

COMPETENCY STANDARDS

HALAL FOOD PROCESSING LEVEL II



PROCESSED FOOD AND BEVERAGES SECTOR

TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY
East Service Road, South Luzon Expressway (SLEX), Taguig City, Metro Manila

The Competency Standards (CS) serve as basis for the:

- 1 Institutional Competency assessment and training certifications;
- 2 Registration and delivery of training programs; and
- 3 Development of curriculum and assessment instruments

Each CS has two sections:

- Section 1 **Definition of Competency Standards** - refers to the group of competencies that describes the different functions of the qualifications.

- Section 2 **The Competency Standards** - gives the specifications of competencies required for effective work performance.

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COMPETENCY STANDARDS FOR HALAL FOOD PROCESSING LEVEL II

SECTION 1 DEFINITION

The **HALAL FOOD PROCESSING LEVEL II** competency standards consist of competencies that a person must have in order to check compliance to Halal practices and principles.

The Units of Competency comprising this Competency Standards:

UNIT CODE	BASIC COMPETENCIES
400311210	Participate in workplace communication
400311211	Work in team environment
400311212	Solve/address general workplace problems
400311213	Develop career and life decisions
400311214	Contribute to workplace innovation
400311215	Present relevant information
400311216	Practice occupational safety and health policies and procedures
400311217	Exercise efficient and effective sustainable practices in the workplace
400311218	Practice entrepreneurial skills in the workplace

UNIT CODE	COMMON COMPETENCIES
PFB751210	Apply food safety and sanitation
PFB751211	Use standard measuring devices/instruments
PFB751212	Perform mathematical computation
PFB751213	Implement good manufacturing practice procedure
PFB751214	Implement environmental policies and procedures

UNIT CODE	CORE COMPETENCIES
CS-PFB335301	Ensure quality compliance of management to Halal standards and regulations
CS-PFB335302	Ensure quality compliance of personnel to Halal standards and regulations
CS-PFB335303	Ensure quality compliance of facilities to Halal standards and regulations
CS-PFB335304	Ensure quality compliance of operations to Halal standards and regulations

A person who has achieved this Qualification is competent to be a:

- Halal Checker

SECTION 2 COMPETENCY STANDARDS

This section gives the details of the contents of the basic, common, and core unit of competency required in a **HALAL FOOD PROCESSING LEVEL II**.

BASIC COMPETENCIES

UNIT OF COMPETENCY : PARTICIPATE WORKPLACE COMMUNICATION

UNIT CODE : 400311210

UNIT DESCRIPTOR : This unit covers the knowledge, skills and attitudes required to gather, interpret and convey information in response to workplace requirements.

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Obtain and convey workplace information	1.1 Specific and relevant information is accessed from appropriate sources 1.2 Effective questioning, active listening and speaking skills are used to gather and convey information 1.3 Appropriate medium is used to transfer information and ideas 1.4 Appropriate non-verbal communication is used 1.5 Appropriate lines of communication with supervisors and colleagues are identified and followed 1.6 Defined workplace procedures for the location and storage of information are used 1.7 Personal interaction is carried out clearly and concisely	1.1 Effective verbal and nonverbal communication 1.2 Different modes of communication 1.3 Medium of communication in the workplace 1.4 Organizational policies 1.5 Communication procedures and systems 1.6 Lines of Communication 1.7 Technology relevant to the enterprise and the individual's work responsibilities 1.8 Workplace etiquette	1.1 Following simple spoken language 1.2 Performing routine workplace duties following simple written notices 1.3 Participating in workplace meetings and discussions 1.4 Preparing work-related documents 1.5 Estimating, calculating and recording routine workplace measures 1.6 Relating/ Interacting with people of various levels in the workplace 1.7 Gathering and providing basic information in response to workplace requirements 1.8 Basic business writing skills 1.9 Interpersonal skills in the workplace

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
			2.0 Active-listening skills
2. Perform duties following workplace instructions	2.1 Written notices and instructions are read and interpreted in accordance with organizational guidelines 2.2 Routine written instruction is followed based on established procedures 2.3 Feedback is given to workplace supervisor based instructions/ information received 2.4 Workplace interactions are conducted in a courteous manner 2.5 Where necessary, clarifications about routine workplace procedures and matters concerning conditions of employment are sought and asked from appropriate sources 2.6 Meetings outcomes are interpreted and implemented	2.1 Effective verbal and non-verbal communication 2.2 Different modes of communication 2.3 Medium of communication in the workplace 2.4 Organizational/ Workplace policies 2.5 Communication procedures and systems 2.6 Lines of communication 2.7 Technology relevant to the enterprise and the individual's work responsibilities 2.8 Effective questioning techniques (clarifying and probing) 2.9 Workplace etiquette	2.1 Following simple spoken instructions 2.2 Performing routine workplace duties following simple written notices 2.3 Participating in workplace meetings and discussions 2.4 Completing work-related documents 2.5 Estimating, calculating and recording routine workplace measures 2.6 Relating/ Responding to people of various levels in the workplace 2.7 Gathering and providing information in response to workplace requirements 2.8 Basic questioning/querying 2.9 Skills in reading for information 2.10 Skills in locating
3. Complete relevant work-related documents	3.1 Range of forms relating to conditions of employment are completed accurately and legibly 3.2 Workplace data is recorded on standard workplace forms and documents 3.3 Errors in recording information on	3.1 Effective verbal and non-verbal communication 3.2 Different modes of communication 3.3 Workplace forms and documents 3.4 Organizational/ Workplace policies 3.5 Communication procedures and systems 3.6 Technology relevant to the	3.1 Completing work-related documents 3.2 Applying operations of addition, subtraction, division and multiplication 3.3 Gathering and providing information in response to

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
	forms/ documents are identified and acted upon 3.4 Reporting requirements to supervisor are completed according to organizational guidelines	enterprise and the individual's work responsibilities	workplace requirements 3.4 Effective record keeping skills

RANGE OF VARIABLES

VARIABLES	RANGE
1. Appropriate sources	May include: 1.1 Team members 1.2 Supervisor/Department Head 1.3 Suppliers 1.4 Trade personnel 1.5 Local government 1.6 Industry bodies
2. Medium	May include: 2.1. Memorandum 2.2. Circular 2.3. Notice 2.4. Information dissemination 2.5. Follow-up or verbal instructions 2.6. Face-to-face communication 2.7. Electronic media (disk files, cyberspace)
3. Storage	May include: 3.1. Manual filing system 3.2. Computer-based filing system
4. Workplace interactions	May include: 4.1. Face-to-face 4.2. Telephone 4.3. Electronic and two-way radio 4.4. Written including electronic means, memos, instruction and forms 4.5. Non-verbal including gestures, signals, signs and diagrams
5. Forms	May include: 5.1. HR/Personnel forms, telephone message forms, safety reports

EVIDENCE GUIDE

1. Critical aspects of Competency	<p>Assessment requires evidence that the candidate:</p> <ul style="list-style-type: none"> 1.1. Prepared written communication following standard format of the organization 1.2. Accessed information using workplace communication equipment/systems 1.3. Made use of relevant terms as an aid to transfer information effectively 1.4. Conveyed information effectively adopting formal or informal communication
2. Resource Implications	<p>The following resources should be provided:</p> <ul style="list-style-type: none"> 2.1. Fax machine 2.2. Telephone 2.3. Notebook 2.4. Writing materials 2.5. Computer with Internet connection
3. Methods of Assessment	<p>Competency in this unit may be assessed through:</p> <ul style="list-style-type: none"> 3.1. Demonstration with oral questioning 3.2. Interview 3.3. Written test 3.4. Third-party report
4. Context for Assessment	<ul style="list-style-type: none"> 4.1. Competency may be assessed individually in the actual workplace or through an accredited institution

UNIT OF COMPETENCY : WORK IN A TEAM ENVIRONMENT

UNIT CODE : 400311211

UNIT DESCRIPTOR : This unit covers the skills, knowledge and attitudes to identify one’s roles and responsibilities as a member of a team.

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Describe team role and scope	1.1 The role and objective of the team is identified from available sources of information 1.2 Team parameters, reporting relationships and responsibilities are identified from team discussions and appropriate external sources	1.1 Group structure 1.2 Group development 1.3 Sources of information	1.1 Communicating with others, appropriately consistent with the culture of the workplace 1.2 Developing ways in improving work structure and performing respective roles in the group or organization
2. Identify one’s role and responsibility within a team	2.1 Individual roles and responsibilities within the team environment are identified 2.2 Roles and objectives of the team is identified from available sources of information 2.3 Team parameters, reporting relationships and responsibilities are identified based on team discussions and appropriate external sources	2.1 Team roles and objectives 2.2 Team structure and parameters 2.3 Team development 2.4 Sources of information	2.1 Communicating with others, appropriately consistent with the culture of the workplace 2.2 Developing ways in improving work structure and performing respective roles in the group or organization

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
4. Work as a team member	3.1 Effective and appropriate forms of communications are used and interactions undertaken with team members based on company practices. 3.2 Effective and appropriate contributions made to complement team activities and objectives, based on <i>workplace context</i> 3.3 Protocols in reporting are observed based on standard company practices. 3.4 Contribute to the development of team work plans based on an understanding of team's role and objectives	3.1 Communication Process 3.2 Workplace communication protocol 3.3 Team planning and decision making 3.4 Team thinking 3.5 Team roles 3.6 Process of team development 3.7 Workplace context	3.1 Communicating appropriately, consistent with the culture of the workplace 3.2 Interacting effectively with others 3.3 Deciding as an individual and as a group using group think strategies and techniques 3.4 Contributing to Resolution of issues and concerns

RANGE OF VARIABLES

VARIABLE	RANGE
1. Role and objective of team	May include: 1.1. Work activities in a team environment with enterprise or specific sector 1.2. Limited discretion, initiative and judgement maybe demonstrated on the job, either individually or in a team environment
2. Sources of information	May include: 2.1. Standard operating and/or other workplace procedures 2.2. Job procedures 2.3. Machine/equipment manufacturer's specifications and instructions 2.4. Organizational or external personnel 2.5. Client/supplier instructions 2.6. Quality standards 2.7. OHS and environmental standards
3. Workplace context	May include: 3.1. Work procedures and practices 3.2. Conditions of work environments 3.3. Legislation and industrial agreements 3.4. Standard work practice including the storage, safe handling and disposal of chemicals 3.5. Safety, environmental, housekeeping and quality guidelines

EVIDENCE GUIDE

1. Critical aspects of Competency	<p>Assessment requires evidence that the candidate:</p> <ul style="list-style-type: none"> 1.1. Worked in a team to complete workplace activity 1.2. Worked effectively with others 1.3. Conveyed information in written or oral form 1.4. Selected and used appropriate workplace language 1.5. Followed designated work plan for the job
2. Resource Implications	<p>The following resources should be provided:</p> <ul style="list-style-type: none"> 2.1. Access to relevant workplace or appropriately simulated environment where assessment can take place 2.2. Materials relevant to the proposed activity or tasks
3. Methods of Assessment	<p>Competency in this unit may be assessed through:</p> <ul style="list-style-type: none"> 3.1. Role play involving the participation of individual member to the attainment of organizational goal 3.3. Case studies and scenarios as a basis for discussion of issues and strategies in teamwork 3.4. Socio-drama and socio-metric methods 3.5. Sensitivity techniques 3.6. Written Test
4. Context for Assessment	<ul style="list-style-type: none"> 4.1. Competency may be assessed in workplace or in a simulated workplace setting 4.2. Assessment shall be observed while task are being undertaken whether individually or in group

UNIT OF COMPETENCY : SOLVE/ADDRESS GENERAL WORKPLACE PROBLEMS

UNIT CODE : 400311212

UNIT DESCRIPTOR : This unit covers the knowledge, skills and attitudes required to apply problem-solving techniques to determine the origin of problems and plan for their resolution. It also includes addressing procedural problems through documentation, and referral.

