

Test and Evaluation Protocol

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Explosive Ordnance Disposal (EOD) Competency Standards

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Warning

This document is current with effect from the date shown on the cover page. As with the International Mine Action Standards (IMAS) these documents are subject to regular review and revision, users should consult the IMAS project website in order to verify its status at (<http://www.mineactionstandards.org/>, or through the UNMAS website at <http://www.mineaction.org>)

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Foreword

Test and Evaluation Protocols (T&EP) include former workshop agreements for humanitarian mine action produced by the European Centre for Standardization (CEN). They have been produced to support the International Mine Action Standards (IMAS) and have been approved by the IMAS Review Board. T&EP are included in relevant IMAS as the normative reference, which gives them authority within the IMAS system.

In January 2001, the European Centre for Standardization (CEN) created a technical board which it named Working Group (WG) 126. Since then, CEN WG 126 had held a number of workshops to establish Workshop Agreements for mine action topics that had not been covered by the IMAS. The standards for the test and evaluation of metal detectors, machines and personal protective equipment (PPE) are good examples of their work.

In January 2011, CEN formally transferred the ownership rights for the CEN Workshop Agreements (CWA) for humanitarian mine action to UNMAS and the GICHD. As such, these documents have since been updated and relabelled as T&EP for mine action, with a reference to their original name. This is to avoid any confusion with the current CWA produced by CEN. They will be reviewed and amended, when needed, as part of the IMAS review process and approved by the IMAS Review Board.

Introduction

Explosive Ordnance Disposal (EOD) competency standards were first defined in IMAS 09.30. The CEN Workshop Agreement (CWA) 15464:2005 EOD Competency Standards provided a foundation for the mine action community to develop capabilities and policy. This was then adopted within IMAS as best practice. The CWA specified EOD Competency Standards for levels 1-3, and also referred to a Level 4 qualification in general terms but no competency requirements were included at this level.

As post-conflict explosive hazards have evolved there is a greater need to broaden the scope of the EOD competency standards by defining the requirements at levels 1-3 and formalising a new Level 3+ standard which covers specialist EOD activities above those within the level 1-3 capability. This includes the requirement to cover Improvised Explosive Devices, munitions with secondary hazards and chemical EO, all of which have been used in recent or current conflicts.

The aim of this document is to build upon the original CWA foundation and to update the competency requirements for levels 1-3 to meet the new requirements for mine action organisations that are operating or likely to operate in these more complex environments. It does not provide specific technical guidance for the disposal of particular EO.

Explosive Ordnance Disposal Competency Standards

1 Scope

This document provides guidance on the competencies needed for Explosive Ordnance Disposal (EOD) Level 1, 2, and 3 and 3+ qualifications in mine action as defined in IMAS 09.30 EOD. It seeks to cover a wide range of explosive hazards but does not cover the clearance of munitions containing nuclear or radiological (except depleted-uranium EO) components.

The use of this document will allow mine action programs and the wider mine action sector to improve the capability building process and provide a tool for planning and assessing the personal development of staff. It should also improve the Quality Management process by enhancing the assessment of training and competency of the staff involved EOD work.

2 References

A list of normative references is given in Annex A. Normative references are important documents to which references are made in this standard and which form part of the provisions for this standard.

3 Terms, definitions and abbreviations

A complete glossary of all the terms, definitions and abbreviations used in the IMAS series of standards and Test and Evaluation Protocols is given in IMAS 04.10.

A Test and Evaluation Protocol (T&EP) is an agreed protocol to accompany or supplement an International Mine Action Standard (IMAS). It provides advice and information relevant to activities associated with the testing of qualification and equipment,

The term 'National Mine Action Authority (NMAA)' refers to the government entity, often an inter-ministerial committee, in a mine-affected country charged with the responsibility for the regulation, management and coordination of mine action.

Note: In the absence of a NMAA, it may be necessary and appropriate for the UN, or some other recognised international body, to assume some or all of the responsibilities, and fulfil some or all the functions, of a MAC or, less frequently, a NMAA.

The term 'demining organisation' refers to any organisation (government, NGO or commercial entity) responsible for implementing demining projects or tasks. Demining organisations include headquarters and support elements, and comprise one or more sub-units.

Note: Demining organisations includes Explosive Ordnance clearance organisation.

The term 'EOD' refers to the detection, identification, evaluation, render safe, recovery and disposal of Explosive Ordnance. EOD may be undertaken:

- a) as a routine part of survey and clearance operations, upon discovery of mine and ERW;
- b) to dispose of ERW discovered outside hazardous areas, (this may be a single item of ERW, or a larger number inside a specific area); or
- c) to dispose of EO which has become hazardous by deterioration, damage or attempted destruction.

The term 'Explosive Ordnance (EO)' refers to all munitions containing explosives, nuclear fission or fusion materials and biological and chemical agents. This includes bombs and warheads; guided and ballistic missiles; artillery, mortar, rocket and small arms ammunition; all mines, torpedoes and depth charges; pyrotechnics; cluster bombs and dispensers; cartridge and

propellant actuated devices; electro-explosive devices; clandestine and improvised explosive devices; and all similar or related items or components explosive in nature.

The term 'Explosive Remnants of War (ERW)' refers, in the context of IMAS, to Unexploded Ordnance (UXO) and Abandoned Explosive Ordnance (AXO).

The term 'competency standards' refers to the units of competence required to undertake a given task effectively and safely. The emphasis is placed on practical performance and on the application of knowledge and skills. Put simplistically "What people are able to do and their ability to do this in a range of contexts".

The term 'competence unit' refers to the specification of knowledge and skill and the application of that knowledge and skill to the standard of performance required in the workplace. Additionally, competence embodies the ability to transfer and apply knowledge and skills to new situations and environments.

4 Conformance

In T&EP, the words 'should' and 'may' are used to convey the intended degree of compliance. This use is consistent with the language used in ISO standards and guides.

In IMAS, 'shall' is used to indicate requirements, methods or specifications that are to be applied in order to conform to the standard. This term is **NOT** used in T&EP, as their contents are purely advisory.

'Should' is used to indicate the preferred requirements, methods or specifications. 'May' is used to indicate a possible method or course of action.

5 Competency standards

5.1 Purpose of competency standards

The purpose of competency standards is to define the minimum occupational competence in terms of the context(s) in which it needs to be applied along with performance criteria and an explanation of the required knowledge and understanding. Individual units or modules of competencies can also be – or form part of – qualifications at different levels, provided that an assessment regime with appropriate evidence or test requirements is used.

The purpose of this document is to provide an accurate assessment tool to enable appropriate recognition of an individual's professional competence. The use of this document will also allow mine action programs to enhance the capacity building process by providing a tool for planning and assessing the personal development of staff.

5.2 Application

This document should be applied to improve safety and efficiency in mine action. It is designed to be of benefit for a range of stakeholders including:

- a. Mine and ERW affected communities through provision of a common level of competency for organisations and individuals involved in mine action;
- b. Individuals through provision of internationally recognised mine action qualifications enabling the transfer of skills and professional development;
- c. Mine action organisations through development of internationally recognised standards. Additionally the T&EP will aid staff recruitment and selection by providing a recognised tool for the assessment of an individual's competence;
- d. National mine action authorities by providing recognised standards by which to measure the performance of individuals and organisations. Application of this T&EP should enhance the

process of measuring national capacity development across different organisations by providing a common understanding of the competencies of staff;

- e. Donors and the United Nations Agencies who can be confident in the professional capacity of individuals and organisations, either from a funding or international aid perspective;
- f. The mine action sector through recording and evaluating the competency possessed by personnel and organisations to ensure effective planning and evaluation, staff development and capacity building. Additionally, adherence to this standard will improve the Quality Management process by enhancing the assessment of training and competency of staff.

5.3 Use of Competency Standards

Competency standards should be used to support NMAA and mine action organisations in defining the competency levels required for EOD operations in any given environment. It can also provide a basis for defining policy, structures, training, operational processes and SOPs.

Any organisation using this document as a best practice reference will need to produce guidance and other supplementary material to define specific competency requirements for different employments as appropriate to the relevant environment.

6 Composition of a unit of competence

The competencies given in this document are laid out in a series of performance requirements and outcomes as follows:

- a) A competency unit designation, comprising a number and a title,
e.g. *2. Equipment*
- b) Two or more elements, each comprising:
 - 1) An element designation, comprising a number and a title,
e.g. *2.1 Gather and prepare search or explosive ordnance clearance equipment.*
 - 2) Criteria describing the required performance,
e.g. *"The individual must be able to demonstrate an ability to..."*

and/or

Explanations, describing the necessary knowledge and understanding,
e.g. *"The individual must be able to explain..."*

7 Competency requirements and operating categories

The competency requirements have been constructed using existing knowledge and the International Mine Action Standards (IMAS). They list the minimum requirements however demining organisations may demand additional competencies from their staff, for which they must be appropriately trained and qualified. According to IMAS 09.30, there are four levels of EOD competency, each requiring different competencies within the differing operating categories. See IMAS 09.30 for definition of EOD qualifications level 1, 2, 3 and 3+. Annex B to this document specifies these competencies.

8 Quality and audit process

Based on the selected performance criteria appropriate assessment tools and procedures should be developed by the demining organisation. This could for example involve the development of written tests, practical exercises, demonstrating a task, or procedures for assessment of performance during operations.

9 Responsibilities

9.1 General

On deciding to use this protocol, the competency standards may be implemented taking into consideration the following process as guidance.

