PROTOCOL ON ASSESSMENT AND CERTIFICATION OF EXISTING WORKFORCE OF THE PRIVATE SECURITY SECTOR BASED ON RECOGNITION OF PRIOR LEARNING

BY

SECURITY SECTOR SKILL DEVELOPMENT COUNCIL

Empowering the Private Security Sector

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ABBREVIATIONS

AB	–	Assessment Body
DGET	–	Directorate General of Employment & Training
ESM	–	Ex-Servicemen
MHRD	–	Ministry of Human Resource Development
NIOS	–	National Institute of Open Schooling
NOS	–	National Occupational Standards
NSDC	–	National Skill Development Corporation
OJT	–	On-the-job-training
PSA	–	Private Security Agency
PSARA	–	Private Security Agencies (Regulation) Act - 2005
PSS	–	Private Security Sector
RPL	–	Recognition of Prior Learning
SSSDC	–	Security Sector Skill Development Council
SSC	–	Sector Skill Council
TP	–	Training Provider

PROTOCOL ON ASSESSMENT AND CERTIFICATION OF EXISTING WORKFORCE OF THE PRIVATE SECURITY SECTOR BASED ON RECOGNITION OF PREVIOUS LEARNING

"Learning through working does help in imbibing skills and needs to be recognised, certified and appropriately rewarded. Recognition of Prior Learning is a welcome method of assessment that considers whether the candidate can meet the assessment requirements for competencies or a set of competencies that they already possess. Valuing and recognising these learning outcomes may significantly improve individual's self-esteem and well-being, motivate them to further learning and strengthen their Labour Market opportunities."

References

1. The PSAR Act, 2005.
2. Private Security Agencies Central Model Rules, 2006.
3. National Policy on Skill Development, 2009.
4. DGET norms for Assessing Bodies (ABs), 2011.
5. SSSDC Protocol on Accreditation of Assessment Bodies and Certification.
6. RPL Framework, National Institute of Open Learning, 2013.
7. SSSDC National Occupational Standards (NOS) on Unarmed Security Guard.
8. Gazette of India Notification No 8/6/2013 – Invt Dated 27 Dec 2013.

Appendices

A. Quantified RPL Model: ESM and Police.
B. Quantified RPL Model: General Category.
C. Application Form for RPL Based Assessment.
D. Assessment Sheet: Skills

INTRODUCTION

1. The deteriorating internal security environment has put the state security apparatus under tremendous pressure. Coupled with this, India's low police to population ratio has created a vacuum in the internal security envelope within the country. This in turn has enhanced the role of the Private Security Sector (PSS) the only force which can fill this void. Acting in unison with the Police, it could serve as a force multiplier in providing a safe and secure environment to society at large.

2. Realizing the importance of the PSS, Government enacted PSARA-2005 with a view to regulating this sector. In 2006, Ministry of Home Affairs promulgated Central Model Rules. The operative parts of these relate to, appointment of a Controlling Authority in each State/ UT, registration/ licensing of all Private Security Agencies (PSA) and the training/ certification that a guard must undergo before he can be deployed on security duty.

3. Lying in the unorganized sector of our economy, the PSS is staffed by weaker sections of our society, who are not optimally trained, equipped, armed or motivated to successfully take on the challenges that confront it. Their up-skilling through training and subsequent assessment/ certification falls within the ambit of skill development vision as envisaged in the National Policy on Skill Development - 2009.

AIM

4. To lay down SSSDC Protocol for Assessment and Certification of the existing workforce of the PSS based on RPL.

TERMS OF REFERENCE (TOR)

5. This Protocol of Assessment through RPL Model is based on the following TORs:-

(a) Training Provider (TP) will NOT be an Assessment Body (AB) for assessment and certification.

(b) Guidelines/ instructions issued by DGET and NIOS will be complied with.

(c) To effect standardisation, certificates will be issued by a single Central Agency (SSSDC), which will ensure quality control/ assurance.

(d) Assessment processes/ procedures should be in line with International Practices, to facilitate seamless movement of workforce globally.

SCOPE

6. The Protocol covers the following aspects:-

(a) The PSS in India.

(b) Compliances under PSARA, 2005/ PSA Central Model Rules, 2006.

(c) Role of SSSDC.

(d) Recognition of Prior Learning (RPL).

(e) RPL Based Quantification Model.