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Identify routine problems	1.1 Routine problems or procedural problem areas are identified 1.2 Problems to be investigated are defined and determined 1.3 Current conditions of the problem are identified and documented	1.1 Current industry hardware and software products and services 1.2 Industry maintenance, service and helpdesk practices, processes and procedures 1.3 Industry standard diagnostic tools 1.4 Malfunctions and resolutions	1.1 Identifying current industry hardware and software products and services 1.2 Identifying current industry maintenance, services and helpdesk practices, processes and procedures. 1.3 Identifying current industry standard diagnostic tools 1.4 Describing common malfunctions and resolutions. 1.5 Determining the root cause of a routine malfunction

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
2. Look for solutions to routine problems	2.1 Potential solutions to problem is identified 2.2 Recommendations about possible solutions are developed, documented , ranked and presented to appropriate person for decision	2.1 Current industry hardware and software products and services 2.2 Industry service and helpdesk practices, processes and procedures 2.3 Operating systems 2.4 Industry standard diagnostic tools 2.5 Malfunctions and resolutions. 2.6 Root cause analysis	2.1 Identifying current industry hardware and software products and services 2.2 Identifying services and helpdesk practices, processes and procedures. 2.3 Identifying operating system 2.4 Identifying current industry standard diagnostic tools 2.5 Describing common malfunctions and resolutions. 2.6 Determining the root cause of a routine malfunction

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
3. Recommend solutions to problems	3.1 Implementation of solutions are planned 3.2 Evaluation of implemented solutions are planned 3.3 Recommended solutions are documented and submit to appropriate person for confirmation	3.1 Standard procedures 3.2 Documentation produce	3.1 Producing documentation that recommends solutions to problems 3.2 Following established procedures

RANGE OF VARIABLES

VARIABLE	RANGE
1. Problems/Procedural Problem	May include: 1.1 Routine/non – routine processes and quality problems 1.2 Equipment selection, availability and failure 1.3 Teamwork and work allocation problem 1.4 Safety and emergency situations and incidents 1.5 Work-related problems outside of own work area
2. Appropriate person	May include: 2.1 Supervisor or manager 2.2 Peers/work colleagues 2.3 Other members of the organization
3. Document	May include: 3.1 Electronic mail 3.2 Briefing notes 3.3 Written report 3.4 Evaluation report
4. Plan	May include: 4.1 Priority requirements 4.2 Co-ordination and feedback requirements 4.3 Safety requirements 4.4 Risk assessment 4.5 Environmental requirements

EVIDENCE GUIDE

1. Critical aspects of Competency	<p>Assessment requires evidence that the candidate:</p> <ul style="list-style-type: none"> 1.1 Determined the root cause of a routine problem 1.2 Identified solutions to procedural problems. 1.3 Produced documentation that recommends solutions to problems. 1.4 Followed established procedures. 1.5 Referred unresolved problems to support persons.
2. Resource Implications	2.1 Assessment will require access to a workplace over an extended period, or a suitable method of gathering evidence of operating ability over a range of situations.
3. Methods of Assessment	<p>Competency in this unit may be assessed through:</p> <ul style="list-style-type: none"> 3.1 Case Formulation 3.2 Life Narrative Inquiry 3.3 Standardized test <p>The unit will be assessed in a holistic manner as is practical and may be integrated with the assessment of other relevant units of competency. Assessment will occur over a range of situations, which will include disruptions to normal, smooth operation. Simulation may be required to allow for timely assessment of parts of this unit of competency. Simulation should be based on the actual workplace and will include walk through of the relevant competency components.</p>
4. Context for Assessment	4.1 Competency may be assessed individually in the actual workplace or simulation environment in TESDA accredited institutions.

UNIT OF COMPETENCY : DEVELOP CAREER AND LIFE DECISIONS

UNIT CODE : 400311213

UNIT DESCRIPTOR : This unit covers the knowledge, skills, and attitudes in managing one’s emotions, developing reflective practice, and boosting self-confidence and developing self-regulation.

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Manage one’s emotion	1.1 Self-management strategies are identified 1.2 Skills to work independently and to show initiative, to be conscientious, and persevering in the face of setbacks and frustrations are developed 1.3 Techniques for effectively handling negative emotions and unpleasant situation in the workplace are examined	1.1 Self-management strategies that assist in regulating behavior and achieving personal and learning goals (e.g. Nine self-management strategies according to Robert Kelley) 1.2 Enablers and barriers in achieving personal and career goals 1.3 Techniques in handling negative emotions and unpleasant situation in the workplace such as frustration, anger, worry, anxiety, etc.	1.1 Managing properly one’s emotions and recognizing situations that cannot be changed and accept them and remain professional 1.2 Developing self-discipline, working independently and showing initiative to achieve personal and career goals 1.3 Showing confidence, and resilience in the face of setbacks and frustrations and other negative emotions and unpleasant situations in the workplace

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
2. Develop reflective practice	2.1 Personal strengths and achievements, based on self-assessment strategies and teacher feedback are contemplated 2.2 Progress when seeking and responding to feedback from teachers to assist them in consolidating strengths, addressing weaknesses and fulfilling their potential are monitored 2.3 Outcomes of personal and academic challenges by reflecting on previous problem solving and decision making strategies and feedback from peers and teachers are predicted	2.1 Basic SWOT analysis 2.2 Strategies to improve one's attitude in the workplace 2.3 Gibbs' Reflective Cycle/Model (Description, Feelings, Evaluation, Analysis, Conclusion, and Action plan)	2.1 Using the basic SWOT analysis as self-assessment strategy 2.2 Developing reflective practice through realization of limitations, likes/ dislikes; through showing of self-confidence 2.3 Demonstrating self-acceptance and being able to accept challenges

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
3. Boost self-confidence and develop self-regulation	3.1 Efforts for continuous self-improvement are demonstrated 3.2 Counter-productive tendencies at work are eliminated 3.3 Positive outlook in life are maintained.	3.1 Four components of self-regulation based on Self-Regulation Theory (SRT) 3.2 Personality development concepts 3.3 Self-help concepts (e. g., 7 Habits by Stephen Covey, transactional analysis, psycho-spiritual concepts)	3.1 Performing effective communication skills – reading, writing, conversing skills 3.2 Showing affective skills – flexibility, adaptability, etc. 3.3 Self-assessment for determining one’s strengths and weaknesses

RANGE OF VARIABLES

VARIABLE	RANGE
1. Self-management strategies	May include: 1.1 Seeking assistance in the form of job coaching or mentoring 1.2 Continuing dialogue to tackle workplace grievances 1.3 Collective negotiation/bargaining for better working conditions 1.4 Share your goals to improve with a trusted co-worker or supervisor 1.5 Make a negativity log of every instance when you catch yourself complaining to others 1.6 Make lists and schedules for necessary activities
2. Unpleasant situation	May include: 2.1 Job burn-out 2.2 Drug dependence 2.3 Sulking

EVIDENCE GUIDE

1. Critical aspects of Competency	Assessment requires evidence that the candidate: 1.1 Express emotions appropriately 1.2 Work independently and show initiative 1.3 Consistently demonstrate self-confidence and self-discipline
2. Resource Implications	The following resources should be provided: 2.1 Access to workplace and resources 2.2 Case studies
3. Methods of Assessment	Competency in this unit may be assessed through: 3.1 Demonstration or simulation with oral questioning 3.2 Case problems involving work improvement and sustainability issues 3.3 Third-party report
4. Context for Assessment	4.1 Competency assessment may occur in workplace or any appropriately simulated environment

UNIT OF COMPETENCY : CONTRIBUTE TO WORKPLACE INNOVATION

UNIT CODE : 400311214

UNIT DESCRIPTOR : This unit covers the knowledge, skills and attitudes required to make a pro-active and positive contribution to workplace innovation.

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Identify opportunities to do things better	1.1 Opportunities for improvement are identified proactively in own area of work 1.2 Information are gathered and reviewed which may be relevant to ideas and which might assist in gaining support for idea.	1.1 Roles of individuals in suggesting and making improvements. 1.2 Positive impacts and challenges in innovation. 1.3 Types of changes and responsibility. 1.4 Seven habits of highly effective people.	1.1 Identifying opportunities to improve and to do things better. 1.2 Identifying the positive impacts and the challenges of change and innovation. 1.3 Identifying examples of the types of changes that are within and outside own scope of responsibility

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
2. Discuss and develop ideas with others	2.1 People who could provide input to ideas for improvements are identified. 2.2 Ways of approaching people to begin sharing ideas are selected. 2.3 Meeting is set with relevant people. 2.4 Ideas for follow up are review and selected based on feedback. 2.5 Critical inquiry method is used to discuss and develop ideas with others.	2.1 Roles of individuals in suggesting and making improvements. 2.2 Positive impacts and challenges in innovation. 2.3 Types of changes and responsibility. 2.4 Seven habits of highly effective people.	2.1 Identifying opportunities to improve and to do things better. Involvement. 2.2 Identifying the positive impacts and the challenges of change and innovation. 2.3 Providing examples of the types of changes that are within and outside own scope of responsibility 2.4 Communicating ideas for change through small group discussions and meetings.
3. Integrate ideas for change in the workplace	3.1 Critical inquiry method is used to integrate different ideas for change of key people. 3.2 Summarizing, analyzing and generalizing skills are used to extract salient points in the pool of ideas. 3.3 Reporting skills are likewise used to communicate results. 3.4 Current Issues and concerns on the systems, processes and procedures, as well as the need for simple innovative practices are identified.	3.1 Roles of individuals in suggesting and making improvements. 3.2 Positive impacts and challenges in innovation. 3.3 Types of changes and responsibility. 3.4 Seven habits of highly effective people. 3.5 Basic research skills.	3.1 Identifying opportunities to improve and to do things better. Involvement. 3.2 Identifying the positive impacts and the challenges of change and innovation. 3.3 Providing examples of the types of changes that are within and outside own scope of responsibility. 3.4 Communicating ideas for change through small group discussions and meetings.

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
			3.5 Demonstrating skills in analysis and interpretation of data.

RANGE OF VARIABLES

VARIABLES	RANGE
1. Opportunities for improvement	May include: 1.1 Systems. 1.2 Processes. 1.3 Procedures. 1.4 Protocols. 1.5 Codes. 1.6 Practices.
2. Information	May include: 2.1 Workplace communication problems. 2.2 Performance evaluation results. 2.3 Team dynamics issues and concerns. 2.4 Challenges on return of investment 2.5 New tools, processes and procedures. 2.6 New people in the organization.
3. People who could provide input	May include: 3.1 Leaders. 3.2 Managers. 3.3 Specialists. 3.4 Associates. 3.5 Researchers. 3.6 Supervisors. 3.7 Staff. 3.8 Consultants (external) 3.9 People outside the organization in the same field or similar expertise/industry. 3.10 Clients
4. Critical inquiry method	May include: 4.1 Preparation. 4.2 Discussion. 4.3 Clarification of goals. 4.4 Negotiate towards a Win-Win outcome. 4.5 Agreement. 4.6 Implementation of a course of action. 4.7 Effective verbal communication. See our pages: Verbal Communication and Effective Speaking. 4.8 Listening. 4.9 Reducing misunderstandings is a key part of effective negotiation. 4.10 Rapport Building. 4.11 Problem Solving. 4.12 Decision Making. 4.13 Assertiveness. 4.14 Dealing with Difficult Situations.

