEVEL: 3





Skill India  
सौभाग्यं भारत-सुखं भारत

**PAINTS AND  
COATINGS  
SKILL COUNCIL**



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## Certificate

**CURRICULUM COMPLIANCE TO  
QUALIFICATION PACK – NATIONAL OCCUPATIONAL  
STANDARDS**

is hereby issued by the

**PAINTS AND COATINGS SKILL COUNCIL**

for

**MODEL CURRICULUM**

Complying to National Occupational Standards of  
Job Role/Qualification Pack: **'Tumbling Operator'** QP No. **'PCS/Qo6o3 NSQF Level 3'**

Date of Issuance: **December 27th, 2016**

Valid up to\*: **March 31<sup>st</sup>, 2018**

\*Valid up to the next review date of the Qualification Pack or the  
'Valid up to' date mentioned above (whichever is earlier)

  
Authorised Signatory  
(Paints and Coatings Skill Council)



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# Tumbling Operator

## CURRICULUM / SYLLABUS

This program is aimed at training candidates for the job of a “Tumbling Operator”, in the “Paints and Coatings” Sector/Industry and aims at building the following key competencies amongst the learner

<b>Program Name</b>	<b>Tumbling Operator</b>		
<b>Qualification Pack Name &amp; Reference ID. ID</b>	PCS/Qo603, v1.0		
<b>Version No.</b>	1.0	<b>Version Update Date</b>	
<b>Pre-requisites to Training</b>	5 <sup>th</sup> Standard		
<b>Training Outcomes</b>	<p><b>After completing this programme, participants will be able to:</b></p> <ul style="list-style-type: none"> <li>• Know about the sector: Discuss the Paints and Coatings sector in India and its sub-sectors</li> <li>• Know about Powder Coating: What is Powder Coating; its benefits and features</li> <li>• Know about the major ingredients of powder coating.</li> <li>• Know about paint manufacturing in general and powder coating manufacture in particular and the process flow.</li> <li>• Understand the working of the tumbling machine, learn its calibration and operation and cleaning procedure after completion of the job.</li> <li>• Demonstrate various skills: Performance of behavioural, professional, technical and communication skills</li> <li>• Understand safety: Work in a safe manner without endangering your health and that of your colleagues</li> </ul>		



This course encompasses 4 out of 4 National Occupational Standards (NOS) of “Tumbling Operator” Qualification Pack issued by “Paints and Coatings Skill Council”.

Sr. No.	Module	Key Learning Outcomes	Equipment Required
1	<p><b>Introduction</b></p> <p><b>Theory Duration</b> (hh:mm) 6:00</p> <p><b>Practical Duration</b> (hh:mm) 00:00</p> <p><b>Corresponding NOS Code</b> Bridge Module</p>	<ul style="list-style-type: none"> <li>Understand General Discipline in the class room (Do’s &amp; Don’ts)</li> <li>Understand the scope of the Paints and Coatings sector in India with its sub sectors</li> <li>Understand the Powder Coating segment</li> <li>Advantages and benefits and features of Powder Coatings as well as its shortcomings</li> <li>Learn and Practice Basic skills of communication</li> </ul>	Laptop, white board, marker, projector
2	<p><b>Tumble the ground powder paint</b></p> <p><b>Theory Duration</b> (hh:mm) 60:00</p> <p><b>Practical Duration</b> (hh:mm) 110:00</p> <p><b>Corresponding NOS Code</b> PCS/No604</p>	<ul style="list-style-type: none"> <li>Understand what are Powder Coatings, types, their characteristics and where they are used</li> <li>Compare and explain differences between Powder Coating and Liquid Paints</li> <li>Understand components of Powder Coating and paint chemistry</li> <li>Learn basics of how Powder Coatings are manufactured</li> <li>Learn to study and understand customer specifications for Powder Coatings</li> <li>Understand and describe different colour finish and specifications in Powder Coatings</li> <li>Learn and understand the process flow, the process document sheet.</li> <li>Learn and understand the working and function of each equipment of powder coating manufacture.</li> <li>Learn and understand the working of the Tumbling machine</li> <li>Identify the tumbling machine controls to calibrate the mill as per the process requirement.</li> <li>Collect the ground and filtered powder from the Air Classification Mill into appropriately named/ marked discharge barrels.</li> <li>Understand and operate the tumbling machine as per the SOP</li> <li>Pack the powder as per SOP and/ or customer’s requirement.</li> <li>Clean the machine as per the SOP for cleaning of the tumbling machine</li> </ul>	<p>Laptop, white board, marker, projector, first aid kit.</p> <p>Lab model powder processing set up.</p>