(f) Assessment Tools.

(g) Financial Implications.

THE PSS IN INDIA

7. The PSS in India is huge comprising seven million people, deployed in 15,000 companies and growing at an annual rate of 25 per cent. Even though it is the second largest employer of manpower in the country, after the agriculture sector, it falls within the unorganized sector of the economy and is staffed by youth lacking in education and hailing from weaker sections of society. This notwithstanding, it is a favoured profession for a large percentage of our school dropouts.

8. The PSS came about in the seventies on the principle of necessity albeit with no ethos of training. This situation has not improved for the better due to the 30 per cent shortfall in demand and supply of manpower. As a result, quality of manpower leaves much to be desired. Due to high attrition rates, PSA bank upon On-the-job-training (OJT) and meet statutory requirements by issuing the certificates of questionable merit, which lack credibility. The sector also suffers from a poor image due to the low salaries earned which are pegged at minimum wages declared by State Governments as security remains a state subject.

9. The above notwithstanding, the PSS has an overarching role in all sectors of the economy, be it aviation, automobile, banking, construction, hospitality, IT, manufacturing, oil & gas, ports, retails and many more. Also, it remains a commercial enterprise and is growing at a phenomenal rate keeping abreast with India's economic growth. It is estimated that it would be a Rs. 950 billion industry by 2020 employing over 10 million people. In this light, training and certification of the guard force has assumed great importance, keeping in view the statutory requirements spelt out in PSARA 2005/ Model Rules 2006, which to date have only received lip service.

COMPLIANCES UNDER PSARA 2005 AND CENTRAL MODEL RULES 2006

10. Realising the importance of this sector, Government enacted PSARA 2005 with a view to regulating this sector which could become a force multiplier for the Police and State security forces, who have become terror centric and are therefore, fully stretched. The Act provides for regulating PSA within legal parameters making them accountable to the regulatory mechanism.

11. The Act stipulates that State Governments shall, by notification, designate an officer not below the rank of Joint Secretary in the Home Department of the State or an equivalent officer to be the Controlling Authority for the purposes of this Act. His foremost job is to register PSA and to grant them licenses for running their agencies. The model rules also go on to specify the training that a guard must undergo, as also his testing and certification before he can be deployed on any security duty.

12. **Training and RPL.** The above Government legislation/ rules direct that:-

(a) **New Entrants.** Will undergo a minimum training period of 160 hours comprising 100 hours of class room instruction and 60 hours of field training, spread over at least 20 working days.

(b) **Ex-servicemen/ Police.** On the other hand, ex-servicemen and former police personnel are required to attend a condensed course of a minimum of 56 hours broken up into 40 hours of class room instruction and 16 hours of field training, spread over at least seven working days. This in fact,

amounts to granting them RPL for the experiences gained by them during their service.

(c) **Existing Workforce.** In this backdrop, it has been decided to extend RPL to the existing workforce in conformity with Government instructions on the subject. This will be done in the ratio of 40 per cent (RPL) and 60 per cent (Skills). In case of the latter, the individual will need to be tested and certified under the aegis of SSSDC.

ROLE OF SSSDC

13. SSSDC was raised as a Section 25 Company (Not for Profit) under the chain and authority of National Skill Development Agency and the National Skill Development Corporation (NSDC) funded by the Ministry of Finance, for promoting skill development by setting up of Sector Skill Councils (SSC) in various sectors of the economy.

14. SSSDC is one of the first such SSC set up by NSDC and is mandated by Government to up-skill and certify the PSS. Towards this end, SSSDC will undertake skill gap analysis, set National Occupational Standards (NOS), approve curricula and course content for training, organise training of trainers and put in place a credible system of assessment and certification for the PSS.

15. In moving forward, SSSDC besides putting other processes in place has undertaken the most important objective of assessing and certifying the existing workforce, in line with the NOS and PSARA 2005. While the framework for assessment and certification of the new entrants has already been put in place, the same for the existing workforce based on RPL has been planned as spelt out in this protocol.

RECOGNITION OF PRIOR LEARNING

16. **General.** For the first time in the history of PSS in India, the existing workforce would be subjected to a recognised and well laid out process of Assessment and Certification wherein, the individual's previous experience and learning would be given due weightage. To achieve this, SSSDC has formulated a 'RPL Based Assessment System' keeping it in line with existing Government instructions and guidelines. This would systematically enhance the quality, brand value, progression prospects and above all, the self-esteem of the workforce.