5. Reporting skills	<p>May include:</p> <ul style="list-style-type: none"> 5.1 Data management. 5.2 Coding. 5.3 Data analysis and interpretation. 5.4 Coherent writing. 5.5 Speaking.
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EVIDENCE GUIDE

1. Critical aspects of Competency	<p>Assessment requires evidence that the candidate:</p> <ul style="list-style-type: none"> 1.1 Identified opportunities to do things better. 1.2 Discussed and developed ideas with others on how to contribute to workplace innovation. 1.3 Integrated ideas for change in the workplace. 1.4 Analyzed and reported rooms for innovation and learning in the workplace.
2. Resource Implications	<p>The following resources should be provided:</p> <ul style="list-style-type: none"> 2.1 Pens, papers and writing implements. 2.2 Cartolina. 2.3 Manila papers.
3. Methods of Assessment	<p>Competency in this unit may be assessed through:</p> <ul style="list-style-type: none"> 3.1 Psychological and behavioral Interviews. 3.2 Performance Evaluation. 3.3 Life Narrative Inquiry. 3.4 Review of portfolios of evidence and third-party workplace reports of on-the-job performance. 3.5 Sensitivity analysis. 3.6 Organizational analysis. 3.7 Standardized assessment of character strengths and virtues applied.
4. Context for Assessment	<ul style="list-style-type: none"> 4.1 Competency may be assessed individually in the actual workplace or simulation environment in TESDA accredited institutions.

UNIT OF COMPETENCY : PRESENT RELEVANT INFORMATION

UNIT CODE : 400311215

UNIT DESCRIPTOR : This unit of covers the knowledge, skills and attitudes required to present data/information appropriately.

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
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VARIABLES	RANGE
1. Data analysis techniques	May include: 1.1. Domain analysis 1.2. Content analysis 1.3. Comparison technique

EVIDENCE GUIDE

1. Critical aspects of Competency	<p>Assessment requires evidence that the candidate:</p> <p>1.1 Determine data / information 1.2 Studied and applied gathered data/information 1.3 Recorded and studied data/information</p> <p>These aspects may be best assessed using a range of scenarios what ifs as a stimulus with a walk through forming part of the response. These assessment activities should include a range of problems, including new, unusual and improbable situations that may have happened.</p>
2. Resource Implications	<p>Specific resources for assessment</p> <p>2.1. Evidence of competent performance should be obtained by observing an individual in an information management role within the workplace or operational or simulated environment.</p>

<p>3. Methods of Assessment</p>	<p>Competency in this unit may be assessed through:</p> <p>3.1. Written Test 3.2. Interview 3.3. Portfolio</p> <p>The unit will be assessed in a holistic manner as is practical and may be integrated with the assessment of other relevant units of competency. Assessment will occur over a range of situations, which will include disruptions to normal, smooth operation. Simulation may be required to allow for timely assessment of parts of this unit of competency. Simulation should be based on the actual workplace and will include walk through of the relevant competency components.</p>
<p>4. Context for Assessment</p>	<p>4.1. In all workplace, it may be appropriate to assess this unit concurrently with relevant teamwork or operation units.</p>

UNIT OF COMPETENCY : PRACTICE OCCUPATIONAL SAFETY AND HEALTH POLICIES AND PROCEDURES

UNIT CODE : 400311216

UNIT DESCRIPTOR : This unit covers the knowledge, skills and attitudes required to identify OSH compliance requirements, prepare OSH requirements for compliance, perform tasks in accordance with relevant OSH policies and procedures

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Identify OSH compliance requirements	1.1 Relevant OSH requirements, regulations, policies and procedures are identified in accordance with workplace policies and procedures 1.2 OSH activity nonconformities are conveyed to appropriate personnel 1.3 OSH preventive and control requirements are identified in accordance with OSH work policies and procedures	1.1. OSH preventive and control requirements 1.2. Hierarchy of Controls 1.3. Hazard Prevention and Control 1.4. General OSH principles 1.5. Work standards and procedures 1.6. Safe handling procedures of tools, equipment and materials 1.7. Standard emergency plan and procedures in the workplace	1.1 Communication skills 1.2. Interpersonal skills 1.3. Critical thinking skills 1.4. Observation skills

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
2. Prepare OSH requirements for compliance	2.1 OSH work activity material, tools and equipment requirements are identified in accordance with workplace policies and procedures 2.2. Required OSH materials, tools and equipment are acquired in accordance with workplace policies and procedures 2.3. Required OSH materials, tools and equipment are arranged/ placed in accordance with OSH work standards	2.1. Resources necessary to execute hierarchy of controls 2.2. General OSH principles 2.3. Work standards and procedures 2.4. Safe handling procedures of tools, equipment and materials 2.5. Different OSH control measures	2.1. Communication skills 2.2. Estimation skills 2.3. Interpersonal skills 2.4. Critical thinking skills 2.5. Observation skills 2.6. Material, tool and equipment identification skills
3. Perform tasks in accordance with relevant OSH policies and procedures	3.1 Relevant OSH work procedures are identified in accordance with workplace policies and procedures 3.2 Work Activities are executed in accordance with OSH work standards 3.3 Non-compliance work activities are reported to <i>appropriate personnel</i>	3.1. OSH work standards 3.2. Industry related work activities 3.3. General OSH principles 3.4. OSH Violations Non-compliance work activities	3.1 Communication skills 3.3 Interpersonal skills 3.4 Troubleshooting skills 3.5 Critical thinking skills 3.6 Observation skills

RANGE OF VARIABLES

VARIABLE	RANGE
1. OSH Requirements, Regulations, Policies and Procedures	May include: 1.1 Clean Air Act 1.2 Building code 1.3 National Electrical and Fire Safety Codes 1.4 Waste management statutes and rules 1.5 Permit to Operate 1.6 Philippine Occupational Safety and Health Standards 1.7 Department Order No. 13 (Construction Safety and Health) 1.8 ECC regulations
2. Appropriate Personnel	May include: 2.1 Manager 2.2 Safety Officer 2.3 EHS Offices 2.4 Supervisors 2.5 Team Leaders 2.6 Administrators 2.7 Stakeholders 2.8 Government Official 2.9 Key Personnel 2.10 Specialists 2.11 Himself
3. OSH Preventive and Control Requirements	May include: 3.1 Resources needed for removing hazard effectively 3.2 Resources needed for substitution or replacement 3.3 Resources needed to establishing engineering controls 3.4 Resources needed for enforcing administrative controls 3.5 Personal Protective equipment
4. Non OSH-Compliance Work Activities	May include non-compliance or observance of the following safety measures: 4.1 Violations that may lead to serious physical harm or death 4.2 Fall Protection 4.3 Hazard Communication 4.4 Respiratory Protection 4.5 Power Industrial Trucks 4.6 Lockout/Tag-out 4.7 Working at heights (use of ladder, scaffolding) 4.8 Electrical Wiring Methods 4.9 Machine Guarding 4.10 Electrical General Requirements 4.11 Asbestos work requirements 4.12 Excavations work requirements

EVIDENCE GUIDE

<p>1. Critical aspects of Competency</p>	<p>Assessment requires evidence that the candidate:</p> <p>1.1. Convey OSH work non-conformities to appropriate personnel</p> <p>1.2. Identify OSH preventive and control requirements in accordance with OSH work policies and procedures</p> <p>1.3. Identify OSH work activity material, tools and equipment requirements in accordance with workplace policies and procedures</p> <p>1.4. Arrange/Place required OSH materials, tools and equipment in accordance with OSH work standards</p> <p>1.5. Execute work activities in accordance with OSH work standards</p> <p>1.6. Report OSH activity non-compliance work activities to appropriate personnel</p>
<p>2. Resource Implications</p>	<p>The following resources should be provided:</p> <p>2.1 Facilities, materials tools and equipment necessary for the activity</p>
<p>3. Methods of Assessment</p>	<p>Competency in this unit may be assessed through:</p> <p>3.1 Observation/Demonstration with oral questioning</p> <p>3.2 Third party report</p>
<p>4. Context for Assessment</p>	<p>4.1 Competency may be assessed in the work place or in a simulated work place setting</p>

UNIT OF COMPETENCY : EXERCISE EFFICIENT AND EFFECTIVE SUSTAINABLE PRACTICES IN THE WORKPLACE

UNIT CODE : 400311217

UNIT DESCRIPTOR : This unit covers the knowledge, skills and attitudes required to identify the efficiency and effectiveness of resource utilization, determine causes of inefficiency and/or ineffectiveness of resource utilization and convey inefficient and ineffective environmental practices

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Identify the efficiency and effectiveness of resource utilization	1.1 Required resource utilization in the workplace is measured using appropriate techniques 1.2 Data are recorded in accordance with workplace protocol 1.3 Recorded data are compared to determine the efficiency and effectiveness of resource utilization according to established environmental work procedures	1.1. Importance of Environmental Literacy 1.2. Environmental Work Procedures 1.3. Waste Minimization 1.4. Efficient Energy Consumptions	1.1 Recording Skills 1.2 Writing Skills 1.3 Innovation Skills

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
2. Determine causes of inefficiency and/or ineffectiveness of resource utilization	2.1 Potential causes of inefficiency and/or ineffectiveness are listed 2.2 Causes of inefficiency and/or ineffectiveness are identified through deductive reasoning 2.3 Identified causes of inefficiency and/or ineffectiveness are validated thru established environmental procedures	2.1 Causes of environmental inefficiencies and ineffectiveness	2.1 Deductive Reasoning Skills 2.2 Critical thinking 2.3 Problem Solving 2.4 Observation Skills
3. Convey inefficient and ineffective environmental practices	3.1 Efficiency and effectiveness of resource utilization are reported to <i>appropriate personnel</i> 3.2 Concerns related resource utilization is discussed with appropriate personnel 3.3 Feedback on information/ concerns raised are clarified with appropriate personnel	3.1 Appropriate Personnel to address the environmental hazards 3.2 Environmental corrective actions	3.1 Written and Oral Communication Skills 3.2 Critical thinking 3.3 Problem Solving 3.4 Observation Skills 3.5 Practice Environmental Awareness

RANGE OF VARIABLES

VARIABLE	RANGE
1. Environmental Work Procedures	May include: 1.1 Utilization of Energy, Water, Fuel Procedures 1.2 Waster Segregation Procedures 1.3 Waste Disposal and Reuse Procedures 1.4 Waste Collection Procedures 1.5 Usage of Hazardous Materials Procedures 1.6 Chemical Application Procedures 1.7 Labeling Procedures
2. Appropriate Personnel	May include: 2.1 Manager 2.2 Safety Officer 2.3 EHS Offices 2.4 Supervisors 2.5 Team Leaders 2.6 Administrators 2.7 Stakeholders 2.8 Government Official 2.9 Key Personnel 2.10 Specialists 2.11 Himself