Sr. No.	Module	Key Learning Outcomes	Equipment Required
		<ul style="list-style-type: none"> <li>Communicate with the supervisor regarding the operation at each stage</li> </ul>	
3	<p><b>Co-ordinate with colleagues and/or customers</b></p> <p><b>Theory Duration</b> (hh:mm) 08:00</p> <p><b>Practical Duration</b> (hh:mm) 04:00</p> <p><b>Corresponding NOS Code</b> PCS/N9901</p>	<ul style="list-style-type: none"> <li>Understand customer requirements and specifications</li> <li>Learn about various performance indicators, meaning of targets and timelines and how to communicate about these with your colleagues and customers</li> <li>Learn appropriate behavioural skills whilst dealing with colleagues/co-workers</li> <li>Learn how you can contribute to improving customer satisfaction</li> </ul>	Laptop, white board, marker, projector
4	<p><b>Maintain standards of product / service quality</b></p> <p><b>Theory Duration</b> (hh:mm) 12:00</p> <p><b>Practical Duration</b> (hh:mm) 10:00</p> <p><b>Corresponding NOS Code</b> PCS/N9902</p>	<ul style="list-style-type: none"> <li>Learn about quality requirements for Powder Coating process</li> <li>Understand how quality is defined, various tests and their acceptance criteria, and how standards can be achieved</li> <li>Learn about various equipment used for quality tests and how to use them</li> <li>Learn to meet and exceed quality requirements of a customer</li> </ul>	Laptop, white board, marker, projector
5	<p><b>Maintain OH&amp;S standards and follow environmental standards</b></p> <p><b>Theory Duration</b> (hh:mm) 10:00</p> <p><b>Practical Duration</b> (hh:mm) 20:00</p> <p><b>Corresponding NOS Code</b> PCS/N9903</p>	<ul style="list-style-type: none"> <li>Learn about health hazards of chemicals used in Powder Coating process as well as Powder Coating materials</li> <li>Learn the use and importance of personal protective equipment</li> <li>Learn to handle chemical, powder materials, tools and equipment in a safe manner</li> <li>Minimising risks of inhalation injury</li> <li>Become aware of hazards in Powder Coating process and how to prevent/eliminate them</li> <li>Understand methods and precautions to be taken for safe disposal of waste generated in the coating process</li> <li>Learn about safety signs in a plant environment and how to interpret and adhere to them</li> </ul>	Laptop, white board, marker, projector
	<b>Total Duration</b>	<b>Unique Equipment Required:</b>	



Sr. No.	Module	Key Learning Outcomes	Equipment Required
	Theory Duration 96:00  Practical Duration 144:00	First aid kit	

Grand Total Course Duration: 240Hours, 0 Minutes

(This syllabus/ curriculum has been approved by [Paints and Coatings Skill Council](#))



## Trainer Prerequisites for Job role: “Tumbling Operator” mapped to Qualification Pack: “PCS/Qo6o3, v1.o”

Sr. No.	Area	Details
1	Description	A Tumbling Operator is an individual who tumble grinds the finely ground powder paint in tumbling machine to obtain the final powder paint of desired finish.
2	Personal Attributes	A Tumbling Operator should have good physical strength, ability to work in paint-redolent environment, attention to details, good eyesight, and superior hand-eye coordination
3	Minimum Educational Qualifications	B. Sc. (Chemistry)/(Paint Technology)
4a	Domain Certification	Certified for Job Role: “ <u>Tumbling Operator</u> ” mapped to QP: “ <u>PCS/Qo6o3, v1.o</u> ”. Minimum accepted score is 8o%
4b	Platform Certification	Recommended that the Trainer is certified for the Job Role: “Trainer”, mapped to the Qualification Pack: “SSC/Q14o2”. Minimum accepted % as per respective SSC guidelines is 7o%.
5	Experience	<ul style="list-style-type: none"> <li>5-year experience in laboratory or manufacturing and relevant training or teaching experience.</li> </ul>





### Annexure: Assessment Criteria

<b>Assessment Criteria</b>	
Job Role	Tumbling Operator
Qualification Pack	PCS/Qo603, v1.0
Sector Skill Council	Paints and Coatings

Sr. No.	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 centre (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 60% in aggregate and each NOS
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.