9.2 Adaptation of competency standards by NMAA

The NMAA or organisation acting on its behalf should:

- a) incorporate this protocol at a national level as part of the national mine action standards;
- b) apply this protocol to enable development of operational expectations; and
- c) develop or approve a process that enables an assessment of competence and quality management.

9.3 Demining organizations

Demining organisations should:

- a) equate the specific job roles to the levels of competence defined by IMAS 09.30 EOD and specified by this protocol. If a role does not equate readily to the levels of competency described in this protocol, then the relevant units of competency or operating category may be extracted to define the specific EOD role.
- b) develop a system of measuring the competency of their work force. This assessment should be based on the performance criteria and describe what is to be accomplished to fulfil a competency unit and how that is to be accomplished according to organisation or national regulations.

9.4 EOD training organisations

The relevant training authority (training school, NGO, commercial company, military unit, etc.) should:

- d) compare the organisations procedures, training and current competency assessment processes with the national policy and standards;
- e) develop or adjust training plans based on this comparison;
- f) develop or adjust assessment procedures and material, enabling both assessment of trainees and personnel recruited from external organisations; and
- g) establish and maintain certification procedures so that training completion certificates explicitly list the disciplines on which the individual has been trained and has qualified as competent.

Annex A (Normative) References

The following normative documents contain provisions, which, through reference in this text, constitute provisions of this part of the standard. For dated references, subsequent amendments to, or revisions of, any of these publications do not apply. However, parties to agreements based on this part of the standard are encouraged to investigate the possibility of applying the most recent editions of the normative documents indicated below. For undated references, the latest edition of the normative document referred to applies. Members of ISO and IEC maintain registers of currently valid ISO or EN:

- a) IMAS 04.10 - Glossary of mine action terms, definitions and abbreviations; and
- b) IMAS 09.30 - EOD;

The latest version/edition of these references should be used. GICHD hold copies of all references used in this standard. A register of the latest version/edition of the IMAS standards, guides and references is maintained by GICHD, and can be read on the IMAS website (<http://www.mineactionstandards.org/>). NMAA, employers and other interested bodies and organisations should obtain copies before commencing mine action programmes.

Annex B (Normative) EOD Level 1- 3 and 3+ Competencies

EOD competencies for Levels 1-3 and 3+ must be contextually relevant, meaning that they need to be cross-referenced within the category definitions for each EOD level. The precise requirements for a competency at one level may vary to the next, despite being listed as the same competency unit.

e.g.:

3.15.3 – Individuals must be able to demonstrate an ability to establish accurately the nature of the advice needed.

The advice required to be demonstrated must be within the mandated field of expertise as defined by the relevant EOD level categories.

EO category definitions for each EOD level are found in the main document.

No.	Competencies	EOD level 1	EOD level 2	EOD level 3	EOD level 3+
1	KNOWLEDGE BASE				
1.1	Explosive Ordnance Recognition				
1.1.1	Land service ammunition and fuzes - generic	X	X	X	X
1.1.2	Land service ammunition and fuzes - detailed		X	X	X
1.1.3	Mines- generic	X	X	X	X
1.1.4	Mines- detailed		X	X	X
1.1.5	Submunition - generic	X	X	X	X
1.1.6	Submunition - detailed		X	X	X
1.1.7	Air Dropped Weapons - generic	X	X	X	X
1.1.8	Air Dropped Weapons - detailed			X	X
1.1.9	Guided Weapons - generic	X	X	X	X
1.1.10	Guided Weapons - detailed			X	X
1.1.11	IED (including Booby Traps) awareness - generic	X	X	X	X
1.1.12	Remnant IED (including Booby Traps) awareness - detailed			X	X
1.1.13	Full IED spectrum (including Booby Traps) awareness - detailed				X
1.1.14	DU related EO				X
1.1.15.	Maritime EO - generic			X	X
1.1.16	Maritime EO - detailed				X
1.1.17	Liquid propellant fueled EO - generic			X	X
1.1.18	Liquid propellant fueled EO - detailed				X
1.1.19	Chemical EO – generic			X	X
1.1.20	Chemical EO - detailed				X
1.1.21	Biological EO – generic			X	X
1.1.22	Biological EO - detailed				X
1.2	Explosives Theory and Safe Handling of Explosives Ordnance				
1.2.1	The differences and applications of high and low explosives.	X	X	X	X
1.2.2	The principles and objectives of explosive trains.	X	X	X	X
1.2.3	The principles of explosive power.	X	X	X	X
1.2.4	Blast effects and their uses.	X	X	X	X
1.2.5	Methods of reducing blast effects.	X	X	X	X
1.2.6	Movement of Explosive Ordnance		X	X	X
1.2.7	IEDs and Home Made Explosives			X	X

1.2.8	Fuel Air Explosive (FAE) systems			X	X
1.2.9	Depleted Uranium (DU) hazards				X
1.2.10	Liquid propellants				X
1.2.11	Chemical munitions				X
1.2.12	Biological munitions				X
1.3	Methods of Disposal				
1.3.1	Electrical and Non-electrical means of initiation	X	X	X	X
1.3.2	Use of Pyrotechnic devices to destroy by burning	X	X	X	X
1.3.3	Use of sufficient high explosive quantities to destroy explosive ordnance on which they have received training.	X	X	X	X
1.3.4	High order techniques	X	X	X	X
1.3.5	Ring Main	X	X	X	X
1.3.6	Line Main	X	X	X	X
1.3.7	Detonation by propagation – pit lay out		X	X	X
1.3.8	Low Order Techniques			X	X
1.3.9	Disposal by Burning		X	X	X
1.3.10	Mixed item logistic demolitions <50 Kg NEQ			X	X
1.3.11	Mixed item logistic demolitions >50 Kg NEQ				X
1.3.12	Disposal of IEDs and Home Made Explosives				X
1.3.13	Disposal of DU related EO				X
1.3.14	Disposal of Maritime EO				X
1.3.15	Disposal of Liquid Propellant				X
1.3.16	Disposal of Chemical EO				X
1.3.17	Disposal of Biological EO				X
1.4	Safety Precautions				
1.4.1	Personal and personnel safety	X	X	X	X
1.4.2	Equipment safety	X	X	X	X
1.4.3	Explosives safety distances	X	X	X	X
1.4.4	Protective measures – generic EO	X	X	X	X
1.4.5	HME handling protective measures			X	X
1.4.6	DU related protective measure				X
1.4.7	Liquid propellant protective measures				X
1.4.8	Chemical EO hazard protective measures				X
1.4.9	Biological EO hazard protective measures				X
1.5	Storage and Transportation of Explosives				
1.5.1	Health and safety and explosive legislation	X	X	X	X
1.5.2	Environmental issues	X	X	X	X
1.5.3	Explosive safety	X	X	X	X
1.5.4	Explosive storage areas	X	X	X	X
1.5.5	Explosive transportation	X	X	X	X
1.5.6	Explosive security	X	X	X	X
1.5.7	Storage and transport of DU or DU contaminated material				X
1.5.8	Classification, storage and transport of HME				X
1.5.9	Storage and transport of liquid propellant				X
1.5.10	Storage and transport of chemical EO				X
1.5.11	Storage and transport of biological EO				X
1.6	Management of Demolition Sites				
1.6.1	Selection and layout of disposal site		X	X	X
1.6.2	Management of disposal site		X	X	X
1.6.3	Management of mixed item logistic demolitions			X	X
1.6.4	Management of specialist demilitarisation activities				X
1.6.5	Management of destruction of hazardous chemical and biological weapons/agents using explosives				X

1.7	Management				
1.7.1	Quality Assurance	X	X	X	X
1.7.2	Quality control		X	X	X
1.7.3	Operational site management	X	X	X	X
1.7.4	Incident / accident investigation		X	X	X
1.7.5	Understand generic management requirements of Level 3+ EOD operations			X	X
1.8	Medical requirements				
1.8.1	First aid	X	X	X	X
1.8.2	Organisational casualty evacuation procedures	X	X	X	X
1.8.3	DU related EO medical requirements				X
1.8.4	Liquid propellant related medical requirements				X
1.8.5	Chemical and biological EO related medical requirements				X
2	EQUIPMENT				
2.1	Gather and prepare search or explosive ordnance disposal equipment	X	X	X	X
2.1.1	Individuals must be able to effectively explain the environment in which the task will take place;	X	X	X	X
2.1.2	Individuals must be able to explain how to effectively inspect, test and prepare equipment;	X	X	X	X
2.1.3	Individuals must be able to explain acceptable tolerances of accuracy of the equipment;	X	X	X	X
2.1.4	Individuals must be able to explain the characteristics and hazards of the equipment in use;	X	X	X	X
2.1.5	Individuals must be able to explain operational requirements and organisational procedures.	X	X	X	X
2.1.6	Individuals must be able to demonstrate an ability to possess the necessary information to safely operate the equipment in use;	X	X	X	X
2.1.7	Individuals must be able to demonstrate an ability to effectively test the serviceability of the equipment, reporting any defective equipment through the appropriate channels;	X	X	X	X
2.1.8	Individuals must be able to demonstrate an ability to prepare the equipment correctly for use;	X	X	X	X
2.1.9	Individuals must be able to demonstrate an ability to meet operational requirements and their own organisational procedures.	X	X	X	X
2.2	Operate search or explosive ordnance disposal equipment				
2.2.1	Individuals must be able to explain the capabilities, limitations and uses of equipment in use;	X	X	X	X
2.2.2	Individuals must be able to explain how to operate the equipment correctly;	X	X	X	X
2.2.3	Individuals must be able to explain the importance of operating the equipment correctly and the consequences of not doing;	X	X	X	X
2.2.4	Individuals must be able to explain why a reading may be incorrect and how to deal with it;	X	X	X	X
2.2.5	Individuals must be able to demonstrate an ability to operate the equipment correctly according to the manufacturer's instructions	X	X	X	X
2.2.6	Individuals must be able to demonstrate an ability to take accurate readings and measurements;	X	X	X	X
2.2.7	Individuals must be able to demonstrate an ability to effectively challenge obvious inaccuracies or inconsistencies of information;	X	X	X	X
2.2.8	Individuals must be able to demonstrate an ability to make necessary adjustment to the equipment in use;	X	X	X	X
2.2.9	Individuals must be able to demonstrate an ability to report problems to the appropriate authority;	X	X	X	X