EVIDENCE GUIDE

1. Critical aspects of Competency	Assessment requires evidence that the candidate: 1.1. Measured required resource utilization in the workplace using appropriate techniques 1.2. Recorded data in accordance with workplace protocol 1.3. Identified causes of inefficiency and/or ineffectiveness through deductive reasoning 1.4. Validate the identified causes of inefficiency and/or ineffectiveness thru established environmental procedures 1.5. Report efficiency and effectives of resource utilization to appropriate personnel 1.6. Clarify feedback on information/concerns raised with appropriate personnel
2. Resource Implications	The following resources should be provided: 2.1 Workplace 2.2 Tools, materials and equipment relevant to the tasks 2.3 PPE 2.4 Manuals and references
3. Methods of Assessment	Competency in this unit may be assessed through: 3.1 Demonstration 3.2 Oral questioning 3.3 Written examination

4. Context for Assessment	4.1 Competency assessment may occur in workplace or any appropriately simulated environment 4.2 Assessment shall be observed while task are being undertaken whether individually or in-group
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UNIT OF COMPETENCY : EXERCISE EFFICIENT AND EFFECTIVE SUSTAINABLE PRACTICES IN THE WORKPLACE

UNIT CODE : 400311217

UNIT DESCRIPTOR : This unit covers the knowledge, skills and attitudes required to identify the efficiency and effectiveness of resource utilization, determine causes of inefficiency and/or ineffectiveness of resource utilization and convey inefficient and ineffective environmental practices

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Apply entrepreneurial workplace best practices	1.1 Good practices relating to workplace operations are observed and selected following workplace policy. 1.2 Quality procedures and practices are complied with according to workplace requirements. 1.3 Cost-conscious habits in resource utilization is applied based on industry standards.	1.1 Workplace best practices, policies and criteria 1.2 Resource utilization 1.3 Ways in fostering entrepreneurial attitudes: <ul style="list-style-type: none"> • Patience • Honesty • Quality consciousness • Safety consciousness • Resourcefulness 	1.1 Communication skills 1.2 Complying with quality procedures

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
2. Communicate entrepreneurial workplace best practices	<p>2.1 Observed good practices relating to workplace operations are communicated to appropriate person.</p> <p>2.2 Observed quality procedures and practices are communicated to appropriate person</p> <p>2.3 Cost-conscious habits in resource utilization are communicated based on industry standards.</p>	<p>2.1 Workplace best practices, policies and criteria</p> <p>2.2 Resource utilization</p> <p>2.3 Ways in fostering entrepreneurial attitudes:</p> <ul style="list-style-type: none"> • Patience • Honesty • Quality consciousness • Safety consciousness • Resourcefulness 	<p>2.1 Communication skills</p> <p>2.2 Complying with quality procedures</p> <p>2.3 Following workplace communication protocol</p>
3. Implement cost-effective operations	<p>3.1 Preservation and optimization of workplace resources is implemented in accordance with enterprise policy</p> <p>3.2 Judicious use of workplace tools, equipment and materials are observed according to manual and work requirements.</p> <p>3.3 Constructive contributions to office operations are made according to enterprise requirements.</p> <p>3.4 Ability to work within one's allotted time and finances is sustained.</p>	<p>3.1 Optimization of workplace resources</p> <p>3.2 5S procedures and concepts</p> <p>3.3 Criteria for cost-effectiveness</p> <p>3.4 Workplace productivity</p> <p>3.5 Impact of entrepreneurial mindset to workplace productivity</p> <p>3.6 Ways in fostering entrepreneurial attitudes:</p> <ul style="list-style-type: none"> • Quality consciousness • Safety consciousness 	<p>3.1 Implementing preservation and optimizing workplace resources</p> <p>3.2 Observing judicious use of workplace tools, equipment and materials</p> <p>3.3 Making constructive contributions to office operations</p> <p>3.4 Sustaining ability to work within allotted time and finances</p>

RANGE OF VARIABLES

VARIABLE	RANGE
1. Good practices	May include: 1.1 Economy in use of resources 1.2 Documentation of quality practices
2. Resources utilization	May include: 2.1 Consumption/ use of consumables 2.2 Use/Maintenance of assigned equipment and furniture 2.3 Optimum use of allotted /available time

EVIDENCE GUIDE

1. Critical aspects of competency	Assessment requires evidence that the candidate: 1.1 Demonstrated ability to identify and sustain cost-effective activities in the workplace 1.2 Demonstrated ability to practice entrepreneurial knowledge, skills and attitudes in the workplace.
2. Resource Implications	The following resources should be provided: 2.1 Simulated or actual workplace 2.2 Tools, materials and supplies needed to demonstrate the required tasks 2.3 References and manuals 2.3.1 Enterprise procedures manuals 2.3.2 Company quality policy
3. Methods of Assessment	Competency in this unit should be assessed through: 3.1 Interview 3.2 Third-party report
4. Context of Assessment	4.1 Competency may be assessed in workplace or in a simulated workplace setting 4.2 Assessment shall be observed while tasks are being undertaken whether individually or in-group

COMMON COMPETENCIES

UNIT OF COMPETENCY : Apply Food Safety and Sanitation

UNIT CODE : PFB751210

UNIT DESCRIPTOR : This unit covers skills and attitude required to apply food safety and sanitation in the workplace

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Wear personal protective equipment	1.1 Personal protective equipment are checked according to <i>manufacturer's specifications</i> 1.2 <i>Personal protective equipment (PPE)</i> are worn according to the job requirement	<ul style="list-style-type: none"> • Personal protective equipment (PPE) • Procedures in wearing in PPE • Good Food Manufacturing Practices • Parts and functions of personal protective equipment 	<ul style="list-style-type: none"> • Checking PPE • Practicing GMP
2. Observe personal hygiene and good grooming	2.1 Personal hygiene and good grooming is practiced in line with <i>workplace health and safety requirements</i>	<ul style="list-style-type: none"> • Good grooming and personal hygiene • Workplace health and safety requirements 	<ul style="list-style-type: none"> • Practicing good grooming and personal hygiene practices
3. Implement food sanitation practices	3.1 Sanitary food handling practices are implemented in line with workplace sanitation regulations 3.2 Safety measures are observed in line with workplace safety practices.	<ul style="list-style-type: none"> • Proper waste disposal • Environmental protection and concerns • Food safety principles and practices • TQM and other food quality system principles 	<ul style="list-style-type: none"> • Managing wastes • Implementing sanitary food handling practices • Practicing workplace safety
4. Render safety measures and first Aid procedures	4.1 <i>Safety measures</i> are applied according to workplace rules and regulations 4.2 <i>First aid procedures</i> are applied and coordinated with concerned personnel according to workplace	<ul style="list-style-type: none"> • Safety measures • First aid procedures • Parts and functions of personal protective equipment • First Aid Kit 	<ul style="list-style-type: none"> • Applying safety measures • Applying first aid treatment • Practicing PPE • Coordinating with concerned personnel

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
	standard operating procedures.		
5. Implement housekeeping activities	5.1 Work area and surroundings are cleaned in accordance with workplace health and safety regulations 5.2 Waste is disposed according to organization's waste disposal system 5.3 Hazards in the work area are recognized and reported to designated personnel according to workplace procedures	<ul style="list-style-type: none"> • Hazards in work area • Waste disposal • Housekeeping / 7's • Proper waste disposal 	<ul style="list-style-type: none"> • Implementing housekeeping activities • Practicing proper waste disposal • Coordination skills

RANGE OF VARIABLES

VARIABLE	RANGE
1. Manufacturer's specifications	May include: 1.1 Handling 1.2 Operating 1.3 Discharge Label 1.4 Reporting 1.5 Testing 1.6 Positioning 1.7 Refilling
2. Personal protective equipment(PPE)	May include: 2.1 Apron/laboratory gown 2.2 Mouth masks 2.3 Gloves 2.4 Rubber boots/safety shoes 2.5 Head gears such as caps, hair nets, earl plug
3. Workplace health and safety requirements	May include: 3.1 Health/Medical Certificate 3.2 DOLE requirements 3.3 BFAD requirements 3.4 Personal Hygiene and good grooming 3.5 Plant Sanitation and waste management
4. Safety measures	May include: 4.1 Labeling of chemicals and other sanitizing agents 4.2 Installation of firefighting equipment in the work area 4.3 Installation of safety signages and symbols

	4.4 Implementation of 5S in the work area 4.5 Removal of combustible material in the work area
5. First aid procedures	May include: 5.1 Mouth to mouth resuscitation 5.2 CPR 5.3 Application of tourniquet 5.4 Applying pressure to bleeding wounds or cuts 5.5 First aid treatment for burned victims
6. Hazards	May include: 6.1 Physical 6.2 Biological 6.3 Chemical

EVIDENCE GUIDE

1. Critical aspects of competency	Assessment requires evidence that the candidate: 1.1 Cleaned, checked and sanitized personal protective equipment 1.2 Practiced proper personal hygiene and good grooming 1.3 Implemented workplace food safety practices 1.4 Applied first aid measures to victims 1.5 Implemented good housekeeping activities in the work area
2. Resource implications	The following resources should be provided: 2.1 Work area/station 2.2 First Aid kit 2.3 PPE relevant to the activities 2.4 Fire extinguisher 2.5 Stretcher 2.6 Materials, tools and equipment relevant to the unit of competency
3. Method of assessment	Competency in this unit may be assessed through: 3.1 A combination of direct observation and questioning of a candidate processing foods.
4. Context of assessment	4.1 Competency maybe assessed in actual workplace or at the designated TESDA Accredited Assessment Center.

UNIT OF COMPETENCY : Use Standard Measuring Devices and Instruments

UNIT CODE : PFB751211

UNIT DESCRIPTOR : This unit covers skills and attitude required to use standard measuring devices, instruments in the workplace.

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Identify standard measuring devices and instruments	1.1 Standard measuring devices and instruments are identified according to manufacturer's specifications 1.2 Devices and instruments for measuring are properly checked, sanitized and calibrated prior to use	<ul style="list-style-type: none"> • Safe handling of measuring devices and instruments • Specifications and functions of measuring devices and instruments • Defects and breakages of measuring devices and instruments • Procedures in sanitizing and calibrating and stowing equipment and instruments 	<ul style="list-style-type: none"> • Communication skills • Sanitary handling of devices and instruments • Calibrating skills
2. Review the procedures in using standard Measuring devices and instruments	2.1 Procedures in using the standard measuring devices and instruments are recalled according to manufacturer's specifications 2.2 Printed procedures/ brochures/ catalogues are consulted according to specified food processing methods	<ul style="list-style-type: none"> • Procedures in using different standard measuring devices • Different food processing methods 	<ul style="list-style-type: none"> • Reading and following printed manuals and brochures • Using standard measuring devices

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
3. Follow procedures of using measuring devices and instruments	3.1 Methods/practices of using measuring devices and instruments are strictly observed according to manufacturer's specifications and workplace requirements 3.2 Measuring devices and instruments are cleaned, wiped dry and stowed after use to ensure conformity with workplace requirements	<ul style="list-style-type: none"> • Methods/practice of using measuring devices and instruments • Procedures in cleaning, and stowing equipment and instruments 	<ul style="list-style-type: none"> • Applying methods/practices in using measuring devices and instruments • Cleaning and stowing measuring devices and instruments

RANGE OF VARIABLES

VARIABLE	RANGE
1. Standard measuring devices	May include: 1.1 Weighing scales and balances of various capacities and sensitivities 1.2 Measuring cups of varying capacities for dry ingredients 1.3 Measuring cups of varying capacities for liquid ingredients
2. Standard Measuring Instruments	May include: 2.1 Salinometer 2.2 Thermometers of varying temperature range (0-300 C) 2.2.1 Refractometer of varying range (0 – 90 B) 2.2.2 Glasswares like cylinders, beakers, flasks) of varying graduations
3. Food Processing Methods	May include: 3.1 Process foods by Salting, Curing and Smoking 3.2 Process foods by Fermentation and Pickling 3.3 Process foods by Canning and Bottling 3.4 Process foods by Sugar Concentration 3.5 Process foods by Drying and Dehydration

EVIDENCE GUIDE

1. Critical aspects of competency	<p>Assessment requires evidence that the candidate:</p> <p>1.1 Identified, prepared and calibrated standard measuring devices and instruments</p> <p>1.2 Followed correctly the procedures in using standard measuring devices and instruments</p> <p>1.3 Followed proper cleaning and sanitizing and stowing procedures of measuring devices and equipment before and after use</p>
2. Resource implications	<p>The following resources should be provided:</p> <p>2.1 Work area/station</p> <p>2.2 Materials, tools and equipment relevant to the Unit of Competency</p>
3. Method of assessment	<p>Competency in this unit may be assessed through:</p> <p>3 3.1 Direct observation and questioning of a candidate using measuring devices and instruments</p>
4. Context of assessment	<p>4.1 Competency maybe assessed in actual workplace or at the designated TESDA Accredited Assessment Center.</p>

UNIT OF COMPETENCY : Perform Mathematical Computations

UNIT CODE : PFB751213

UNIT DESCRIPTOR : This unit covers the knowledge, skills and attitude to perform mathematical computations in the workplace.

