

Guidance Material for Competency-based approach to dangerous goods training and assessment

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Director General of the Civil Aviation Authority of Thailand

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Table of Contents

Та	ble o	f Contents	3
Ab	brev	iations	4
0	Intro	oduction	5
	0.1	Background	5
	0.2	Purpose	5
	0.3	Applicability	5
	0.4	Reference (Refer regulation)	5
	0.5	Instruction	5
1	Com	npetency-based approach to dangerous goods training and assessment	6
	1.1	General	6
	1.2	CBTA Framework	6
	1.3	Dangerous Goods Training Programmes	6
2	Dev	elopment and Implementation of competency – based training and assessment programmes	8
	2.1	Phase 1 – Analyse Training Needs	8
	2.2	Phase 2 – Design Competency - Based Training and Assessment	.10
	2.3	Phase 3 – Develop the training and assessment materials	.12
	2.4	Phase 4 — Implement the training and assessment plans	.14
	2.5 F	Phase 5 – Evaluate the training programme	.15
3	Dan	gerous Goods Instructor Qualifications	16
4	Арр	endix A - Adapted DG task list by well-defined roles	17
5	Арр	endix B - Adapted DG Knowledge table	23
6	Арр	endix C - Example of an adapted competency model	26
7		endix D – Sample Form Summary	
	7.1	Template Summary of design output for (a) Personnel responsible for preparation of dangerous good	ds
	cons	signments	.28
	7.2	Template-Summary of design output for (b & e) Personnel responsible for processing or accepting good	bds
	pres	ented as general cargo	.30
	7.3	Template-Summary of design output for (c & f) Personnel responsible for processing or accepting	ng
	-	gerous goods consignments	
	7.4	Template-Summary of design output for (d) Personnel responsible for handling cargo in a warehout	ıse
		loading and unloading unit load devices	
	7.5	Template-Summary of design output for (g) Personnel responsible for handling cargo in a warehou	se,
		ing and unloading unit load devices and loading and unloading aircraft cargo compartments	
	7.6	Template-Summary of design output for (h) Personnel responsible for accepting passenger and cre	ew
	bagg	gage, managing aircraft boarding areas and other tasks involving direct passenger contact at an airport	
	7.7	Template-Summary of design output for (i) Personnel responsible for the planning of aircraft loading.	.37
	7.8	Template-Summary of design output for (j) Flight crew	
		Template-Summary of design output for (k) Flight operations officers and flight dispatchers	
		Template-Summary of design output for (I) Cabin crew	
	7.11	Template Summary of design output for (m) Personnel responsible for the screening of passengers a	nd
		v and their baggage, cargo and mail	
		endix E - Sample certificate template	
		endix F – Training Need Analysis Form for Shipper and Freight Forwarder	
		endix G – Training Need Analysis Form for Operator and Ground Handling Agent	
		endix H - Sample - Training need analysis Form	
		endix I - Example - Training Needs Analysis Assessment	
		endix J - Sample - Training Plan	
14	Арр	endix K – Sample – Lesson plan	57



Abbreviations

Abbreviations	Meaning
Α	
AOC	Air Operator Certificate
AOCR	Air Operator Certificate Requirements
С	
CAAT	The Civil Aviation Authority of Thailand
CBTA	Competency-Base Training and Assessment
D	
DG	Dangerous Goods
DGR	IATA Dangerous Goods Regulations
G	
GHA	Ground Handling Agent
GM	Guidance Material
1	
ICAO	International Civil Aviation Organisation
ΙΑΤΑ	International Air Transport Association
т	
TI	Technical Instructions for the Safe Transport of Dangerous Goods by Air



0 Introduction

0.1 Background

Dangerous goods are known to have been involved in, and the cause of, incidents and accidents associated with air transportation. The dangerous goods training programme constitutes the foundation for safely transporting dangerous goods by air. The Competency-based approach to dangerous goods training and assessment (CBTA) Guidance Material (GM) is issued by the Civil Aviation Authority of Thailand (CAAT) and contain information about standard, practices and procedures required to be complied.

0.2 Purpose

This GM provides guidance to organisation applying for CAAT approval for dangerous goods training programme in developing and implementing competency-based approach to dangerous goods training and assessment (CBTA) for personnel involved in the transport of cargo, mail, passengers and baggage by air.

0.3 Applicability

This GM is applicable for all organisation and entities are required to have an approved dangerous goods training programs, including curriculums for each function identified as applicable to the personnel that they assign to work in the dangerous goods transportation process.

0.4 Reference (Refer regulation)

- (a) Annex 18, Safe Transportation of Dangerous Goods by Air
- (b) International Civil Aviation Organization Doc 9284 Technical Instructions for the Safe Transport of Dangerous Goods by Air
- (c) International Civil Aviation Organization Doc 10147 Guidance on a Competency-based Approach to Dangerous Goods Training and Assessment
- (d) IATA Dangerous Goods Regulations

0.5 Instruction

Under the CBTA framework, the organisation is ultimately accountable for the DG training programme for their personnel. As a result, contrary to the categorization approach to DG training Programme, organisations have additional responsibilities to conduct training needs analysis and maintain training and assessment records for their personnel.

The CAAT has provided an example template (Appendix A-G) to assist organisation in formulating their training needs analysis with reference to ICAO's generic list of tasks for personnel involved in the transport of cargo, passengers and baggage by air in Thailand. Third party training providers and/or other entities in the dangerous goods transport chain can make reference to this template in order to enhance compatibility when considering how their compatible information is made available to the public.

The ensuing paragraphs contain information to assist applicants in adopting a competency-based approach to DG training and assessment (CBTA) in their DG training programmes intended for consideration and approval by the CAAT.

The information given below is for guidance only and the application of relevant section in the training programmes depend on personnel's functions for which they are responsible. These responsibilities are determined by the specific function personnel perform and not by their job titles or description.

Personnel who have received training but who are assigned to new functions must be assessed to determine their competence in respect of their new function. If competency is not demonstrated, appropriate additional training must be provided.



1 Competency-based approach to dangerous goods training and assessment

1.1 General

According to the 2021-2022 edition of the Technical Instructions for the Safe Transport of Dangerous Goods by Air (TI) published by the International Civil Aviation Organization (ICAO), dangerous goods (DG) training requirements for **personnel** of shippers, freight forwarders, aircraft operators, etc. have been revised from the current categorization approach to a competency-based approach, which will become mandatory from 1 January 2023.

As of July 1, 2023, the organisation are required by CAAT to fully implement Competency-Based Training and Assessment for Dangerous Goods Training. During the transition period (1 January 2023 – 30 June 2023), the organisation may use the Dangerous Goods Training Programme in Category(ies) until end of June 2023.

1.2 CBTA Framework

The dangerous goods training framework for Thailand and the corresponding application forms for Approval of Dangerous Goods Training Programmes are designed to align to the aforementioned requirements. Organizers need to ensure that DG training provided to personnel on or after 1 January 2023 meets the new requirements. Applicants for DG training programme approval will be required to demonstrate with documented evidence that their programme have been designed and will be conducted based on the principles of competency-based approach to training and assessment. Training certificates that are issued before 1 January 2023 and have a validity period beyond 1 January 2023 will continue to be valid until they expire.

The ensuing paragraphs contain information to assist applicants in adopting a competency-based approach to DG training and assessment (CBTA) in their DG training programme intended for consideration and approval by the CAAT. This guidance information is adapted from the ICAO Document – Guidance on a Competency-based Approach to Dangerous Goods Training and Assessment (ICAO Doc 10147) and can be read in conjunction with the Proposed Framework for Implementation of Competency-based Approach to Dangerous Goods Training and Assessment in Thailand

This guidance will go into the details of the preparation, design and development of CBTA and will involve technical details relevant to the training provisions set out in the ICAO TI. It is therefore intended to be read by qualified DG training instructors who will establish and maintain a DG training programme by themselves or on behalf of their organizers.

1.3 Dangerous Goods Training Programmes

A training programme includes elements such as methodology initial and recurrent training and assessment, instructor qualifications and competencies, training and assessment records and evaluation of its effectiveness.

Organisations need to determine the purpose and objective of the competency-based training programme based on the functions for which their personnel are responsible. Organisations should ensure that training is designed and developed to establish clear links among the competencies to be achieved, the learning objectives, assessment methods, and course materials.

The establishment of a DG training programme can be divided into five workflows, or phases, namely:

- (i) Analyse training need;
- (ii) Design local competency-based training;
- (iii) Develop the training and assessment materials;
- (iv) Implement conduct the course; and
- (v) Evaluate the course.



A competency is a dimension of human performance that is used to reliably predict successful performance on the job. It is manifested and observed through behaviors that mobilize/make use of the relevant knowledge, skills and attitudes to carry out activities or tasks under specified conditions.

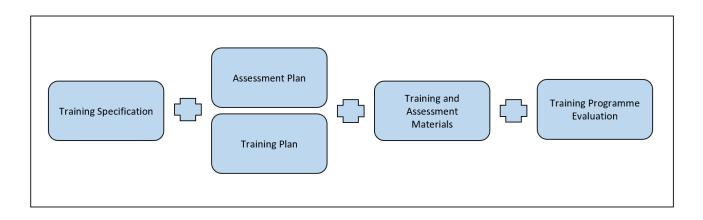


Figure 1: Competency-based training components



2 Development and Implementation of competency – based training and assessment programmes

Developing a competency-based dangerous goods training programme take on a phase approach following the ADDIE (analyse, design, develop, implement and evaluate) instructional design model as illustrated in Figure 2

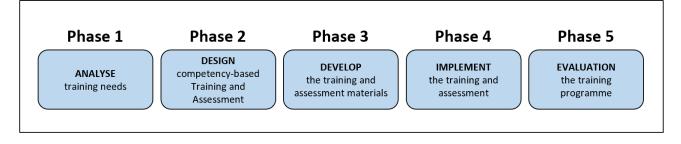


Figure 2: Competency-based training and assessment workflows

2.1 Phase 1 – Analyse Training Needs

The first phase in the development and implementation of a competency-based training programme specific to an organisation's environment and requirements is to conduct a training needs analysis. This is generally applicable to the organizer of a DG training programme, be it the organizers or as a third-party training provider.