17. **Basic Concept.** RPL is primarily a method of assessment that acknowledges skills and knowledge gained through formal training, non-formal/ informal training, work and life experience. The key aspects of RPL are recognition, validation and accreditation.

18. **Basic Principle**. The main principle of RPL is that the focus of recognition would be based on the outcomes of learning, rather than how, when or where the learning occurred.

19. **Recognition of Learning.** It is a process of acknowledging prior learning and formally awarding it a value / credit, no matter how the learning is achieved. This would facilitate his assessment and certification allowing vertical progression and placement.

20. **Assessment.** This is the mechanism for determining competence of individuals against a benchmark and takes into account both the RPL and the existing skills, which would be tested.

21. **Stakeholders in RPL.** The stakeholders of the RPL process are given as under:-

(a) Awarding and Certification Body (SSSDC).
(b) PSA.
(c) Candidate.
(d) Assessing Agency / Assessor (accredited to SSSDC).

22. **Weightage and Assessment: RPL Vs Skills.** In carrying out assessment and certification based on RPL, greater weightage would be accorded to testing of skills vis-à-vis the RPL as given below:-

(a) **Weightage**. The proportion for the two would be in the ratio of 40:60. While 40 per cent weightage would be given to RPL, 60 per cent would be accorded to testing of individual's skills (end product on ground). **It would however, be mandatory for the individual to pass in the skills test obtaining a minimum of 40 per cent marks.**

(b) **Assessment/ Grading.** Based on a sum total of marks awarded for RPL and Assessment/ Testing of Skills on ground, the candidate shall be graded as Pass or Fail depending on his overall performance.

23. **RPL Quantification Model.**

(a) Separate "RPL Quantification Models" pertaining to ESM/ Police and General Category with a total weightage of 40 per cent are given at **Appendices A** and **B** respectively. These forms will be carefully filled by the candidate/ PSA and will be further scrutinised/ verified by the PSA. Copies of relevant certificates duly signed by the candidate and attested by the PSA will be attached.

(b) Although rare, in case an individual independently approaches SSSDC for assessment/ certification, the PSA/ Employer's role of filling up the form, verifying/ countersigning it shall devolve on the AB. The quantification variables required to be completed by the PSA/ Employer will also be filled by the AB, based on evidence provided by the candidate.

(c) It will be ensured that confidentiality of the filled/ completed Quantified RPL Model is maintained, and in no case, it is communicated to the candidate. The format of the model, maximum weightage given to various RPL variables and the grading system/ calculations may however, be shared with the candidate.

24. **Constituents/ Evidence of RPL.** The following constituents, which are in sync with guidelines/instructions under reference are considered for determining the RPL:-

(a) Basic educational qualifications.
(b) Certificates of completed courses and qualifications.
(c) Resume, supported with evidence of authenticity.
(d) Awards and prizes.
(e) Physical and medical attributes.
(f) Work record, letters from client and assessment of the PSA.
(g) Length of service in the industry / work experience.
(h) Special skills / specialized courses.
(i) Character, commitment and discipline as recorded by the PSA.
(j) Other aspects as considered appropriate.

25. **Assessment Process.**

(a) **OJT.** Before the candidate or his Employer (PSA) considers him fit to undergo the assessment/ certification process, it would be advisable that the candidate is sufficiently trained/prepared while he is on the job or otherwise, so that he can perform well. Weak areas of the candidate should be particularly addressed.

(b) **Application.** The application as per format given at **Appendix C** will be forwarded to SSSDC by the employer (PSA)/ candidate, duly filled in all respects and relevant copies of certificates (signed by the candidate and attested by the PSA) attached. The Application Form will be countersigned by the PSA/ Employer and will be accompanied by duly completed 'Quantified RPL Model' as per applicable formats given at **Appendices A** and **B,** which carry 40 per cent weightage of the entire assessment process.

(c) **Assessment: Practical/ Proficiency Test.** The candidate will be assessed through practical/ proficiency tests by the SSSDC accredited

Assessment Body as per the approved "Assessment Tools" based on the NOS. This will constitute 60 per cent portion of the 40:60 model. The assessment will be conducted "On-the-job" or at a place recommended by the PSA.