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Gather and Tabulate the Recorded Data	1.1 Records of <i>weights and measurements</i> of raw materials and ingredients are gathered and summarized according to workplace standard operating procedures 1.2 Records of weights and measurements of finished processed products are gathered and summarized according to workplace standard operating procedures 1.3 Summarized data are tabulated according to enterprise requirements	<ul style="list-style-type: none"> • Data gathering • Record keeping • Data summary and analysis • Basic Mathematical Operations 	<ul style="list-style-type: none"> • Gathering data • Keeping of records • Summarizing and analyzing data • Basic Mathematical skills • Basic Accounting skills
2. Review the Various Formulations	2.1 Raw materials and ingredients and percentage formulations are checked/counter checked according to approved specifications and enterprise requirements 2.2 Finished products and percentage formulations are reviewed according to approved specifications and enterprise requirements	<ul style="list-style-type: none"> • Percentages and formulations of raw materials and ingredient and finished products • Procedures in checking raw materials and finished products formulation and percentages • Basic Mathematical Operations 	<ul style="list-style-type: none"> • Checking percentages formulations of raw materials and ingredient • Reviewing percentages and formulations of finished products • Numeracy skills

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
3. Calculate Production Input and Output	3.1 Data on raw material consumption and corresponding percentage equivalent are calculated in line with enterprise requirements 3.2 Data on actual spoilage and rejects and corresponding percentage equivalents are calculated according to enterprise requirements 3.3 Data on actual yields and recoveries and corresponding percentage equivalents are calculated according to enterprise requirements 3.4 All calculated data are recorded according to enterprise requirements	<ul style="list-style-type: none"> • Record keeping • Mensuration • Fraction, ratios and proportions • Basic Mathematical Operations • Conversion factors • Percentage formulation 	<ul style="list-style-type: none"> • Basic Mathematical skills • Recording skills
4. Compute Production Cost	4.1 Costs of production are computed according to organization's standard procedures 4.2 Computed costs of production are reviewed and validated according to organization's production requirements 4	<ul style="list-style-type: none"> • Cost of production • Validation procedures for computer costs • Basic Mathematical Operations 	<ul style="list-style-type: none"> • Basic Mathematical skills • Basic Accounting skills • Reviewing and validating computed costs

RANGE OF VARIABLES

VARIABLE	RANGE
1. Weights and measurements	May include: 1.1 Gravimetric 1.2 Volumetric 1.3 Lengths, diameters, widths 1.4 Seam measurements 1.5 Hotness/coldness (temperature) 1.6 Concentrations of solutions
2. Costs of production	May include: 2.1 Ingredient formulation 2.2 Percentage formulation 2.3 Conversion 2.4 Ratios and proportion 2.5 Spoilage and rejects and corresponding percentages 2.6 Recoveries and yields and corresponding percentages

EVIDENCE GUIDE

<p>1. Critical Aspects of Competency</p>	<p>Assessment requires evidence that the candidate:</p> <p>1.1 Gathered the records of weights and measurements of raw materials/ingredients and finished processed products</p> <p>1.2 Summarized and tabulated all raw data gathered</p> <p>1.3 Calculated the production inputs and outputs</p> <p>1.4 Computed the costs of production</p> <p>1.5 Reviewed all formulations and concentrations of solutions according to specifications and standards of the enterprise</p>
<p>2. Resource Implications</p>	<p>The following resources should be provided:</p> <p>2.1 Work area/station</p> <p>2.2 Materials relevant to recording and documentation of production data</p> <p>2.3 Computer with printer and software</p> <p>2.4 Calculator</p> <p>2.5 Work table</p>
<p>3. Methods of Assessment</p>	<p>Competency in this unit must be assessed through:</p> <p>3.1 A combination of direct observation and questioning of a candidate computing costs of production</p> <p>3.2 Submission of a written report showing a record of production data including raw data</p>
<p>4. Context of Assessment</p>	<p>4.1 Competency maybe assessed in actual workplace or at the designated TESDA Accredited Assessment Center.</p>

UNIT OF COMPETENCY : **Implement Good Manufacturing Practice and Procedures**

UNIT CODE : **PFB751214**

UNIT DESCRIPTOR : This unit covers the knowledge, skills and attitudes required to comply with relevant Good Manufacturing Practice (GMP) codes through the implementation of workplace GMP and quality procedures.

ELEMENTS	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Identify requirements of GMP related to own work	1.1. Sources of information on GMP requirements are located 1.2. GMP requirements and responsibilities related to own work are identified	<ul style="list-style-type: none"> • GMP Requirements • GMP Codes of practice, policies and procedures • GMP Role of internal and external auditors • Contamination events and performance improvement processes procedures • Personal clothing and footwear requirements at work areas • Use of personal clothing, storage and disposal requirements • Micro biological, physical and chemical contaminants • Basic concepts of quality assurance • Control methods and procedures used in GMP: • GMP responsibilities and requirements relating to work role • Basic properties, handling and storage requirements of raw materials, packaging components and final product 	<ul style="list-style-type: none"> • Planning and organizing work (time management) • Working with others and in teams • Practicing GMP • Following contamination investigation procedures
2. Observe personal hygiene and conduct to meet GMP requirements	2.1. Personal hygiene meets GMP requirements 2.2. Clothing is prepared, used, stored and disposed of according to GMP and	<ul style="list-style-type: none"> • Workplace entry and exit procedures • Personal hygiene • PPE 	<ul style="list-style-type: none"> • Following workplace entry and exit procedures • Practicing OSHS • Practicing GMP

	workplace procedures 2.3. Personal movement around the workplace complies with area entry and exit procedures		
3. Implement GMP requirements when carrying out work activities	3.1. GMP requirements are identified 3.2. Work area , materials, equipment and product are routinely monitored to ensure compliance with GMP requirements 3.3. Raw materials, packaging components and product are handled according to GMP and workplace procedures 3.4. Workplace procedures to control resource allocation and process are followed to meet GMP requirements 3.5. Common forms of contamination are identified and appropriate control measures are followed according to GMP requirements 3.6. The workplace is maintained in a clean and tidy order to meet GMP housekeeping standard	<ul style="list-style-type: none"> Monitoring methods of work area, materials and equipment Handling of raw materials, packaging components and product Control resource allocation and processes in the workplace Contaminants Good Manufacturing Practices (GMP) 	<ul style="list-style-type: none"> Identifying GMP requirements Monitoring routinely of work area, materials equipment and product Handling of raw materials, packaging components and product Maintaining cleanliness in the workplace
4. Participate in improving GMP	4.1 Processes, practices or conditions which could result in non-compliance with GMP are identified and reported according to workplace reporting requirements 4.2 Corrective action is implemented within level of responsibility 4.3 GMP issues are raised with designated personnel	<ul style="list-style-type: none"> Non-compliance and corrective action in GMP Corrective actions 	<ul style="list-style-type: none"> Practicing GMP Reporting workplace condition Implementing corrective measures
5. Participate in validation processes	5.1 Validation procedures are followed to GMP requirements	<ul style="list-style-type: none"> Validation procedures in GMP 	<ul style="list-style-type: none"> Following validation procedures

	<p>5.2 Issues arising from validation are raised with designated personnel</p> <p>5.3 Validation procedures are documented to meet GMP requirements</p>	<ul style="list-style-type: none"> • Issues arising from validation • Documentation of validation procedures 	<ul style="list-style-type: none"> • Reporting issues arising from validation • Documenting validation procedures
6. Complete workplace documentation to support GMP	<p>6.1 Documentation and recording requirements are identified</p> <p>6.2 Information is recorded according to workplace reporting procedures to meet GMP requirements</p>	<ul style="list-style-type: none"> • Documentation and workplace reporting procedures in GMP • Information and workplace reporting procedures 	<ul style="list-style-type: none"> • Keeping records • Recording information

RANGE OF VARIABLES

VARIABLE	RANGE
1. OH&S requirements	May include: 1.1. OH&S legal requirements 1.2. Enterprise OH&S policies, procedures and programs
2. Work is carried out in accordance with regulatory requirements	May include: 2.1. Relevant regulations regarding food processing and food safety regulations 2.2. Department of Health – Food Establishments – Code of Sanitation of the Philippines (P.D.856) 2.3. Environment Management Bureau regulations regarding emissions, waste treatment, noise and effluent treatment and control
3. Hygiene and sanitation requirements	May include: 3.1. Department of Health – Food Establishments – Code of Sanitation of the Philippines (P.D.856) 3.2. Requirements set out by Bureau of Food and Drugs 3.3. Workplace requirements
4. Workplace requirements	May include: 4.1. Work instructions 4.2. Standard operating procedures 4.3. OH&S requirements 4.4. Quality assurance requirements 4.5. Equipment manufacturers' advice 4.6. Material Safety Data Sheets 4.7. Codes of Practice and related advice
5. Products	May include: 5.1 Raw materials 5.2 Packaging components and consumables 5.3 Part-processed product 5.4 Finished product 5.5 Cleaning materials
6. Responsibility and reporting systems	May include: 6.1. Responsibility for applying Good Manufacturing Practice relates to the person's work area 6.2. Reporting systems may include electronic and manual data recording and storage systems

EVIDENCE GUIDE

<p>1. Critical aspects of Competency</p>	<p>Assessment requires evidences that the candidate :</p> <ul style="list-style-type: none"> 1.1 Located and followed workplace information relating to GMP responsibilities 1.2 Maintained personal hygiene consistent with GMP 1.3 Followed workplace procedures when moving around the workplace and/or from one task to another to maintain GMP 1.4 Used, stored and disposed of appropriate clothing/footwear as required by work tasks and consistent with GMP 1.5 Identified and reported situations that do or could compromise GMP 1.6 Applied appropriate control measures to control contamination 1.7 Recorded results of monitoring, and maintain records as required by GMP 1.8 Followed validation procedures within level of responsibility 1.9 Identified and responded to out-of-specification or unacceptable raw materials, packaging components, final or part processed product within level of responsibility 1.10 Followed procedures to isolate or quarantine non-conforming product 1.11 Handled, cleaned and stored equipment, utensils, raw materials, packaging components and related items according to GMP and workplace procedures 1.12 Maintained GMP for own work 1.13 Handled and/or disposed of out-of-specification or contaminated materials, packaging components/consumables and product, waste and recyclable material according to GMP as required by work responsibilities 1.14 Maintained the work area in a clean and tidy state 1.15 Identified and reported signs of pest infestation
<p>2. Resource Implication</p>	<p>The following resources should be provided:</p> <ul style="list-style-type: none"> 2.1 Workplace location and access to workplace policies 2.2 Materials relevant to the proposed activity and tasks
<p>3. Methods of Assessment</p>	<p>Competency in this unit must be assessed using at least two (2) of the following methods:</p> <ul style="list-style-type: none"> 3.1 A combination of direct observation and oral questioning 3.2 Written report 3.3 Written Examination 3.4 Portfolio
<p>4. Context of Assessment</p>	<p>4.1 Competency maybe assessed in actual workplace or at the designated TESDA Accredited Assessment Center.</p>

UNIT OF COMPETENCY : Implement Environmental Policies and Procedures

UNIT CODE : PFB751215

UNIT DESCRIPTOR : This unit covers skills and attitude required to implement environmental policies and procedures when carrying out work responsibilities.