An organizer conducts a training needs analysis to determine the results that the training needs to achieve and what resources exist to achieve these results. This critical step will ensure that the training fits the organisation's purpose and is effective.

A training specification is developed during this phase of development that details the requirements that need to be fulfilled when designing the training. This should include the purpose of the training along with its requirements, including operational, technical, regulatory and organizational requirements. This phase also involves the development of the task list.

The CAAT has adapted the well-defined job functions in the aviation industry with reference to ICAO Doc 10147 who typically perform the seven categories of tasks in paragraph 2.1.5, and thus have a role to play in the transport of cargo, passengers and baggage by air:

Staff of shippers and freight forwarders

- a) Personnel responsible for preparation of DG consignments;
- b) Personnel responsible for processing or accepting goods presented as general cargo;
- c) Personnel responsible for processing or accepting DG consignments;
- d) Personnel responsible for handling cargo in a warehouse, and loading and unloading unit load devices;

Staff of aircraft operators and handling agents

- e) Personnel responsible for processing or accepting goods presented as general cargo;
- *f) Personnel responsible for processing or accepting DG consignments;*
- g) Personnel responsible for handling cargo in a warehouse, loading and unloading unit load devices and loading and unloading aircraft cargo compartments;
- h) Personnel responsible for accepting passenger and crew baggage, managing aircraft boarding areas and other tasks involving direct passenger contact at an airport;
- *i)* Personnel responsible for the planning of aircraft loading;
- j) Flight crew;
- *k)* Flight operations officers and flight dispatchers;



- I) Cabin crew; and
- m) Personnel responsible for the screening of passengers and crew and their baggage, cargo and mail.
- n) Person responsible for the oversight of dangerous goods operations including instructor who perform training any class

A list of tasks typically performed by personnel in the air cargo supply chain as well as aircraft operators has been compiled by ICAO. The tasks are divided into seven broad categories, which are further broken down into smaller sub tasks:

- 1) Classifying DG;
- 2) Preparing DG shipment;
- 3) Processing/accepting cargo;
- 4) Managing cargo pre-loading;
- 5) Accepting passenger and crew baggage;
- 6) Transporting cargo/baggage; and
- 7) Collecting safety data.

In this phase, a review should be conducted on the roles and responsibilities of the intended personnel, upon which the tasks involving the transport of cargo, passengers and baggage by air are identified.

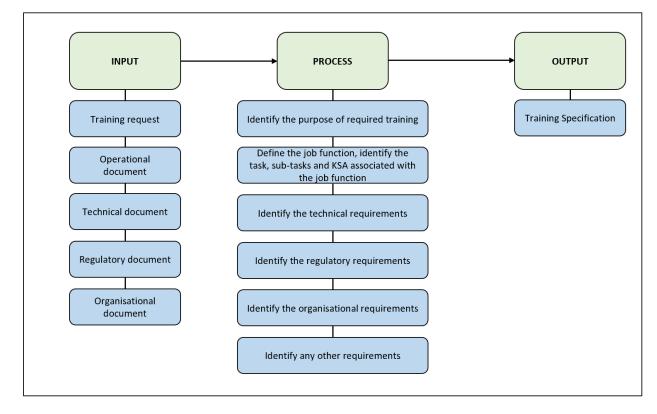


Figure 3: Analyse training need — Workflow 1

Required action:

- Assess the training needs analysis of the personnel
- Assess the Training Needs Analysis Form for Shipper and Freight Forwarder (see appendix F)
- Assess the Training Needs Analysis Form for Operator and Ground Handling Agent for air operators and related agencies (see appendix G)



2.2 Phase 2 – Design Competency - Based Training and Assessment

The second phase in the development and implementation of competency-based training and assessment programme is its design. This is done taking into account the training needs analysis from Phase 1.

The intended outcome from this phase will produce the components of a competency- based training and assessment, which include:

- a) Designing an adapted competency model that addresses the list of tasks identified in Phase 1;
- b) Designing an assessment plan that will be used to assess the competence of personnel; and c). Designing a training plan that will enable the development and delivery of the training
- c) Designing a training plan that will enable the development and delivery of the training course.

A competency model for a job function may vary depending on the needs and operating environment of an organisation, and should include the following elements:

- a) The list of competencies/capabilities required for the job function
 - i. The list of competencies/capabilities may be developed using the task list that was identified from Phase 1. For example, a competency may be defined as demonstrating the ability to perform one of the tasks under the seven broad categories of tasks identified (2.1.5).
- b) Performance criteria for assessing each competency/capability
 - i. Each competency/capability is associated with a list of observable behaviors, and each observable behavior is measured against a competency standard, which may be similar to Key Performance Indicators.
 - ii. Successfully meeting the defined standards for the list of observable behaviors will contribute to achieving a competency/capability.
 - iii. An example of an observable behavior may require personnel to successfully perform a smaller sub-task within a group of tasks.

With reference to ICAO Doc 10147 and Dangerous Goods Regulations (DGR) published by the International Air Transport Association (IATA), the CAAT has adapted a table (Table 1 of Appendix A) that maps the tasks typically performed by the well-defined job functions, and derived a second table (Table 2 of Appendix B) that identifies the DG knowledge topics that contribute to achieving competency to the list of tasks performed by each job function. An example of an adapted competency model is demonstrated in Table 3 of Appendix C for reference.

Personnel's assessment may be completed using a variety of tools including observation of job performance, tests, or other practical exercises. Assessment tools must be valid and reliable in terms of being an appropriate measure of the competency/capability being assessed and of obtaining consistent results when administered by different assessors.

Assessors are expected to conduct dangerous goods competency assessments in accordance with the assessment plan and to utilize the assessment tools as specified in the plan to document evidence and outcomes of assessments. To fulfill its role, assessors have to be familiar with the competency of each task in the job function of the training programme, observe the performance of personnel and subsequently determine if personnel have achieved the required competencies base on their performance during the assessments. Assessors may also provide feedback to help improve the effectiveness of the training.

Details of an assessment plan may include:

- a) The final competency standard associated with the final milestone;
- b) The interim competency standard associated with each milestone (if required)
- c) The assessments list (formative and summative assessments, examinations, oral assessments, etc.) required for each of the milestone(s) that have been defined;



- d) When assessment should take place;
- e) The tools to be used to collect evidence during practical assessment (where applicable);
- f) The pass marks for projects, examinations, or oral assessments; and
- g) The number of observations required to assess performance for the competency standards.

The training plan will be used by the training designers to create the training and assessment materials. The list of tasks from Phase 1 should be referred when preparing the training plan. The training plan is to detail:

- a) The composition and structure of the course;
- b) Modules, training events and their delivery format and sequence;
- c) Syllabus;
- d) Milestones (if required); and
- e) Course schedule

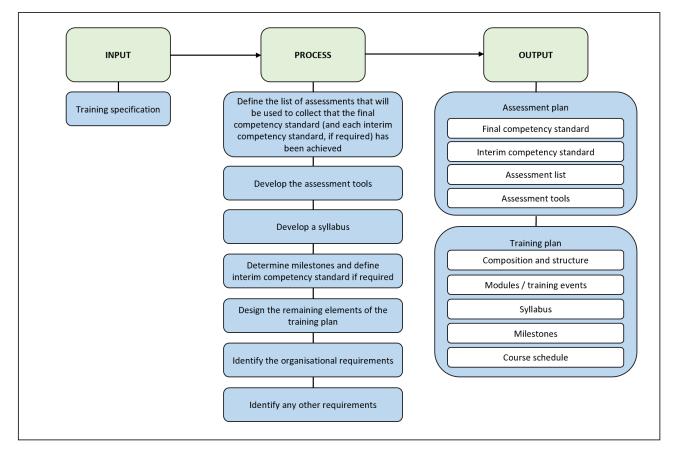


Figure 4: Design the assessment and training plans — Workflow 2

Required action: Assess the list of tasks, and for each task make reference to the corresponding parts of training and assessment materials (see Table 1 of Appendix A) Assess the DG Knowledge table (see Table 2 of Appendix B)

- Assess an example of an adapted competency model <u>(see Appendix C)</u>, this item can be combined into Template summary of design output for personnel responsible for specific functions <u>(see Appendix D)</u>
- Assess training course outline (e.g., delivery format, tool to be used, assessment methods and duration)



2.3 Phase 3 – Develop the training and assessment materials

The third phase in the development and implementation of a competency-based training and assessment programme is the development of the training and assessment materials. Development is based on the adapted competency model and the training and assessment plans. Training and assessment materials include but are not limited to training notes, exercise briefings, practical exercises, case studies, presentations, video clips, self-test quizzes, examinations, assessments and assessment tools.

Training and assessment material should not be limited to only the core dangerous goods course but should also include material applicable to training events such as on-the-job training and assessments at the workplace.

It is important that CBTA incorporates a mechanism to enable feedback so that the organizers of the training can ensure their programmes remain effective and relevant to the competencies intended to be achieved. At a minimum, a source of feedback should come from the personnel at the end of the course, and should include questions seeking feedback on the suitability of the course to the training needs of their job functions.

In accordance with ICAO TI, the record of training and assessment must include:

- a) The name of the trainee;
- b) The month of completion of the training and assessment;
- c) A description, a copy or reference to training and assessment materials used to meet the training and assessment requirements;
- d) The name and address of the organization providing the training and assessment; and
- e) Evidence which shows that the personnel have been assessed as competent.

As the requirement for CBTA becomes mandatory from 1 January 2023, the categorization approach will no longer be used. Henceforth, the ICAO category of personnel numbering system will become obsolete.

