



Nail Technician

QP Code: BWS/Q0403

Version: 2.0

NSQF Level: 4

Beauty & Wellness Sector Skill Council || 5-B, Upper Ground Floor, 23 Himalaya House, Kasturba
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Qualification Pack

Contents

BWS/Q0403: Nail Technician	3
<i>Brief Job Description</i>	3
Applicable National Occupational Standards (NOS)	3
<i>Compulsory NOS</i>	3
<i>Qualification Pack (QP) Parameters</i>	3
BWS/N9001: Prepare and maintain work area	5
BWS/N9003: Create a positive impression at the workplace	12
BWS/N9002: Maintain health and safety of workplace	19
BWS/N0412: Perform nail enhancement and overlay using liquid and powder (acrylic)	24
BWS/N0408: Perform nail electric filing	31
BWS/N0407: Perform gel polish application	37
BWS/N0404: Perform nail art application	42
BWS/N0401: Provide manicure and pedicure services	48
BWS/N0406: Perform refill	57
BWS/N0405: Perform nail enhancements and overlays using UV gel	63
Assessment Guidelines and Weightage	69
<i>Assessment Guidelines</i>	69
<i>Assessment Weightage</i>	70
Acronyms	71
Glossary	72

BWS/Q0403: Nail Technician

Brief Job Description

A Nail Technician performs various duties such as manicure and pedicure and providing advanced nail care services like nail art, nail tips, nail enhancement. The Nail Technician needs to be knowledgeable on health safety and hygiene, beauty products, and a range of basic nail care services.

Personal Attributes

This job requires an individual with experience in manicure and pedicure to provide a range of nail care services efficiently and effectively in a safe and hygienic working environment. The individual must exhibit a pleasant personality, excellent interpersonal and communication skills.

Applicable National Occupational Standards (NOS)

Compulsory NOS:

1. [BWS/N9001: Prepare and maintain work area](#)
2. [BWS/N9003: Create a positive impression at the workplace](#)
3. [BWS/N9002: Maintain health and safety of workplace](#)
4. [BWS/N0412: Perform nail enhancement and overlay using liquid and powder \(acrylic\)](#)
5. [BWS/N0408: Perform nail electric filing](#)
6. [BWS/N0407: Perform gel polish application](#)
7. [BWS/N0404: Perform nail art application](#)
8. [BWS/N0401: Provide manicure and pedicure services](#)
9. [BWS/N0406: Perform refill](#)
10. [BWS/N0405: Perform nail enhancements and overlays using UV gel](#)

Qualification Pack (QP) Parameters

Sector	Beauty & Wellness
Sub-Sector	Beauty and Salons

Qualification Pack

Occupation	Nailcare Services
Country	India
NSQF Level	4
Aligned to NCO/ISCO/ISIC Code	NCO-2015/5142.9900
Minimum Educational Qualification & Experience	8th Class with 2 Years of experience in Nail care/ as a Pedicurist and Manicurist OR Certificate-NSQF (Level 3 Pedicurist & Manicurist or Assistant Nail Technician of B&WSSC) with 2 Years of experience
Minimum Level of Education for Training in School	
Pre-Requisite License or Training	NA
Minimum Job Entry Age	18 Years
Last Reviewed On	31/08/2021
Next Review Date	08/04/2024
NSQC Approval Date	31/08/2021
Version	2.0
Reference code on NQR	2021/BW/BWSSC/04493
NQR Version	1

Qualification Pack

BWS/N9001: Prepare and maintain work area

Description

Prepare the equipment's/ tools/ products/machinery (if required any) and work area ahead of service/ session delivery to ensure the efficiently and effectiveness of conducting treatments/ sessions considering the standards of operation of the organization/ salon/ beauty clinic.

Scope

The scope covers the following :

- This unit/task covers the following:
- 1. Prepare and maintain work area

Elements and Performance Criteria

Prepare and maintain work area

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

- PC1.** ensure that ambient conditions are suitable for the client and the service procedures to be carried out in a hygienic, safe and disinfected environment such as using air purifiers to reduce dust, dander, smoke, allergens & odour resulting in a healthier, fresher & cleaner environment, restructuring the workplace set-up, by keeping a minimum distance of 2 meters in between two clientele, practicing social distancing by avoiding handshakes/ hugs to coworkers/ clientele, etc.
- PC2.** identify and select suitable equipment and products required for the respective services/ session
- PC3.** set up the area for services/ session in adherence to the organizational/ beauty salon/ centre's guidelines
- PC4.** place disposable towels, glasses for water, tea/ coffee and other items/ tools/ equipment's (applicable if any) in area convenient for efficient service/ session delivery
- PC5.** prepare sterilisation solution as per organizational/ salon standards using approved products and as per manufacturers instructions
- PC6.** sterilize, disinfect the area as per organizational standards using recommended solutions and conditions
- PC7.** dispose waste materials in adherence to the industry requirements; waste materials such as disposable linen, disposable head bands, disposable gowns, disposable apron, disposable face mask, disposable gloves, etc.
- PC8.** identify ways to optimize usage of material including water in various tasks/activities/processes
- PC9.** check for spills/leakages occurred while providing services
- PC10.** identify and segregate recyclable, non-recyclable and hazardous waste generated in separate bin
- PC11.** store the unused disposable material properly in a dedicated area; material such as disposable masks, gloves, etc.
- PC12.** ensure electrical equipment and appliances are switched off when not in use

Qualification Pack

- PC13.** store records, materials and equipment securely in line with the policies
- PC14.** conduct awareness program (such as for Covid19) for the employees and display posters/ signage's promoting regular hand-washing and respiratory hygiene in the premises
- PC15.** set up and promote digital modes of payment to lessen any kind of cross infection

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** organizations standards of performance and sequence of services/ session
- KU2.** range of services/ sessions and products offered by the organization
- KU3.** health and safety requirements in the organization/ salon
- KU4.** environmental conditions required and expected for carrying out services and importance of maintaining these Conditions: Air, light, space, temperature, sound, cleanliness, etc.
- KU5.** types of products, materials and equipment required for the respective services/ sessions
- KU6.** process and products to sterilize and disinfect equipment/tools
- KU7.** manufacturers instructions related to equipment and product use and cleaning
- KU8.** customer service principles including privacy and protection to modesty of the customers
- KU9.** risks to customer privacy and modesty and actions (precautions) taken to maintain the same in the salon
- KU10.** importance of keeping accurate records of services, clients and product usage (inventory)
- KU11.** applicable legislation relating to the workplace Legislation for the workplace: eg. health and safety, workplace regulations, use of work equipment, control of substances hazardous to health, handling/storage/ disposal/ cautions in the use of products, fire precautions, occurrences, hygiene practice, disposal of waste, environmental protection

Generic Skills (GS)

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

- GS1.** read policy and procedure documents, guidelines and memos in English to interpret the gist correctly
- GS2.** read common organizational signage in English accurately
- GS3.** read simple emails, instructions, advertisements, brochures, manufacturers labels, forms, formats and other common documents accurately
- GS4.** read and interpret correctly information about new products and services with reference to the organization and also from external forums such as websites and/or blogs
- GS5.** write appointments, names, addresses, simple emails, messages, and applications in English accurately
- GS6.** construct a CV or fill a job application form accurately representing skills, knowledge and past experiences in English accurately
- GS7.** write an accident or incident report accurately in English
- GS8.** fill in various applicable forms and formats at the workplace accurately

Qualification Pack

- GS9.** maintain accurate records of client, services, operating and closing checklists, product stock status
- GS10.** listen and interpret correctly simple instructions in English
- GS11.** listen for and identify the main points of short explanations or presentations in English
- GS12.** listen to and follow short, straightforward explanations and instructions in English
- GS13.** introduce oneself and one's role to customers and visitors, in English and the local language
- GS14.** express clearly statements of fact and give short explanations, accounts and descriptions to customers, seniors and co-workers in English
- GS15.** give clear instructions to customers and/or coworkers as required
- GS16.** pronounce the sounds of English or use sign language sufficiently clearly to be generally understood
- GS17.** speak or communicate with reasonable ease in structured situations and short conversations on familiar topics
- GS18.** exchange information effectively to perform a task
- GS19.** give simple directions, instructions and explanations
- GS20.** ask and answer simple questions such as to establish customer needs, or who a visitor is seeking to meet and for what purpose
- GS21.** display an adequate range of vocabulary to communicate on familiar topics and perform simple tasks
- GS22.** use simple and compound sentences in conversations
- GS23.** avoid using jargon, slang or acronyms when communicating with a customer/ client, unless it is required
- GS24.** speak in a manner and tone that is professional, supportive, respectful and sensitive
- GS25.** listen and understand the local language in dealing with clients
- GS26.** decide on course of action by recalling organisational policy, procedures and service standards
- GS27.** make simple decisions with respect to appropriateness of own behaviour recalling principles and practices of professional and social etiquette
- GS28.** get information on limits of authority and permitted actions while making decisions on how to act in routine situations
- GS29.** get information on chain of command to be approached for decisions based on
- GS30.** identify, plan and schedule tasks related to own work, to achieve standards of personal presentations expected in a professional set-up
- GS31.** keep one's own documents and possessions in order at the workplace to ensure cleanliness, security and efficiency of use
- GS32.** organize tasks based on instructions from supervisor or manager in order to complete them on time in order of stated priority
- GS33.** organize service feedback files/documents
- GS34.** plan and manage work routine based on salon procedure
- GS35.** maintain the work area, equipment and product stocks to meet client schedules
- GS36.** maintain accurate records of clients, services and product stock levels
- GS37.** plan own development in line with feedback given from supervisor, coworkers and clients

Qualification Pack

- GS38.** prioritise response to customers based on urgency and criticality of need, status of the customer and supervisor inputs
- GS39.** minimize customer discomfort by taking permitted or directed actions in a timely manner
- GS40.** respond promptly to customers in a manner that aims to exceed their expectation
- GS41.** adhere to principles of service excellence as defined by the organization aimed at customer satisfaction
- GS42.** build customer relationships using a customer centric approach
- GS43.** follow hygiene, safety and personal presentation standards in line with customer and organisation expectations
- GS44.** identify problems that hinder achievement or increase risks
- GS45.** recall organizational policies, procedures, rules and guidelines applicable to the situation that may be used to decide course of action when faced with problems
- GS46.** act in line with organizational policies, procedures, supervisor/manager instructions, rules and guidelines to contribute towards resolution of the problem in a timely and safe manner, within limits of authority
- GS47.** escalate the problem in a timely manner to the supervisor/manager for effective resolution minimizing damage
- GS48.** explain the importance of resolving problem in a timely manner
- GS49.** explain the importance of accurate communications in problem resolution
- GS50.** explain the negative effects of hiding problems instead of identifying, highlighting and working to resolve them
- GS51.** seek guidance to define criteria and assign values of importance and urgency
- GS52.** sort information in order of importance
- GS53.** identify impact of own actions in terms of health, safety, security, customer satisfaction, influence of coworkers, achievement of task objectives
- GS54.** differentiate between routine and non-routine issues and escalate issues of a non-routine nature and as needed
- GS55.** verify information to clarify doubts through seeking guidance from organization documents, supervisor, managers and co-workers
- GS56.** identify relevant and reliable sources of information for seeking clarity where required
- GS57.** explain the concept of assumptions and how they impact decisions, actions and consequences
- GS58.** identify situations and possible underlying intent where information provided by others may be unreliable