2.2.10	Individuals must be able to explain the reasoning for employing Electronic Counter Measures (ECM);			x	x
2.2.11	Individuals must be able to explain the safety implications of using ECM;			x	x
2.2.12	Individuals must be able to demonstrate an ability to safely use ECM;			x	x
2.2.13	Individuals must be able to demonstrate an ability to safely decontaminate or destroy equipment after use if necessary				x
2.3	Maintain search or explosive ordnance disposal equipment				
2.3.1	Individuals must be able to explain the requirements of the servicing schedule;	x	x	x	x
2.3.2	Individuals must be able to explain the equipment's capabilities and acceptable limits of deviation;	x	x	x	x
2.3.3	Individuals must be able to explain operational requirements and organisational procedures;	x	x	x	x
2.3.4	Individuals must be able to explain how to report defective equipment;	x	x	x	x
2.3.5	Individuals must be able to demonstrate an ability to carry out regular routine maintenance checks in accordance with the servicing schedule;	x	x	x	x
2.3.6	Individuals must be able to demonstrate an ability to report defective equipment and organise its repair or replacement;	x	x	x	x
2.3.7	Individuals must be able to demonstrate an ability to monitor consumables continuously and arrange for their replenishment;	x	x	x	x
2.3.8	Individuals must be able to demonstrate an ability to maintain all equipment within the specified levels;	x	x	x	x
2.3.9	Individuals must be able to demonstrate an ability to comply with operational requirements and organisational procedures.	x	x	x	x
2.4	Manage search or explosive ordnance disposal equipment				
2.4.1	Individuals must be able to explain the equipment management system for their organization;		x	x	x
2.4.2	Individuals must be able to explain the equipment's normal functioning and acceptable limits of deviation;		x	x	x
2.4.3	Individuals must be able to explain the correct use of equipment, operational requirements and organisational procedures;		x	x	x
2.4.4	Individuals must be able to explain how to report defective equipment;		x	x	x
2.4.5	Individuals must be able to explain the importance of ensuring a simple and effective logistics supply chain ;		x	x	x
2.4.6	Individuals must be able to demonstrate an ability to carry out regular inspections of the servicing log for all equipment in use;		x	x	x
2.4.7	Individuals must be able to demonstrate an ability to monitor defects through a defect reporting schedule;		x	x	x
2.4.8	Individuals must be able to demonstrate an ability to manage the consumption and order of consumables through the organisation's logistic system;		x	x	x
2.4.9	Individuals must be able to demonstrate an ability to ensure all personnel comply with operational requirements and organisational procedures;		x	x	x
2.4.10	Individuals must be able to explain the reasoning for using ECM and the second order and possible legal consequences of using such equipment;				x
3	MANAGEMENT				
3.1	Initial Threat Assessment				
3.1.2	Individuals must be able to explain their assessment process	x	x	x	x

3.1.1	Individuals must be able to demonstrate an ability to carry out a simple threat assessment using current National procedures.	x	x	x	x
3.2 Threat assessment					
3.2.1	Individuals must be able to explain methods and sources of gathering intelligence material		x	x	x
3.2.2	Individuals must be able to explain a simple threat analysis tool/system		x	x	x
3.2.3	Individuals must be able to explain their decision making process		x	x	x
3.2.4	Individuals must be able to demonstrate an ability to identify and gather the relevant information;		x	x	x
3.2.5	Individuals must be able to demonstrate an ability to use information that is complete, valid, accurate and reliable		x	x	x
3.2.6	Individuals must be able to demonstrate an ability to use simple threat analysis tools		x	x	x
3.2.7	Individuals must be able to demonstrate an ability to justify their decisions		x	x	x
3.2.8	Individuals must be able to explain the reasoning in defining remnant IEDs compared with those from an ongoing IED campaign			x	x
3.3 Assess the explosive ordnance-related risks					
3.3.1	Individuals must be able to explain the overall strategy, mission and objectives and the method of execution for EOD scenarios within their area of responsibility;		x	x	x
3.3.2	Individuals must be able to provide a comprehensive appreciation of the potential consequences of explosive ordnance risk;		x	x	x
3.3.3	Individuals must be able to explain the potential impact of changing operational priorities and tempos;		x	x	x
3.3.4	Individuals must be able to explain the meaning of 'risk' and how this is factored into EOD operations;		x	x	x
3.3.5	Individuals must be able to explain the role, capabilities, modus operandi and limitations of appropriate agencies and organisations;		x	x	x
3.3.6	Individuals must be able to explain whom to consult and the relevance of their contributions;		x	x	x
3.3.7	Individuals must be able to explain risk assessment techniques;		x	x	x
3.3.8	Individuals must be able to explain methods of minimising risks;		x	x	x
3.3.9	Individuals must be able to explain methods of recording and validating their risk assessment;		x	x	x
3.3.10	Individuals must be able to explain operational requirements and organisational procedures.		x	x	x
3.3.11	Individuals must be able to demonstrate an ability to identify accurately what is at risk;		x	x	x
3.3.12	Individuals must be able to demonstrate an ability to identify objectively what is the likely nature of the risks;		x	x	x
3.3.13	Individuals must be able to demonstrate an ability to identify objectively the potential consequences of the risk and of non-action;		x	x	x
3.3.14	Individuals must be able to demonstrate an ability to challenge or confirm the mission or objectives when appropriate to do so;		x	x	x
3.3.15	Individuals must be able to demonstrate an ability to effectively research to refine their understanding of the matter;		x	x	x
3.3.16	Individuals must be able to demonstrate an ability to consult relevant agencies and organisations in development of their draft risk assessment;		x	x	x
3.3.17	Individuals must be able to demonstrate an ability to effectively revise their risk assessment, incorporating feedback (as appropriate) into their assessment;		x	x	x

3.3.18	Individuals must be able to demonstrate an ability to accurately record and validate their risk assessment.		x	x	x
3.3.19	Individuals must be able to explain the hazards associated with guided weapons			x	x
3.3.20	Individuals must be able to explain the hazards associated with IEDs and HME			x	x
3.3.21	Individuals must be able to explain the hazards associated with DU related EO				x
3.3.22	Individuals must be able to explain the hazards associated with Maritime EO				x
3.3.23	Individuals must be able to explain the hazards associated with liquid propellants				x
3.3.24	Individuals must be able to explain the hazards associated with chemical and biological EO				x
3.4	Gather and analyse information on the location of explosive ordnance				
3.4.1	Individuals must be able to effectively explain the history of the area, the scenario and sources of information collected;	x	x	x	x
3.4.2	Individuals must be able to explain characteristics of the environment;	x	x	x	x
3.4.3	Individuals must be able to explain the amount and type of information needed;	x	x	x	x
3.4.4	Individuals must be able to explain how to interpret technical information;	x	x	x	x
3.4.5	Individuals must be able to define the relevant agencies and organisations and their likely interest;		x	x	x
3.4.6	Individuals must be able to explain how to communicate effectively with interested parties;		x	x	x
3.4.7	Individuals must be able to explain how to carry out a threat assessment and why it is important to do so;		x	x	x
3.4.8	Individuals must be able to explain what are their responsibilities, capabilities and limitations;	x	x	x	x
3.4.9	Individuals must be able to explain to whom to refer the task and the correct procedures for doing so;	x	x	x	x
3.4.10	Individuals must be able to explain the requirements of the appropriate regulations and procedures.	x	x	x	x
3.4.11	Individuals must be able to demonstrate an ability to assess and validate information;	x	x	x	x
3.4.12	Individuals must be able to demonstrate an ability to liaise effectively with local agencies and organisations;	x	x	x	x
3.4.13	Individuals must be able to demonstrate an ability to conduct additional assessment on the event of incomplete information or to refine their understanding of the problem;	x	x	x	x
3.4.14	Individuals must be able to demonstrate an ability to carry out an initial threat assessment;	x	x	x	x
3.4.15	Individuals must be able to demonstrate an ability to assess accurately whether a task is within their capability and to refer it to the appropriate authority or agency if it is not;	x	x	x	x
3.4.16	Individuals must be able to demonstrate an ability to use feedback in their analysis;	x	x	x	x
3.4.17	Individuals must be able to demonstrate an ability to categorise and allocate a priority for the area to be searched according to agreed criteria;	x	x	x	x
3.4.18	Individuals must be able to demonstrate an ability to brief other relevant agencies at the appropriate time.	x	x	x	x
3.5	Implement plans to minimise explosive ordnance-related risks				
3.5.1	Individuals must be able to explain what are the potential risks during EOD operations;		x	x	x