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Conduct work in accordance with environmental policies and procedures	1.1. Immediate work area is routinely checked to ensure compliance with environmental requirements 1.2. Hazards and unacceptable performance are identified, removed and/or reported to appropriate personnel according to workplace procedures 1.3. Workplace procedures and work instructions are followed 1.4. Where control requirements are not met, incidents are promptly reported and corrective action is taken 1.5. Measures used to minimize and handle waste are followed 1.6. Environmental data is recorded in required format according to workplace reporting requirements	<ul style="list-style-type: none"> • Workplace approach to managing environmental issues • Responsibilities of self and employer to manage environmental issues on site • Sources of advice on environmental issues in the workplace • Environmental hazards and risks associated with the work • Work procedures as they relate to environmental responsibilities • Procedures used to prevent or control environmental risks associated with own work • Basic concepts of hazard identification, risk assessment and control options • Identifying and responding to hazards • Impact of work practices on resource utilization and wastage • Procedures used to handle and dispose of waste 	<ul style="list-style-type: none"> • Planning and organizing work (time management) • Working with others and in teams • Practicing environmental skills

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
		<ul style="list-style-type: none"> • The difference between trade waste and storm water drains • Consequences of inappropriate waste handling and disposal • Procedures for responding to unplanned incidents such as spills and leaks • Emergency response system and procedures • Responsible use of resources in own work area • Reporting procedures and responsibilities • Consultative processes in the workplace for raising issues/ suggestions on environmental issues 	
2. Participate in improving environmental practices at work	<p>2.1 Processes or conditions which could result in an unacceptable environmental outcome are identified and reported according to workplace reporting requirements.</p> <p>2.2 Corrective action is taken in accordance with the environmental management and emergency response plans as required.</p> <p>2.3 Contributions are made to participative arrangements for managing environmental issues</p>	<ul style="list-style-type: none"> • Unacceptable environmental outcomes • Corrective actions • Emergency response plan • Improvement in environmental practices • Report preparation 	<ul style="list-style-type: none"> • Identifying and reporting unacceptable environmental outcomes • Implementing corrective actions • Participating in improvement of environmental practices • Practicing written communication skills

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
	in the workplace within workplace procedures and level of responsibility.		
3. Respond to an environmental emergency	3.1 Emergency situations are identified and reported according to workplace reporting requirements 3.2 Emergency procedures are followed as appropriate to the nature of the emergency and according to workplace procedures	<ul style="list-style-type: none"> • Emergency situations • Emergency procedures 	<ul style="list-style-type: none"> • Identifying emergency situations • Following emergency procedures • Practicing written communication skills

RANGE OF VARIABLE

VARIABLE	RANGE
1. OH&S requirements	May include: 1.1. OH&S legal requirements 1.2. Enterprise OH&S policies, procedures and programs
2. Work is carried out in accordance with regulatory requirements	May include: 2.1. Relevant regulations regarding food processing and food safety regulations 2.2. Department of Health – Food Establishments – Code of Sanitation of the Philippines (P.D.856) 2.3. Environment Management Bureau regulations regarding emissions, waste treatment, noise and effluent treatment and control
3. Hygiene and sanitation requirements	May include: 3.1. Department of Health – Food Establishments – Code of Sanitation of the Philippines (P.D.856) 3.2. Requirements set out by Bureau of Food and Drugs 3.3. Workplace requirements
4. Workplace requirements	May include: 4.1. Work instructions 4.2. Standard operating procedures 4.3. OH&S requirements 4.4. Quality assurance requirements 4.5. Equipment manufacturers’ advice 4.6. Material Safety Data Sheets 4.7. Codes of Practice and related advice

VARIABLE	RANGE
5. Identification and control of hazards	<p>May include:</p> <ul style="list-style-type: none"> 5.1. Procedures are available that outline appropriate response to environmental incidents, accidents and emergencies 5.2. At this level identification and control of environmental hazards relates to own work. Corrective action typically involves recognizing any event which occurs as part of the work process and presents an unacceptable environmental risk or outcome, taking corrective action within level of responsibility, and/or reporting to the appropriate person in the work area 5.3. Work responsibilities may involve handling of hazardous waste 5.4. An environmental hazard is any activity, product or service that has the potential to affect the environment. This may also be referred to as an environmental aspect 5.5. An environmental risk is the likelihood that the hazard can cause harm to the environment 5.6. A control measure is a method or procedure used to prevent or minimize environmental risks 5.7. Responsibility for identifying and controlling environmental risks relates to immediate work responsibilities 5.8. Participating in improvement may involve participation in structured improvement programs, one-off projects and day-to-day problem solving and consultative groups

EVIDENCE GUIDE

<p>1. Critical aspects of Competency</p>	<p>Assessment requires evidences that the candidate :</p> <ul style="list-style-type: none"> 1.1 Accessed and apply workplace information on environmental policies and procedures relating to own work 1.2 Fitted and used appropriate personal protective clothing and equipment 1.3 Checked own work area to identify environmental hazards 1.4 Reported hazards according to workplace procedure in a clear and timely manner 1.5 Followed work procedures to control or minimize environmental risk. This may include monitoring parameters set for environmental aspects such as airborne particulate, noise, and water quality. It may also include demonstrating use of emergency equipment according to work role requirements 1.6 Recorded environmental information as required by the environmental management program 1.7 Participated in processes to raise issues and suggestions to improve environmental issues management. This requires appropriate communication skills to structure and present information and interact with others 1.8 Followed procedures to collect, deposit, recycle and/or dispose of waste in own work area 1.9 Followed procedures to respond to environmental emergencies such as spills and emissions. This may include following procedures to alert the appropriate emergency services 1.10 Maintained housekeeping standards in work area
<p>2. Resource Implications</p>	<p>The following resources should be provided:</p> <ul style="list-style-type: none"> 2.1 Workplace location and access to workplace policies 2.2 Materials relevant to the proposed activity and tasks
<p>3. Methods of Assessment</p>	<p>Competency in this unit must be assessed using at least two (2) of the following methods:</p> <ul style="list-style-type: none"> 3.1 A combination of direct observation and oral questioning 3.2 Written report 3.3 Written Examination 3.4 Portfolio
<p>4. Context of Assessment</p>	<p>4.1 Competency maybe assessed in actual workplace or at the designated TESDA Accredited Assessment Center.</p>

CORE COMPETENCIES

UNIT OF COMPETENCY : ENSURE QUALITY COMPLIANCE OF MANAGEMENT TO HALAL STANDARDS AND REGULATIONS

UNIT CODE : CS-PFB335301

UNIT DESCRIPTOR : This unit covers the knowledge, skills, and attitudes to identify, evaluate and assess management in maintaining compliance with Halal standards by the checker.

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Demonstrate knowledge in determining commitment to Halal Assurance Management System (HAS) compliance policy	1.1 Halal Assurance Management System (HAS) policy statement is checked if present in accordance with workplace requirements. 1.2 Halal Assurance Management System (HAS) policy program is checked if present in accordance with workplace requirements.	SCIENCE 1.1 Halal Assurance Management System (HAS) LAW 1.2 Islamic Law	1.1 Keen to details 1.2 Verbal and non-verbal cues/skills 1.3 Good communication skills 1.4 Good interpersonal skills 1.5 Probing skills 1.6 Ethical conduct 1.7 Discipline Skills 1.8 Cultural Sensitivity
2. Demonstrate knowledge in determining Halal certification requirements	2.1 List <i>Halal certification bodies</i> and their requirements are checked if available in accordance with workplace requirements. 2.2 Halal certification standards in trading partners are checked if outlined in accordance with Halal certification scheme. 2.3 Written Halal operations are checked if evident in accordance with Halal certification scheme. 2.4 Non-compliance issues and their implications on Halal certification standards are checked if listed and in accordance	SCIENCE 2.1 Halal Certification (Local and International) LAWS 2.2 Islamic Law 2.3 Food Safety Regulations (Local and International) 2.4 Sanitation Laws 2.5 Labor Law	2.1 Keen to Details 2.2 Verbal and Non-Verbal Cues/Skills 2.3 Using new technologies 2.4 Good Communication Skills 2.5 Good Interpersonal Skills 2.6 Probing Skills 2.7 Ethical Conduct 2.8 Discipline Skills 2.9 Cultural Sensitivity

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
	with workplace requirements.		
3. Demonstrate knowledge on fundamentals of Halal and food laws	<p>3.1 Key principles on food laws and Halal principles are checked if listed in accordance with workplace requirements.</p> <p>3.2 Knowledge on the role of Islamic Law and dietary laws in Halal food regulations is checked in accordance with workplace requirements.</p> <p>3.3 Impact of national food laws on Halal certification is checked if discussed with staff and in accordance with workplace requirements.</p>	<p>SCIENCE</p> <p>3.1 Halal Certification (Local and International)</p> <p>3.2 Halal Standards (Local and International)</p> <p>LAWS</p> <p>3.3 Islamic Law</p> <p>3.4 Labor Law</p> <p>3.5 Food and Sanitation Laws</p> <p>3.6 Dietary Laws</p>	<p>3.1 Reading comprehension</p> <p>3.2 Keen to details</p> <p>3.3 Critical thinking</p> <p>3.4 Using new technologies</p> <p>3.5 Good Communication Skills</p> <p>3.6 Good Interpersonal Skills</p> <p>3.7 Ethical Conduct</p> <p>3.8 Discipline Skills</p> <p>3.9 Cultural Sensitivity</p>
4. Demonstrate knowledge on Halal industry standards	<p>4.1 Industry standards for Halal food production is checked if identified and in accordance with workplace requirements.</p> <p>4.2 Role of Good Manufacturing Practices (GMP) in Halal compliance is checked if available in accordance with workplace requirements.</p> <p>4.3 Halal Assurance Management System (HAS) policy program is checked if present in accordance to workplace procedures.</p> <p>4.4 Standards for Halal animal slaughter is checked if available in accordance with workplace requirements.</p>	<p>SCIENCE</p> <p>4.1 Halal Certification (Local and International)</p> <p>4.2 Halal Standards (Local and International)</p> <p>LAWS</p> <p>4.3 Sharia Law</p>	<p>4.1 Reading comprehension</p> <p>4.2 Keen to details</p> <p>4.3 Critical thinking</p> <p>4.4 Using new technologies</p> <p>4.5 Good Communication Skills</p> <p>4.6 Good Interpersonal Skills (Competency Standards for Halal Awareness, Sept 2023)</p>

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
	4.5 Hygiene and sanitation requirements for Halal production is checked if available in accordance with workplace requirements. 4.6 Standards for Halal logistics and supply chain management is checked if available in accordance with workplace requirements.		