In this connection, when a sample certificate is submitted by the applicant, it is recommended that the description of the DG training programme for the applicable type of personnel and respective competency elements are clearly stated on the certificate and in a way that is easy to reference. This is especially significant for practical implications when a DG training programme has been designed to meet the needs of more than one type of personnel.

NOTE:

Prior to the approved implementation phase (phase 4), instructors are required to demonstrate effective teaching to ensure that the training is designed and developed to establish clear links among the competencies to be achieved, the learning objectives, assessment methods, and course materials.

At this phase, CAAT Dangerous Goods Inspector shall evaluate the classroom performance together with organizers (operators) by utilizing the Training need analysis and assessment. This process is to ensure that competencies and their associated descriptions and observable behaviors and forms the basis from which an adapted competency model is derived and achieved.

All assessors should reach the same conclusion when performing an assessment. Henceforth, all assessors should be trained and monitored to achieve and maintain an acceptable level of inter-rater reliability.



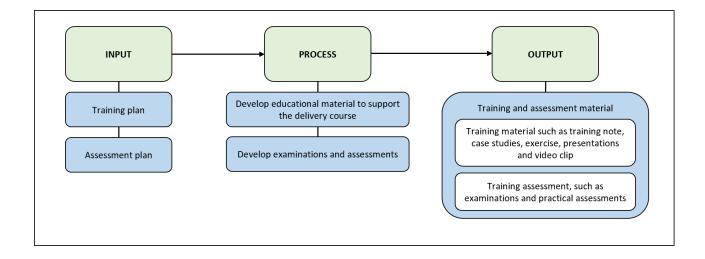


Figure 5: Develop the training and assessment materials - Workflow 3

Required action:

- Submit the Training Needs Analysis Form for Shipper and Freight Forwarder (see appendix F)
- Submit the Training Needs Analysis Form for Operator and Ground Handling Agent for air operators and related agencies (see appendix G)
- Submit the list of tasks, and for each task make reference to the corresponding parts of training and assessment materials (see Table 1 of Appendix A)
- Submit the DG Knowledge table (see Table 2 of Appendix B)
- Submit an example of an adapted competency model <u>(see Appendix C)</u>, this item can be combined into Template summary of design output for personnel responsible for specific functions <u>(see Appendix D)</u>
- Submit training course outline (e.g., delivery format, tool to be used, assessment methods and duration)
- Submit training materials
- Submit assessment materials with answers where applicable
- Submit qualifications and experiences of the instructors (see 3.1.1-3.1.3)
- Submit Course evaluation or feedback form
- Submit a sample certificate (see Appendix E), if any
- Submit CAAT-OPS-CLDGI-302, OPS Approval of Dangerous Goods Training Program Checklist
- Submit CAAT-OPS-CLDGI-303, OPS Approval of Dangerous Goods Training Program; Postal
- Submit CAAT-OPS-DG-401, Application for Approval of Dangerous Goods Training Programs



2.4 Phase 4 — Implement the training and assessment plans

The fourth phase in the development and implementation of a competency-based training and assessment programme is conducting the course in accordance with the training and assessment plans. This involves delivering the training; monitoring the progress of the personnel; providing timely and continuous feedback on their performance; diagnosing deficiencies in the training and addressing them in a timely manner; and carrying out assessments according to the assessment plan. The goal of this phase is competent personnel.

The approval of the competency-based training approach is subject to inspection by the CAAT inspectors to verify:

- a) The fully documentation of the 3 Phases submitted and approved;
- b) The implementation during the Phase 4 of the documentation system approved by the CAAT, (class observation required)
- c) The compliance and the implementation of tools elaborated, submitted and approved during Phases 1, 2 and 3;
- d) The assessment of the qualification and skills of the instructor when conducting the training using the CBTA approach, (class observation required).

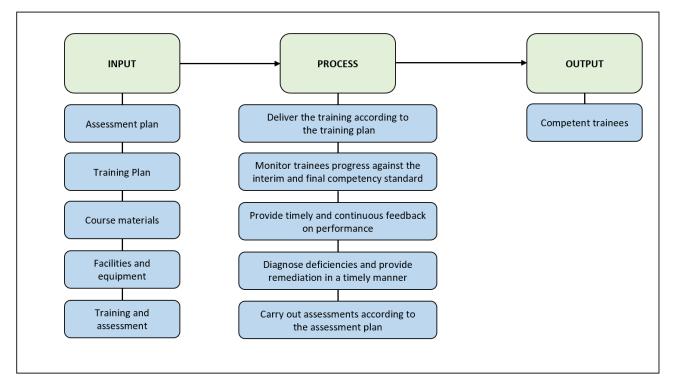


Figure 6: Conduct the course in accordance with the training and assessment plans - Workflow 4



2.5 Phase 5 – Evaluate the training programme

The competency-based training programme should be reviewed by the organisation on a periodic basis to ensure its effectiveness. After training is completed, feedback on job performance of personnel at the workplace should be gathered from personnel, instructors, assessors and organisations (in the case of training programmes developed by training service providers). Such feedback may be in the form of course results, audit reports, inspection reports, documented observations of personnel's job performance at the workplace, written evaluation by personnel, instructors or assessors and occurrence reports involving personnel that were trained and assessed to be competent under the training programme. Such reports should be evaluated with a view to amend or revise various components of the training programme (e.g. assessment plan, training plan, training and assessment materials) to better support the learning progression and competency of personnel in performing the intended job function.

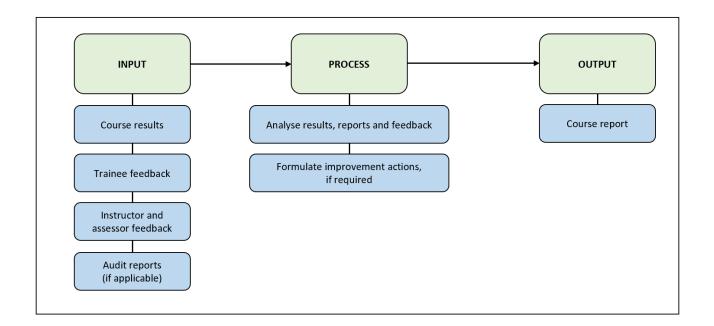


Figure 7: Evaluate the course including the training and assessment plans — Workflow 5

Required action:

- Submit evidence of an evaluation of the training programs completed (for applicants seeking a renewal of CAAT's approval of its competency-based training programs only).



3 Dangerous Goods Instructor Qualifications

- 3.1.1 According to ICAO TI, instructors of initial and recurrent DG training must demonstrate or be assessed as competent in instruction and the function(s) that they will instruct prior to delivering such training.
- 3.1.2 Instructors delivering initial and recurrent DG training must deliver such courses at least every 24 months, or in the absence of this, attend recurrent training.
- 3.1.3 With reference to international practices and the requirements of other competent authorities, it is considered necessary that instructors for DG training programs, particularly those related to "DG Regulations (DGR)" (i.e. personnel who prepares, processes or accepts DG consignments for transport by air), or "DG Awareness (DGA)" (i.e. any other personnel involved in the transport of general cargo, passengers and baggage by air) courses, must have successfully completed a DG training programs designed for personnel who prepares, processes or accepts DG consignments for transport by air. It is also best practice if an instructor successfully completes any course for an instructor or on instructional techniques before delivering those courses.

Required action:

ii)

- List of DG training instructors
- For each instructor:
 - i) Either:
 - Qualification that demonstrates competence in the functions they will instruct
 - Course delivery record of CAAT approved DG training programs in the past 24 months and
 - Qualification on instructional techniques (if any)



4 Appendix A - Adapted DG task list by well-defined roles

Table 1: Adapted DG task list by well-defined roles denote dangerous goods tasks relevant to the respective well-defined job functions / roles

Table 1: Adapted DG task list by well-defined roles	Shipper		Freig rwai	ht der		Air gro							Security agent	Oversight staffs
Well-defined job functions for the transport of DG by air Tasks with reference to ICAO TI / IATA DGR	а	b	с	d	e	f	g	h	i	j	k	I	m	n
0. Understanding the basics of dangerous good	5													
0.1 Recognize dangerous goods applicability														
0.1.1 Understand the definition	√	✓	✓	✓	✓	\checkmark	✓	✓	✓	~	✓	✓	✓	✓
0.1.2 Recognize the legal framework (global, Thailand)	~	~	~	~	~	~	~	~	~	~	~	~	~	~
0.1.3 Identify the application and scope	√	✓	✓	✓	✓	✓	✓	✓	✓	✓	\checkmark	\checkmark	✓	✓
0.1.4 Differentiate hazard and risk	\checkmark	✓	~	✓	✓	~	✓	✓	~	✓	~	~	√	~
0.2 Understand the general limitations														
0.2.1 Develop a sense of forbidden dangerous goods	✓	~	~	~	~	~	~	~	~	~	~	~	√	~
0.2.2 Recognize potential hidden dangerous goods	*	~	~	~	~	~	~	~	~	~	~	~	~	~
0.2.3 Familiarize with passenger provision	\checkmark	~	~	~	~	~	✓	~	✓	~	~	~	✓	~
0.3 Identifying role and responsibilities														
0.3.1 Clarify the individual and collective role of the supply chain stakeholders	~	~	~	~	~	~	~	~	~	~	~	~	~	~
0.3.2 Understand the passenger's responsibilities	\checkmark	~	~	✓	~	~	~	~	~	~	~	✓	~	~
0.3.3 Recognize the impact of State & operator variations	\checkmark	~	~	~	~	~	~	~	~	~	~	~	~	~
0.4 Understanding the importance of classification & packaging														
0.4.1 Identify the general information about classes, divisions	~	~	~	~	~	~	~	~	~	~	~	~	~	~
0.4.2 Understand the general principles of Packing Groups	\checkmark	~	~	~	~	~	~	~	~	~	~	~	~	~
0.4.3 Consider multiple hazards	\checkmark	~	~	~	~	~	~	~	~	~	~	~	~	~
0.5 Understanding hazard communication														
0.5.1 Recognize the basic marking requirement	✓	~	~	~	~	~	✓	~	✓	~	✓	✓	~	~
0.5.2 Recognize the basic labelling requirement	~	~	✓	~	~	~	✓	~	✓	~	~	~	~	~
0.5.3 Identify the required documentation	✓	✓	~	✓	✓	✓	✓	✓	✓	✓	✓	~	~	~