3.5.2	Individuals must be able to explain what are the acceptable levels of risk;		x	x	x
3.5.3	Individuals must be able to explain their capabilities, limitations and resources and those of any relevant agencies;		x	x	x
3.5.4	Individuals must be able to explain methods for minimising risks;		x	x	x
3.5.5	Individuals must be able to explain operational requirements and organisational procedures;		x	x	x
3.5.6	Individuals must be able to explain whom should be consulted and why;		x	x	x
3.5.7	Individuals must be able to explain the time-scales in which they are operating;		x	x	x
3.5.8	Individuals must be able to demonstrate an ability to determine required resources;		x	x	x
3.5.9	Individuals must be able to demonstrate an ability to establish the nature of the contributions of other agencies;		x	x	x
3.5.10	Individuals must be able to demonstrate an ability to review all practical options to select the optimum course of action for the circumstances;		x	x	x
3.5.11	Individuals must be able to demonstrate an ability to communicate their plan to those who need to know.		x	x	x
3.5.12	Individuals must be able to explain the implementation of guided weapon related EOD plans;			x	x
3.5.13	Individuals must be able to demonstrate an ability to execute guided weapon related EOD plans;			x	x
3.5.14	Individuals must be able to explain the implementation of remnant IED disposal plans ;			x	x
3.5.15	Individuals must be able to demonstrate an ability to execute remnant IED disposal plans ;			x	x
3.5.16	Individuals must be able to explain the implementation of AFV Clearance plans;				x
3.5.17	Individuals must be able to demonstrate an ability to execute AFV clearance plans;				x
3.5.18	Individuals must be able to explain the implementation of DU related EOD plans;				x
3.5.19	Individuals must be able to demonstrate an ability to execute DU related EOD plans;				x
3.5.20	Individuals must be able to explain the implementation of IED disposal plans from on-going IED campaign;				x
3.5.21	Individuals must be able to demonstrate an ability to execute IED disposal plans from on-going IED campaign;				x
3.5.22	Individuals must be able to explain the implementation of Maritime EOD plans;				x
3.5.23	Individuals must be able to demonstrate an ability to execute Maritime EOD plans;				x
3.5.24	Individuals must be able to explain the implementation of EOD tasks relating to liquid propellant;				x
3.5.25	Individuals must be able to demonstrate an ability to execute EOD tasks relating to liquid propellant;				x
3.5.26	Individuals must be able to explain the implementation of chemical and biological EOD plans;				x
3.5.27	Individuals must be able to demonstrate an ability to execute chemical and biological EOD plans;				x
3.6	Develop plans to minimise explosive ordnance-related risks				
3.6.1	Individuals must be able to explain the potential risks during EOD operations;			x	x
3.6.2	Individuals must be able to explain the acceptable levels of risk;			x	x
3.6.3	Individuals must be able to explain own capabilities, limitations and resources and those of any relevant agencies;			x	x

3.6.4	Individuals must be able to explain methods for minimising risks;			X	X
3.6.5	Individuals must be able to explain operational requirements and organisational procedures;			X	X
3.6.6	Individuals must be able to explain planning techniques;			X	X
3.6.7	Individuals must be able to explain communication techniques;			X	X
3.6.8	Individuals must be able to explain what resources are required during an EOD operation and why;			X	X
3.6.9	Individuals must be able to explain who is likely to be affected by their plan;			X	X
3.6.10	Individuals must be able to explain the time-scales in which they are operating.			X	X
3.6.11	Individuals must be able to demonstrate an ability to plan guided weapon related EOD			X	X
3.6.12	Individuals must be able to demonstrate an ability to plan remnant IED disposal			X	X
3.6.13	Individuals must be able to demonstrate an ability to identify resource requirements;			X	X
3.6.14	Individuals must be able to demonstrate an ability to establish the nature of the contributions of other agencies;			X	X
3.6.15	Individuals must be able to demonstrate an ability to review all practical options to select the optimum course of action for the circumstances;			X	X
3.6.16	Individuals must be able to demonstrate an ability to develop a plan in accordance with organisational requirements;			X	X
3.6.17	Individuals must be able to demonstrate an ability to consult on their draft plan, revising as necessary in the light of feedback received;			X	X
3.6.18	Individuals must be able to demonstrate an ability to record and validate plans in accordance with organisational requirements;			X	X
3.6.19	Individuals must be able to demonstrate an ability to communicate their plan to those who need to know.			X	X
3.6.20	Individuals must be able to demonstrate an ability to plan EOD AFV clearance				X
3.6.21	Individuals must be able to demonstrate an ability to plan DU related EOD				X
3.6.22	Individuals must be able to demonstrate an ability to plan IED disposal in an on-going IED campaign				X
3.6.23	Individuals must be able to demonstrate an ability to plan Maritime EOD				X
3.6.24	Individuals must be able to demonstrate an ability to plan EOD tasks relating to liquid propellants, including consideration of climatic and environmental factors.				X
3.6.25	Individuals must be able to demonstrate an ability to plan chemical weapon EOD, including consideration of climatic and environmental factors.				X
3.6.26	Individuals must be able to demonstrate an ability to plan demilitarisation activities.				X
3.7	Use local and other information to locate affected areas				
3.7.1	Individuals must be able to explain how to interpret information (e.g. maps, charts, drawings or photographic images etc);		X	X	X
3.7.2	Individuals must be able to explain differing sources of information and how to access them;		X	X	X
3.7.3	Individuals must be able to explain the different methods of confirming correct locations;		X	X	X
3.7.4	Individuals must be able to explain the communication needs of appropriate agencies and organisations and how to communicate with them;		X	X	X
3.7.5	Individuals must be able to explain the importance of ensuring		X	X	X

	understanding of an EO issue;				
3.7.6	Individuals must be able to demonstrate an ability to identify the correct vicinity;		x	x	x
3.7.7	Individuals must be able to demonstrate an ability to gather, analyse and interpret local information in order to assess the extent of the task;		x	x	x
3.7.8	Individuals must be able to demonstrate an ability to ensure that their definition of the area meets operational requirements, organisational procedures and local conditions;		x	x	x
3.7.9	Individuals must be able to demonstrate an ability to record and clearly communicate their definition of the affected area.		x	x	x
3.8	Assist in defining the specific area to be searched				
3.8.1	Individuals must be able to explain how to interpret information (e.g. charts, maps, drawings or photographic images);	x	x	x	x
3.8.2	Individuals must be able to explain the requirements of the operational directive and organisational procedures;	x	x	x	x
3.8.3	Individuals must be able to explain the capabilities and limitations of personnel and equipment relevant to the EOD scenario;	x	x	x	x
3.8.4	Individuals must be able to demonstrate an ability to assess and validate any additional information they receive;	x	x	x	x
3.8.5	Individuals must be able to demonstrate an ability to identify local environment secondary hazards if there are any;	x	x	x	x
3.8.6	Individuals must be able to demonstrate an ability to assist in developing diagrams of the specific area to be searched;	x	x	x	x
3.8.7	Individuals must be able to demonstrate an ability to assist in identifying and describing potential access and egress routes;	x	x	x	x
3.8.8	Individuals must be able to demonstrate an ability to clearly mark the defined area to be searched;	x	x	x	x
3.9	Define the specific area to be searched				
3.9.1	Individuals must be able to explain the different communication requirements of relevant agencies and organisations and ensure appropriate methods of understanding;		x	x	x
3.9.2	Individuals must be able to explain how to interpret information (e.g. maps, charts, drawings or photographic images);		x	x	x
3.9.3	Individuals must be able to explain the requirements of their operational directive and organisational procedures;		x	x	x
3.9.4	Individuals must be able to explain any local factors that should be taken into account;		x	x	x
3.9.5	Individuals must be able to explain the capabilities and limitations of personnel and equipment.		x	x	x
3.9.6	Individuals must be able to demonstrate an ability to assess and validate additional information as appropriate;		x	x	x
3.9.7	Individuals must be able to demonstrate an ability to clearly define an area to be cleared and to communicate such in an appropriate format;		x	x	x
3.9.8	Individuals must be able to demonstrate an ability to ensure that their definition meets operational requirements and organisational procedures;		x	x	x
3.9.9	Individuals must be able to demonstrate an ability to assess and satisfactorily describe local environment and secondary hazards as appropriate;		x	x	x
3.9.10	Individuals must be able to demonstrate an ability to identify and accurately describe the potential access and egress route;		x	x	x
3.10	Record the possible location and general disposition of explosive ordnance				
3.10.1	Individuals must be able to explain the appropriate formats for recording information (e.g. maps, charts, drawings, or		x	x	x