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Prepare and maintain work area</i>	30	70	-	-
PC1. ensure that ambient conditions are suitable for the client and the service procedures to be carried out in a hygienic, safe and disinfected environment such as using air purifiers to reduce dust, dander, smoke, allergens & odour resulting in a healthier, fresher & cleaner environment, restructuring the workplace set-up, by keeping a minimum distance of 2 meters in between two clientele, practicing social distancing by avoiding handshakes/ hugs to coworkers/ clientele, etc.	2	6	-	-
PC2. identify and select suitable equipment and products required for the respective services/ session	2	5	-	-
PC3. set up the area for services/ session in adherence to the organizational/ beauty salon/ centre's guidelines	2	5	-	-
PC4. place disposable towels, glasses for water, tea/ coffee and other items/ tools/ equipment's (applicable if any) in area convenient for efficient service/ session delivery	2	5	-	-
PC5. prepare sterilisation solution as per organizational/ salon standards using approved products and as per manufacturers instructions	2	5	-	-
PC6. sterilize, disinfect the area as per organizational standards using recommended solutions and conditions	2	6	-	-
PC7. dispose waste materials in adherence to the industry requirements; waste materials such as disposable linen, disposable head bands, disposable gowns, disposable apron, disposable face mask, disposable gloves, etc.	2	5	-	-
PC8. identify ways to optimize usage of material including water in various tasks/activities/processes	2	5	-	-
PC9. check for spills/leakages occurred while providing services	2	4	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC10. identify and segregate recyclable, non-recyclable and hazardous waste generated in separate bin	2	4	-	-
PC11. store the unused disposable material properly in a dedicated area; material such as disposable masks, gloves, etc.	2	4	-	-
PC12. ensure electrical equipment and appliances are switched off when not in use	2	4	-	-
PC13. store records, materials and equipment securely in line with the policies	2	4	-	-
PC14. conduct awareness program (such as for Covid19) for the employees and display posters/signage's promoting regular hand-washing and respiratory hygiene in the premises	2	4	-	-
PC15. set up and promote digital modes of payment to lessen any kind of cross infection	2	4	-	-
NOS Total	30	70	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	BWS/N9001
NOS Name	Prepare and maintain work area
Sector	Beauty & Wellness
Sub-Sector	Generic
Occupation	Generic
NSQF Level	3
Credits	TBD
Version	3.0
Last Reviewed Date	24/02/2022
Next Review Date	01/08/2024
NSQC Clearance Date	24/02/2022

Qualification Pack

BWS/N9003: Create a positive impression at the workplace

Description

This unit provides Performance Criteria, Knowledge & Understanding and Skills & Ability for individuals to meet the personal grooming and behavior requirements, execute tasks as per the organizations standards and communicate/record information in order to create a positive impression at the workplace

Scope

The scope covers the following :

- The unit/ task covers the following:
 1. Appearance and behavior
 2. Task execution as per organisation's standards
 3. Communication and information record

Elements and Performance Criteria

Appearance and Behavior

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

- PC1.** ensure maintaining good health and personal hygiene such as sanitized hands, neatly tied and covered hair, clean nails, etc.
- PC2.** meet the organization's standards of grooming (courtesy, behavior and efficiency) such as engaging with clients with no gender stereotyping, positioning self and client in a manner, to ensure privacy, comfort and well-being of all the genders throughout the services, etc.
- PC3.** stay free from intoxicants while on duty
- PC4.** wear and carry organization's uniform and accessories correctly and smartly by sanitizing it in hot water with detergent and bleach

Task execution as per organization's standards

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

- PC5.** take appropriate and approved actions in line with instructions and guidelines
- PC6.** participate in workplace activities as a part of the larger team
- PC7.** report to supervisor immediately in case there are any work issues
- PC8.** use appropriate language, tone and gestures while interacting with guests from different cultural and religious backgrounds, age, disabilities and gender
- PC9.** improve upon existing techniques of services by updating skills, such as, learning about digital technologies (by using digital platform for booking an appointment, making bills & payments, collecting feedback); financial literacy (opening savings bank accounts, linking Aadhaar card to bank account, using various e-commerce platforms); self-ownership, etc.

Communication and Information record

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

- PC10.** communicate procedure related information to guests based on the sectors code of practices and organisations procedures/ guidelines

Qualification Pack

- PC11.** communicate role related information to stakeholders in a polite manner and resolve queries, if any
- PC12.** assist and guide guests to services or products based on their needs
- PC13.** report and record instances of aggressive/ unruly behavior and seek assistance
- PC14.** use communication equipment (phone, email etc.) as mandated by the organization
- PC15.** carry out routine documentation (such as recording details related to employee's tasks, services taken and feedback given by clients) legibly and accurately in the desired format
- PC16.** maintain confidentiality of information, as required, in the role
- PC17.** communicate the internalization of gender & its concepts at work place
- PC18.** conduct various workshops for the employees at workplace; using range of technologies that aid PwDs at the workplace, etc.

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** importance of personal health and hygiene
- KU2.** salon's standards of grooming and personal behavior
- KU3.** salon's standards related to courtesy, behavior and efficiency
- KU4.** ill-effects of intoxicants and potential actions at workplace
- KU5.** items of uniform & accessories and correct method of wearing/ carrying them
- KU6.** reporting/ recording formats and protocol for documentation
- KU7.** kinds of work issues that may arise and reporting structure
- KU8.** code of practices and guidelines relating to communication with people
- KU9.** salon's requirements for recording and retaining information
- KU10.** ability to speak, read and write in the local vernacular language and English
- KU11.** appropriate verbal and non-verbal cues while dealing with clients from different cultural, religious backgrounds, age, disabilities and gender
- KU12.** different formats on which information is to be recorded
- KU13.** importance to maintain security and confidentiality of information
- KU14.** kinds of communication equipment (email, phone etc) available and their effective use
- KU15.** selling/ influencing techniques to provide additional services/products to clients

Generic Skills (GS)

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

- GS1.** read about new products and services with reference to the organization and also from external forums such as websites and blogs
- GS2.** keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets
- GS3.** reading and writing comprehension to understand, communicate and maintain processes, techniques, records, policies and procedures

Qualification Pack

- GS4.** maintain accurate records of client, treatments, operating and closing checklists, product stock status
- GS5.** reading and writing comprehension to understand, communicate and maintain processes, techniques, records, policies and procedures
- GS6.** discuss task lists, schedules, and work-loads with co-workers
- GS7.** question customers/ clients appropriately in order to understand the nature of the problem and make a diagnosis
- GS8.** give clear instructions to customers/ clients
- GS9.** keep customers/ clients informed about progress
- GS10.** avoid using jargon, slang or acronyms when communicating with a customer/ client, unless it is required
- GS11.** manner and tone, professional, supportive, respectful, sensitive to client
- GS12.** speak clearly and precisely in a courteous manner and develop a professional relationship with the client
- GS13.** understand the directives passed down by supervisors
- GS14.** ability to listen and understand the local language in dealing with clients and maintain client confidentiality
- GS15.** make decisions pertaining to the concerned area of work
- GS16.** plan and organize service feedback files/documents
- GS17.** plan and manage work routine based on salon procedure
- GS18.** understand the client scheduling and bookings and maintain the work area, equipment and product stocks to meet the schedule
- GS19.** maintain accurate records of clients, treatments and product stock levels
- GS20.** accept feedback in a positive manner and develop on the shortcomings
- GS21.** committed to service excellence, courteous, pleasant personality
- GS22.** manage relationships with customers who may be stressed, frustrated, confused, or angry
- GS23.** build customer relationships and use customer centric approach
- GS24.** clean, sporting the professional uniform, neat combed hair, closed-in footwear, personal hygiene and cleanliness (shower/bath), oral hygiene (clean teeth, fresh breath)
- GS25.** maintain a hygienic work area adhering to the salon and applicable legal health and safety standards
- GS26.** sanitize the hands and clean all working surfaces, use disposable products and sterilized tools
- GS27.** manage the storage/ disposal/ cautions of use of products, fire precautions, occurrences, hygiene practice, disposal of waste and environmental protection
- GS28.** handle, use and store products, tools and equipment safely to meet with the manufacturers instructions
- GS29.** think through the problem, evaluate the possible solution(s) and suggest an optimum/best possible solution(s)
- GS30.** deal with clients lacking the technical background to solve the problem on their own
- GS31.** identify immediate or temporary solutions to resolve delays
- GS32.** use the existing data to arrive at specific data points
- GS33.** use the existing data points to generate required reports for business



Qualification Pack

- GS34.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action
- GS35.** participate in self-developmental training activities to enhance ones knowledge of salon performance standards and applicable health and

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Appearance and Behavior</i>	8	14	-	-
PC1. ensure maintaining good health and personal hygiene such as sanitized hands, neatly tied and covered hair, clean nails, etc.	2	4	-	-
PC2. meet the organization's standards of grooming (courtesy, behavior and efficiency) such as engaging with clients with no gender stereotyping, positioning self and client in a manner, to ensure privacy, comfort and well-being of all the genders throughout the services, etc.	2	4	-	-
PC3. stay free from intoxicants while on duty	2	2	-	-
PC4. wear and carry organization's uniform and accessories correctly and smartly by sanitizing it in hot water with detergent and bleach	2	4	-	-
<i>Task execution as per organization's standards</i>	10	18	-	-
PC5. take appropriate and approved actions in line with instructions and guidelines	2	3	-	-
PC6. participate in workplace activities as a part of the larger team	2	4	-	-
PC7. report to supervisor immediately in case there are any work issues	2	3	-	-
PC8. use appropriate language, tone and gestures while interacting with guests from different cultural and religious backgrounds, age, disabilities and gender	2	4	-	-
PC9. improve upon existing techniques of services by updating skills, such as, learning about digital technologies (by using digital platform for booking an appointment, making bills & payments, collecting feedback); financial literacy (opening savings bank accounts, linking Aadhaar card to bank account, using various e-commerce platforms); self-ownership, etc.	2	4	-	-
<i>Communication and Information record</i>	18	32	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC10. communicate procedure related information to guests based on the sectors code of practices and organisations procedures/ guidelines	2	4	-	-
PC11. communicate role related information to stakeholders in a polite manner and resolve queries, if any	2	3	-	-
PC12. assist and guide guests to services or products based on their needs	2	4	-	-
PC13. report and record instances of aggressive/ unruly behavior and seek assistance	2	3	-	-
PC14. use communication equipment (phone, email etc.) as mandated by the organization	2	3	-	-
PC15. carry out routine documentation (such as recording details related to employee's tasks, services taken and feedback given by clients) legibly and accurately in the desired format	2	3	-	-
PC16. maintain confidentiality of information, as required, in the role	2	4	-	-
PC17. communicate the internalization of gender & its concepts at work place	2	4	-	-
PC18. conduct various workshops for the employees at workplace; using range of technologies that aid PwDs at the workplace, etc.	2	4	-	-
NOS Total	36	64	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	BWS/N9003
NOS Name	Create a positive impression at the workplace
Sector	Beauty & Wellness
Sub-Sector	Generic
Occupation	Generic
NSQF Level	3
Credits	TBD
Version	3.0
Last Reviewed Date	24/02/2022
Next Review Date	01/08/2024
NSQC Clearance Date	24/02/2022

Qualification Pack

BWS/N9002: Maintain health and safety of workplace

Description

This unit describes maintaining a safe and hygienic environment at the work area.