Table 1: Adapted DG task list by well-defined roles	Shipper		reig war	ht der	1	Air grou							Security agent	Oversight staffs
Well-defined job functions for the transport of DG by air Tasks with reference to ICAO TI / IATA DGR	а	b	с	d	e	f	g	h	i	j	k	1	m	n
0.6 Familiarizing with basic emergency response														
0.6.1 Create awareness about general emergency procedure	~	~	✓	~	~	~	~	~	~	~	~	~	~	~
0.6.2 Understand the organizer's emergency response requirement	~	~	~	~	~	~	~	~	~	~	~	~	~	\checkmark
1. Classifying DG														
1.1 Evaluate substance or article against classification criteria														
1.1.1 Determine if it is dangerous goods	~													~
1.1.2 Determine if it is forbidden under any circumstances	~													~
1.2 Determine DG description														
1.2.1 Determine class or division	~													~
1.2.2 Determine packing group	~													~
1.2.3 Determine proper shipping name and UN number	~													~
1.2.4 Determine if it is forbidden unless approval or exemption is granted	~													~
1.3 Review special provisions														
1.3.1 Assess if special provision(s) is applicable	~													~
1.3.2 Apply special provision(s)	~													~
2. Preparing DG shipment														
2.1 Assess packing options including quantity limitations														
2.1.1 Consider limitations (de minimis quantities, excepted quantities, limited quantities, passenger aircraft, cargo aircraft only, special provisions, dangerous goods in the mail)	~													~
2.1.2 Consider State and operator variations	✓													√
2.1.3 Determine if all-packed-in-one can be used	~													✓
2.1.4 Select how dangerous goods will be shipped based on limitations and variations	~													~
2.2 Apply packing requirements														



Table 1: Adapted DG task list by well-defined roles	Shipper		[:] reig wai	;ht rder		Air gro		ft o I ha					Security agent	Oversight staffs
Well-defined job functions for the transport of DG by air Tasks with reference to ICAO TI / IATA DGR	а	b	с	d	e	f	g	h	i	j	k	1	m	n
2.2.1 Consider constraints of packing instructions	~													√
2.2.2 Identify and follow the instructions provided by the packaging manufacturer when UN specification packaging is used														~
2.2.3 Select appropriate packaging materials (absorbent, cushioning, etc.)	~													~
2.2.4 Assemble package	~													~
2.3 Apply marks and labels														
2.3.1 Determine applicable marks	~													~
2.3.2 Apply marks	~													~
2.3.3 Determine applicable labels	~													~
2.3.4 Apply labels	~													~
2.4 Assess use of overpack														
2.4.1 Determine if overpack can be used	~													~
2.4.2 Apply marks if necessary	~													~
2.4.3 Apply labels if necessary	~													~
2.5 Prepare documentation														
2.5.1 Complete the dangerous goods transport document (DGD)	~													√
2.5.2 Complete other transport documents (e.g. air waybill)	~													~
2.5.3 Include other required documentation (approvals/exemptions, etc.)	~													~
2.5.4 Retain copies of documents as required	~													~
3. Processing/accepting cargo														I
3.1 Review documentation														
3.1.1 Verify dangerous goods transport document (DGD)			~			~								✓
3.1.2 Verify other transport documents (e.g. air waybill)			~			•								✓
3.1.3 Verify other documents (exemptions, approvals, etc.)			~			√								~



Table 1: Adapted DG task list by well-defined roles	Shipper		[:] reig war		1			ft oj I ha					Security agent	Oversight staffs
Well-defined job functions for the transport of DG by air Tasks with reference to ICAO TI / IATA DGR	а	b	с	d	e	f	g	h	i	j	k	I	m	n
3.1.4 Verify State/operator variations			~			~								~
3.2 Review packaging, marks & labels														
3.2.1 Verify marks			~			~								~
3.2.2 Verify labels			✓			~								~
3.2.3 Verify packaging type			✓			~								√
3.2.4 Verify package conditions			~			~								√
3.2.5 Verify State/operator variations			✓			~								✓
3.3 Complete acceptance procedures														
3.3.1 Complete acceptance checklist			✓			~								~
3.3.2 Provide shipment information for load planning			✓			~								✓
3.3.3 Retain documents as required load planning			~			~								✓
3.4 Process/accept cargo other than DG														
3.4.1 Check documentation for indications of undeclared dangerous goods		~			~								~	~
3.4.2 Check packages for indications of undeclared dangerous goods		~			~								~	~
4. Managing cargo pre-loading														
4.1 Plan loading														
4.1.1 Determine stowage requirements							~		~					~
4.1.2 Determine segregation, separation, aircraft/compartment limitations							~		~					~
4.2 Prepare load for aircraft														
4.2.1 Check packages for indications of undeclared dangerous goods				~			~							~
4.2.2 Check for damage and/or leakage				~			~							~
4.2.3 Apply stowage requirements (e.g. segregation, separation, orientation)				~			~							~
4.2.4 Apply ULD tags when applicable				✓		-	✓					\vdash		~



Table 1: Adapted DG task list by well-defined roles	Shipper		ireig wai	ht der		Air gro	crat und						Security agent	Oversight staffs
Well-defined job functions for the transport of DG by air Tasks with reference to ICAO TI / IATA DGR	а	b	с	d	e	f	g	h	i	j	k	1	m	n
4.3 Issue NOTOC														
4.3.1 Enter required information									~					~
4.3.2 Verify conformance with load plan									~					~
4.3.3 Transmit to loading personnel									~					~
5. Accepting passenger and crew baggage														
5.1 Process baggage														
5.1.1Identify forbidden dangerous goods								~					~	√
5.1.2 Apply approval requirements								✓					~	✓
5.2 Accept baggage														
5.2.1 Apply operator requirements								~				~		~
5.2.2 Verify passenger baggage requirements								~				✓		~
5.2.3 Advise pilot-in-command								✓				✓		✓
6. Transporting cargo/baggage														
6.1 Load aircraft														
6.1.1 Transport cargo/baggage to aircraft							✓							✓
6.1.2 Check packages for indications of undeclared dangerous goods							~							~
6.1.3 Check for damage and/or leakage							~							~
6.1.4 Apply stowage requirements (e.g. segregation, separation, orientation, securing and protecting from damage)							~							V
6.1.5 Verify that NOTOC reflects against aircraft load							~							~
6.2 Manage DG pre- and during flight														
6.2.1 Detect presence of dangerous goods not permitted in baggage										•	~	~		~
6.2.2 Interpret NOTOC										~	~			~
6.2.3 Apply procedures in the event of an										~	~	~		~
emergency 6.2.4 Inform flight operations officer/flight dispatcher/air traffic control in the event of an emergency										~	~			√



Table 1: Adapted DG task list by well-defined roles	Shipper		ireig war	ht der						ato: ing			Security agent	Oversight staffs
Well-defined job functions for the transport of DG by air Tasks with reference to ICAO TI / IATA DGR	а	b	с	d	e	f	g	h	i	j	k	I	m	n
6.2.5 Inform emergency services of the dangerous goods on board in the event of an emergency										~	~			~
6.3 Unload aircraft														
6.3.1 Apply specific unloading considerations							✓							~
6.3.2 Check packages for indications of undeclared dangerous goods							~							~
6.3.3 Check for damage and/or leakage							✓							\checkmark
6.3.4 Transport cargo/baggage to facility/terminal							~							\checkmark
7. Collecting safety data														
7.1 Report DG accidents		✓	✓	✓	√	\checkmark	✓	\checkmark	✓	✓	✓	✓	\checkmark	\checkmark
7.2 Report DG incidents		~	V	√	V	~	~	~	✓	~	~	~	~	√
7.3 Report undeclared/mis-declared DG		~	✓	✓	✓	~	✓	~	✓	~	✓	~	✓	√
7.4 Report DG occurrences		~	~	✓	✓	✓	~	✓	✓	✓	~	~		√

Remark

Shippers and freight forwarders

- a. Personnel responsible for preparation of DG consignments
- b. Personnel responsible for processing or accepting goods presented as general cargo
- c. Personnel responsible for processing or accepting DG consignments
- d. Personnel responsible for handling cargo in a warehouse and loading and unloading unit load devices

Aircraft operators and ground handling agents

- e. Personnel responsible for processing or accepting goods presented as general cargo
- f. Personnel responsible for processing or accepting DG consignments
- g. Personnel responsible for handling cargo in a warehouse, loading and unloading unit load devices and loading and unloading aircraft cargo compartments
- h. Personnel responsible for accepting passenger and crew baggage, managing aircraft boarding areas and other tasks involving direct passenger contact at an airport
- i. Personnel responsible for the planning of aircraft loading
- j. Flight crew
- k. Flight operations officers and flight dispatchers
- I. Cabin crew
- m. Personnel responsible for the screening of passengers and crew and their baggage, cargo and mail
- n. Person responsible for the oversight of dangerous goods operations including instructor who perform training any class



5 Appendix B - Adapted DG Knowledge table

Table 2: Cells were marked denote DG knowledge topics relevant to the respective well-defined job functions / roles