	photographic images);				
3.10.2	Individuals must be able to explain operational requirements and own organisational procedures;		x	x	x
3.10.3	Individuals must be able to identify the differing authorities and what are their communication needs;		x	x	x
3.10.4	Individuals must be able to explain the different methods of communicating (e.g. written reports, emails, and fax).		x	x	x
3.10.5	Individuals must be able to demonstrate an ability to ensure information is recorded in the appropriate format;		x	x	x
3.10.6	Individuals must be able to demonstrate an ability to ensure that records meet operational requirements and organisational procedures;		x	x	x
3.10.7	Individuals must be able to demonstrate an ability to communicate the recorded areas to appropriate authorities;		x	x	x
3.11	Identify and establish working relationships				
3.11.1	Individuals must be able to explain the likely interests and aspirations of relevant agencies;		x	x	x
3.11.2	Individuals must be able to explain the possible contribution of relevant agencies;		x	x	x
3.11.3	Individuals must be able to explain the various factors that determine the establishment of good working relationships;		x	x	x
3.11.4	Individuals must be able to explain operational requirements and organisational procedures;		x	x	x
3.11.5	Individuals must be able to explain the different types of working relationship (e.g. contracted, informal);		x	x	x
3.11.6	Individuals must be able to explain the various communication techniques utilised during clearance and disposal operations;		x	x	x
3.11.7	Individuals must be able to explain the extent of their authority;	x	x	x	x
3.11.8	Individuals must be able to demonstrate an ability to identify relevant agencies;		x	x	x
3.11.9	Individuals must be able to demonstrate an ability to identify the likely role and interest of relevant agencies;		x	x	x
3.11.10	Individuals must be able to demonstrate an ability to establish the capabilities of relevant agencies and their potential for effective contribution;		x	x	x
3.11.11	Individuals must be able to demonstrate an ability to develop holistic communication arrangements and working practice in accordance with organisational procedures;		x	x	x
3.11.12	Individuals must be able to demonstrate an ability to develop and maintain professional working relationship, altering the terms of reference if/as required;		x	x	x
3.11.13	Individuals must be able to demonstrate an ability to formalise working arrangements as appropriate;		x	x	x
3.11.14	Individuals must be able to demonstrate an ability to maintain their organisation's reputation whilst dealing with relevant agencies;		x	x	x
3.12	Allocate explosive ordnance disposal resources				
3.12.1	Individuals must be able to explain the components of an EOD plan;		x	x	x
3.12.2	Individuals must be able to explain any hazardous and non-hazardous resources and any attendant constraints for their movement and storage;		x	x	x
3.12.3	Individuals must be able to explain their role in the supply and distribution systems;		x	x	x
3.12.4	Individuals must be able to explain operational requirements and organisational procedures;		x	x	x
3.12.5	Individuals must be able to explain the demands of task		x	x	x

	management.				
3.12.6	Individuals must be able to demonstrate an ability to identify and source suitable explosive ordnance disposal resources to be allocated;		x	x	x
3.12.7	Individuals must be able to demonstrate an ability to prioritise allocation of explosive ordnance disposal resources in order to meet objectives;		x	x	x
3.12.8	Individuals must be able to demonstrate an ability to identify the destination of explosive ordnance disposal resources and arrange for their distribution;		x	x	x
3.12.9	Individuals must be able to demonstrate an ability to ensure that any special distribution and storage conditions are available and, if required, appropriate arrangements are made to maximise safety and security;		x	x	x
3.12.10	Individuals must be able to demonstrate an ability to confirm the serviceability of newly acquired explosive ordnance disposal resources;		x	x	x
3.12.11	Individuals must be able to demonstrate an ability to manage the allocation of explosive ordnance disposal resource replenishment system;		x	x	x
3.12.12	Individuals must be able to demonstrate an ability to establish an effective replenishment system.		x	x	x
3.13	Respond to developing events and imperatives				
3.13.1	Individuals must be able to explain the components of an EOD plan;		x	x	x
3.13.2	Individuals must be able to explain differing monitoring techniques;		x	x	x
3.13.3	Individuals must be able to explain the demands of task management;		x	x	x
3.13.4	Individuals must be able to explain the various possible effects of changes to be implemented on the operation;		x	x	x
3.13.5	Individuals must be able to explain possible methods of responding to change;		x	x	x
3.13.6	Individuals must be able to explain how to assess the benefits of different courses of action.		x	x	x
3.13.7	Individuals must be able to demonstrate an ability to monitor the operation effectively;		x	x	x
3.13.8	Individuals must be able to demonstrate an ability to identify and evaluate the possible impact of changes on the operation;		x	x	x
3.13.9	Individuals must be able to demonstrate an ability to consult on and revise the plan and implement any changes as necessary;		x	x	x
3.13.10	Individuals must be able to demonstrate an ability to communicate effectively any changes to be implemented;		x	x	x
3.13.11	Individuals must be able to demonstrate an ability to confirm that any changes have been implemented;		x	x	x
3.14	Evaluate the effectiveness of explosive ordnance disposal operations and programmes				
3.14.1	Individuals must be able to demonstrate an ability to effectively monitor the operational teams;		x	x	x
3.14.2	Individuals must be able to demonstrate an ability to collect and analyse information including feedback and progress reports;			x	x
3.14.3	Individuals must be able to demonstrate an ability to draw out the successes of the operation and the lessons learned for future reference;			x	x
3.14.4	Individuals must be able to demonstrate an ability to review and make refine procedures for future operations;	x	x	x	x
3.14.5	Individuals must be able to demonstrate an ability to implement necessary changes, at short notice, obtaining approval where			x	x

	necessary;				
3.14.6	Individuals must be able to demonstrate an ability to record findings and report recommendations through appropriate channels;			x	x
3.14.7	Individuals must be able to demonstrate an ability to ensure the effectiveness of relevant training.			x	x
3.14.8	Individuals must be able to explain their own operational requirements and organisational procedures;			x	x
3.14.9	Individuals must be able to explain monitoring techniques and procedures;		x	x	x
3.14.10	Individuals must be able to explain the preconditions and scope for change;			x	x
3.14.11	Individuals must be able to explain their personal level of authority;	x	x	x	x
3.14.12	Individuals must be able to explain when immediate changes are required.			x	x
3.15	Provide advice on explosive ordnance disposal-related matters				
3.15.1	Individuals must be able to explain their own level of authority when providing advice;	x	x	x	x
3.15.2	Individuals must be able to explain how to refer enquirers to the next level of authority when the request is beyond their authority or expertise;	x	x	x	x
3.15.3	Individuals must be able to demonstrate an ability to accurately establish the nature of the advice needed;	x	x	x	x
3.15.4	Individuals must be able to demonstrate an ability to present their advice clearly and concisely and ensure advice has been understood;	x	x	x	x
3.15.5	Individuals must be able to demonstrate an ability to carry out research when presented with findings in a logical manner;	x	x	x	x
3.15.6	Individuals must be able to identify requirements and any potential limitations regarding information provided to them;			x	x
3.15.7	Individuals must be able to explain a comprehensive technical understanding of explosive ordnance-related matters;			x	x
3.15.8	Individuals must be able to identify differing sources of information and how to access them;			x	x
3.15.9	Individuals must be able to explain effective communication techniques;			x	x
3.15.10	Individuals must be able to explain operational requirements and organisational procedures;			x	x
3.15.11	Individuals must be able to demonstrate an ability to liaise effectively with other agencies to ensure appropriate information is obtained;			x	x
3.15.12	Individuals must be able to demonstrate an ability to ensure their advice is consistent with internationally recognised standards;			x	x
3.15.13	Individuals must be able to demonstrate the advice to relevant agencies and organisations;			x	x
3.15.14	Individuals must be able to demonstrate an ability to can provide advice for EOD of guided weapon			x	x
3.15.15	Individuals must be able to demonstrate an ability to provide advice for remnant IED disposal			x	x
3.15.16	Individuals must be able to demonstrate an ability to provide advice for DU related EOD				x
3.15.17	Individuals must be able to demonstrate an ability to provide advice for AFV clearances				x
3.15.18	Individuals must be able to demonstrate an ability to provide advice for IED disposal as part of an on-going IED campaign				x
3.15.19	Individuals must be able to demonstrate an ability to provide advice for Maritime EOD				x

3.15.20	Individuals must be able to demonstrate an ability to provide advice for liquid propellant related EOD				X
3.15.21	Individuals must be able to demonstrate an ability to provide advice for chemical and biological weapon EOD				X
4 LOCATING AND SAFE ACCESS					
4.1 Contribute to the identification of specific environmental hazards in areas where explosive ordnance is located					
4.1.1	Individuals must be able to explain the possible effects of the hazard;	X	X	X	X
4.1.2	Individuals must be able to explain the various precautions and mitigations used to eliminate or reduce a hazard to an acceptable level;	X	X	X	X
4.1.3	Individuals must be able to explain the capabilities, limitations and availability of resources;	X	X	X	X
4.1.4	Individuals must be able to explain operational requirements and organisational procedures.	X	X	X	X
4.1.5	Individuals must be able to demonstrate an ability to assist in carrying out an appropriate survey of the local environment and record the findings;	X	X	X	X
4.1.6	Individuals must be able to demonstrate an ability to identify any personal hazard.	X	X	X	X
4.1.7	Individuals must be able to demonstrate an ability to take all relevant measures when assisting in managing the hazards.	X	X	X	X
4.2 Contribute to gaining safe access to explosive ordnance					
4.2.1	Individuals must be able to explain the capabilities and limitations of resources;	X	X	X	X
4.2.2	Individuals must be able to explain the different types of personal protective equipment;	X	X	X	X
4.2.3	Individuals must be able to explain the hazards they are expecting to encounter during an EOD scenario;	X	X	X	X
4.2.4	Individuals must be able to demonstrate an ability to contribute to the selection and use of appropriate resources and personal protective equipment suitable for the task;	X	X	X	X
4.2.5	Individuals must be able to demonstrate an ability to contribute to planning for potential access and egress routes;	X	X	X	X
4.2.6	Individuals must be able to demonstrate an ability to contribute to the implementation of the EOD plan as directed;	X	X	X	X
4.2.7	Individuals must be able to demonstrate an ability to mark the access route when appropriate;	X	X	X	X
4.2.8	Individuals must be able to demonstrate an ability to locate the position of explosive ordnance to such proximity as to enable it to be identified.	X	X	X	X
4.3 Contribute to the location of explosive ordnance or confirm their absence					
4.3.1	Individuals must be able to explain how to use the equipment;	X	X	X	X
4.3.2	Individuals must be able to explain what is the best use of personal protective equipment;	X	X	X	X
4.3.3	Individuals must be able to explain the parameters and limitations of search methods in use;	X	X	X	X
4.3.4	Individuals must be able to explain the interaction between suites of equipment;	X	X	X	X
4.3.5	Individuals must be able to explain when and why it may be appropriate to mark and plot the location of explosive ordnance;	X	X	X	X
4.3.6	Individuals must be able to explain sources of information and their various strengths and weaknesses;	X	X	X	X
4.3.7	Individuals must be able to explain the potential follow-on actions	X	X	X	X