Scope

The scope covers the following :

- This unit/ task covers the following:
- 1. Maintain health and safety at the workplace

Elements and Performance Criteria

Maintain health and safety at the workplace

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

- PC1.** ensure proper supply of Personal Protective Equipment such as tissues, antibacterial soaps, alcohol-based hand cleansers, triple layered surgical face masks, gloves, etc. for the employees and clientele
- PC2.** ensure maintaining basic hygiene and keep proper distance between the clientele to avoid any kind of cross infection, basic hygiene such as wearing disposable N-95/ triple layered surgical face mask, gloves, apron, washing/ sanitizing hands & taking bath at regular intervals, etc.
- PC3.** set up and position oneself, equipment, chemicals, products and tools in the work area to meet legal, hygiene and safety requirements
- PC4.** clean and sterilize all tools and equipment before and after use
- PC5.** maintain one's posture and position to minimize fatigue, risk of injury and chances of cross infection
- PC6.** dispose waste materials in accordance to the industry accepted standards
- PC7.** maintain first aid kit and keep oneself updated on the first aid procedures
- PC8.** identify and document potential risks and hazards in the workplace
- PC9.** accurately maintain accident reports
- PC10.** report health and safety risks/ hazards to concerned personnel
- PC11.** use tools, equipment, chemicals and products in accordance with the guidelines and manufacturers' instructions

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** organizations policies and procedures to address risks and hazards
- KU2.** health and safety requirements in the organization
- KU3.** contra-indications related to various treatment
- KU4.** process and products to sterilize and disinfect equipment/ tools

Qualification Pack

- KU5.** manufacturers instructions related to equipment and product use and cleaning
- KU6.** Knowledge of applicable legislation relating to the workplace (for example health and safety, workplace regulations, use of work equipment, control of substances hazardous to health, handling/storage/ disposal/ cautions in the use of products, fire precautions, occurrences, hygiene practice, disposal of waste, environmental protection)

Generic Skills (GS)

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

- GS1.** read about new products and services with reference to the organization and also from external forums such as websites and blogs
- GS2.** keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets
- GS3.** reading and writing comprehension to understand, communicate and maintain processes, techniques, records, policies and procedures
- GS4.** maintain accurate records of client, treatments, operating and closing checklists, product stock status
- GS5.** reading and writing comprehension to understand, communicate and maintain processes, techniques, records, policies and procedures
- GS6.** discuss task lists, schedules, and work-loads with co-workers
- GS7.** question customers/ clients appropriately in order to understand the nature of the problem and make a diagnosis
- GS8.** give clear instructions to customers/ clients
- GS9.** keep customers/ clients informed about progress
- GS10.** avoid using jargon, slang or acronyms when communicating with a customer/ client, unless it is required
- GS11.** manner and tone, professional, supportive, respectful, sensitive to client
- GS12.** speak clearly and precisely in a courteous manner and develop a professional relationship with the client
- GS13.** understand the directives passed down by supervisors
- GS14.** ability to listen and understand the local language in dealing with clients and maintain client confidentiality
- GS15.** make decisions pertaining to the concerned area of work
- GS16.** plan and organize service feedback files/documents
- GS17.** plan and manage work routine based on salon procedure
- GS18.** understand the client scheduling and bookings and maintain the work area, equipment and product stocks to meet the schedule
- GS19.** maintain accurate records of clients, treatments and product stock levels
- GS20.** accept feedback in a positive manner and develop on the shortcomings
- GS21.** committed to service excellence, courteous, pleasant personality
- GS22.** manage relationships with customers who may be stressed, frustrated, confused, or angry
- GS23.** build customer relationships and use customer centric approach

Qualification Pack

- GS24.** clean, sporting the professional uniform, neat combed hair, closed-in footwear, personal hygiene and cleanliness (shower/bath), oral hygiene (clean teeth, fresh breath)
- GS25.** maintain a hygienic work area adhering to the salon and applicable legal health and safety standards
- GS26.** sanitize the hands and clean all working surfaces, use disposable products and sterilized tools
- GS27.** manage the storage/ disposal/ cautions of use of products, fire precautions, occurrences, hygiene practice, disposal of waste and environmental protection
- GS28.** handle, use and store products, tools and equipment safely to meet with the manufacturers instructions
- GS29.** think through the problem, evaluate the possible solution(s) and suggest an optimum/best possible solution(s)
- GS30.** deal with clients lacking the technical background to solve the problem on their own
- GS31.** identify immediate or temporary solutions to resolve delays
- GS32.** use the existing data to arrive at specific data points
- GS33.** use the existing data points to generate required reports for business
- GS34.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action
- GS35.** participate in self-developmental training activities to enhance ones knowledge of salon performance standards and applicable health and

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Maintain health and safety at the workplace</i>	33	67	-	-
PC1. ensure proper supply of Personal Protective Equipment such as tissues, antibacterial soaps, alcohol-based hand cleansers, triple layered surgical face masks, gloves, etc. for the employees and clientele	3	7	-	-
PC2. ensure maintaining basic hygiene and keep proper distance between the clientele to avoid any kind of cross infection, basic hygiene such as wearing disposable N-95/ triple layered surgical face mask, gloves, apron, washing/ sanitizing hands & taking bath at regular intervals, etc.	3	6	-	-
PC3. set up and position oneself, equipment, chemicals, products and tools in the work area to meet legal, hygiene and safety requirements	3	6	-	-
PC4. clean and sterilize all tools and equipment before and after use	3	6	-	-
PC5. maintain one's posture and position to minimize fatigue, risk of injury and chances of cross infection	3	6	-	-
PC6. dispose waste materials in accordance to the industry accepted standards	3	6	-	-
PC7. maintain first aid kit and keep oneself updated on the first aid procedures	3	6	-	-
PC8. identify and document potential risks and hazards in the workplace	3	6	-	-
PC9. accurately maintain accident reports	3	6	-	-
PC10. report health and safety risks/ hazards to concerned personnel	3	6	-	-
PC11. use tools, equipment, chemicals and products in accordance with the guidelines and manufacturers' instructions	3	6	-	-
NOS Total	33	67	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	BWS/N9002
NOS Name	Maintain health and safety of workplace
Sector	Beauty & Wellness
Sub-Sector	Generic
Occupation	Generic
NSQF Level	3
Credits	TBD
Version	3.0
Last Reviewed Date	24/02/2022
Next Review Date	01/08/2024
NSQC Clearance Date	24/02/2022

Qualification Pack

BWS/N0412: Perform nail enhancement and overlay using liquid and powder (acrylic)

Description

Carry out nail enhancement using liquid and powder (acrylic) to improve the appearance of the nails

Scope

The scope covers the following :

- This unit/task covers the following:
 1. Perform nail enhancement and overlay using liquid and powder (acrylic)

Elements and Performance Criteria

Perform Nail Enhancement and overlay using liquid and powder (acrylic)

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

1. adhere to the health and safety standards laid out by the manufacturer and organization
2. position self and client throughout treatment to ensure comfort and wellbeing
3. sanitize the hands prior to treatment commencement
4. prepare the client and provide suitable protective apparel
5. set-up products, tools, equipment and techniques to suit clients service needs, nail and skin conditions
6. carry out client consultation technique to identify the treatment plan and client needs
7. ensure the client and you have understood the treatment objective and plan
8. perform cleaning of nails to ensure they are free from bacteria
9. plan and prepare for the liquid and powder nail enhancement acrylic nail extensions)
10. remove any existing nail polish or nail enhancements to restore the nails to a natural condition, if required
11. identify the condition of the nails and skin and any corrective work to suit the clients natural nail shape and condition
12. nail plate preparation: Prepare the nail plate by removing skin debris, filing the free edgeto remove shine and dehydrate the natural nail
13. fixing tips: Select the correct tip size and customise it to suit the clientsnatural nail Adhere tip to the natural nail and Cut, shape and positionunblended tips
14. application: Follow in accordance with manufacturers instructions to adapt and combine liquid and powder colours Perform the correct Application and filling technique. to leave thenail balanced to the required shape and length
15. buff and polish: Perform buffing techniques correctly to create a high shine finish Finish the nail enhancements to the clients satisfaction and meetthe agreed service plan

Qualification Pack

16. sculpting with form: Customise and fit the sculpting form to ensure correct shape Apply product on form and natural nail to create enhancement to desired length and shape Remove form, file, shape and buff to desired length and shape Apply polish/ gel polish, if requested by client Finish the nail enhancements to the clients satisfaction and meet the agreed service plan
17. overlays: Prepare the nail plate by removing debris, filing the free edge, remove shine and dehydrate the natural nail Follow in accordance with manufacturers instructions to adapt and combine liquid and powder colours Perform the correct application and filing technique to leave the nail balanced with the required shape and length Perform buffing techniques correctly and seal to create a high shine finish Apply polish, if requested by client Finish the nail enhancements to the clients satisfaction and meet the agreed service plan
18. apply tip: Prepare the nail plate by removing debris, filing the free edge, remove shine and dehydrate the natural nail Select the correct tip size and to suit the clients natural nail Apply tip to the natural nail
19. removal liquid and powder (acrylic): Perform removal techniques safely and effectively, following manufacturers instructions
20. promptly refer problems that cannot be solved to the relevant person
21. cleaning up and dispose the waste in the work area post-service to maintain the health and safety standard
22. complete the therapy the satisfaction of the guest in a commercially acceptable time
23. provide after care advice