Table 1: Adapted DG task list by well-defined roles	Shipper	Fr for	reigh ward			Airc rou		-					Security agent	Oversight staffs
DG Well-defined job functions for the transport of DG by air Knowledge with reference to ICAO TI / IATA DGR	а	b	с	d	e	f	g	h	i	j	k	Ι	m	n
Scope and applicability (including overview of DG regulatory requirements in Thailand)	✓	~	~	~	~	~	~	~	~	~	~	~	~	~
Limitation of dangerous goods on aircraft	~	~	~	~	~	~	~	~	~	~	~	~	\checkmark	~
Definitions, Roles and Responsibilities	~	~	~	~	~	~	~	~	~	~	~	~	~	~
Training requirements	✓	~	~	~	~	✓	✓	✓	✓	✓	✓	~	~	~
Dangerous goods security													✓	✓
General provisions concerning radioactive material	~		~			~			~	~				~
Reporting of dangerous goods accidents, incidents and other occurrences		~	~	~	~	~	~	~	~	~	~	~	~	~
Emergency response procedures		\checkmark	✓	✓	✓	✓	✓	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	✓	✓
Classification General	✓	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	✓
Classification Class 1	✓													✓
Classification Class 2	✓													✓
Classification Class 3	✓													✓
Classification Class 4	✓													✓
Classification Class 5	✓													✓
Classification Class 6	✓													✓
Classification Class 7	✓													✓
Classification Class 8	✓													✓
Classification Class 9	✓													✓
Dangerous goods list General	✓		\checkmark			\checkmark			\checkmark	\checkmark				✓
Dangerous goods list Arrangement	✓		\checkmark			\checkmark			\checkmark	\checkmark				✓
Special provisions	✓		\checkmark			\checkmark								✓
Dangerous goods in limited quantities	✓		✓			✓								✓
Dangerous goods packed in excepted quantities	~		~			✓								~
Packing Instructions General	~		✓			✓								✓
Packing Instructions Class 1	✓		✓			✓								✓
Packing Instructions Class 2	✓		✓			✓								✓
Packing Instructions Class 3	✓		✓			✓								✓
Packing Instructions Class 4	✓		✓			✓								✓
Packing Instructions Class 5	✓		✓			✓								✓
Packing Instructions Class 6	✓		✓			✓								✓
Packing Instructions Class 7	✓		✓			✓								✓
Packing Instructions Class 8	✓		✓			✓								✓
Packing Instructions Class 9	✓		✓			✓								✓



Table 1: Adapted DG task list by well-defined roles	Shipper		reigh ward					: op nan					Security agent	Oversight staffs
DG Well-defined job functions for the transport of DG by air Knowledge with reference to ICAO TI / IATA DGR	а	b	с	d	e	f	g	h	i	j	k	I	m	n
Packing Instructions Lithium batteries PI965- 970 (General)	√		~			~								~
Preparing dangerous goods shipment general	~													~
Package markings	\checkmark	\checkmark	✓	\checkmark	✓	\checkmark	✓							
Labelling	~	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	\checkmark	✓
Documentation	✓	✓	✓		✓	✓			✓				✓	✓
Packaging applicability, nomenclature and codes	~		~			~								~
Marking of packagings other than inner packagings	✓		~			~								~
Requirements for packagings	✓		✓			✓								✓
Packaging performance tests	~													✓
Requirements for the construction and testing of cylinders and closed cryogenic receptacles, aerosol dispensers and small receptacles containing gas (gas cartridges) and fuel cell cartridges containing liquefied flammable gas	~													~
Packagings for infectious substances of Category A	✓		~			~								~
Requirements for the construction, testing and approval of packages for radioactive material and for the approval of such material	~		~			~								~
Acceptance procedures			✓			\checkmark								✓
Storage and loading				✓			✓		✓	✓				✓
Inspection and decontamination				\checkmark			\checkmark			\checkmark				~
Provision of information									✓	✓	✓			\checkmark
Provisions concerning passengers and crew	~	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	~	~
Provisions to aid recognition of undeclared dangerous goods	√	~	~	~	~	~	~	~	~	~	~	~	~	~

Remark

Shippers and freight forwarders

- a. Personnel responsible for preparation of DG consignments
- b. Personnel responsible for processing or accepting goods presented as general cargo
- c. Personnel responsible for processing or accepting DG consignments
- d. Personnel responsible for handling cargo in a warehouse and loading and unloading unit load devices

Aircraft operators and ground handling agents

- e. Personnel responsible for processing or accepting goods presented as general cargo
- f. Personnel responsible for processing or accepting DG consignments
- g. Personnel responsible for handling cargo in a warehouse, loading and unloading unit load devices and loading and unloading aircraft cargo compartments



- h. Personnel responsible for accepting passenger and crew baggage, managing aircraft boarding areas and other tasks involving direct passenger contact at an airport
- i. Personnel responsible for the planning of aircraft loading
- j. Flight crew
- k. Flight operations officers and flight dispatchers
- I. Cabin crew
- m. Personnel responsible for the screening of passengers and crew and their baggage, cargo and mail
- n. Person responsible for the oversight of dangerous goods operations including instructor who perform training any class



6 Appendix C - Example of an adapted competency model

Example of competency model adapted for Personnel responsible for preparation of dangerous goods consignments

		Performance	2	
Competency	Description		Com	petency
competency	Description	Observable behavior (OB)	Final competency standard	Conditions
CO: Understanding	Demonstrate	OB1: Recognize dangerous goods applicability		
the basics of dangerous goods	understanding to the basics of	OB2: Understand the general limitations		
	dangerous goods procedures and	OB3: Identifying role and responsibilities		
	emergency response	OB4: Understanding the importance of classification & packaging		
	procedures	OB5: Understanding hazard communication		
		OB6: Familiarizing with basic emergency response		
C1: Evaluate substance or article against	Demonstrate ability to correctly determine the	OB1: Correctly determine if it is dangerous goods		
classification criteria	classification of a particular substance or article	OB2: Correctly determine if it is forbidden under any circumstances		
C2: Determine DG description	Demonstrate ability to correctly	OB1: Correctly determine class or division		
	determine the	OB2: Correctly determine packing group		
	technical details of dangerous goods shipments	OB3: Correctly determine proper shipping name and UN number		
	goods simplificates	OB4: Correctly determine if it is forbidden unless approval or exemption is granted		
C3: Review special provisions	Demonstrate ability to correctly determine the	OB1: Correctly assess if special provision(s) is applicable	The level of	
	nature and applicability of special provisions	OB2: Correctly apply special provision(s)	performance to be achieved as defined by the training	e.g. The training
C4: Assess packing options including quantity limitations	Demonstrate ability to correctly evaluate the packing options of dangerous goods shipments	OB1: Correctly consider limitations (de minimis quantities, excepted quantities, limited quantities, passenger aircraft, cargo aircraft only, special provisions, dangerous goods in the mail) OB2: Correctly include state and operator variations into consideration	programme organizer, e.g. the pass mark for a specific part of assessment set at 80%	modules / topics that a trainee has to attend



		Performance		
Competency	Description		Con	petency
		Observable behavior (OB)	Final competency standard	Conditions
		OB3: Correctly determine if all-packed-in-one can be used		
		OB4: Correctly select how dangerous goods will be shipped based on limitations and variations		
C5: Apply packing requirements	Demonstrate ability to correctly	OB1: Correctly include constraints of packing instructions into consideration		
	comply with the packing requirements on dangerous goods shipments	OB2: Correctly identify and follow the instructions provided by the packaging manufacturer when UN specification packaging is used		
	silpinents	OB3: Correctly select appropriate packaging materials (absorbent, cushioning, etc.)		
		OB4: Correctly assemble package		
C6: Apply marks and labels	Demonstrate ability to correctly apply marks and	OB1: Correctly determine and apply applicable marks		
	labels on dangerous goods shipments	OB2: Correctly determine and apply applicable labels		
C7: Assess use of overpack	Demonstrate ability to correctly evaluate the use	OB1: Correctly determine if overpack can be used		
	of overpack on	OB2: Correctly apply marks if necessary		
	dangerous goods shipments	OB3: Correctly apply labels if necessary		
C8: Prepare documentation	Demonstrate ability to correctly	OB1: Correctly complete the dangerous goods transport document (DGD)		
	prepare documentations for dangerous	OB2: Correctly complete other transport documents (e.g. air waybill)		
	goods shipments	OB3: Correctly include other required documentation (approvals/exemptions, etc.)		
		OB4: Understand and follow procedures for document retention		



7 Appendix D – Sample Form Summary

7.1 Template Summary of design output for (a) Personnel responsible for preparation of dangerous goods consignments

		Summary of design output (for submission to CAAT)		
Competency	Description	Observable behavior (OB)	Relevant parts of submitted materials	
			Assessment	Training
CO: Understanding the basics of	the basics of understanding to	OB1: Recognize dangerous goods applicability		
dangerous goods	the basics of dangerous goods	OB2: Understand the general limitations		
	procedures and emergency response	OB3: Identifying role and responsibilities		
	procedures	OB4: Understanding the importance of classification & packaging		
		OB5: Understanding hazard communication		
		OB6: Familiarizing with basic emergency response		
C1: Evaluate substance or article against classification	Demonstrate ability to correctly determine the classification of a	OB1: Correctly determine if it is dangerous goods		
criteria	particular substance or article	OB2: Correctly determine if it is forbidden under any circumstances		
C2: Determine DG description	Demonstrate ability to correctly	OB1: Correctly determine class or division		
	determine the technical details of	OB2: Correctly determine packing group		
	dangerous goods shipments	OB3: Correctly determine proper shipping name and UN number		
		OB4: Correctly determine if it is forbidden unless approval or exemption is granted		
C3: Review special provisions	correctly determine	y to OB1: Correctly assess if special provision is applicable		
	the nature and applicability of special provisions			
options including quantity limitations di	Demonstrate ability to correctly evaluate the	OB1: Correctly consider limitations (de minimis quantities, excepted		
	packing options of dangerous goods shipments	OB2: Correctly include state and operator variations into consideration		
	· · ·	OB3: Correctly determine if all-packed-in- one can be used		