	upon confirmation of EO;				
4.3.8	Individuals must be able to explain the stated criteria for searching the area and their implications.	x	x	x	x
4.3.9	Individuals must be able to demonstrate an ability to use appropriate equipment to the recognised standards and in accordance with manufacturer's instructions;	x	x	x	x
4.3.10	Individuals must be able to demonstrate an ability to mark the location of explosive ordnance if required to do so;	x	x	x	x
4.3.11	Individuals must be able to demonstrate an ability to accurately plot the location of the explosive ordnance;	x	x	x	x
4.3.12	Individuals must be able to demonstrate an ability to use appropriate sources of information to confirm their findings;	x	x	x	x
4.3.13	Individuals must be able to demonstrate an ability to confirm that the area has been searched in accordance with standard criteria;	x	x	x	x
4.4	Ensure the accurate recording and general disposition of explosive ordnance				
4.4.1	Individuals must be able to explain the appropriate formats for recording information (e.g. maps, charts, drawings, or photographic images);		x	x	x
4.4.2	Individuals must be able to explain operational requirements and organisational procedures;		x	x	x
4.4.3	Individuals must be able to identify appropriate authorities and their communication needs;		x	x	x
4.4.4	Individuals must be able to explain the different methods of communicating information (e.g. written reports, emails, and fax).		x	x	x
4.4.5	Individuals must be able to demonstrate an ability to ensure that the information is recorded in the appropriate format;		x	x	x
4.4.6	Individuals must be able to demonstrate an ability to ensure that the records meet operational requirements and organisational procedures;		x	x	x
4.4.7	Individuals must be able to demonstrate an ability to effectively communicate the recorded areas to appropriate authorities;		x	x	x
4.4.8	Individuals must be able to demonstrate an ability to ensure that records are updated or amended as necessary;		x	x	x
4.5	Detect the possible presence of explosive ordnance and other risks				
4.5.1	Individuals must be able to explain the planning process;		x	x	x
4.5.2	Individuals must be able to explain the capabilities and limitations of resources;		x	x	x
4.5.3	Individuals must be able to explain operational requirements and organisational procedures;		x	x	x
4.5.4	Individuals must be able to justify the use of a particular detection method or resources;		x	x	x
4.5.5	Individuals must be able to explain the probable nature and extent of the risk or hazard;		x	x	x
4.5.6	Individuals must be able to identify the best use of personal protective equipment;		x	x	x
4.5.7	Individuals must be able to explain the basis for challenging the accuracy or consistency of information.		x	x	x
4.5.8	Individuals must be able to demonstrate an ability to draw up a plan of action in line with operational requirements and organisational procedures;		x	x	x
4.5.9	Individuals must be able to demonstrate an ability to implement the plan and re-evaluate as necessary;		x	x	x
4.5.10	Individuals must be able to demonstrate an ability to take prompt, corrective action in the event of problems arising;		x	x	x
4.5.11	Individuals must be able to demonstrate an ability to use		x	x	x

	alternative methods to corroborate evidence when appropriate;				
4.5.12	Individuals must be able to demonstrate an ability to challenge inconsistencies or anomalies of information.		x	x	x
4.5.13	Individuals must be able to explain the potential secondary EO hazards from abandoned/destroyed AFVs and method for detecting them.				x
4.5.14	Individuals must be able to explain the detection, mitigation and PPE requirements for search with DU related hazards				x
4.5.15	Individuals must be able to explain the detection, mitigation and PPE requirements for search of IEDs.				x
4.5.16	Individuals must be able to explain the detection, mitigation and PPE requirements for search for Maritime EO				x
4.5.17	Individuals must be able to explain the detection, mitigation PPE requirements for search in liquid propellant related hazards				x
4.5.18	Individuals must be able to explain detection, mitigation and PPE the requirements for search in chemical and biological related hazards				x
4.6	Locate explosive ordnance or confirm their absence				
4.6.1	Individuals must be able to explain how to use the relevant EOD equipment;		x	x	x
4.6.2	Individuals must be able to explain what is the best use of personal protective equipment;		x	x	x
4.6.3	Individuals must be able to explain the parameters and limitations of search methods in use;		x	x	x
4.6.4	Individuals must be able to explain the interaction between suites of equipment;		x	x	x
4.6.5	Individuals must be able to explain when and why it may be appropriate to mark and plot the location of explosive ordnance;		x	x	x
4.6.6	Individuals must be able to explain the various strengths and weaknesses of sources of information;		x	x	x
4.6.7	Individuals must be able to explain what potential follow-on actions are to be taken upon confirmation of EO;		x	x	x
4.6.8	Individuals must be able to explain the stated criteria for searching the area and their implications.		x	x	x
4.6.9	Individuals must be able to demonstrate an ability to use appropriate equipment effectively to the recognised standards and manufacturer's instructions;		x	x	x
4.6.10	Individuals must be able to demonstrate an ability to mark the location of the explosive ordnance;		x	x	x
4.6.11	Individuals must be able to demonstrate an ability to plot the location of explosive ordnance to prescribed accuracies;		x	x	x
4.6.12	Individuals must be able to demonstrate an ability to use appropriate sources of information to confirm their findings;		x	x	x
4.6.13	Individuals must be able to demonstrate an ability to confirm that an area has been searched within stated criteria;		x	x	x
4.7	Identify the specific hazards posed by the environs in which explosive ordnance are located				
4.7.1	Individuals must be able to explain what kind of survey may be appropriate and why;		x	x	x
4.7.2	Individuals must be able to explain the possible effects of hazards;		x	x	x
4.7.3	Individuals must be able to identify and explain to relevant agencies and their staff specific hazards posed by the explosive ordnance located;		x	x	x
4.7.4	Individuals must be able to explain the various precautions and mitigations used to eliminate or reduce a hazard to an acceptable level;		x	x	x
4.7.5	Individuals must be able to explain the capabilities, limitations and		x	x	x

	availability of resources;				
4.7.6	Individuals must be able to explain operational requirements and organisational procedures.		x	x	x
4.7.7	Individuals must be able to demonstrate an ability to carry out an appropriate survey of the local environment and record their findings;		x	x	x
4.7.8	Individuals must be able to demonstrate an ability to contact relevant agencies and source information where necessary to amplify their understanding of the potential hazard, taking into account any impact of contaminants in the vicinity;		x	x	x
4.7.9	Individuals must be able to demonstrate an ability to determine the nature of any personal hazard;		x	x	x
4.7.10	Individuals must be able to demonstrate an ability to accurately assess the feasibility of an operation;		x	x	x
4.7.11	Individuals must be able to demonstrate an ability to take all appropriate actions to manage hazards;		x	x	x
4.7.12	Individuals must be able to demonstrate an ability to report their recommendations in accordance with operational procedures.		x	x	x
4.7.13	Individuals must be able to explain the likely hazards associated with AFV clearance				x
4.7.14	Individuals must be able to explain the likely hazards associated with Maritime EO				x
4.8	Gain safe access to explosive ordnance				
4.8.1	Individuals must be able to explain the capabilities and limitations of available resources;		x	x	x
4.8.2	Individuals must be able to explain operational requirements and organisational procedures;		x	x	x
4.8.3	Individuals must be able to identify the appropriate types of personal protective equipment;		x	x	x
4.8.4	Individuals must be able to identify relevant agencies and other sources of information;		x	x	x
4.8.5	Individuals must be able to explain the range of likely hazards they may be expected to encounter in the circumstances.		x	x	x
4.8.6	Individuals must be able to demonstrate an ability to identify the likely threat posed by the explosive ordnance;		x	x	x
4.8.7	Individuals must be able to demonstrate an ability to take optimum practical precautions to manage the hazards posed by the environments within organisational procedures and the current constraints;		x	x	x
4.8.8	Individuals must be able to demonstrate an ability to select and use appropriate resources and personal protective equipment likely for the task;		x	x	x
4.8.9	Individuals must be able to demonstrate an ability to plan access to the explosive ordnance by the optimum route;		x	x	x
4.8.10	Individuals must be able to demonstrate an ability to implement the plan and re-evaluate if required;		x	x	x
4.8.11	Individuals must be able to demonstrate an ability to consult local agencies and individuals when appropriate;		x	x	x
4.8.12	Individuals must be able to demonstrate an ability to mark an access route when appropriate;		x	x	x
4.8.13	Individuals must be able to demonstrate an ability to locate the position of the explosive ordnance to such proximity as to enable it to be identified.		x	x	x
4.8.14	Individuals must be able to explain the techniques and safety precautions to gain safe access IEDs within an on-going IED campaign				x
4.8.15	Individuals must be able to explain the techniques and safety precautions to gain safe access to associated with AFV for				x