	Performance Criteria	Total Marks (200)	Out of	Theory	Skills Practical
<b>PCS/N0604</b> <b>Tumble the ground powder paint</b>	PC1. receive the process doc-sheet from the shift in-charge or production supervisor	<b>50</b>	2	0.5	1.5
	PC2. understand the overall process flow		2	0.5	1.5
	PC3. understand the specific instructions pertaining to the air classification mill operation		2	0.5	1.5
	PC4. assimilate the materials required		2	0.5	1.5
	PC5. plan for calibrating in line with process requirements and milling machine manual		2	0.5	1.5
	PC6. carefully collect the ground and filtered powder paint		2	0.5	1.5
	PC7. ensure this is in appropriately named/marked discharge barrels		2	0.5	1.5
	PC8. move these barrels carefully to the tumbling area in the production area		2	0.5	1.5
	PC9. place the barrels in optimal distances to ensure quick tumbling process		2	0.5	1.5
	PC10. place the barrels in the tumbling machine		2	0.5	1.5
	PC11. put proper amount of solvents or other chemicals to ensure the desired finishing may be obtained on usage of final product		3	1	2
	PC12. ensure to mix the right proportion/ratio of the solvents or other		3	1	2



	Performance Criteria	Total Marks (200)	Out of	Theory	Skills Practical
	chemicals are added to the ground powder paint				
	PC13. switch on the tumbling machine		3	1	2
	PC14. visually evaluate the tumbling process		3	1	2
	PC15. add any other chemicals/compounds to the powder paint if required by the formulation		2	0.5	1.5
	PC16. ensure the tumbling is done for the required amount of time		2	0.5	1.5
	PC17. ensure the powder paint reached desired characteristics		2	0.5	1.5
	PC18. switch-off the tumbling machine		2	0.5	1.5
	PC19. carefully remove the barrels from the machine		2	0.5	1.5
	PC20. move these barrels to area from which the packing and labelling activities may commence		2	0.5	1.5
	PC21. Clean the tumbling machine with appropriate tools and aids		2	0.5	1.5
	PC22. Use the appropriate cleaning chemicals		2	0.5	1.5
	PC23. Ensure the tumbling machine is ready for the next batch		2	0.5	1.5
	<b>POINTS</b>		50	13.5	36.5
	<b>TOTAL POINTS</b>		50		

	Performance Criteria	Total Marks (200)	Out of	Theory	Skills Practical
<b>PCS/N9901</b> <b>Coordinate with colleagues and/or customers</b>	PC1. receive job order and instructions from reporting superior	50	0.5	0.0	0.5
	PC2. understand the work output requirements, targets, performance indicators and incentives		2.0	0.5	1.5
	PC3. deliver quality work on time and report any anticipated reasons for delays		2.0	0.5	1.5
	PC4. escalate unresolved problems or complaints to the relevant senior		2.0	0.5	1.5
	PC5. communicate maintenance and repair schedule proactively to the superior		2.0	0.5	1.5
	PC6. receive feedback on work standards		1.0	0.0	1.0



	Performance Criteria	Total Marks (200)	Out of	Theory	Skills Practical
	PC7. document the completed work schedule and handover to the superior		2.0	0.5	1.5
	PC8. exhibit trust, support and respect to all the colleagues in the workplace		1.0	0.25	0.75
	PC9. aim to achieve smooth workflow		2.0	0.5	1.5
	PC10. help and assist colleagues with information and knowledge		1.0	0.0	1.0
	PC11. seek assistance from the colleagues when required		1.0	0.25	0.75
	PC12. identify the potential and existing conflicts with the colleagues and resolve		1.0	0.25	0.75
	PC13. pass on essential information to other colleagues on timely basis		1.0	0.0	1.0
	PC14. maintain the etiquette, use polite language, demonstrate responsible and disciplined behaviors to the colleagues		2.0	0.5	1.5
	PC15. interact with colleagues from different functions clearly and effectively on all aspects to carry out the work among the team and understand the nature of their work		1.0	0.25	0.75
	PC16. put team over individual goals and multi task or share work where necessary supporting the colleagues		2.0	0.0	2.0
	PC17. highlight any errors of colleagues, help to rectify and ensure quality output		1.0	0.25	0.75
	PC18. work with cooperation, coordination, communication and collaboration, with shared goals and supporting each other's performance		1.0	0.0	1.0
	PC19. ask more questions to the customers and identify their needs		1.0	0.25	0.75
	PC20. possess strong knowledge on the product, services and market		2.0	0.5	1.5
	PC21. brief the customers clearly on potential costs and hazards		1.0	0.25	0.75
	PC22. communicate with the customers in a polite, professional and friendly manner		1.0	0.25	0.75
	PC23. build effective but impersonal relationship with the customers		0.5	0.25	0.25
	PC24. ensure the appropriate language and tone are used with customers		1.0	0.25	0.75
	PC25. listen actively and have a two way communication		1.0	0.25	0.75
	PC26. be sensitive to the gender, cultural and social differences such as modes of greeting, formality, etc.		1.0	0.25	0.75