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** organizations standards of performance and sequence of services
- KU2.** range of services and products offered by the organization
- KU3.** health and safety requirements in the organization
- KU4.** the structure, function, characteristics of nail and skin types and process of nail growth
- KU5.** nail ailments
- KU6.** products, tools and equipment suitable to carry the procedure of acrylic nail enhancement
- KU7.** basic anatomy, physiology and pathology for nail treatments
- KU8.** basic contraindications, contra actions, treatment plans
- KU9.** applicable legislation relating to the workplace (for example, health and safety, workplace regulations, use of work equipment, handling/ storage/ disposal/ cautions of use of products, fire precautions, hygiene practice, disposal of waste, environmental protection)
- KU10.** after care advise and products

Generic Skills (GS)

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

- GS1.** document call logs, reports, task lists, and schedules with co-workers
- GS2.** prepare status and progress reports
- GS3.** record customers discussions in the call logs

Qualification Pack

- GS4.** write memos and e-mail to customers, co-workers, and vendors to provide them with work updates and to request appropriate information without English language errors regarding grammar or sentence construct
- GS5.** read about new products and services with reference to the organization and also from external forums such as websites and blogs
- GS6.** keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets
- GS7.** read comments, suggestions, and responses to Frequently Asked Questions (FAQs) posted on the helpdesk portal
- GS8.** discuss task lists, schedules, and work-loads with co-workers
- GS9.** question customers appropriately in order to understand the nature of the problem and make a diagnosis
- GS10.** give clear instructions to customers
- GS11.** keep customers informed about progress
- GS12.** avoid using jargon, slang or acronyms when communicating with a customer, unless it is required
- GS13.** make decisions pertaining to the concerned area of work
- GS14.** plan and organize service feedback files/documents
- GS15.** manage relationships with customers who may be stressed, frustrated, confused, or angry
- GS16.** build customer relationships and use customer centric approach think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)
- GS17.** think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)
- GS18.** deal with clients lacking the technical background to solve the problem on their own
- GS19.** identify immediate or temporary solutions to resolve delays use the existing data to arrive at specific data points
- GS20.** use the existing data to arrive at specific data points
- GS21.** use the existing data points for improving the call resolution time
- GS22.** use the existing data points to generate required reports for business
- GS23.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Perform Nail Enhancement and overlay using liquid and powder (acrylic)</i>	27	73	-	-
1. adhere to the health and safety standards laid out by the manufacturer and organization	3	3	-	-
2. position self and client throughout treatment to ensure comfort and wellbeing	1	5	-	-
3. sanitize the hands prior to treatment commencement	1	5	-	-
4. prepare the client and provide suitable protective apparel	3	3	-	-
5. set-up products, tools, equipment and techniques to suit clients service needs, nail and skin conditions	1	3	-	-
6. carry out client consultation technique to identify the treatment plan and client needs	1	3	-	-
7. ensure the client and you have understood the treatment objective and plan	1	3	-	-
8. perform cleaning of nails to ensure they are free from bacteria	1	3	-	-
9. plan and prepare for the liquid and powder nail enhancement acrylic nail extensions)	1	3	-	-
10. remove any existing nail polish or nail enhancements to restore the nails to a natural condition, if required	1	3	-	-
11. identify the condition of the nails and skin and any corrective work to suit the clients natural nail shape and condition	1	3	-	-
12. nail plate preparation: Prepare the nail plate by removing skin debris, filing the free edgeto remove shine and dehydrate the natural nail	1	3	-	-
13. fixing tips: Select the correct tip size and customise it to suit the clientsnatural nail Adhere tip to the natural nail and Cut, shape and positionunblended tips	1	3	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
14. application: Follow in accordance with manufacturers instructions to adapt and combine liquid and powder colours Perform the correct Application and filling technique. to leave thenail balanced to the required shape and length	1	3	-	-
15. buff and polish: Perform buffing techniques correctly to create a high shine finish Finish the nail enhancements to the clients satisfaction and meetthe agreed service plan	1	3	-	-
16. sculpting with form: Customise and fit the sculpting form to ensure correctshape Apply product on form and natural nail to create enhancementto desired length and shape Remove form, file, shape and buff to desired length and shape Apply polish/ gel polish, if requested by client Finish the nail enhancements to the clients satisfaction and meetthe agreed service plan	1	3	-	-
17. overlays: Prepare the nail plate by removing debris, filing the freeedge, remove shine and dehydrate the natural nail Follow in accordance with manufacturers instructions to adapt and combine liquid and powder colours Perform the correct application and filing technique to leave thenail balanced with the required shape and length Perform buffing techniques correctly and seal to create a high shine finish Apply polish, if requested by client Finish the nail enhancements to the clients satisfaction and meetthe agreed service plan	1	3	-	-
18. apply tip: Prepare the nail plate by removing debris, filing the freeedge, remove shine and dehydrate the natural nail Select the correct tip size and to suit the clients natural nail Apply tip to the natural nail	1	3	-	-
19. removal liquid and powder (acrylic): Perform removal techniques safely and effectively, following manufacturers instructions	1	3	-	-
20. promptly refer problems that cannot be solved to the relevant person	1	3	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
21. cleaning up and dispose the waste in the work area post-service to maintain the health and safety standard	1	3	-	-
22. complete the therapy the satisfaction of the guest in a commercially acceptable time	1	3	-	-
23. provide after care advice	1	3	-	-
NOS Total	27	73	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	BWS/N0412
NOS Name	Perform nail enhancement and overlay using liquid and powder (acrylic)
Sector	Beauty & Wellness
Sub-Sector	Beauty and Salons
Occupation	Nailcare Services
NSQF Level	4
Credits	TBD
Version	2.0
Last Reviewed Date	31/08/2021
Next Review Date	08/04/2024
NSQC Clearance Date	31/08/2021

BWS/N0408: Perform nail electric filing

Description

To perform electric filing.

Scope

The scope covers the following :

- This unit/task covers the following:
- 1. Perform electric filing

Elements and Performance Criteria

Perform electric filing

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

1. adhere to the health and safety standards laid out by the manufacturer and organization
2. position self and client throughout treatment to ensure comfort and wellbeing
3. sanitize the hands prior to treatment commencement
4. prepare the client and provide suitable protective apparel
5. set-up products, tools, equipment and techniques to suit clients service needs, nail and skin conditions
6. position the electric file and file attachments ensuring safety during use
7. select electric file techniques, products and equipment
8. carry out client consultation technique to identify the treatment plan and client needs
9. ensure the client and you have understood the treatment objective and plan
10. perform cleaning of nails to ensure they are free from bacteria
11. plan and prepare for the electric filing
12. disinfect the area to be treated and remove any existing nail polish
13. perform correct filing techniques
14. select the suitable speed for the filing techniques (follow manufacturers instructions)
15. move the electric file in one direction across the nail when working
16. ensure the file attachment is revolving in the appropriate direction
17. ensure that there is continuous movement of the file
18. ensure to work on the nail plate and not the surrounding skin
19. move and position the clients finger so the rotating attachment is kept at the correct angle/ flat against the nail
20. perform suitable filing techniques
21. create a smooth, even surface
22. leave the free edges of the nail tapered, thin and with a clean edge
23. take prompt remedial action where contra actions occur during the course of the service
24. remove and store the file attachments and leave the electric file hand-piece safe and secure

Qualification Pack

25. identify the condition of the nails and any corrective work to suit the clients nail
26. maintain the health and safety standard
27. Complete the therapy to the satisfaction of the guest in a commercially acceptable time
28. provide after care advise

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** organizations standards of performance and sequence of services
- KU2.** range of services and products offered by the organization
- KU3.** health and safety requirements in the organization
- KU4.** the structure, function, characteristics of nail and skin types and process of nail growth
- KU5.** products, tools and equipment suitable to carry the procedure of airbrush for nail designing
- KU6.** basic anatomy, physiology and pathology for nail treatments
- KU7.** basic contraindications, contra actions, treatment plans
- KU8.** knowledge of nails analysis Cuticle conditions Nail shape Nail length
- KU9.** prepare, use and maintain tools and equipment when using electric files
- KU10.** problems that can occur with electric file equipment and how to correct them
- KU11.** types of products and materials
- KU12.** positioning electric filing equipment effectively
- KU13.** electric filing and their features and benefits
- KU14.** different methods of disinfecting and sterilizing electric file attachments
- KU15.** types of dust extraction techniques
- KU16.** electric filing techniques

Generic Skills (GS)

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

- GS1.** document call logs, reports, task lists, and schedules with co-workers
- GS2.** prepare status and progress reports
- GS3.** record customers discussions in the call logs
- GS4.** write memos and e-mail to customers, co-workers, and vendors to provide them with work updates and to request appropriate information without English language errors regarding grammar or sentence construct
- GS5.** read about new products and services with reference to the organization and also from external forums such as websites and blogs
- GS6.** keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets
- GS7.** read comments, suggestions, and responses to Frequently Asked Questions (FAQs) posted on the helpdesk portal
- GS8.** discuss task lists, schedules, and work-loads with co-workers

Qualification Pack

- GS9.** question customers appropriately in order to understand the nature of the problem and make a diagnosis
- GS10.** give clear instructions to customers
- GS11.** keep customers informed about progress
- GS12.** avoid using jargon, slang or acronyms when communicating with a customer, unless it is required
- GS13.** make decisions pertaining to the concerned area of work
- GS14.** plan and organize service feedback files/documents
- GS15.** manage relationships with customers who may be stressed, frustrated, confused, or angry
- GS16.** build customer relationships and use customer centric approach
- GS17.** think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)
- GS18.** deal with clients lacking the technical background to solve the problem on their own
- GS19.** identify immediate or temporary solutions to resolve delays
- GS20.** use the existing data to arrive at specific data points
- GS21.** use the existing data points for improving the call resolution time
- GS22.** use the existing data points to generate required reports for business
- GS23.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Perform electric filing</i>	28	72	-	-
1. adhere to the health and safety standards laid out by the manufacturer and organization	1	2	-	-
2. position self and client throughout treatment to ensure comfort and wellbeing	1	2	-	-
3. sanitize the hands prior to treatment commencement	1	2	-	-
4. prepare the client and provide suitable protective apparel	1	2	-	-
5. set-up products, tools, equipment and techniques to suit clients service needs, nail and skin conditions	1	2	-	-
6. position the electric file and file attachments ensuring safety during use	1	2	-	-
7. select electric file techniques, products and equipment	1	2	-	-
8. carry out client consultation technique to identify the treatment plan and client needs	1	2	-	-
9. ensure the client and you have understood the treatment objective and plan	1	2	-	-
10. perform cleaning of nails to ensure they are free from bacteria	1	4	-	-
11. plan and prepare for the electric filing	1	4	-	-
12. disinfect the area to be treated and remove any existing nail polish	1	4	-	-
13. perform correct filing techniques	1	4	-	-
14. select the suitable speed for the filing techniques (follow manufacturers instructions)	1	4	-	-
15. move the electric file in one direction across the nail when working	1	4	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
16. ensure the file attachment is revolving in the appropriate direction	1	4	-	-
17. ensure that there is continuous movement of the file	1	4	-	-
18. ensure to work on the nail plate and not the surrounding skin	1	2	-	-
19. move and position the clients finger so the rotating attachment is kept at the correct angle/ flat against the nail	1	2	-	-
20. perform suitable filing techniques	1	2	-	-
21. create a smooth, even surface	1	2	-	-
22. leave the free edges of the nail tapered, thin and with a clean edge	1	2	-	-
23. take prompt remedial action where contra actions occur during the course of the service	1	2	-	-
24. remove and store the file attachments and leave the electric file hand-piece safe and secure	1	2	-	-
25. identify the condition of the nails and any corrective work to suit the clients nail	1	2	-	-
26. maintain the health and safety standard	1	2	-	-
27. Complete the therapy to the satisfaction of the guest in a commercially acceptable time	1	2	-	-
28. provide after care advise	1	2	-	-
NOS Total	28	72	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	BWS/N0408
NOS Name	Perform nail electric filing
Sector	Beauty & Wellness
Sub-Sector	Beauty and Salons
Occupation	Nailcare Services
NSQF Level	4
Credits	TBD
Version	2.0
Last Reviewed Date	31/08/2021
Next Review Date	08/04/2024
NSQC Clearance Date	31/08/2021