		Summary of design output (for s	submission to CA	AT)
Competency	Description	Observable behavior (OB)	Relevant parts of submitter materials	
			Assessment	Training
		OB4: Correctly select how dangerous goods will be shipped based on limitations and variations		
C5: Apply packing requirements	Demonstrate ability to correctly comply	OB1: Correctly include constraints of packing instructions into consideration		
	with the packing requirements on dangerous goods shipments	OB2: Correctly identify and follow the instructions provided by the packaging manufacturer when UN specification packaging is used		
		OB3: Correctly select appropriate packaging materials (absorbent, cushioning, etc.)		
		OB4: Correctly assemble package		
C6: Apply marks and labels	Demonstrate ability to correctly apply marks and labels on	OB1: Correctly determine and apply applicable marks		
	dangerous goods shipments	OB2: Correctly determine and apply applicable labels		
C7: Assess use of overpack	Demonstrate ability to correctly evaluate the use of overpack	OB1: Correctly determine if overpack can be used		
	on dangerous goods shipments	OB2: Correctly apply marks if necessary		
		OB3: Correctly apply labels if necessary		
C8: Prepare documentation	documentation to correctly prepare	OB1: Correctly complete the dangerous goods transport document (DGD)		
	documentations for dangerous goods shipments	OB2: Correctly complete other transport documents (e.g. air waybill)		
	Simplifients	OB3: Correctly include other required documentation (approval/exemption,		
		OB4: Understand and follow procedures for document retention		



7.2 Template-Summary of design output for (b & e) Personnel responsible for processing or accepting goods presented as general cargo

		Summary of design output (for submission to CA			
Competency	Description	Observable behavior (OB)	Relevant parts of submitted materials		
			Assessment	Training	
CO: Understanding the basics of	Demonstrate understanding to	OB1: Recognize dangerous goods o applicability			
dangerous goods	the basics of dangerous goods	OB2: Understand the general limitations			
	procedures and emergency	OB3: Identifying role and responsibilities			
	response procedures	OB4: Understanding the importance of classification & packaging			
		OB5: Understanding hazard communication			
		OB6: Familiarizing with basic emergency response			
C1: Process/accept cargo other than DG	Demonstrate ability to correctly complete the	OB1: Correctly check documentation for indications of undeclared dangerous goods			
	processing and acceptance of general cargo shipments	OB2: Correctly identify indications of undeclared dangerous goods from shipment package			
C2: Collect safety data	Demonstrate ability	OB1: Understand the differences between dangerous goods accidents / incidents / occurrences			
		OB2: Understand the correct emergency responses in case of dangerous goods accidents / incidents			
		OB3: Apply the correct reporting procedures when dangerous goods accidents / incidents occur and when undeclared/ mis-declared dangerous goods are discovered			



7.3 Template-Summary of design output for (c & f) Personnel responsible for processing or accepting dangerous goods consignments

		Summary of design output (for submission to CAAT)			
Competency	Description	Observable behavior (OB)	Relevant parts mater		
			Assessment	Training	
CO: Understanding	Inderstanding understanding to	OB1: Recognize dangerous goods applicability			
the basics of dangerous goods	the basics of dangerous goods	OB2: Understand the general limitations			
	procedures and emergency	OB3: Identifying role and responsibilities			
	response procedures	OB4: Understanding the importance of classification & packaging			
		OB5: Understanding hazard communication			
		OB6: Familiarizing with basic emergency response			
C1: Review documentation	Demonstrate ability to correctly verify documents for	OB1: Correctly verify dangerous goods transport document (DGD)			
	dangerous goods shipments	OB2: Correctly verify other transport documents (e.g. air waybill)	nsport document (DGD) rrectly verify other transport cuments (e.g. air waybill)		
		OB3: Understand how to verify other documents such as exemption, approval, etc.			
		OB4: Correctly verify the applicable state/operator variations			
C2: Review packaging, marks	Demonstrate ability to correctly verify	OB1: Correctly identify and verify marks on shipment package			
& labels	packaging, marks and labels for dangerous goods	OB2: Correctly identify and verify labels on shipment package OB3: Correctly verify the required type of packaging OB4: Understand the process of verifying package conditions			
	shipments				
	OB5: Correctly verify the applicable state/operator variations				
C3: Complete acceptance procedure	ceptance to correctly apply	OB1: Correctly apply and complete dangerous goods acceptance checklist			
procedure	complete dangerous goods acceptance	OB2: Correctly prepare and provide shipment information for load planning			
		OB3: Understand and follow procedures for document retention			



Competency		Summary of design output (for submission to CAAT)				
	Description	Observable behavior (OB)	Relevant parts of submitted materials			
			Assessment Training			
C4: Collect safety data	Demonstrate ability and correct attitude when dangerous goods accidents/ incidents/ occurrences are	OB1: Understand the differences between dangerous goods accidents/ incidents / occurrences				
		OB2: Understand the correct emergency responses in case of dangerous goods accidents / incidents				
	identified	OB1: Understand the differences between dangerous goods accidents/ incidents / occurrences Assessment OB2: Understand the correct emergency responses in case of dangerous goods Image: Constant of the correct emergency for the correct				



7.4 Template-Summary of design output for (d) Personnel responsible for handling cargo in a warehouse and loading and unloading unit load devices

		Summary of design output (for submission to CAAT)				
Competency	Description	Observable behavior (OB)	Relevant parts of sub bservable behavior (OB) materials			
			Assessment	Training		
C0: Understanding the basics of dangerous goods	Demonstrate understanding to the basics of	DB1: Recognize dangerous goods applicability				
	dangerous goods	OB2: Understand the general limitations				
	procedures and emergency	OB3: Identifying role and responsibilities				
	response procedures	OB4: Understanding the importance of classification & packaging				
		OB5: Understanding hazard communication				
		OB6: Familiarizing with basic emergency response				
C1: Plan loading	Demonstrate ability in planning the	OB1: Correctly determine stowage requirements				
	loading of cargo shipments in accordance with the requirements	OB2: Correctly determine segregation, separation, aircraft/compartment limitations				
C2: Prepare load for aircraft	Demonstrate ability to correctly prepare	OB1: Correctly check packages for indications of undeclared dangerous goods				
	cargo shipments to be loaded on an aircraft	Of undeclared dangerous goods OB2: Understand the requirement to check for damage and/or leakage OB3: Correctly apply stowage requirements (e.g. segregation, separation, orientation)				
		OB4: Correctly apply ULD tags when applicable				
C3: Collect safety data	² Demonstrate ability	OB1: Understand the differences between dangerous goods accidents/ incidents / occurrences				
goods accidents/ incidents/ occurrences are	goods accidents/ incidents/ occurrences are	OB2: Understand the correct emergency responses in case of dangerous goods accidents / incidents				
	identified	OB3: Apply the correct reporting procedures when dangerous goods accidents / incidents occur and when undeclared/ mis-declared dangerous goods are discovered				



7.5 Template-Summary of design output for (g) Personnel responsible for handling cargo in a warehouse, loading and unloading unit load devices and loading and unloading aircraft cargo compartments

		Summary of design output (for submission to CAAT)				
Competency	Description					
			Assessment	Training		
C0: Understanding the basics of dangerous goods	ics of understanding to	OB1: Recognize dangerous goods applicability				
	dangerous goods	OB2: Understand the general limitations				
	procedures and emergency	OB3: Identifying role and responsibilities	Relevant parts of submitted materials Assessment Training Assessment Inalian Image: Im			
	response procedures	OB4: Understanding the importance of classification & packaging				
		OB5: Understanding hazard communication				
		OB6: Familiarizing with basic emergency response				
C1: Plan loading	Demonstrate ability in planning the	OB1: Correctly determine stowage requirements				
	loading of cargo shipments in accordance with the requirements	· · · · · · · · · · · · · · · · · · ·				
C2: Prepare load for aircraft	Demonstrate ability to correctly prepare cargo shipments to be loaded on an	Observable behavior (OB) materials Assessment Training 0B1: Recognize dangerous goods applicability OB1: Recognize dangerous goods 0B2: Understand the general limitations OB2: 0B3: Identifying role and responsibilities Image: Comparison of the system of				
	aircraft					
C3: Load aircraft	Demonstrate ability to correctly load	should be transported to aircraft				
	cargo shipments on an aircraft					
		requirements (e.g. segregation, separation, orientation, securing and				



		Summary of design output (for submission to CAAT)				
Competency	Description	Observable behavior (OB)	Observable behavior (OB) Relevant parts of su materials			
			Assessment	Training		
C4 Unload aircraft	Demonstrate ability to correctly unload cargo shipments	OB1: Correctly apply specific unloading considerations				
	from an aircraft	OB2: Correctly check packages for indications of undeclared dangerous				
		OB3: Correctly check for damage and/or leakage upon unloading from aircraft				
		OB4: Understand how cargo/baggage is transported from aircraft to facility/terminal				
data v	Demonstrate ability and correct attitude when dangerous	OB1: Understand the differences between dangerous goods accidents / incidents/ occurrences				
	goods accidents/ incidents/ occurrences are identified	incidents/ occurrences OB2: Understand the correct emergency responses in case of dangerous goods accidents / incidents				
		OB3: Apply the correct reporting procedures when dangerous goods accidents / incidents occur, undeclared/ mis-declared dangerous goods are discovered and other dangerous goods occurrences are identified				



7.6 Template-Summary of design output for (h) Personnel responsible for accepting passenger and crew baggage, managing aircraft boarding areas and other tasks involving direct passenger contact at an airport

		Summary of design output (for submission to CAAT)		AT)
Competency	Description	Observable behavior (OB)	Relevant parts of submitted materials	
			Assessment	Training
C0: Understanding the basics of dangerous goods	Demonstrate understanding to the basics of	OB1: Recognize dangerous goods applicability		
	dangerous goods	OB2: Understand the general limitations		
	procedures and emergency	OB3: Identifying role and responsibilities		
	response procedures	OB4: Understanding the importance of classification & packaging		
		OB5: Understanding hazard communication		
		OB6: Familiarizing with basic emergency response		
C1: Process baggage	Demonstrate ability in the identification of forbidden dangerous goods	OB1: Correctly identify forbidden dangerous goods		
	and the application of approval requirements in baggage processing	OB2: Correctly apply approval requirements		
C2: Accept baggage	Demonstrate ability to correctly accept	OB1: Correctly apply operator requirements		
	baggage	OB2: Correctly verify passenger baggage requirements		
		OB3: Understand the information to be communicated to pilot-in-command		
C3: Collect safety data	/ Demonstrate ability and correct attitude when dangerous goods accidents/ incidents/ occurrences are identified	OB1: Understand the differences between dangerous goods accidents/ incidents/ occurrences		
		OB2: Understand the correct emergency responses in case of dangerous goods accidents / incidents		
		OB3: Apply the correct reporting procedures when dangerous goods accidents / incidents occur, undeclared/ mis-declared dangerous goods are discovered and other		