	Performance Criteria	Total Marks (200)	Out of	Theory	Skills Practical
	PC27. understand the customer expectations correctly and provide the appropriate products and services		2.0	0.5	1.5
	PC28. understand the customer dissatisfaction and address or escalate their complaints effectively		2.0	0.5	1.5
	PC29. maintain a positive, sensible and cooperative manner all time		1.0	0.25	0.75
	PC30. ensure to maintain a proper body language, dress code, gestures and etiquettes towards the customers		1.0	0.25	0.75
	PC31. avoid interrupting the customers while they talk		1.0	0.0	1.0
	PC32. ensure to avoid negative questions and statements to the customers		1.0	0.0	1.0
	PC33. inform the customers on any issues or problems before hand and also on the developments involving them		2.0	0.5	1.5
	PC34. ensure to respond back to the customer immediately for their voice messages, e-mails, apps, etc.		1.0	0.0	1.0
	PC35. develop good rapport with the customers and promote other products and services		2.0	0.5	1.5
	PC36. seek feedback from the customers on their understanding to what was discussed		1.0	0.0	1.0
	PC37. explain the terms and conditions clearly		2.0	0.5	1.5
	<b>POINTS</b>		<b>50</b>	<b>10</b>	<b>40</b>
	<b>TOTAL POINTS</b>			<b>50</b>	

	Performance Criteria	Total Marks (200)	Out of	Theory	Skills Practical
<b>PCS/N9902</b> <b>Maintain standards of product/ service quality</b>	PC1. keep in mind the profiles of expected customers	50	2.0	0.5	1.5
	PC2. understand the target customers and their product/ service quality requirements as defined by the company		3.0	0.5	2.5
	PC3. receive superior's/ customer feedback regularly		2.0	0.0	2.0
	PC4. aim to build a good connect with the customers through quality product/ service		2.0	0.5	1.5
	PC5. keep tab on frequent discussions with regular customers on general likes and dislikes in the market, latest trends, customer expectations, etc.		2.0	0.5	1.5



	Performance Criteria	Total Marks (200)	Out of	Theory	Skills Practical
	PC6. receive updates on regular feedbacks from the clients on current service, complaints, and improvements to be made, etc.		2.0	0.5	1.5
	PC7. if necessary, compulsively seek customer rating of product/ service in order to help develop a set of regularly improved procedures		2.0	0.5	1.5
	PC8. demonstrate quality orientation at all level		4.0	1.5	2.5
	PC9. aim to gain their long lasting loyalty through satisfaction		3.0	1.0	2.0
	PC10. ensure 100% customer satisfaction via product/ service quality		3.0	0.5	2.5
	PC11. treat the customers fairly and with due respect		3.0	0.5	2.5
	PC12. focus on executing company's marketing strategies and product development needs		3.0	1.0	2.0
	PC13. focus on enhancing brand value of company by maintaining or enhancing quality standards		3.0	1.0	2.0
	PC14. ensure that customer expectations are met		2.0	0.5	1.5
	PC15. learn to read customers' needs and wants		2.0	0.5	1.5
	PC16. willingly accept and implement new and innovative products and services that help improve customer satisfaction		3.0	1.0	2.0
	PC17. communicate feedback of customer to senior, especially, the negative feedback		2.0	0.5	1.5
	PC18. maintain close contact with the customers and focus groups		2.0	0.5	1.5
	PC19. offer promotions to improve product satisfaction level to the customers periodically		3.0	1.0	2.0
	PC20. weigh the cost of fulfilling unscheduled customer requests, consult with senior and advise the customer on alternatives		2.0	0.5	1.5
	<b>POINTS</b>		<b>50</b>	<b>13</b>	<b>37</b>
	<b>TOTAL POINTS</b>			<b>50</b>	

	Performance Criteria	Total Marks (200)	Out of	Theory	Skills Practical
<b>PCS/N9903 Maintain O&amp;HS</b>	PC1. assess the various health, safety and environmental hazards in the work areas	50	1.5	0.4	1.1