Qualification Pack

BWS/N0407: Perform gel polish application

Description

Perform application of gel polish in accordance to the organizations standards of performance and sequences of services

Scope

The scope covers the following :

- This unit/task covers the following:
- 1. Perform application of Gel polish

Elements and Performance Criteria

Perform application of gel polish

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

1. adhere to the health and safety standards laid out by the manufacturer and organization
2. position self and client throughout treatment to ensure comfort and wellbeing
3. sanitize the hands prior to treatment commencement
4. prepare the client and provide suitable protective apparel
5. set-up products, tools, equipment and techniques to suit clients service needs, nail and skin conditions
6. carry out client consultation technique to identify the treatment plan and client needs
7. ensure the client and you have understood the treatment objective and plan
8. perform cleaning of nails to ensure they are free from bacteria
9. prepare the nail for gel polish application
10. apply appropriate coats of gel polish to achieve the desired color
11. monitor UV/ LED curing time as per product manufacturers instructions
12. seal to create a high shine finish
13. remove surface residue, if required at the right stage
14. finish the gel polish service to the clients satisfaction and meet the agreed service plan

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** organizations standards of performance and sequence of services
- KU2.** range of services and products offered by the organization
- KU3.** health and safety requirements in the organization
- KU4.** the structure, function, characteristics of nail types and nail growth
- KU5.** products, tools and equipment suitable to carry the procedure of refill

Qualification Pack

- KU6.** basic anatomy, physiology and pathology for nail treatments
- KU7.** basic contraindications, contra actions, treatment plans
- KU8.** knowledge of nails and analysis Cuticle conditions Nail shape Nail length
- KU9.** knowledge of contractions/ contra indications Lifting Breaking and splitting of extension Discolouration of product Bacterial. Breaking and splitting of natural nail Fungal infection Discolouration of natural nail
- KU10.** knowledge of applicable legislation relating to the workplace (for example, health and safety, workplace regulations, use of work equipment, handling/ storage/ disposal/ cautions of use of products, fire precautions, hygiene practice, disposal of waste, environmental protection)
- KU11.** aftercare advise and products

Generic Skills (GS)

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

- GS1.** document call logs, reports, task lists, and schedules with co-workers
- GS2.** prepare status and progress reports
- GS3.** record customers discussions in the call logs
- GS4.** write memos and e-mail to customers, co-workers, and vendors to provide them with work updates and to request appropriate information without English language errors regarding grammar or sentence construct
- GS5.** read about new products and services with reference to the organization and also from external forums such as websites and blogs
- GS6.** keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets
- GS7.** read comments, suggestions, and responses to Frequently Asked Questions (FAQs) posted on the helpdesk portal
- GS8.** discuss task lists, schedules, and work-loads with co-workers
- GS9.** question customers appropriately in order to understand the nature of the problem and make a diagnosis
- GS10.** give clear instructions to customers
- GS11.** keep customers informed about progress
- GS12.** avoid using jargon, slang or acronyms when communicating with a customer, unless it is required
- GS13.** make decisions pertaining to the concerned area of work
- GS14.** plan and organize service feedback files/documents
- GS15.** manage relationships with customers who may be stressed, frustrated, confused, or angry
- GS16.** build customer relationships and use customer centric approach
- GS17.** think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)
- GS18.** deal with clients lacking the technical background to solve the problem on their own
- GS19.** identify immediate or temporary solutions to resolve delays
- GS20.** use the existing data to arrive at specific data points



Qualification Pack

- GS21.** use the existing data points for improving the call resolution time
- GS22.** use the existing data points to generate required reports for business
- GS23.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Perform application of gel polish</i>	15	85	-	-
1. adhere to the health and safety standards laid out by the manufacturer and organization	1	6	-	-
2. position self and client throughout treatment to ensure comfort and wellbeing	1	6	-	-
3. sanitize the hands prior to treatment commencement	1	6	-	-
4. prepare the client and provide suitable protective apparel	1	6	-	-
5. set-up products, tools, equipment and techniques to suit clients service needs, nail and skin conditions	1	6	-	-
6. carry out client consultation technique to identify the treatment plan and client needs	1	6	-	-
7. ensure the client and you have understood the treatment objective and plan	1	6	-	-
8. perform cleaning of nails to ensure they are free from bacteria	1	6	-	-
9. prepare the nail for gel polish application	2	7	-	-
10. apply appropriate coats of gel polish to achieve the desired color	1	6	-	-
11. monitor UV/ LED curing time as per product manufacturers instructions	1	6	-	-
12. seal to create a high shine finish	1	6	-	-
13. remove surface residue, if required at the right stage	1	6	-	-
14. finish the gel polish service to the clients satisfaction and meet the agreed service plan	1	6	-	-
NOS Total	15	85	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	BWS/N0407
NOS Name	Perform gel polish application
Sector	Beauty & Wellness
Sub-Sector	Beauty and Salons
Occupation	Nailcare Services
NSQF Level	4
Credits	TBD
Version	2.0
Last Reviewed Date	31/08/2021
Next Review Date	08/04/2024
NSQC Clearance Date	31/08/2021

Qualification Pack

BWS/N0404: Perform nail art application

Description

To perform planning and creating individual nail art designs to suit the client and occasion

Scope

The scope covers the following :

- This unit/task covers the following:
- 1. Nail art designing and applying

Elements and Performance Criteria

Nail art designing and applying

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

1. adhere to the health and safety standards laid out by the manufacturer and organization
2. position self and client throughout treatment to ensure comfort and wellbeing
3. sanitize the hands prior to treatment commencement
4. prepare the client and provide suitable protective apparel
5. clean the nails to ensure they are free from bacteria
6. set-up products, tools, equipment and techniques to suit clients service needs, nail and skin conditions
7. carry out client consultation technique to identify the treatment plan and client needs
8. ensure the client and you have understood the treatment objective and plan
9. perform cleaning of nails to ensure they are free from bacteria
10. perform applying false nails or extensions if required
11. perform nail art application by decorating nails using various methods (colored polish, gems, glitter 3D embedding, colour blending, marbling, painting and alternative tip shapes. designs painted with an airbrush, either free-hand or using a stencil)
12. promptly refer problems that cannot be solved to the relevant person
13. cleaning up and dispose the waste in the work area post-service to maintain the health and safety standard; complete the therapy to the satisfaction of the guest in a commercially acceptable time
14. provide after care advise

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** organizations standards of performance and sequence of services
- KU2.** range of services and products offered by the organization
- KU3.** health and safety requirements in the organization

Qualification Pack

- KU4.** basic anatomy, physiology and pathology for nail treatments
- KU5.** basic contraindications, contra actions, treatment plans
- KU6.** applicable legislation relating to the workplace (for example, health and safety, workplace regulations, use of work equipment, handling/ storage/ disposal/ cautions of use of products, fire precautions, hygiene practice, disposal of waste, environmental protection)
- KU7.** the structure, function, characteristics of skin and nail types
- KU8.** products , tools and equipment to perform nail art application
- KU9.** nails shapes and design for application
- KU10.** after care advise and products

Generic Skills (GS)

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

- GS1.** document call logs, reports, task lists, and schedules with co-workers
- GS2.** prepare status and progress reports
- GS3.** record customers discussions in the call logs
- GS4.** write memos and e-mail to customers, co-workers, and vendors to provide them with work updates and to request appropriate information without English language errors regarding grammar or sentence construct
- GS5.** read about new products and services with reference to the organization and also from external forums such as websites and blogs
- GS6.** keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets
- GS7.** read comments, suggestions, and responses to Frequently Asked Questions (FAQs) posted on the helpdesk portal
- GS8.** discuss task lists, schedules, and work-loads with co-workers
- GS9.** question customers appropriately in order to understand the nature of the problem and make a diagnosis
- GS10.** give clear instructions to customers
- GS11.** keep customers informed about progress
- GS12.** avoid using jargon, slang or acronyms when communicating with a customer, unless it is required
- GS13.** make decisions pertaining to the concerned area of work
- GS14.** plan and organize service feedback files/documents
- GS15.** manage relationships with customers who may be stressed, frustrated, confused, or angry
- GS16.** build customer relationships and use customer centric approach
- GS17.** think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)
- GS18.** deal with clients lacking the technical background to solve the problem on their own
- GS19.** identify immediate or temporary solutions to resolve delays
- GS20.** use the existing data to arrive at specific data points
- GS21.** use the existing data points for improving the call resolution time



Qualification Pack

- GS22.** use the existing data points to generate required reports for business
- GS23.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Nail art designing and applying</i>	15	85	-	-
1. adhere to the health and safety standards laid out by the manufacturer and organization	1	6	-	-
2. position self and client throughout treatment to ensure comfort and wellbeing	1	6	-	-
3. sanitize the hands prior to treatment commencement	1	6	-	-
4. prepare the client and provide suitable protective apparel	1	6	-	-
5. clean the nails to ensure they are free from bacteria	1	6	-	-
6. set-up products, tools, equipment and techniques to suit clients service needs, nail and skin conditions	1	6	-	-
7. carry out client consultation technique to identify the treatment plan and client needs	1	6	-	-
8. ensure the client and you have understood the treatment objective and plan	1	6	-	-
9. perform cleaning of nails to ensure they are free from bacteria	1	6	-	-
10. perform applying false nails or extensions if required	1	6	-	-
11. perform nail art application by decorating nails using various methods (colored polish, gems, glitter 3D embedding, colour blending, marbling, painting and alternative tip shapes. designs painted with an airbrush, either free-hand or using a stencil)	2	7	-	-
12. promptly refer problems that cannot be solved to the relevant person	1	6	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
13. cleaning up and dispose the waste in the work area post-service to maintain the health and safety standard; complete the therapy to the satisfaction of the guest in a commercially acceptable time	1	6	-	-
14. provide after care advise	1	6	-	-
NOS Total	15	85	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	BWS/N0404
NOS Name	Perform nail art application
Sector	Beauty & Wellness
Sub-Sector	Beauty and Salons
Occupation	Nailcare Services
NSQF Level	4
Credits	TBD
Version	2.0
Last Reviewed Date	24/02/2022
Next Review Date	01/08/2024
NSQC Clearance Date	24/02/2022

Qualification Pack

BWS/N0401: Provide manicure and pedicure services

Description

Clean and remove dead skin and callous from hands and feet and improve the appearance of nails.