RANGE OF VARIABLES

VARIABLE	RANGE
1. Halal Certification Bodies	May include: <ul style="list-style-type: none"> 1.1 Halal Development Institute of the Philippines, Inc. (HDIP) 1.2 Prime Certification and Inspection Asia Pacific, Inc (PRIME) 1.3 Halal International Chamber of Commerce and Industry of the Philippines, Inc. (HICCIP) 1.4 Basilan Ulama Supreme Council Foundation, Inc. (BUSC) 1.5 Mindanao Halal Authority (MinHA) 1.6 Fiqhi and Halal Council of the Philippines, Inc. (FIQHI) 1.7 Muslim Mindanao Halal Certification Body (MMHCB) 1.8 Philippine Ulama Congress Organization, Inc. (PUCOI) 1.9 Maslaha Halal Certification Board, Inc. (MASLAHA) 1.10 Philippine Liguasan Marsh Conservation and Socio-Economic Development, Inc. (PHILCOSED) 1.11 Bangsamoro Provincial Consultative Council, Inc. (BPCCI) 1.12 Alliance for Halal Integrity of the Philippines, Inc. (AHIP) 1.13 Islamic Da'wah Council of the Phils., Inc. (IDCP)
2. Halal Operations	May include: <ul style="list-style-type: none"> 2.1 Manual 2.2 Written Procedures 2.3 Halal Assurance Management System (HAS) Commitment Policy
3. Dietary Laws	May include: <ul style="list-style-type: none"> 3.1 Kosher 3.2 Organic Foods 3.3 Vegetarian 3.4 Pescatarian 3.5 Mosaic Law 3.6 Halal Food

EVIDENCE GUIDE

1. Critical Aspects of Competency	<p>Assessment requires evidence that the candidate:</p> <ul style="list-style-type: none"> 1.1 Demonstrated knowledge in determining commitment to Halal Assurance Management System (HAS) compliance policy 1.2 Demonstrated knowledge in determining Halal certification requirements 1.3 Demonstrated knowledge on fundamentals of Halal and food laws
2. Resource Implications	<p>The following resources should be provided:</p> <ul style="list-style-type: none"> 2.1 Exclusive and dedicated Halal tools, materials and equipment appropriate for the unit of competency 2.2 Halal compliant workplace environment appropriate for the unit of competency
3. Methods of Assessment	<p>Competency in this unit may be assessed through:</p> <ul style="list-style-type: none"> 3.1 Interview 3.2 Demonstration with Questioning 3.3 Observation with Questioning 3.4 Written Examination
4. Context of Assessment	<p>4.1 Competency may be assessed in the actual workplace or at the designated TESDA Accredited Assessment Center.</p>

UNIT OF COMPETENCY : **ENSURE QUALITY COMPLIANCE OF PERSONNEL TO HALAL STANDARDS**

UNIT CODE : CS-PFB334302

UNIT DESCRIPTOR : This unit covers the knowledge, skills, and attitudes required to assess and evaluate personnel involved in maintaining compliance with Halal standards by the checker.

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Evaluate Halal slitter	1.1 Halal slitter qualifications is checked if complied and in accordance with workplace requirements. 1.2 Level of awareness on Halal laws and practices are checked in accordance with workplace requirements. 1.3 Training and Certification as Halal slitter is checked if complied. 1.4 Exclusive and dedicated Halal slaughtering tools, equipment, and personal protective gears are checked if properly handled and maintained and in accordance with workplace requirements.	SCIENCE 1.1 Halal practices based on Halal Assurance Management System (HAS) 1.2 Good manufacturing/handling practices 1.3 Standard Sanitary Operating Procedures TECHNOLOGY 1.4 1.1 ICT and Digital Innovations LAWS 1.5 Islamic laws (Shariah Law) 1.6 Animal Welfare Act 1.7 Certification bodies for Halal Slaughterer 1.8 Occupational Safety and Health Law 1.9 Labor Laws 1.10 Food Safety Act	1.1 Keen to details 1.2 Good communication skills 1.3 Good interpersonal skills 1.4 Tolerance to adverse working conditions 1.5 Good probing Skills 1.6 Computer Skills
2. Evaluate Halal slaughterer	2.1 Halal slaughterer qualifications are checked if complied in accordance with	SCIENCE 2.1 Halal practices 2.2 Good Manufacturing Practices (GMP)	2.1 General physical skills and behavior 2.2 Keen to details

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
	<p>workplace requirements.</p> <p>2.2 Level of awareness on Halal laws and practices are checked in accordance with Islamic Law.</p> <p>2.3 Training and Certification as Halal slaughterer is checked if complied in accordance with workplace requirements.</p> <p>2.4 Exclusive and dedicated Halal slaughtering tools, equipment, and personal protective gears are checked if properly handled and maintained in accordance with workplace requirements.</p>	<p>2.3 Sanitation Standard Operating Procedures (SSOP)</p> <p>TECHNOLOGY</p> <p>2.4 ICT and Digital Innovations</p> <p>LAWS</p> <p>2.5 Islamic laws</p> <p>2.6 Philippine Food Laws</p> <p>2.7 Occupational Safety and Health Law</p> <p>2.8 Labor Law</p> <p>TECHNOLOGY</p> <p>2.9 Machineries for Halal meat processing</p>	<p>2.3 Good communication skills</p> <p>2.4 Interpersonal skills</p> <p>2.5 Tolerance to adverse working conditions</p> <p>2.6 Computer Skills</p>
3. Evaluate Halal food handlers (for meat)	<p>3.1 <i>Certificate/s for Halal food handlers</i> are checked if complied and in accordance with workplace requirements.</p> <p>3.2 Level of awareness on Halal laws and practices are checked in accordance with workplace requirements.</p> <p>3.3 Compliance of Halal principles and practices are checked in accordance with workplace requirements in accordance with workplace requirements.</p> <p>3.4 Food operation tools, equipment, and personal protective gears are checked if properly handled and maintained in</p>	<p>SCIENCE</p> <p>3.1 Halal practices</p> <p>3.2 Good manufacturing/handling practices</p> <p>3.3 Standard Sanitary Operating Practices</p> <p>TECHNOLOGY</p> <p>3.4 Machineries for Halal meat processing</p> <p>3.5 ICT and Digital Innovations</p> <p>LAWS</p> <p>3.6 Islamic laws</p> <p>3.7 Philippine Food Laws</p> <p>3.8 Occupational Safety and Health Law</p> <p>3.9 Labor Law</p>	<p>3.1 General physical skills and behavior</p> <p>3.2 Keen to details</p> <p>3.3 Good communication skills</p> <p>3.4 Interpersonal skills</p> <p>3.5 Tolerance to adverse working conditions</p> <p>3.6 Computer Skills</p>

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
	accordance with workplace requirements.		

RANGE OF VARIABLES

VARIABLE	RANGE
1. Halal Slaughterer Qualifications	May include: <ul style="list-style-type: none"> 1.1 Religious-practicing male Muslims. <ul style="list-style-type: none"> 1.1.1 In manual slaughtering, the slaughterer must be a practicing Muslim 1.2 Matured, legally responsible, legal age persons, preferably not younger than 18-years old. 1.3 Of sound mind, and not under the influence of alcohol or narcotics, or any other type of intoxication when slitting the throat. 1.4 Healthy, physically, and mentally abled-bodied, and fit to do the job when on the slaughtering- line, without any physical impediments. 1.5 Knowledgeable on the Islāmic throat-slitting criteria and implementing them according to the Halal and Philippine requirements, in conjunction with the slaughterhouse's slaughtering conditions (e.g. safety requirements, animal welfare, health, hygiene, and sanitization measures). 1.6 Well-trained, competent, and a certified/licensed slitter. 1.7 Wearing appropriate protective clothing when involved in the throat-slitting processes.
2. Halal Laws and Practices	May include: <ul style="list-style-type: none"> 2.1 Knowledge on legislation about animal 2.2 Knowledge on Halal slaughtering practices 2.3 Knowledge on warm blooded organs 2.4 Knowledge concerning meat production 2.5 Knowledge on Halal meat 2.6. Knowledge on animal anatomy for food production 2.7 Knowledge on Islamic law pertaining to slaughtering 2.8 RA 10817 (Philippine Halal Export Development and Promotion Act of 2016)
3. Certification as Halal Slaughterer/Slitter	May include: <ul style="list-style-type: none"> 3.2 Halal Development Institute of the Philippines 3.3 Islamic Da'wah Council of the Philippines, Inc. (IDCP) <ul style="list-style-type: none"> 3.4 Halal International Chamber of Commerce and Industry of the Philippines 3.5 Mindanao Halal Authority 3.6 Prime Certification and Inspection Asia Pacific, Inc. 3.7 Basilan Ulama Supreme Council Foundation, Inc. 3.8 Maslaha Halal Certification Board, Inc. <ul style="list-style-type: none"> 3.9 Philippine Ligwasan Marsh Conservation and Socio-Economic Development, Inc. 3.10 Ulama Council of Zamboanga Peninsula
4. Adverse Working Conditions	May include: <ul style="list-style-type: none"> 4.1 Strong Smells 4.2 Animal Blood 4.3 Animal Organs and Other Entrails

5. Certificate/s for Halal food handlers	May include: 5.1 Health Certificate of Food Handler 5.2 Training Certificate 5.3 HAS Training 5.4 Basic Principles and Fundamental Requirements in Halal Certification 5.5 Specific Training on Animal Slaughtering Requirements
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EVIDENCE GUIDE

1. Critical Aspects of Competency	Assessment requires evidence that the candidate: 1.1 Evaluated Halal slitter 1.2 Evaluated Halal slaughterer 1.3 Evaluated Halal food handlers
2. Resource Implications	The following resources should be provided: 2.1 Exclusive and dedicated Halal tools, materials and Equipment appropriate for the unit of competency 2.2 Workplace environment appropriate for the unit of competency
3. Methods of Assessment	Competency in this unit may be assessed through: 3.1 Interview 3.2 Demonstration with Questioning 3.3 Observation with Questioning 3.4 Written Examination
4. Context of Assessment	4.1 Competency may be assessed in the actual workplace or at the designated TESDA Accredited Assessment Center.

UNIT OF COMPETENCY : ENSURE QUALITY COMPLIANCE OF FACILITIES TO HALAL STANDARDS

UNIT CODE : CS-PFB334303

UNIT DESCRIPTOR : This unit covers the knowledge, skills, and attitudes required to ensure that facilities meet and maintain compliance with halal standards and practices by the checker.