	Performance Criteria	Total Marks (200)	Out of	Theory	Skills Practical
<b>standards and follow environmental norms</b>	PC2. take necessary steps to eliminate or minimize the hazards		1.0	0.4	0.6
	PC3. analyze the causes of accidents at the workplace		1.5	0.4	1.1
	PC4. suggest measures to prevent such accidents from taking place		1.5	0.4	1.1
	PC5. take preventive measures to avoid risk of burns and other injury due to contact with hot surfaces, gas, fire, hot fluids/ liquids, etc.		1.5	0.4	1.1
	PC6. suggest methods to improve the existing safety procedures at the workplace		1.5	0.4	1.1
	PC7. dispose waste in the designated areas safely as per company's policies and rules		1.5	0.4	1.1
	PC8. maintain appropriate ventilation in the rooms while there is more exposure to paint vapours		1.0	0.4	0.6
	PC9. avoid dumping unused cans to safeguard the environment		1.0	0.0	1.0
	PC10. be aware of the locations of fire extinguishers, emergency exits, etc.		1.0	0.4	0.6
	PC11. practice correct emergency procedures		1.5	0.4	1.1
	PC12. check and review the storage areas frequently		1.5	0.4	1.1
	PC13. stack items in an organized way and use safe lifting techniques to reduce risk of injuries from handling procedures at the storage areas		1.5	0.4	1.1
	PC14. ensure to be safe while handling materials, tools, acids, chemicals, equipment, etc.		1.0	0.4	0.6
	PC15. store the chemicals and acids in a well-ventilated and locked areas with warning signs displayed		1.5	0.4	1.1
	PC16. ensure safe techniques while moving furniture and fixtures		1.5	0.4	1.1
	PC17. ensure to reduce risk of injury from use of electrical tools		1.5	0.4	1.1
	PC18. read the manufacturer's manual carefully before use of any equipment		1.0	0.0	1.0
	PC19. unplug the electrical equipment before performing maintenance		1.0	0.4	0.6
	PC20. keep the floors free from oil, water and grease to avoid slippery surface		1.0	0.4	0.6
	PC21. use rubber mats in the places where floors are constantly wet		1.0	0.0	1.0
	PC22. ensure safety from injuries of cuts to loss of fingers, while handling sharp hazardous tools and equipment		1.5	0.4	1.1



	Performance Criteria	Total Marks (200)	Out of	Theory	Skills Practical
	PC23. use flat surfaces, secure holding and protective wear while using such sharp tools		1.5	0.4	1.1
	PC24. use health, safety and environmental protection practices for storing, cleaning, and maintaining tools, equipment, and supplies		1.5	0.4	1.1
	PC25. practice ergonomic lifting, bending, or moving equipment and supplies		1.5	0.4	1.1
	PC26. identify the requirement for maintaining environmental norms		1.0	0.4	0.6
	PC27. comply with the environmental safety norms while on work to prevent accidents and health hazards		1.0	0.4	0.6
	PC28. follow company policies and rules regarding use of hazardous materials to avoid health, safety and environmental impacts caused by them		1.0	0.4	0.6
	PC29. ensure the employees have access to first aid kit when needed		1.0	0.0	1.0
	PC30. ensure all equipment and tools are stored and maintained properly and safe to use		1.0	0.4	0.6
	PC31. ensure to use personal protective equipment and safety gear such as gloves, mask, headwear, footwear, glasses, goggles, etc. for specific tasks and work conditions where required		1.5	0.4	1.1
	PC32. ensure to display safety signs at places where necessary for people to be cautious		1.5	0.4	1.1
	PC33. ensure electrical precautions such as insulated clothing, adequate equipment insulation, dry work area, switch off the power supply when not required, etc.		1.5	0.4	1.1
	PC34. ensure availability of general health and safety equipment such as fire extinguishers, first aid equipment, safety equipment, clothing, safety installations such as fire exits, exhaust fans, etc.		1.5	0.4	1.1
	PC35. document all the first aid treatments, inspections, etc., conducted to keep track of the safety measures undertaken		1.0	0.4	0.6
	PC36. document all the environmental hazards caused and the measures undertaken to comply with the established safety procedures of the workplace		1.0	0.0	1.0
	PC37. report to the supervisor on any problems and hazards identified and any breach of environmental procedures.		1.0	0.4	0.6
	PC38. ensure zero accident at workplace		1.0	0.4	0.6



	Performance Criteria	Total Marks (200)	Out of	Theory	Skills Practical
	PC39. adhere to safety standards and ensure no material damage		1.0	0.4	0.6
	PC40. take necessary action and correct any environmental hazards caused		1.0	0.4	0.6
	<b>POINTS</b>		<b>50</b>	<b>14</b>	<b>36</b>
	<b>TOTAL POINTS</b>			<b>50</b>	
	<b>GRAND TOTAL</b>	<b>200</b>			