	clearance				
4.8.16	Individuals must be able to explain the techniques and safety precautions to gain safe access to Maritime EO				x
4.8.17	Individuals must be able to explain the techniques and safety precautions to gain safe access to liquid propellant related EO				x
4.8.18	Individuals must be able to explain the techniques and safety precautions to gain safe access to chemical EO				x
5	TRANSPORTATION OF EXPLOSIVE ORDNANCE				
5.1	Determine whether to move explosive ordnance				
5.1.1	Individuals must be able to explain the nature of the risk posed by moving the EO;		x	x	x
5.1.2	Individuals must be able to explain the nature of the risk posed by secondary hazards;		x	x	x
5.1.3	Individuals must be able to demonstrate an ability to justify movement of EO based upon the status of the explosive ordnance; operational expediency; an assessment of secondary hazards; the practicality of transporting the explosive ordnance; an assessment of the risks to the local environments.		x	x	x
5.1.4	Individuals must be able to explain the meaning of suitable transport.		x	x	x
5.1.5	Individuals must be able to explain the nature of the risk associated with moving IEDs			x	x
5.1.6	Individuals must be able to explain the nature of the risk associated with moving DU related EO				x
5.1.7	Individuals must be able to explain the nature of the risk associated with moving Maritime EO				x
5.1.8	Individuals must be able to explain the nature of the risk associated with moving EO containing liquid propellant				x
5.1.9	Individuals must be able to explain the nature of the risk associated with moving chemical EO				x
5.2	Move explosive ordnance within a designated area				
5.2.1	Individuals must be able to demonstrate an ability to assist in the movement of ordnance	x			
5.2.2	Individuals must be able to explain the explosive train of the explosive ordnance and the relevant 'render safe' procedures;		x	x	x
5.2.3	Individuals must be able to explain the meaning of 'designated area';		x	x	x
5.2.4	Individuals must be able to explain operational requirements and organisational procedures;		x	x	x
5.2.5	Individuals must be able to explain the capabilities, limitations and uses of the resources;		x	x	x
5.2.6	Individuals must be able to identify appropriate agencies and organisations and explain the importance of liaison;		x	x	x
5.2.7	Individuals must be able to identify the differences between a suitable and unsuitable movement plan;		x	x	x
5.2.8	Individuals must be able to demonstrate an ability to develop an effective EO movement plan;		x	x	x
5.2.9	Individuals must be able to demonstrate an ability to liaise effectively with other agencies and individuals;		x	x	x
5.2.10	Individuals must be able to demonstrate an ability to confirm the availability of resources to implement a movement plan;		x	x	x
5.2.11	Individuals must be able to demonstrate an ability to ensure that their plan meets operational requirements and organisational procedures;		x	x	x
5.2.12	Individuals must be able to demonstrate an ability to consider and implement the safety procedures as appropriate;		x	x	x

5.2.13	Individuals must be able to demonstrate an ability to implement the plan, assess its effectiveness and adapt where necessary;		x	x	x
5.3	Transport explosive ordnance for analysis and/or disposal				
5.3.1	Individuals must be able to demonstrate an ability to develop an effective EO transport plan;		x	x	x
5.3.2	Individuals must be able to demonstrate an ability to liaise effectively with other agencies and individuals;		x	x	x
5.3.3	Individuals must be able to demonstrate an ability to confirm the availability of resources to implement the plan;		x	x	x
5.3.4	Individuals must be able to demonstrate an ability to ensure that their plan meets operational requirements and organisational procedures;		x	x	x
5.3.5	Individuals must be able to demonstrate an ability to consider appropriate safety precautions;		x	x	x
5.3.6	Individuals must be able to demonstrate an ability to implement their plan, re-assessing its effectiveness and adapting it as necessary.		x	x	x
5.3.7	Individuals must be able to explain the explosive chain of the EO and relevant 'render safe' procedures;		x	x	x
5.3.8	Individuals must be able to explain the requirements of statutory instruments for packaging and transportation as appropriate;		x	x	x
5.3.9	Individuals must be able to explain their selection of a specific destination and the optimum route;		x	x	x
5.3.10	Individuals must be able to explain operational requirements and organisational procedures;		x	x	x
5.3.11	Individuals must be able to explain the capabilities, limitations and uses of the resources;		x	x	x
5.3.12	Individuals must be able to identify appropriate agencies and organisations and explain the importance of effective liaison;		x	x	x
5.3.13	Individuals must be able to explain the differences between a suitable and an unsuitable transport plan;		x	x	x
5.3.14	Individuals must be able to explain the special considerations and requirements for transportation of homemade explosives.			x	x
5.3.15	Individuals must be able to explain the special considerations and requirements for transportation of DU related EO and materiel.				x
5.3.16	Individuals must be able to explain the special considerations and requirements for transportation of liquid propellant related EO.				x
5.3.17	Individuals must be able to explain the special considerations and requirements for transportation of chemical EO.				x
6	FINAL DISPOSAL				
6.1	Confirm the threat posed by explosive ordnance				
6.1.1	Individuals must be able to explain the importance of establishing the status (i.e. the condition and situation) of the explosive ordnance;	x	x	x	x
6.1.2	Individuals must be able to explain changing operational tempos and priorities;		x	x	x
6.1.3	Individuals must be able to explain how to apply their in-depth technical knowledge within their own area of expertise;	x	x	x	x
6.1.4	Individuals must be able to identify appropriate sources of information on other explosive ordnance types;	x	x	x	x
6.1.5	Individuals must be able to explain how to interpret the possible effect of explosive ordnance on the local scenario;	x	x	x	x
6.1.6	Individuals must be able to explain the responsibilities, capabilities and limitations of other agencies;		x	x	x
6.1.7	Individuals must be able to explain operational requirements and organisational procedures;		x	x	x

6.1.8	Individuals must be able to explain to whom threats posed by hazardous non-explosive ordnance are reported;	x	x	x	x
6.1.9	Individuals must be able to demonstrate an ability to achieve a positive identification of the explosive ordnance types(s);	x	x	x	x
6.1.10	Individuals must be able to demonstrate an ability to achieve a positive identification of the fusing systems and their status;		x	x	x
6.1.11	Individuals must be able to demonstrate an ability to establish the status of the EO when possible to do so;	x	x	x	x
6.1.12	In the event that initial positive identification is not possible individuals must be able to demonstrate an ability to able to assess the status of the explosive ordnance, inspecting and recording sufficient detail to maximise the chance of subsequent positive identification where possible;		x	x	x
6.1.13	Individuals must be able to demonstrate an ability to re-evaluate the threats posed by the explosive ordnance in the light of additional knowledge;	x	x	x	x
6.1.14	Individuals must be able to demonstrate an ability to identify and report the threat posed by the item as appropriate when beyond the scope of their expertise and availability of resources;	x	x	x	x
6.1.15	Individuals must be able to demonstrate an ability to record and report their findings in accordance with operational requirements and organisational procedures.	x	x	x	x
6.1.16	Individuals must be able to explain the hazards when dealing with DU EO or related scenes;				x
6.1.17	Individuals must be able to explain the hazards when dealing with IEDs;				x
6.1.18	Individuals must be able to explain the hazards when dealing with Maritime EO;				x
6.1.19	Individuals must be able to explain the hazards when dealing with liquid propellant related EO;				x
6.1.20	Individuals must be able to explain the hazards when dealing with chemical and biological EO;				x
6.2	Implement protective measures				
6.2.1	Individuals must be able to explain the effects of changing operational tempos and priorities;		x	x	x
6.2.2	Individuals must be able to explain improvisation techniques;		x	x	x
6.2.3	Individuals must be able to explain how to use the appropriate agencies to optimum effect;		x	x	x
6.2.4	Individuals must be able to explain how to brief their team and other relevant people and agencies;		x	x	x
6.2.5	Individuals must be able to explain the capabilities, limitations and uses of the resources and protective measures;		x	x	x
6.2.6	Individuals must be able to explain sources of technical information;		x	x	x
6.2.7	Individuals must be able to explain how to interpret technical information;		x	x	x
6.2.8	Individuals must be able to explain the minimum safety distances for various threats;		x	x	x
6.2.9	Individuals must be able to explain the reasoning for amending minimum safety distances;		x	x	x
6.2.10	Individuals must be able to demonstrate an ability to assist in implementing protective measures;	x	x	x	x
6.2.11	Individuals must be able to demonstrate an ability to define the required protective measures consistent with the threat;		x	x	x
6.2.12	Individuals must be able to demonstrate an ability to develop and execute an implementation plan in accordance with operational requirements and organisational procedures;		x	x	x
6.2.13	Individuals must be able to demonstrate an ability to confirm the		x	x	x