(d) **Information to PSA / Candidate.** The candidate will be informed of his performance/grading after the compilation process is finalised by SSSDC.

(e) **Re-assessment and Improving Grade.** Any candidate, who is desirous of improving his grade, may approach SSSDC in the same manner as done earlier, any time after 30 days of communication of his overall result/performance.

(f) **Issue of Certificate.** The certificate will be issued within 15 days of the candidate's assessment.

ASSESSMENT TOOLS

26. **General.** To ensure that assessment is standardised and credible, it must be based on assessment tools which are directly mapped to the NOS and extracted from the curriculum / course content. While formulating the Assessment Tools, it has been ensured that the provisions of PSARA 2005 have been strictly adhered to. The Security Guard will be assessed/tested for basic skills on the following subjects:-

(a) Security tasks in accordance with basic security practices.
(b) Knowledge of rudimentary legal requirements as spelt out in PSARA 2005.
(c) Providing guarding service to people, property and premises.
(d) Control of access to assigned premises.
(e) Screening and search activities to maintain security.
(f) Parking in designated areas.
(g) Security escort.
(h) Health and safety.

(i) Security in Commercial deployments.

(j) Security in Industrial deployments.

(k) Self and organisational projection.

27. **Assessment Guidelines**. Based on the above, the evaluation will be carried out by giving Credit for RPL (40 per cent) and Skill Test – 60 per cent (**Knowledge Test** through a written paper and **Practical Test** including **Viva**).

28. **Theory Test.** Much of theoretical knowledge will be tested in its application in the practical test. It will assess the knowledge, which is essential for a person to take up the occupation. The questions will by and large be of objective type involving filling in the blanks, matching the options, selection of correct response rather than writing sentences. Where necessary, the question paper would contain sketches/ diagrams/ photographs/ drawings to overcome the problem of reading comprehension. The test would be of short duration and if necessary, in the local language. The theory paper, where required, could be in vernacular.

29. **Viva**. It will form part of Practical test and will carry 10 marks. Balance would be split into handling of security equipment, testing reactions to skill based situations, demonstrations of skills acquired for managing various security tasks as Security Guard to include access control, visitor management, material movement, fire emergencies and so on.

30. **Practical Test**. Acquiring practical skills/competence is the most important aspect of vocational training and assessment process will test this aspect as completely as feasible. Physical Training, Drill, First Aid, Fire Fighting and Equipment Handling are the common aspects for Practical Tests in the Security Sector. Soft skills and attitude are also important and will be part of the assessment process. Other aspects like maintaining basic registers and use of material skills in execution will also be part of practical tests. Similar processes will be followed to assess candidate in handling of equipment in use by the PSS.

31. The Assessment Tools will primarily be sub-divided as under, to cater for 60 per cent of the overall marks (100) for the skills/ practical assessment. Refer to **Appendix D**.

(a)	Written Test	-	18
(b)	Viva	-	12
(c)	Practical	-	30
	Total	**-**	**60**

FINANCIAL IMPLICATIONS

32. The financial implications for assessment and certification have been laid down in line with DGET norms approved by Government. These are as under:-

(a)	Initial Assessment	-	Rs 800/- per candidate.
(b)	Re - assessment	-	Rs 400/- per candidate.

CONCLUSION

33. RPL based assessment is primarily applicable to the existing workforce. It is a process by which previous learning and experience is given due credence while assessing the individual for his competence and consequently grading his overall standing in the PSS. The key components of assessment is his RPL Score (40 per cent) and performance on Ground (60 per cent). **In each of these, the individual is expected to pass to be awarded a certificate.**

34. In order to improve the grade, a candidate has the right to seek re-assessment at any stage. Responsibility for preparing/ training for assessment lies with the candidate and his/ her employer (PSA). This also holds good for subsequent preparation and reassessment of the candidate, if required.

35. The implementation of the RPL based assessment and certification process would assist the PSA in getting their work force certified as mandated by PSARA 2005. It would also result in the systematic up skilling of the work force strengthening the case for upgrading the Unarmed Security Guards to the skilled category thereby

enhancing their entitlement to higher wages. This would undoubtedly serve the long term interest of the PSA.

"The world has come to realise that a piece of paper i.e. a certificate or diploma/degree etc. tells nothing about an individual's competence, but the workers get their value from their ability to perform on the job. The ultimate objective is to produce world class workforce, who not only meet the domestic, but also global industrial requirement."