Scope

The scope covers the following :

- This unit/task covers the following:
 1. Preparing self and client
 2. Carrying out manicure and pedicure services
 3. Post service procedures

Elements and Performance Criteria

Preparing self and client

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

1. adhere to the health and safety standards laid out by the manufacturer and organization
2. sanitize the hands prior to procedure commencement as per organisational approved process
3. prepare the client suitably for the respective service procedure and provide relevant required personal protective equipment
4. ask relevant and effective questions to check and establish the client's understanding, requirements and expectation prior to commencement and clarify doubts, if any
5. position self and client in a way to ensure privacy, comfort and wellbeing, throughout the procedure
6. adjust the clients position to meet the needs of the service without causing them discomfort
7. perform and adapt the manicure and pedicure procedures using materials, equipment and techniques correctly and safely to meet the needs of the client

Carrying out manicure and pedicure services

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

8. remove any existing nail polish using approved products and procedures before proceeding further
9. enquire to establish the desired length and shape of nails (hands or toes) with the client
10. file the nails ensuring the nails free edge is left smooth and shaped to required length according to the clients preference
11. remove dirt in the underside of the nails using nail pick, clippers, nail brush, soaking and washing to be dirt free
12. use suitable cuticle tools and products, safely and effectively, to remove excess cuticle, ensuring that the cuticle and nail plate are undamaged
13. use specialized procedures (hand and leg, finger and toe nails) to improve the appearance of the clients skin and nails (Procedures: File, buff and shape, cuticle pushing, clipping, massage, polish, etc.)

Qualification Pack

14. use smooth and even massage techniques for hands and lower arms, lower legs and feet and apply appropriate pressure to meet the clients needs
15. remove any excessive hard skin using a foot scrapper during the manicure service without discomfort to the client
16. leave the hands and lower arm, foot and lower leg free of any excess massage medium at the end of the pedicure or manicure process respectively, by clearing these using a towel or other suitable materials
17. check that the nail plate is dehydrated and the underside is clean and free of debris
18. apply sufficient base coat, polish coats and top coats as required to achieve the desired nail finish
19. check that the final nail finish is smooth, even textured and uniformly coloured, with the cuticle and nail wall free of enamel

Post Service procedures

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

20. check the clients comfort and wellbeing throughout the service and adapt procedures to ensure the same, reassure the client with necessary information and positive comments as required
21. clean the treated area and use a suitable soothing product
22. complete the therapy to the satisfaction of the guest in a commercially acceptable time
23. record the therapy accurately and store information securely in line with the organizations policies
24. provide specific after-procedure, homecare advice and recommendations for product use and further services to the client
25. ask questions to check with the client their satisfaction with the finished result
26. thank customer for feedback post-service, where customer is not satisfied with service take actions to resolve matter to customer satisfaction or apologise for the same and refer to supervisor

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** organizations standards of performance and sequence of services
- KU2.** range of services and products offered by the organization
- KU3.** health and safety requirements in the organization
- KU4.** environmental conditions required and expected for carrying out services and importance of maintaining these Conditions: Air, light, space, temperature, sound, cleanliness, etc.
- KU5.** anatomical structure, function, characteristics of nail and the process of nail growth
Structure: Nail root-matrix, mantle, plate, wall, grooves, bed, lunula, free edge, hyponychium, cuticle);Functions protection
- KU6.** anatomical structure and function of the skin
Structure: The layers of the epidermis: the dermis, the subcutaneous layer; the hair follicle, the hair shaft, the sebaceous gland, arrector pili muscle, sweat gland, and sensory nerve endings
Functions: Sensitivity, heat regulation, absorption, protection, excretion, secretion and vitamin D production
- KU7.** names and position of bones of lower leg and foot

Qualification Pack

- KU8.** names and position of bones of the wrist, hands fingers and forearm
- KU9.** structure and functions of the lymphatic vessels of the lower leg, foot, hand and arm
- KU10.** position of arteries and veins of lower leg, foot, hand and arm
- KU11.** location of muscles of the lower leg, foot, hand and arms
- KU12.** nail diseases and disorders
- KU13.** nail and skin analysis by visual/manual examination to identify treatable conditions and contra indications restricting or preventing service
- KU14.** respective necessary action relevant to contra-indications
- KU15.** products and tools suitable to carry the procedure
Products: Exfoliant, enamel remover, nail enamels, cuticle cream
Tools: pedicure clipper, foot scrapper, nail brush, nail file, cuticle nippers, cuticle knife, emery boards, nail scissors, nail clippers
- KU16.** pedicure and manicure techniques
Techniques: Filing, buffing, application of cuticle cream, removal of cuticle, cuticle pushing, polishing
- KU17.** contra-actions and respective necessary actions
- KU18.** customer service principles including privacy and protection to modesty of the customers
- KU19.** importance of keeping accurate records of services, clients and product usage (inventory)

Generic Skills (GS)

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

- GS1.** read policy and procedure documents, guidelines and memos in English to interpret the gist correctly
- GS2.** read common organizational signage in English accurately
- GS3.** read simple emails, instructions, advertisements, brochures, manufacturers labels, forms, formats and other common documents accurately
- GS4.** read and interpret correctly information about new products and services with reference to the organization and also from external forums such as websites and/or blogs
- GS5.** write appointments, names, addresses, simple emails, messages, and applications in English accurately
- GS6.** construct a CV or fill a job application form accurately representing skills, knowledge and past experiences in English accurately
- GS7.** write an accident or incident report accurately in English
- GS8.** fill in various applicable forms and formats at the workplace accurately
- GS9.** maintain accurate records of client, services, operating and closing checklists, product stock status skills)
- GS10.** listen and interpret correctly simple instructions in English
- GS11.** listen for and identify the main points of short explanations or presentations in English
- GS12.** listen to and follow short, straightforward explanations and instructions in English
- GS13.** introduce oneself and ones role to customers and visitors, in English and the local language
- GS14.** express clearly statements of fact and give short explanations, accounts and descriptions to customers, seniors and co-workers in English
- GS15.** give clear instructions to customers and/or coworkers as required

Qualification Pack

- GS16.** pronounce the sounds of English or use sign language sufficiently clearly to be generally understood
- GS17.** speak or communicate with reasonable ease in structured situations and short conversations on familiar topics
- GS18.** exchange information effectively to perform a task
- GS19.** give simple directions, instructions and explanations
- GS20.** ask and answer simple questions such as to establish customer needs, or who a visitor is seeking to meet and for what purpose
- GS21.** display an adequate range of vocabulary to communicate on familiar topics and perform simple tasks
- GS22.** use simple and compound sentences in conversations
- GS23.** avoid using jargon, slang or acronyms when communicating with a customer/ client, unless it is required
- GS24.** speak in a manner and tone that is professional, supportive, respectful and sensitive
- GS25.** listen and understand the local language in dealing with clients
- GS26.** decide on course of action by recalling organisational policy, procedures and service standards
- GS27.** make simple decisions with respect to appropriateness of own behaviour recalling principles and practices of professional and social etiquette
- GS28.** get information on limits of authority and permitted actions while making decisions on how to act in routine situations
- GS29.** get information on chain of command to be approached for decisions based on Plan and Organize
- GS30.** identify, plan and schedule tasks related to own work, to achieve standards of personal presentations expected in a professional set-up
- GS31.** keep ones own documents and possessions in order at the workplace to ensure cleanliness, security and efficiency of use
- GS32.** organize tasks based on instructions from supervisor or manager in order to complete them on time in order of stated priority
- GS33.** organize service feedback files/documents
- GS34.** plan and manage work routine based on salon procedure
- GS35.** maintain the work area, equipment and product stocks to meet client schedules
- GS36.** maintain accurate records of clients, services and product stock levels
- GS37.** plan own development in line with feedback given from supervisor, coworkers and clients
- GS38.** prioritise response to customers based on urgency and criticality of need, status of the customer and supervisor inputs
- GS39.** minimize customer discomfort by taking permitted or directed actions in a timely manner
- GS40.** respond promptly to customers in a manner that aims to exceed their expectation
- GS41.** adhere to principles of service excellence as defined by the organization aimed at customer satisfaction
- GS42.** build customer relationships using a customer centric approach
- GS43.** follow hygiene, safety and personal presentation standards in line with customer and organisation expectations

Qualification Pack

- GS44.** identify problems that hinder achievement or increase risks
- GS45.** recall organizational policies, procedures, rules and guidelines applicable to the situation that may be used to decide course of action when faced with problems
- GS46.** act in line with organizational policies, procedures, supervisor/manager instructions, rules and guidelines to contribute towards resolution of the problem in a timely and safe manner, within limits of authority
- GS47.** escalate the problem in a timely manner to the supervisor/manager for effective resolution minimizing damage
- GS48.** explain the importance of resolving problem in a timely manner
- GS49.** explain the importance of accurate communications in problem resolution
- GS50.** explain the negative effects of hiding problems instead of identifying, highlighting and working to resolve them
- GS51.** seek guidance to define criteria and assign values of importance and urgency
- GS52.** sort information in order of importance
- GS53.** identify impact of own actions in terms of health, safety, security, customer satisfaction, influence of coworkers, achievement of task objectives
- GS54.** differentiate between routine and non-routine issues and escalate issues of a non-routine nature and as needed
- GS55.** verify information to clarify doubts through seeking guidance from organization documents, supervisor, managers and co-workers
- GS56.** identify relevant and reliable sources of information for seeking clarity where required
- GS57.** explain the concept of assumptions and how they impact decisions, actions and consequences
- GS58.** identify situations and possible underlying intent where information provided by others may be unreliable