	availability of resources to implement the protective measures;				
6.2.14	Individuals must be able to demonstrate an ability to consult relevant documents and agencies to determine appropriate protective requirements;		x	x	x
6.2.15	Individuals must be able to demonstrate an ability to maintain effective liaison with and advise other agencies and individuals to ensure that the required protective measures can be implemented;		x	x	x
6.2.16	Individuals must be able to demonstrate an ability to consider the possible impact on the environment of the protective measures;		x	x	x
6.2.17	Individuals must be able to demonstrate an ability to evaluate the effectiveness of their plan, adapting it where necessary;		x	x	x
6.2.18	Individuals must be able to demonstrate an ability to plan and implement evacuation procedures;		x	x	x
6.2.19	Individuals must be able to explain the implementation of protective measures for DU related EOD;				x
6.2.20	Individuals must be able to explain the implementation of protective measures for liquid propellant related EOD;				x
6.2.21	Individuals must be able to explain the implementation of protective measures for maritime EOD;				x
6.2.22	Individuals must be able to explain the implementation of protective measures IED and HME disposal;				x
6.2.23	Individuals must be able to explain the implementation of protective measures for chemical and biological EOD;				x
6.3	Assist in the disposal of explosive ordnance				
6.3.1	Individuals must be able to explain the generic functioning of the explosive ordnance and the relevant "render safe" procedures where appropriate;	x	x	x	x
6.3.2	Individuals must be able to explain the capabilities, limitations and uses of the resources;	x	x	x	x
6.3.3	Individuals must be able to explain the effect of a successful disposal and the consequences of an unsuccessful disposal.	x	x	x	x
6.3.4	Individuals must be able to demonstrate an ability to contribute to the development of an effective EO disposal plan;	x	x	x	x
6.3.5	Individuals must be able to demonstrate an ability to confirm the availability of resources to implement the plan;	x	x	x	x
6.3.6	Individuals must be able to demonstrate an ability to assist in completing the 'render safe' or 'final disposal' procedures as appropriate;	x	x	x	x
6.3.7	Individuals must be able to demonstrate an ability to record and report the disposal as required.	x	x	x	x
6.4	Dispose of explosive ordnance				
6.4.1	Individuals must be able to explain the functioning of the explosive ordnance and the relevant "render safe" procedures;			x	x
6.4.2	Individuals must be able to explain operational requirements and organisational procedures;		x	x	x
6.4.3	Individuals must be able to explain the relevant capabilities, limitations and uses of resources;		x	x	x
6.4.4	Individuals must be able to identify appropriate agencies and organisations and explain the importance of effective liaison;		x	x	x
6.4.5	Individuals must be able to explain the effect of a successful disposal and the consequences of an unsuccessful disposal.		x	x	x
6.4.6	Individuals must be able to demonstrate under supervision, an ability to dispose of single EO items in situ;	x	x	x	x
6.4.7	Individuals must be able to demonstrate an ability to dispose of multiple items of EO;		x	x	x
6.4.8	Individuals must be able to demonstrate an ability to determine		x	x	x

	the action required for disposal;				
6.4.9	Individuals must be able to demonstrate an ability to develop an effective disposal plan for EO;		x	x	x
6.4.10	Individuals must be able to demonstrate an ability to confirm the availability of resources to implement the plan;		x	x	x
6.4.11	Individuals must be able to demonstrate an ability to ensure that their plan meets operational requirements and organisational procedures;		x	x	x
6.4.12	Individuals must be able to demonstrate an ability to action or complete the 'render safe' or 'final disposal' procedures as appropriate, re-assessing their plan's effectiveness and adapting it as necessary;			x	x
6.4.13	Individuals must be able to demonstrate an ability to action or complete final disposal procedures as appropriate, re-assessing their plan's effectiveness and adapting it as necessary;		x	x	x
6.4.14	Individuals must be able to demonstrate an ability to record and report the disposal of EO;		x	x	x
6.4.15	Individuals must be able to explain confirmation of disposal for DU related EO;				x
6.4.16	Individuals must be able to explain confirmation of disposal for IEDs and HME;				x
6.4.17	Individuals must be able to explain confirmation of disposal for maritime EO				x
6.4.18	Individuals must be able to explain confirmation of disposal for liquid propellant related EO				x
6.4.19	Individuals must be able to explain confirmation of disposal for chemical EO				x
7	REMEDIATION				
7.1	Provide advice on the remediation of cleared areas				
7.1.1	Individuals must be able to demonstrate an ability to determine the effect of the operation on the environment;		x	x	x
7.1.2	Individuals must be able to demonstrate an ability to obtain all necessary information from relevant agencies to establish the nature and extent of the effect;		x	x	x
7.1.3	Individuals must be able to demonstrate an ability to provide advice that is realistic, practicable and objective.		x	x	x
7.1.4	Individuals must be able to demonstrate an ability to effectively communicate with relevant agencies and organisations;		x	x	x
7.1.5	Individuals must be able to demonstrate an ability to maintain an on-going and accurate record of findings and actions taken as appropriate;		x	x	x
7.1.6	Individuals must be able to explain the effects of search or disposal operations;		x	x	x
7.1.7	Individuals must be able to identify relevant agencies and authorities and their likely communication needs;		x	x	x
7.1.8	Individuals must be able to explain the information and recording requirements to enable appropriate remediation of cleared areas;		x	x	x
7.1.9	Individuals must be able to explain the information required for remediation of a D-U related scene;				x
7.1.10	Individuals must be able to explain the information required for remediation of a chemical or biological related scene;				x
7.2	Contribute to the remediation of cleared areas				
7.2.1	Individuals must be able to explain what are the relevant legal requirements;		x	x	x
7.2.2	Individuals must be able to explain the different methods of area remediation;		x	x	x

7.2.3	Individuals must be able to explain their responsibilities, capabilities, limitations and resources;		x	x	x
7.2.4	Individuals must be able to explain the process used in achieving the agreed standards;		x	x	x
7.2.5	Individuals must be able to identify the relevant parties and their areas of interest;		x	x	x
7.2.6	Individuals must be able to explain the role of external quality assurance agencies.		x	x	x
7.2.7	Individuals must be able to demonstrate an ability to accurately define the areas in which they can contribute effectively;		x	x	x
7.2.8	Individuals must be able to demonstrate an ability to establish the limits of their responsibility if not previously agreed;		x	x	x
7.2.9	Individuals must be able to demonstrate an ability to effectively liaise with relevant agencies in the development of an agreed remediation plan;		x	x	x
7.2.10	Individuals must be able to demonstrate an ability to develop a remediation plan to the agreed standard;		x	x	x
7.2.11	Individuals must be able to demonstrate an ability to implement and evaluate the remediation plan, adapting it as necessary;		x	x	x
7.2.12	Individuals must be able to demonstrate an ability to liaise with external quality assurance agencies when appropriate;		x	x	x
7.2.13	Individuals must be able to demonstrate an ability to confirm that the area has been cleared to the required standard.		x	x	x
8	POST TASK ACTIVITIES				
8.1	Complete post task recording and reporting				
8.1.1	Individuals must be able to explain the different recipients of the report and their potential requirements;		x	x	x
8.1.2	Individuals must be able to identify the components of an appropriate post activity report;		x	x	x
8.1.3	Individuals must be able to explain the importance of timeliness when submitting reports;		x	x	x
8.1.4	Individuals must be able to explain the importance of accurate record keeping.		x	x	x
8.1.5	Individuals must be able to demonstrate an ability to establish post task activity requirements;		x	x	x
8.1.6	Individuals must be able to demonstrate an ability to identify and gather relevant information;		x	x	x
8.1.7	Individuals must be able to demonstrate an ability to identify the relevant recipients for the post activity report;		x	x	x
8.1.8	Individuals must be able to demonstrate an ability to use information that is complete, valid, accurate and reliable;		x	x	x
8.1.9	Individuals must be able to demonstrate an ability to ensure that their report addresses the requirements and is in accordance with organisational procedures;		x	x	x
8.1.10	Individuals must be able to demonstrate an ability to present their report in the appropriate format;		x	x	x
8.1.11	Individuals must be able to demonstrate an ability to produce their report within the agreed timeframe;		x	x	x
8.1.12	Individuals must be able to demonstrate an ability to record and file reports as appropriate;		x	x	x
8.1.13	Individuals must be able to explain the post task requirements for personal dosimeters if used;				x
8.2	Provide supplementary information, statements or reports				
8.2.1	Individuals must be able to identify differing time constraints;		x	x	x
8.2.2	Individuals must be able to explain the potential various uses of their report;		x	x	x

8.2.3	Individuals must be able to explain the importance of appropriately formatted reports;		x	x	x
8.2.4	Individuals must be able to explain the importance of accurate record keeping.		x	x	x
8.2.5	Individuals must be able to demonstrate an ability to establish informational requirements and their reasons;		x	x	x
8.2.6	Individuals must be able to demonstrate an ability to establish report format requirements;		x	x	x
8.2.7	Individuals must be able to demonstrate an ability to collect and analyse information;		x	x	x
8.2.8	Individuals must be able to demonstrate an ability to present appropriately formatted reports;		x	x	x
8.2.9	Individuals must be able to explain the uses of their report;			x	x
8.2.10	Individuals must be able to demonstrate an ability to meet objectives within relevant time constraints;		x	x	x
8.2.11	Individuals must be able to demonstrate an ability to record and file reports;		x	x	x

Amendment record

Management of amendments

The T&EP series of protocols are subject to formal review on a three-yearly basis; however this does not preclude amendments being made within these three-year periods for reasons of operational safety and efficiency or for editorial purposes.

As amendments are made to this document they will be given a number, and the date and general details of the amendment shown in the table below. The amendment will also be shown on the cover page of the document by the inclusion under the edition date of the phrase *'incorporating amendment number(s) 1 etc.'*

As the formal reviews are completed new editions may be issued. Amendments up to the date of the new edition will be incorporated into the new edition and the amendment record table cleared. Recording of amendments will then start again until a further review is carried out.

The most recently amended version will be posted on the IMAS website at www.mineactionstandards.org.

Number	Date	Amendment Details