Appendix A
(Refers to Para 23)

(Stamp and cross signature of employer/ PSA on photo)

RPL: QUANTIFICATION MODEL: ESM & POLICE

Ser No.	RPL Variable	Maximum Marks (40)	Marks Awarded	Evidence	Remarks
1	**ESM/Police/CPO/Home Guard**				
(a)	With Pension	3	3	**Service Certificate**	
(b)	More than 5 Years and more Service		2		
(c)	Below 5 Years' Service		1		
2	**Education Qualification**				
(a)	Graduate and Above	3	3	**Certificate from School or University**	
(b)	Class 12th Pass to Undergraduate		2		
(c)	Class 8th to 11th		1		
3	**Previous Basic Training**				
(a)	PASARA Compliant	6	6	**Evidence Certificate**	
(b)	Non - PASARA Compliant		3		
4	**Courses/Specialised Courses/Skills**				
(a)	Three or more	4	4	**Certificates**	
(b)	Two		3		
(c)	One		2		
5	**Personality and Physical/Medical (To Include Bearing, Physical Ability, Personal Hygiene, Strength & Stamina, General Health etc.**				
(a)	Very Good	3	3		**To be graded by PSA/ Employee**
(b)	Good		2		
(c)	Satisfactory		1		

6	**Commendations/ Awards**				
(a)	Three or more	3	3	**Certificates/ Commendations**	
(b)	Two		2		
(c)	One		1		
7	**Length of Service as Security Guard**				
(a)	10 Years and above	10	10	**Experience Certificates**	**PSA / Employer to verify**
(b)	6-10 Years		8		
(c)	3-6 Years		7		
(d)	Below 3 Years		6		
8	**Employer's Assessment (to Include Quality of Work, Sincerity, Commitment, Discipline, Vigilant Soft Skills, Team Members, etc.)**				
(a)	Excellent	6	6		
(b)	Very Good		5		
(c)	Good		4		
(d)	Satisfactory		3		
(e)	Just Satisfactory		2		
9	**Self-Assessment**				
(a)	Good	2	2		
(b)	Satisfactory		1		
	Grand Total	**40**			

COUNTERSIGNED

It is certified that the above particulars and certificates of the candidate have been scrutinised and are verified as correct.

Stamp & Signature of PSA/ Employer

Place:……..

Date:……

Appendix B
(Refers to Para 23)

(Stamp and cross signature of employer/PSA on photo)

RPL QUANTIFICATION MODEL: GENERAL CATEGORY

Ser	RPL Variable	Maximum Marks (40)	Marks Awarded	Evidence	Remarks
1.	**Educational Qualification**				
(a)	Graduate and Above	3	3	**Certificate from School or University**	
(b)	Class 12th Pass to Undergraduate		2		
(c)	Class 8th to 11th		1		
2.	**Previous Basic Training**				
(a)	PASARA Complaint	6	6	**Evidence Certificates**	
(b)	Non – PASARA Compliant		3		
3.	**Courses/Specialised Courses/Skills**				
(a)	Three or more	4	4	**Evidence Certificates**	
(b)	Two		3		
(c)	One		2		
4.	**Personality And Physical/Medical Variables (To Include Bearing , Physical Ability, Personal Hygiene, Strength & Stamina, General Health Etc.**				
(a)	Very Good	4	4		**To be graded by PSA/ Employer**
(b)	Good		3		
(c)	Satisfactory		2		

5.	**Commendations / Awards**				
(a)	Three or more	3	3	**Certificates/ Commend-ations**	
(b)	Two		2		
(c)	One		1		
6.	**Length Of Service As Security Guard**				
(a)	10 Years and above	10	10	**Evidence Certificates**	**PSA/ Employer to verify**
(b)	6-10 Years		8		
(c)	3-6 Years		7		
(d)	Below 3 Years		6		
7.	**Employer's Assessment (To Include Quality Of Work, Sincerity, Commitment, Discipline, Vigilant, Soft Skills, Team Member Etc.)**				
(a)	Excellent	8	8		
(b)	Very Good		7		
(c)	Good		6		
(d)	Satisfactory		5		
8.	**Self-Assessment**				
(a)	Good	2	2		
(b)	Satisfactory		1		
	Grand Total	**40**			

COUNTERSIGNED

It is certified that the above particulars and certificates of the candidate have been scrutinised and are verified as correct.