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Preparing self and client</i>	4.5	22.5	-	-
1. adhere to the health and safety standards laid out by the manufacturer and organization	0.5	2.5	-	-
2. sanitize the hands prior to procedure commencement as per organisational approved process	0.5	2.5	-	-
3. prepare the client suitably for the respective service procedure and provide relevant required personal protective equipment	1	4	-	-
4. ask relevant and effective questions to check and establish the client's understanding, requirements and expectation prior to commencement and clarify doubts, if any	0.5	2.5	-	-
5. position self and client in a way to ensure privacy, comfort and wellbeing, throughout the procedure	0.5	3.5	-	-
6. adjust the clients position to meet the needs of the service without causing them discomfort	0.5	3.5	-	-
7. perform and adapt the manicure and pedicure procedures using materials, equipment and techniques correctly and safely to meet the needs of the client	1	4	-	-
<i>Carrying out manicure and pedicure services</i>	8	38	-	-
8. remove any existing nail polish using approved products and procedures before proceeding further	1	3	-	-
9. enquire to establish the desired length and shape of nails (hands or toes) with the client	1	3	-	-
10. file the nails ensuring the nails free edge is left smooth and shaped to required length according to the clients preference	1	4	-	-
11. remove dirt in the underside of the nails using nail pick, clippers, nail brush, soaking and washing to be dirt free	0.5	2.5	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
12. use suitable cuticle tools and products, safely and effectively, to remove excess cuticle, ensuring that the cuticle and nail plate are undamaged	0.5	4.5	-	-
13. use specialized procedures (hand and leg, finger and toe nails) to improve the appearance of the clients skin and nails (Procedures: File, buff and shape, cuticle pushing, clipping, massage, polish, etc.)	1	4	-	-
14. use smooth and even massage techniques for hands and lower arms, lower legs and feet and apply appropriate pressure to meet the clients needs	0.5	3.5	-	-
15. remove any excessive hard skin using a foot scrapper during the manicure service without discomfort to the client	0.5	2.5	-	-
16. leave the hands and lower arm, foot and lower leg free of any excess massage medium at the end of the pedicure or manicure process respectively, by clearing these using a towel or other suitable materials	0.5	2.5	-	-
17. check that the nail plate is dehydrated and the underside is clean and free of debris	0.5	2.5	-	-
18. apply sufficient base coat, polish coats and top coats as required to achieve the desired nail finish	0.5	3.5	-	-
19. check that the final nail finish is smooth, even textured and uniformly coloured, with the cuticle and nail wall free of enamel	0.5	2.5	-	-
<i>Post Service procedures</i>	7.5	19.5	-	-
20. check the clients comfort and wellbeing throughout the service and adapt procedures to ensure the same, reassure the client with necessary information and positive comments as required	1	3	-	-
21. clean the treated area and use a suitable soothing product	0.5	2.5	-	-
22. complete the therapy to the satisfaction of the guest in a commercially acceptable time	1	4	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
23. record the therapy accurately and store information securely in line with the organizations policies	2	2	-	-
24. provide specific after-procedure, homecare advice and recommendations for product use and further services to the client	1	3	-	-
25. ask questions to check with the client their satisfaction with the finished result	1	2	-	-
26. thank customer for feedback post-service, where customer is not satisfied with service take actions to resolve matter to customer satisfaction or apologise for the same and refer to supervisor	1	3	-	-
NOS Total	20	80	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	BWS/N0401
NOS Name	Provide manicure and pedicure services
Sector	Beauty & Wellness
Sub-Sector	Beauty and Salons
Occupation	Skincare Services, Nailcare Services
NSQF Level	3
Credits	TBD
Version	3.0
Last Reviewed Date	24/02/2022
Next Review Date	01/08/2024
NSQC Clearance Date	24/02/2022

Qualification Pack

BWS/N0406: Perform refill

Description

Perform refilling in accordance to the organizations standards of performance and sequences of services.

Scope

The scope covers the following :

- This unit/task covers the following:
- 1. Perform refill

Elements and Performance Criteria

Perform refill

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

1. adhere to the health and safety standards laid out by the manufacturer and organization
2. position self and client throughout treatment to ensure comfort and wellbeing
3. sanitize the hands prior to treatment commencement
4. prepare the client and provide suitable protective apparel
5. set-up products, tools, equipment and techniques to suit clients service needs, nail and skin conditions
6. carry out client consultation technique to identify the treatment plan and client needs
7. ensure the client and you have understood the treatment objective and plan
8. perform cleaning of nails to ensure they are free from bacteria
9. buff and remove the existing product using electric files/ buffer/ traditional filing methods as per refill guidelines
10. perform correct filing technique to achieve desired length and shape
11. dehydrate the natural nail appropriately depending on acrylic/ gel service
12. perform the correct application to refinish the nail with acrylic/ gel system
13. perform buffing techniques correctly and seal to create a high shine finish
14. monitor UV/ LED curing time as per product manufacturers instructions
15. remove surface residue at the right stage, if required
16. apply polish, if requested by client
17. finish the nail enhancements to the clients satisfaction and meet the agreed service plan

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** organizations standards of performance and sequence of services
- KU2.** range of services and products offered by the organization

Qualification Pack

- KU3.** health and safety requirements in the organization
- KU4.** the structure, function, characteristics of nail types and nail growth
- KU5.** products, tools and equipment suitable to carry the procedure of refill
- KU6.** basic anatomy, physiology and pathology for nail treatments
- KU7.** basic contraindications, contra actions, treatment plans
- KU8.** nails and analysis e.g. Cuticle conditions, Nail shape, Nail length
- KU9.** contractions/ contra indications e.g. Lifting, Breaking and splitting of extension, Discoloration of product, Bacterial, Breaking and splitting of natural nail, Fungal infection, Discoloration of natural nail
- KU10.** applicable legislation relating to the workplace (for example, health and safety, workplace regulations, use of work equipment, handling/ storage/ disposal/ cautions of use of products, fire precautions, hygiene practice, disposal of waste, environmental protection.
- KU11.** aftercare advise and products

Generic Skills (GS)

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

- GS1.** document call logs, reports, task lists, and schedules with co-workers
- GS2.** prepare status and progress reports
- GS3.** record customers discussions in the call logs
- GS4.** write memos and e-mail to customers, co-workers, and vendors to provide them with work updates and to request appropriate information without English language errors regarding grammar or sentence construct
- GS5.** read about new products and services with reference to the organization and also from external forums such as websites and blogs
- GS6.** keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets
- GS7.** read comments, suggestions, and responses to Frequently Asked Questions (FAQs) posted on the helpdesk portal
- GS8.** discuss task lists, schedules, and work-loads with co-workers
- GS9.** question customers appropriately in order to understand the nature of the problem and make a diagnosis
- GS10.** give clear instructions to customers
- GS11.** keep customers informed about progress
- GS12.** avoid using jargon, slang or acronyms when communicating with a customer, unless it is required
- GS13.** make decisions pertaining to the concerned area of work
- GS14.** plan and organize service feedback files/documents
- GS15.** manage relationships with customers who may be stressed, frustrated, confused, or angry
- GS16.** build customer relationships and use customer centric approach
- GS17.** think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)

Qualification Pack

- GS18.** deal with clients lacking the technical background to solve the problem on their own
- GS19.** identify immediate or temporary solutions to resolve delays
- GS20.** use the existing data to arrive at specific data points
- GS21.** use the existing data points for improving the call resolution time
- GS22.** use the existing data points to generate required reports for business
- GS23.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Perform refill</i>	23	77	-	-
1. adhere to the health and safety standards laid out by the manufacturer and organization	1	4	-	-
2. position self and client throughout treatment to ensure comfort and wellbeing	1	3	-	-
3. sanitize the hands prior to treatment commencement	1	3	-	-
4. prepare the client and provide suitable protective apparel	1	4	-	-
5. set-up products, tools, equipment and techniques to suit clients service needs, nail and skin conditions	1	5	-	-
6. carry out client consultation technique to identify the treatment plan and client needs	2	5	-	-
7. ensure the client and you have understood the treatment objective and plan	-	3	-	-
8. perform cleaning of nails to ensure they are free from bacteria	1	6	-	-
9. buff and remove the existing product using electric files/ buffer/ traditional filing methods as per refill guidelines	1	5	-	-
10. perform correct filing technique to achieve desired length and shape	2	5	-	-
11. dehydrate the natural nail appropriately depending on acrylic/ gel service	2	6	-	-
12. perform the correct application to refinish the nail with acrylic/ gel system	2	7	-	-
13. perform buffing techniques correctly and seal to create a high shine finish	2	6	-	-
14. monitor UV/ LED curing time as per product manufacturers instructions	2	4	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
15. remove surface residue at the right stage, if required	1	3	-	-
16. apply polish, if requested by client	1	4	-	-
17. finish the nail enhancements to the clients satisfaction and meet the agreed service plan	2	4	-	-
NOS Total	23	77	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	BWS/N0406
NOS Name	Perform refill
Sector	Beauty & Wellness
Sub-Sector	Beauty and Salons
Occupation	Nailcare Services
NSQF Level	3
Credits	TBD
Version	3.0
Last Reviewed Date	31/08/2021
Next Review Date	08/04/2024
NSQC Clearance Date	31/08/2021

Qualification Pack

BWS/N0405: Perform nail enhancements and overlays using UV gel

Description

Carry out nail enhancement and overlays using UV gel to improve the appearance of the nails.