7.7 Template-Summary of design output for (i) Personnel responsible for the planning of aircraft loading

		Summary of design output (for s	ubmission to CA	AT)
Competency	Description	Observable behavior (OB)	-	
			Assessment	Training
CO: Understanding the basics of dangerous goods	Demonstrate understanding to	OB1: Recognize dangerous goods applicability		
	dangerous goods	OB2: Understand the general limitations	Image:	
	emergency	OB3: Identifying role and responsibilities		
	response procedures	OB4: Understanding the importance of classification & packaging		
		OB5: Understanding hazard communication		
		OB6: Familiarizing with basic emergency response		
C1: Plan loading	Demonstrate ability in planning the loading of	OB1: Correctly determine stowage requirements		
	ability in planning the loading of cargo shipments in accordance with the requirements Demonstrate	OB2: Correctly determine segregation, separation, aircraft/compartment limitations		
C2: Issue NOTOC	understanding to the basics of dangerous goods procedures and emergency response procedures Demonstrate ability in planning the loading of cargo shipments in accordance with	OB1: Correctly enter required information		
	complete the filing of NOTOC	OB2: Correctly verify conformance with load plan		
		OB3: Correctly transmit to loading personnel		
C3: Collect safety data	ability and correct attitude when	OB1: Understand the differences between dangerous goods accidents/ incident / occurrences		
	accidents/ incidents/	OB2: Understand the correct emergency responses in case of dangerous goods accidents / incidents		
		OB3: Apply the correct reporting procedures when dangerous goods accidents / incidents occur, undeclared/ mis-declared dangerous goods are discovered and other dangerous goods occurrences are identified		



7.8 Template-Summary of design output for (j) Flight crew

Summ		Summary of design output (for s	submission to CA	AT)
Competency	Description	Observable behavior (OB)	-	
			Assessment	Training
CO: Understanding the basics of	Demonstrate understanding to	OB1: Recognize dangerous goods applicability		
uangerous goous	Observable behavior (OB) Inductions assessment Training s of us goods Demonstrate understanding to the basics of dangerous goods procedures and emergency OB1: Recognize dangerous goods applicability OB2: Understand the general limitations	OB2: Understand the general limitations		
		OB5: Understanding hazard communication		f submitted als
C1: Manage DG pre- and during	O: Understanding he basics of angerous goodsDemonstrate understanding to the basics of dangerous goods procedures and emergency response procedures1: Manage DG re- and during ightDemonstrate ability to correctly manage dangerous goods before and during flight, and apply appropriate procedures in emergency situations2: Collect safety ataDemonstrate ability and correct attitude when dangerous goods accidents/ incidents/ occurrences are identified	goods, which are not permitted in		
ingit		OB2: Correctly interpret NOTOC		
		communicated to flight operations officer / flight dispatcher / air traffic		
		communicated to emergency services of the dangerous goods on board in		
C2: Collect safety data	Demonstrate ability to correctly manage dangerous goods before and during flight, and apply appropriate procedures in emergency situations Demonstrate ability and correct attitude when dangerous goods accidents/ incidents/	dangerous goods accidents / incidents		
	incidents/ occurrences are	responses in case of dangerous goods		



7.9 Template-Summary of design output for (k) Flight operations officers and flight dispatchers

		Summary of design output (for s	ubmission to CA	AT)
Competency	Description	Observable behavior (OB)	Relevant parts mater	
the basics of understan dangerous goods the basics dangerous procedure emergeno			Assessment	Training
the basics of	Demonstrate understanding to the basics of	OB1: Recognize dangerous goods applicability		
	dangerous goods	OB2: Understand the general limitations		
	procedures and emergency	OB3: Identifying role and responsibilities		
	response procedures	OB4: Understanding the importance of classification & packaging		
		OB5: Understanding hazard communication		
		OB6: Familiarizing with basic emergency response		
C1: Manage DG pre- and during flight	Demonstrate ability to correctly manage dangerous goods	OB1: Correctly detect presence of dangerous goods, which are not permitted in baggage		
	before and during flight, and apply	OB2: Correctly interpret NOTOC		
	appropriate procedures in	OB3: Correctly apply procedures in the event of an emergency		
	emergency situations	OB4: Understand the information to be communicated to flight operations officer / flight dispatcher / air traffic control in the event of an emergency		
		OB5: Understand the information to be communicated to emergency services of the dangerous goods on board in the event of an emergency		



7.10 Template-Summary of design output for (I) Cabin crew

Summary of design output (for subn	submission to CA	AT)			
Competency	Description	Observable behavior (OB)	-		
			Assessment	Training	
CO: Understanding the basics of	Demonstrate understanding to	OB1: Recognize dangerous goods applicability			
the basics of dangerous goods C1: Accept baggage C2: Manage DG pre- and during flight	the basics of dangerous goods	OB2: Understand the general limitations			
	procedures and emergency	OB3: Identifying role and responsibilities		ts of submitted terials	
	response procedures	OB4: Understanding the importance of classification & packaging			
		OB5: Understanding hazard communication			
		OB6: Familiarizing with basic emergency response			
-	Demonstrate ability to correctly accept	OB1: Correctly apply operator requirements			
	baggage	OB2: Correctly verify passenger baggage requirements			
pre- and during	Demonstrate ability to correctly manage dangerous goods before and during flight, and apply	OB1: Correctly detect presence of dangerous goods, which are not permitted in baggage			
	appropriate procedures during emergency situations	ppropriate rocedures during mergency OB2: Correctly apply procedures in the event of an emergency			
C3: Collect safety data	Demonstrate ability and correct attitude when dangerous goods accidents/	OB1: Understand the differences between dangerous goods accidents/ incidents / occurrences			
	incidents/ occurrences are identified	OB2: Understand the correct emergency responses in case of dangerous goods accidents / incidents			
		OB3: Apply the correct reporting procedures when dangerous goods accidents / incidents occur, undeclared/ mis-declared dangerous goods are discovered and other dangerous goods occurrences are identified			



7.11 Template Summary of design output for (m) Personnel responsible for the screening of passengers and crew and their baggage, cargo and mail

		Summary of design output (for s	submission to CA	AT)		
Competency		Observable behavior (OB)	Relevant parts of submitted materials			
			Assessment	Training		
CO: Understanding the basics of dangerous goods	Demonstrate understanding to the basics of	OB1: Recognize dangerous goods applicability				
	dangerous goods	OB2: Understand the general limitations				
	procedures and emergency	OB3: Identifying role and responsibilities		arts of submitted naterials		
	response procedures	OB4: Understanding the importance of classification & packaging				
		OB5: Understanding hazard communication				
accept cargo to identify hidden		OB6: Familiarizing with basic emergency response				
C1: Process / accept cargo other than dangerous	dangerous goods	OB1: Correctly check documentation for indications of undeclared dangerous goods				
goods	when screening cargo shipments	OB2: Correctly identify indications of undeclared dangerous goods from shipment package				
C2: Process baggage	go to identify hidden dangerous goods indications of undeclared dangerous when screening cargo shipments OB2: Correctly identify indications of undeclared dangerous goods from shipment package					
baggage to ider danger when s baggag	-	OB2: Correctly apply approval requirements				
C3: Collect safety data	Demonstrate ability and correct attitude when dangerous	OB1: Understand the differences between dangerous goods accidents/ incidents/ occurrences				
	goods accidents/ incidents/ occurrences are identified	OB2: Understand the correct emergency responses in case of dangerous goods accidents / incidents				
		OB3: Apply the correct reporting procedures when dangerous goods accidents / incidents occur and when undeclared/ mis-declared dangerous goods are discovered				



8 Appendix E - Sample certificate template

LOGO Company This is to certify that Name Surname has successfully completed Dangerous Goods Regulations Course for Personnel of Operator and Ground Handling Agent Responsible for Processing and Accepting Dangerous Goods Consignment and is competent in elements list below Date of training 1 January 2023 (Expiring on 31 January 2025) List of Competency Element Review Packaging, Marks and Labels for Dangerous Goods Consignment Review Packaging, Marks and Labels for Dangerous Goods Consignment Scorplete Dangerous Goods Acceptance Procedure Safety Data Reporting (Dangerous Goods Occurrence) CAAT Approval: OPS-DG-TIXXX-22F Certificate no: XXX-00001 Address

Figure 8: Sample certificate template



9 Appendix F – Training Need Analysis Form for Shipper and Freight Forwarder

LOGO COMPANY

Dangerous Goods (DG) Training Needs Analysis Form for Staff Members of Shippers & Freight Forwarders

Company Name:

Trair	ning Needs Analysis Record (F	Please fill in this part)			
	 Each employee may be re shown in Table 1 on the r Employers may substitute 	esponsible for a mixture of ta next page. e a training needs analysis rec ng the training needs for cert	ord for	each employee with an int	
	Name of Employee	Role of Employee (see Table 1)		Name of Employee	Role of Employee (see Table 1)
1.	Mr. Somchai S.	с	11.		
2.	Ms. Beat R.	b, d	12.		
3.			13.		
4.			14.		
5.			15.		
6.			16.		
7.			17.		
8.			18.		
9.			19.		
10.			20.		