Stamp & Signature of PSA/ Employer

Place:……..
Date:……

Appendix C
(Refers to Para 25)

APPLICATION: RECOGNITION OF PRIOR LEARNING

(Stamp and cross signature of employer/ PSA)

PART A : Personal Details.

(To be completed by the Candidate/PSA/Employer)

1. Student Number (for registered students)…….
2. Surname…….. First Name……...
3. Maiden/Previous Name…….
4. Date of Birth……..
5. Gender (Mark any one) Male Female
6. Nationality……
7. Postal Address……..
   ……
   ……
8. Permanent Residential Address……
   ……..
9. Contact numbers:
   Home……. Work…….
   Mobile…….. Email……
10. Civil Education (Attach Certificates)……
    ……
11. Programme in which recognition is sought:
    ……..

PART B : Training.

In the space below, please enter particulars of certificates, diplomas etc. which you have received for formal courses, in-service training etc. **Attach certified copies of certificates/diplomas, duly signed by the candidate and attested by the PSA/Employer.**

12.

Name of Certificate/Diploma	Awarding Institution	Duration (Date : From - To)

PART C : Experience.

In the space below please enter particulars of your experience in the field (Supported by certificates duly signed by candidate and countersigned by the PSA/Employer).

13.

Awarding Institution/Company	**Duration (Date : From - To)**

14. If Ex-Serviceman/ Police/ CPO/ Home Guard (Attach Service Certificate).
    (a) Number of years (State whether pensionable / non- pensionable).
    (b) Reason for retirement/ release.

15. What is the name of the organization with which you are currently / were most recently employed?
    Name of Supervisor:…….
    Name of the Company:…….

Contact Telephone Number:……

PART D : Personal Data)

16. In the following space, please answer the following questions:

(a) What are your greatest personal strengths as a learner / student?

……

……

(b) What are your personal goals?

……

……

(c) What are the most important things you have learnt from your own experience / prior learning?

……

……

(d) How do you assess yourself out of 10 marks?

……

……

Date ……. Signature of Applicant

Date ……. Received by

COUNTERSIGNED

It is certified that the above particulars and certificates of the candidate have been scrutinised and are verified as correct.

Stamp & Signature of PSA/ Employer

Place : ……..

Date : ……

Appendix D
(Refers to Para 31)

ASSSESSMENT SHEET: SKILLS

Job Role : Unarmed Security Guard
Qualification Pack : SSS/Q0101
Sector Skill Council : Security Sector Skill Development Council

Guidelines for Assessment:

1. Weightage for assessment for each NOS is appended below, wherein required Performance Criteria (PC) have been assigned marks proportional to their importance in the NOS. Proportion of marks for Theory and Skills Practical for each PC have also been laid down
2. The assessment for the theory part will be based on knowledge bank of questions created by the SSSDC
3. ABs will create unique question papers for theory part for candidates at each examination/ Training centre (as per assessment criteria below)
4. ABs will create unique evaluations for skill practical for candidates at each examination/training centre based on this criteria
5. To pass the Qualification Pack, every trainee should score a minimum of 40% in overall test
6. In case of failure, the trainee is eligible to appear for reassessment

					Marks Allocation		
Sr. No.	**Code**		**Total Marks (60)**	**Out of**	**Theory**	**Viva**	**Practical**
1.	SSS/N0101	Security tasks in accordance with basic security practices	60	5	2	2	1
2.	SSS/N0102	Conform to rudimentary legal requirements of Private Security Agencies (Regulation) Act - 2005 when undertaking security tasks		3	2	1	-
3.	SSS/N0103	Provide private guarding service to people, property and premises		6	2	1	3
4.	SSS/N0104	Control access to the assigned premises		6	2	1	3
5.	SSS/N0105	Carry out screening and search activities to maintain security		6	2	1	3
6.	SSS/N0106	Control parking in designated areas		6	2	1	3
7.	SSS/N0107	Security escort		6	1	1	4
8.	SSS/N0108	Health and safety		6	2	1	3
9.	SSS/N0109	Security in commercial deployments		6	1	1	4
10.	SSS/N0110	Security in industrial deployments		6	1	1	4
11.	SSS/N0111	Positive projection of self and the organisation		4	1	1	2
Total				60	18	12	30