Scope

The scope covers the following :

- This unit/task covers the following:
- 1. Perform nail enhancement and overlays using UV gel

Elements and Performance Criteria

Perform nail enhancements and overlays using UV Gel

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

1. adhere to the health and safety standards laid out by the manufacturer and organization
2. position self and client throughout treatment to ensure comfort and wellbeing
3. sanitize the hands prior to treatment commencement
4. prepare the client and provide suitable protective apparel
5. set-up products, tools, equipment and techniques to suit clients service needs, nail and skin conditions
6. carry out client consultation technique to identify the treatment plan and client needs
7. ensure the client and you have understood the treatment objective and plan
8. perform cleaning of nails to ensure they are free from bacteria
9. plan and prepare for the nail extensions (uv gel)
10. remove any existing nail polish or nail enhancement to restore the nails to a natural condition, if required
11. identify the condition of the nails and any corrective work to suit the clients natural nail shape and condition
12. nail plate preparation
13. prepare the nail plate by removing debris, filing the free edge, remove shine and dehydrate the natural nail
14. Sculpting with form Customise and fit the sculpting form to ensure correct shape Apply product on form and natural nail to create enhancement to desired length and shape Remove form, file, shape and buff to desired length and shape Apply polish/ gel polish, if requested by client Finish the nail enhancements to the clients satisfaction and meet the agreed service plan
15. UV Gel Overlays Prepare the nail plate by removing debris, filing the free edge, remove shine and dehydrate the natural nail Apply UV gel layers in the correct sequence Perform the correct Application of UV gel and filing technique to leave the nail balanced with the required shape and length Perform buffing techniques correctly and seal to create a high shine finish UV curing timing to be monitored as per product manufacturers instructions. At the right stage remove surface residue Apply polish, if requested by client Finish the nail enhancements to the clients satisfaction and meet the agreed service plan

Qualification Pack

16. Apply tip Prepare the nail plate by removing debris, filing the free edge, remove shine and dehydrate the natural nail Select the correct tip size and to suit the clients natural nail Apply tip to the natural nail
17. cut, shape and position tips
18. dehydrate the natural nail
19. Apply UV gel layers in the correct sequence, Perform the correct Application of UV gel and filing technique to leave the nail balanced with the required shape and length Perform buffing techniques correctly and seal to create a high shine finish UV curing timing to be monitored as per product manufacturers instructions. At the right stage remove surface residue Apply polish, if requested by client Finish the nail enhancements to the clients satisfaction and meet the agreed service plan
20. repair UV gel enhancements
21. identify and resolve any problems with the nail enhancements
22. remove debris and file the free edge
23. clean and dehydrate the exposed natural nail
24. perform nail repair technique to restore the nail enhancement
25. finish the nails evenly with clear defined line
26. remove UV gel enhancements perform UV gel removal techniques safely and effectively
27. check the natural nail plate and surrounding skin is undamaged and free from product
28. achieve a finished result
29. promptly refer problems that cannot be solved to the relevant person
30. clean up and dispose the waste in the work area post-service to
31. maintain the health and safety standard; complete the therapy the satisfaction of the guest in a commercially acceptable time
32. provide after care advise

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** organizations standards of performance and sequence of services
- KU2.** range of services and products offered by the organization
- KU3.** health and safety requirements in the organization
- KU4.** the structure, function, characteristics of nail and skin types and nail growth
- KU5.** products, tools and equipment suitable to carry the procedure of uv gel nail enhancement
- KU6.** basic anatomy, physiology and pathology for nail treatments
- KU7.** basic contraindications, contra actions, treatment plans
- KU8.** knowledge of nails and analysis Cuticle conditions Nail shape Nail length
- KU9.** contractions/ contra indications Lifting Breaking and splitting of extension Discolouration of product Bacterial. Breaking and splitting of natural nail Fungal infection Discolouration of natural nail

Qualification Pack

- KU10.** applicable legislation relating to the workplace (for example, health and safety, workplace regulations, use of work equipment, handling/ storage/ disposal/ cautions of use of products, fire precautions, hygiene practice, disposal of waste, environmental protection)
- KU11.** aftercare advise and products

Generic Skills (GS)

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

- GS1.** document call logs, reports, task lists, and schedules with co-workers
- GS2.** prepare status and progress reports
- GS3.** record customers discussions in the call logs
- GS4.** write memos and e-mail to customers, co-workers, and vendors to provide them with work updates and to request appropriate information without English language errors regarding grammar or sentence construct
- GS5.** read about new products and services with reference to the organization and also from external forums such as websites and blogs
- GS6.** keep abreast with the latest knowledge by reading brochures, pamphlets, and product information sheets
- GS7.** read comments, suggestions, and responses to Frequently Asked Questions (FAQs) posted on the helpdesk portal
- GS8.** discuss task lists, schedules, and work-loads with co-workers
- GS9.** question customers appropriately in order to understand the nature of the problem and make a diagnosis
- GS10.** give clear instructions to customers
- GS11.** keep customers informed about progress
- GS12.** avoid using jargon, slang or acronyms when communicating with a customer, unless it is required
- GS13.** make decisions pertaining to the concerned area of work
- GS14.** plan and organize service feedback files/documents
- GS15.** manage relationships with customers who may be stressed, frustrated, confused, or angry
- GS16.** build customer relationships and use customer centric approach
- GS17.** think through the problem, evaluate the possible solution(s) and suggest an optimum /best possible solution(s)
- GS18.** deal with clients lacking the technical background to solve the problem on their own
- GS19.** identify immediate or temporary solutions to resolve delays
- GS20.** use the existing data to arrive at specific data points
- GS21.** use the existing data points for improving the call resolution time
- GS22.** use the existing data points to generate required reports for business
- GS23.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Perform nail enhancements and overlays using UV Gel</i>	33	67	-	-
1. adhere to the health and safety standards laid out by the manufacturer and organization	1	2	-	-
2. position self and client throughout treatment to ensure comfort and wellbeing	1	2	-	-
3. sanitize the hands prior to treatment commencement	1	2	-	-
4. prepare the client and provide suitable protective apparel	1	2	-	-
5. set-up products, tools, equipment and techniques to suit clients service needs, nail and skin conditions	1	2	-	-
6. carry out client consultation technique to identify the treatment plan and client needs	1	2	-	-
7. ensure the client and you have understood the treatment objective and plan	1	2	-	-
8. perform cleaning of nails to ensure they are free from bacteria	1	2	-	-
9. plan and prepare for the nail extensions (uv gel)	1	2	-	-
10. remove any existing nail polish or nail enhancement to restore the nails to a natural condition, if required	1	2	-	-
11. identify the condition of the nails and any corrective work to suit the clients natural nail shape and condition	1	2	-	-
12. nail plate preparation	1	2	-	-
13. prepare the nail plate by removing debris, filing the free edge, remove shine and dehydrate the natural nail	1	2	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
14. Sculpting with form Customise and fit the sculpting form to ensure correct shape Apply product on form and natural nail to create enhancement to desired length and shape Remove form, file, shape and buff to desired length and shape Apply polish/ gel polish, if requested by client Finish the nail enhancements to the clients satisfaction and meet the agreed service plan	2	3	-	-
15. UV Gel Overlays Prepare the nail plate by removing debris, filing the free edge, remove shine and dehydrate the natural nail Apply UV gel layers in the correct sequence Perform the correct Application of UV gel and filing technique to leave the nail balanced with the required shape and length Perform buffing techniques correctly and seal to create a high shine finish UV curing timing to be monitored as per product manufacturers instructions. At the right stage remove surface residue Apply polish, if requested by client Finish the nail enhancements to the clients satisfaction and meet the agreed service plan	1	3	-	-
16. Apply tip Prepare the nail plate by removing debris, filing the free edge, remove shine and dehydrate the natural nail Select the correct tip size and to suit the clients natural nail Apply tip to the natural nail	1	2	-	-
17. cut, shape and position tips	1	2	-	-
18. dehydrate the natural nail	1	2	-	-
19. Apply UV gel layers in the correct sequence, Perform the correct Application of UV gel and filing technique to leave the nail balanced with the required shape and length Perform buffing techniques correctly and seal to create a high shine finish UV curing timing to be monitored as per product manufacturers instructions. At the right stage remove surface residue Apply polish, if requested by client Finish the nail enhancements to the clients satisfaction and meet the agreed service plan	1	3	-	-
20. repair UV gel enhancements	1	2	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
21. identify and resolve any problems with the nail enhancements	1	2	-	-
22. remove debris and file the free edge	1	2	-	-
23. clean and dehydrate the exposed natural nail	1	2	-	-
24. perform nail repair technique to restore the nail enhancement	1	2	-	-
25. finish the nails evenly with clear defined line	1	2	-	-
26. remove UV gel enhancements perform UV gel removal techniques safely and effectively	1	2	-	-
27. check the natural nail plate and surrounding skin is undamaged and free from product	1	2	-	-
28. achieve a finished result	1	2	-	-
29. promptly refer problems that cannot be solved to the relevant person	1	2	-	-
30. clean up and dispose the waste in the work area post-service to	1	2	-	-
31. maintain the health and safety standard; complete the therapy the satisfaction of the guest in a commercially acceptable time	1	2	-	-
32. provide after care advise	1	2	-	-
NOS Total	33	67	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	BWS/N0405
NOS Name	Perform nail enhancements and overlays using UV gel
Sector	Beauty & Wellness
Sub-Sector	Beauty and Salons
Occupation	Nailcare Services
NSQF Level	4
Credits	TBD
Version	2.0
Last Reviewed Date	31/08/2021
Next Review Date	08/04/2024
NSQC Clearance Date	31/08/2021

Assessment Guidelines and Assessment Weightage

Assessment Guidelines

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. Assessment will be conducted for all compulsory NOS, and where applicable, on the selected elective/option NOS/set of NOS.
4. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below).
5. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on this criteria.
6. To pass the Qualification Pack , every trainee should score a minimum of 70% in aggregate.
7. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack.

Qualification Pack

Minimum Aggregate Passing % at QP Level : 70

(Please note: Every Trainee should score a minimum aggregate passing percentage as specified above, to successfully clear the Qualification Pack assessment.)

Assessment Weightage

Compulsory NOS

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
BWS/N9001.Prepare and maintain work area	30	70	-	-	100	10
BWS/N9003.Create a positive impression at the workplace	36	64	-	-	100	10
BWS/N9002.Maintain health and safety of workplace	33	67	-	-	100	10
BWS/N0412.Perform nail enhancement and overlay using liquid and powder (acrylic)	27	73	-	-	100	10
BWS/N0408.Perform nail electric filing	28	72	-	-	100	10
BWS/N0407.Perform gel polish application	15	85	-	-	100	10
BWS/N0404.Perform nail art application	15	85	-	-	100	10
BWS/N0401.Provide manicure and pedicure services	20	80	-	-	100	10
BWS/N0406.Perform refill	23	77	-	-	100	10
BWS/N0405.Perform nail enhancements and overlays using UV gel	33	67	-	-	100	10
Total	260	740	-	-	1000	100

Acronyms

NOS	National Occupational Standard(s)
NSQF	National Skills Qualifications Framework
QP	Qualifications Pack
TVET	Technical and Vocational Education and Training

Qualification Pack

Glossary

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.
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 (KU) they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria (PC)	Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task.
National Occupational Standards (NOS)	NOS are occupational standards which apply uniquely in the Indian context.
Qualifications Pack (QP)	QP comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A QP is assigned a unique qualifications pack code.
Unit Code	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
Unit Title	Unit title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.
Scope	Scope is a set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on quality of performance required.

Qualification Pack

Knowledge and Understanding (KU)	Knowledge and Understanding (KU) 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 (GS)	Core skills or Generic Skills (GS) 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.
Electives	Electives are NOS/set of NOS that are identified by the sector as contributive to specialization in a job role. There may be multiple electives within a QP for each specialized job role. Trainees must select at least one elective for the successful completion of a QP with Electives.
Options	Options are NOS/set of NOS that are identified by the sector as additional skills. There may be multiple options within a QP. It is not mandatory to select any of the options to complete a QP with Options.