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Identify exclusive and dedicated Halal slaughter house facility	1.1 Area and place for Halal processing is checked if designated and in accordance with workplace requirements. 1.2 Halal processing area safety program is checked if strictly observed and maintained and in accordance with workplace. 1.3 Designated area for personal effects and prayer is checked if in existence.	SCIENCE 1.1 Good Manufacturing Practices (GMP) 1.2 Good Hygiene Practices 1.3 Halal Principles and Practices 1.4 Concept of Halal and its significance to Islamic principles and practices LAWS 1.5 Islamic laws 1.6 Sanitation laws 1.7 Food safety law 1.8 Occupational Safety and Health Law ENGINEERING 1.9 Philippine Building Construction Requirements	1.1 Keen to details 1.2 Technical skills 1.3 Probing skills
2. Assess structural compliance to national regulations and halal standards	2.1 Good Manufacturing Practices are checked if performed and in accordance with workplace requirements. 2.2 Halal standards are checked if properly implemented and in accordance with workplace requirements. 2.3 Hygiene, sanitation and safety management systems are checked	SCIENCE 2.1 Good Manufacturing Practices (GMP) 2.2 Good Hygiene Practices 2.3 Halal Principles and Practices 2.4 Concept of Halal and its significance to Islamic principles and practices LAWS 2.5 Islamic Laws 2.6 Sanitation Laws 2.7 Food Safety Law	2.1 Keen to details 2.2 Technical skills 2.3 Probing skills 2.4 Interpersonal skills 2.5 Communication skills

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
	if strictly and properly implemented and in accordance with workplace requirements.	2.8 Occupational Safety and Health Law (OSH) 2.9 Clean Water Act 2.10 Philippine Building Code 2.11 Waste Management 2.12 Regulations	

RANGE OF VARIABLES

VARIABLE	RANGE
1. Halal area or place for Halal processing	May include: <ol style="list-style-type: none"> 1. Restraining Box 2. Slitting and Bleeding Area 3. Dry Landing Area 4. Flaying Area 5. Brisket Opening Area 6. Evisceration Area 7. Splitting and Quartering Area 8. Final Washing and Trimming Area 9. Weighing Area 10. By-Products Room 11. Offal Room 12. Retained Carcass Area/Rails 13. Cold Storage Area 14. Storage for Halal Products/Materials/Tools/Ingredients 15. Dispatch Area 16. Meat Processing Area 17. Waste Treatment Facility
2. Sanitation Laws	May include: <ol style="list-style-type: none"> 2.1. RA 10611 (Philippine Food Safety Act of 2013) 2.2. AO 153 (Good Manufacturing Practices) 2.3. Code on Sanitation of the Philippines 2.4. Clean Water Act
3. Hygiene, Sanitation and Safety Management Systems	May include: <ol style="list-style-type: none"> 3.1. Good Manufacturing Practice 3.2. Good Hygiene Practice 3.3. Standard Sanitary Operating Procedure 3.4. HACCP 3.5. Philippine Halal Standards

EVIDENCE GUIDE

1. Critical Aspects of Competency	Assessment requires evidence that the candidate: 1.1 . Identified exclusive Halal slaughterhouse facility 1.2 . Assessed structural compliance to national regulations and halal standards
2. Resource Implications	The following resources should be provided: 2.1 Exclusive and dedicated Halal tools, materials and equipment appropriate for the unit of competency 2.2 Workplace environment appropriate for the unit of competency
3. Methods of Assessment	Competency in this unit may be assessed through: 3.1 Interview 3.2 Demonstration with Questioning 3.3 Observation with Questioning 3.4 Written Examination
4. Context of Assessment	4.1 Competency may be assessed in the actual workplace or at the designated TESDA Accredited Assessment Center.

UNIT OF COMPETENCY : ENSURE QUALITY COMPLIANCE OF OPERATIONS TO HALAL STANDARDS

UNIT CODE : CS-PFB334304

UNIT DESCRIPTOR : This unit covers the knowledge, skills, and attitudes to identify, evaluate and assess the operation involved in Halal slaughtering by the checker.

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
1. Check shipping permit and related documents of live animal for slaughter	1.1 Completeness of documents are checked and in accordance with workplace requirements 1.2 Documents are verified if they are appropriate with the animal.	COMMUNICATION 1.1 Process in authenticating shipping permit and other related documents 1.2 Protocol LAWS 1.3 Meat Inspection Code of the Phils. (RA 9296 as amended RA 10536) 1.4 Islamic Law	1.1 Checking of documents 1.2 Verifying documents 1.3 Keen to details 1.4 Interpersonal Skills
2. Inspect exclusive and dedicated Halal slaughtering equipment and tools	2.1 Observance of obligatory cleansing of exclusive and dedicated Halal tools, equipment and materials are checked and verified in accordance with workplace requirements and Islamic Law. 2.2 Exclusive and dedicated Halal tools and equipment for slaughtering are checked if well maintained .	TECHNOLOGY 2.1 acceptable limits and standards on sharpening, sterilization and hygiene related to knife sharpening 2.2 Slaughtering Tools 2.3 Food handling tools and equipment	2.1 Keen to details 2.2 Interpretation of verbal and non-verbal cues and skills 2.3 Good communication skills 2.4 Interpersonal skills 2.5 Probing skills
3. Check slaughtering and meat processing procedures	3.1 Observance of hygiene and sanitation is checked in accordance with established procedures 3.2 Proper slaughtering and meat processing procedures are checked if followed.	SCIENCE 3.1 Halal practices 3.2 Good manufacturing/handling practices 3.3 Standard Sanitary Operating Practices 3.4 Good Hygienic Practices LAWS	3.1 Keen to details 3.2 Interpretation of verbal and non-verbal cues and skills 3.3 Good communication skills 3.4 Interpersonal skills 3.5 Probing skills

ELEMENT	PERFORMANCE CRITERIA <i>Italicized terms</i> are elaborated in the Range of Variables	REQUIRED KNOWLEDGE	REQUIRED SKILLS
	3.3 Recitation of Bismillah by the Slitter is checked if properly performed.	3.5 Islamic Laws 3.6 Certification bodies for Halal Slaughterer 3.7 DA AO No.19 S2010	
4. Conduct documentation and record keeping	4.1 Detailed observations and evidence for compliance and non-compliance are checked if properly documented 4.2 Comprehensive report with findings and recommendations are checked if properly compiled 4.3 Results to facility management are checked if properly reported.	SCIENCE 4.1 Quality Management System 4.2 Risk Management 4.3 Traceability Mechanism (Food Safety Act of 2013)	4.1 Keen to details 4.2 Interpretation of verbal and non-verbal cues and skills 4.3 Good communication skills 4.4 Interpersonal skills 4.5 Probing skills

RANGE OF VARIABLES

VARIABLE	RANGE
1. Well Maintained	May include: 2.1 Calibration 2.2 Hygiene and Sanitation 2.3 Halal Principles/SOPs 2.4 Sharpening of knives 2.5 Storage Halal Critical Control Points
2. Workplace Requirements	May include: 2.1 Good Manufacturing Practices 2.2 Good Hygienic Practices 2.3 Good Handling Practices 2.4 Standard Sanitary Operating Procedure 2.5 Halal Slaughterhouse Requirements Hazard Analytical Control Point
4. Comprehensive Report	May include: 4.1 Checklist of personnel, facility and operations requirements 4.2 Report on the status of compliance of the personnel, facility and operations

EVIDENCE GUIDE

1. Critical Aspects of Competency	Assessment requires evidence that the candidate: 1.1 Checked shipping permit and related documents for live animal for slaughter 1.2 Inspected exclusive and dedicated Halal slaughtering equipment and tools 1.3 Conducted documentation and record keeping
2. Resource Implications	The following resources should be provided: 2.1 Exclusive and dedicated Halal tools, materials and equipment appropriate for the unit of competency 2.2 Halal compliant workplace environment appropriate for the unit of competency
3. Methods of Assessment	Competency in this unit may be assessed through: 3.1 Interview 3.2 Demonstration with Oral Questioning 3.3 Observation 3.4 Written Examination
4. Context of Assessment	4.1 Competency may be assessed in the actual workplace or at the designated TESDA Accredited Assessment Center.

Glossary of Terms

<p>1. ANTE MORTEM</p>	<p>meaning "before death," refers to the inspection and examination of animals prior to slaughter. This process is critical in the meat industry, particularly in halal and kosher practices, to ensure the health and suitability of animals for consumption. Ante mortem inspection helps in identifying any signs of disease, distress, or abnormalities that could affect the safety, quality, and compliance of the meat products.</p>
<p>2. BISMILLAH</p>	<p>a phrase Allah uses to start off the most important source of guidance: The Qur'an. It's the way to summon help, to clarify intentions, and to begin any task, worldly or for worship. Learn about the different variations of bismillah, when to use it, and its unique benefits and reward.</p>
<p>3. BUTCHER</p>	<p>is a skilled professional who specializes in the preparation, cutting, and sale of meat and meat products</p>
<p>4. GOOD HYGIENE PRACTICE</p>	<p>All practices regarding the conditions and measures necessary to ensure the safety and suitability of food at all stages of the food chain.</p>
<p>5. GOOD MANUFACTURING PRACTICES</p>	<p>Part of quality assurance which ensures that products are consistently produced and controlled to the quality standards appropriate to their intended use and as required by the marketing authorization.</p>
<p>6. HALAL</p>	<p>This is an Arabic term which means permissible or lawful in Islam. In reference to food, it is the Islamic dietary standard, as prescribed in the Shari'ah (Islamic Law).</p>
<p>7. ISLAMIC LAW</p>	<p>Law inspired by Allah (SWT) contained in the Holy Qurán and Hadith of the Prophet Muhammad (SAW) and other considered sources like jurisprudence (fiqh).</p>
<p>8. SLAUGHTER</p>	<p>is the controlled and humane killing of animals for food consumption. It is a critical step in meat production that requires careful adherence to ethical, religious, and regulatory standards.</p>
<p>9. SLAUGHTERER</p>	<p>also known as a "slaughterman" or "butcher", is a skilled individual responsible for performing the slaughter process on animals intended for human consumption. Their role is essential in ensuring that meat products meet quality, safety, and regulatory standards.</p>
<p>10. SLITTER</p>	<p>refers to a person who performs the slaughter of animals in accordance with Islamic dietary laws, known as halal. The process involves a specific method of slaughter that ensures the meat is permissible for consumption by Muslims. The animal must be healthy at the time of slaughter, and a specific prayer (Bismillah Allahu Akbar) is recited before making a swift, deep incision across the throat, cutting the windpipe, food pipe, and blood vessels in the neck without severing the spinal cord. This ensures the animal is killed quickly and humanely, and that the blood is fully drained from the veins.</p>

11.SANITATION STANDARD OPERATING PROCEDURE (SSOP)	is a written document of procedures or programs used to maintain equipment and the environment in a sanitary condition for food processing. It is a step-by-step description of cleaning and sanitizing procedures and specifies what is to be cleaned, how it is to be cleaned, how often it is to be cleaned, and what records are used to monitor the procedures.
12.STUNNING	is a method used in the slaughter of animals intended for consumption to render them unconscious and insensitive to pain before they are slaughtered. The purpose of stunning is to minimize suffering and distress for the animals during the slaughter process. Stunning is commonly employed in both conventional and religious slaughter practices, including halal and kosher methods, although its use and acceptance vary among different cultural, religious, and regulatory contexts.
13.TASMIYAH	refers to the act of invoking the name of Allah (God) before slaughtering an animal for consumption. It is a fundamental requirement for meat to be considered halal (permissible) for Muslims to eat. The term "Tasmiyah" itself comes from the Arabic word "سَمَّى" (samma), which means "to name" or "to invoke."

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