Roles (see Table 1 for the Task List)

a — Personnel responsible for preparation of DG consignments

b - Personnel responsible for processing or accepting goods presented as general cargo

c — Personnel responsible for processing or accepting DG consignments

d - Personnel responsible for handling cargo in a warehouse and loading and unloading unit load devices

Responsible Person:	(Name)	(Position)
	(Phone)	(Email)

(Signature)

Figure 9: Training Need Analysis Form for Shipper and Freight Forwarder (Front)



This table aims to assist employers in conducting Training Needs Analysis for employees. It is for reference only, not required to be filled.

Table 1 Training Needs Analysis Template (well-defined roles with reference to the International Civil Aviation Organization)

Select the most appropriate role(s) for each employee based on the task list below :

Tasks		Roles*			
	а	b	С	d	
0. Understanding the basics of dangerous goods	Y	Y	Y	Y	
1. Classifying dangerous goods			1		
1.1 Evaluate substance or article against classification criteria (check if it is DG, and whether forbidden under any circumstances)	Y	-	-	-	
1.2 Determine DG description (determine class or division, packing group, UN number, etc.)	Y	-	-	-	
1.3 Review special provisions	Y	-	-	-	
2. Preparing dangerous goods shipments				_	
2.1 Assess packing options including quantity limitations (consider limitations, state and operator variations, etc.)	Y	-	-	-	
2.2 Apply packing requirements (consider constraints of packing instructions, select appropriate packaging materials, etc.)	Y	-	-	-	
2.3 Determine and apply marks and labels	Y	-	-	-	
2.4 Assess use of overpacks	Y	-	-	-	
2.5 Prepare documentation	Y	-	-	-	
3. Processing/accepting cargo					
3.1 Review documentation (i.e. Shipper's Declaration for DG)	-	-	Y	-	
3.2 Review packaging, marks & labels	-	-	Y	-	
3.3 Conduct and complete DG acceptance procedures	-	-	Y	-	
3.4 Process/accept cargo other than DG (check documentation and packages for indications of undeclared DG)	-	Y	-	-	
4. Managing cargo pre-loading					
4.1 Plan loading DG cargo (determine segregation, separation, etc. requirements)	-	-	-	Y	
4.2 Prepare DG cargo load for aircraft (check packages for indications of undeclared DG, check for damage/leakage, apply ULD tags when applicable, etc.)	-	-	-	Y	
		Y	Y	Y	

d - Personnel responsible for handling cargo in a warehouse and loading and unloading unit load devices

Figure 10: Training Need Analysis Form for Shipper and Freight Forwarder (Back)



10 Appendix G – Training Need Analysis Form for Operator and Ground **Handling Agent**

LOGO COMPANY

Dangerous Goods (DG) Training Needs Analysis Form for Staff Members of Aircraft Operators & Ground Handling Agents

Company Name:

Training Needs Analysis Record (Please fill in this part)

Notes:

- 1. Each employee may be responsible for a mixture of tasks or be responsible for more than one role (if applicable) shown in Table 1 on the next page.
- Employers may substitute a training needs analysis record for each employee with an internal training policy 2 manual (as appropriate), describing the training needs for certain job functions.

	Name of Employee	Role of Employee (see Table 1)		Name of Employee	Role of Employee (see Table 1)
1.	Mr. Somchai S.	f	10.		
2.	Ms. Besties R.	e, g	11.		
3.			12.		
4.			13.		
5.			14.		
6.			15.		
7.			16.		
8.			17.		
9.			18.		

Roles (see Table 1 for the Task List)

e — Personnel responsible for processing or accepting goods presented as general cargo

f - Personnel responsible for processing or accepting DG consignments

 Personnel responsible for handling cargo in a warehouse, loading and unloading unit load devices and loading and unloading aircraft cargo compartments

h — Personnel responsible for accepting passenger and crew baggage, managing aircraft boarding areas and other tasks involving direct passenger contact at an airport i — Personnel responsible for the planning of aircraft loading

j — Flight crew

k — Flight operations officers and flight dispatchers

I — Cabin crew

m — Personnel responsible for the screening of passengers and crew and their baggage, cargo and mail

Responsible Person:	(Name)	(Position)
	(Phone)	(Email)
	(Signature)	

Figure 11: Training Need Analysis Form for Operator and Ground Handling Agent (Front)



elect the most appropriate role(s) for each employee based on the task list below :				Ro	oles*				_
Tasks	e	f	g	h	i	j	k	Т	I
0. Understanding the basics of dangerous goods	Y	Y	Y	Y	Y	Y	Y	Y	,
3. Processing/accepting cargo		-							
3.1 Review documentation (i.e. Shipper's Declaration for DG)	-	Υ	-	-	-	-	-	-	
3.2 Review packaging, marks & labels	-	Y	-	-	-	-	-	-	
3.3 Conduct and complete DG acceptance procedures	-	Y	-	-	-	-	-	-	
3.4 Process/accept cargo other than DG (check documentation and packages for indications of undeclared DG)	γ	-	-	-	-	-	-	-	,
4. Managing cargo pre-loading									
4.1 Plan loading DG cargo (determine segregation, separation, etc. requirements)	-	-	Y	-	Y	-	-	-	
4.2 Prepare DG cargo load for aircraft (check packages for indications of undeclared			Ľ.		†				t
DG, check for damage/leakage, apply ULD tags when applicable, etc.)	-	-	Y	-	-	-	-	-	
4.3 Issue NOTOC	-	-	-	-	Υ	-	-	-	
5. Accepting passenger and crew baggage									
5.1 Process passenger or crew baggage (identify forbidden DG, etc.)	-	-	-	Y	-	-	-	-	
5.2 Accept passenger or crew baggage (verify passenger baggage requirements, notify pilot-in-command, etc.)	-	-	-	Y	-	-	-	Y	
6. Transporting cargo/baggage									
6.1 Load aircraft (check for damage and/or leakage, apply segregation and separation requirements, etc.)	-	-	Y	-	-	-	-	-	
6.2 Manage DG pre- and during flight (apply procedures in the event of an emergency)	-					Y	γ	Y	F
6.3 Unload aircraft (check for damage and/or leakage, etc.)	_		Y		-	-	-	-	ſ
7. Collecting safety data (report DG accidents, incidents, undeclared/mis-declared DG & other occurrences)	γ	Y	Ŷ	Y	Y	Y	-	Y	

f - Personnel responsible for processing or accepting DG consignments

g — Personnel responsible for handling cargo in a warehouse, loading and unloading unit load devices and loading and unloading aircraft cargo compartments

h — Personnel responsible for accepting passenger and crew baggage, managing aircraft boarding areas and other tasks involving direct passenger contact at an airport
 i — Personnel responsible for the planning of aircraft loading

j — Flight crew

k - Flight operations officers and flight dispatchers

l — Cabin crew

m - Personnel responsible for the screening of passengers and crew and their baggage, cargo and mail

Figure 11: Training Need Analysis Form for Operator and Ground Handling Agent (Back)



11 Appendix H - Sample - Training need analysis Form

➡ used for designing the training and assessment programs (outcome). However, the tasks and sub-tasks, and the level of proficiency shown here are only recommendations. Additional training and assessment may be required for personnel assigned with additional responsibilities, and less training and assessment may be needed for personnel assigned with fewer responsibilities than those presented in these lists. Furthermore, some employers may divide the job functions differently, and as a result, they will have a different training specification.

(Operator's job functions)	Describe operator's job functions role and their responsibilities.
for the transport of DG by air Tasks	(From Operator's manual = Job responsibilities, SOP, Internal procedure to
with reference to ICAO TI /IATA DGR)	response their job functions)
Operator's job functions reference	Based on the job function descried in paragraph 1 and the desired training outcome described in paragraph of this document, the tasks and sub-tasks are identified in the table below. The competency factors are mapped against each of the performance criteria of the sub-tasks. This will provide a good specification to develop the assessment and training plans. In addition, levels of proficiency are defined for each of the performance criteria of the sub-tasks to provide guidance for the course designer and developer to develop suitable contents and assessment methods to verify the competency of the learners. (From Operator's manual = Job responsibility, SOP, Internal procedure to response their job functions)

	C	Competency Facto	ors	Level of
	Knowledge	Skills	Attitude	Proficiency
Task 0. Understanding the basics of dangerous goods				
Sub Task 0.1 Recognize dangerous goods applicability				
0.1.1 Understand the definition				
0.1.2 Recognize the legal framework (global, Thailand)				
0.1.3 Identify the application and scope				
0.1.4 Differentiate hazard and risk				
Sub Task 0.2 Understand the general limitations				
0.2.1 Develop a sense of forbidden dangerous goods				
0.2.2 Recognize potential hidden dangerous goods				
0.2.3 Familiarize with passenger provision				
Sub Task 0.3 Identifying role and responsibilities				
0.3.1 Clarify the individual and collective role of the supply chain stakeholders				
0.3.2 Understand the passenger's responsibilities				
0.3.3 Recognize the impact of State & operator variations				
Sub Task 0.4 Understanding the importance of classification & packaging				
0.4.1 Identify the general information about classes, divisions				
0.4.2 Understand the general principles of Packing Groups				
0.4.3 Consider multiple hazards				1
Sub Task 0.5 Understanding hazard communication				



	Competency Factors			Level of
	Knowledge	Skills	Attitude	Proficiency
0.5.1 Recognize the basic marking requirement				
0.5.2 Recognize the basic labelling requirement				
0.5.3 Identify the required documentation				
Sub Task 0.6 Familiarizing with basic emergency response				
0.6.1 Create awareness about general emergency procedure				
0.6.2 Understand the organizer's emergency response requirement				
Task 1. Classifying DG				
Sub Task 1.1 Evaluate substance or article against classification criteria				
1.1.1 Determine if it is dangerous goods				
1.1.2 Determine if it is forbidden under any circumstances				
Sub Task 1.2 Determine DG description				
1.2.1 Determine class or division				
1.2.2 Determine packing group				
1.2.3 Determine proper shipping name and UN number				
1.2.4 Determine if it is forbidden unless approval or exemption is granted				
Sub Task 1.3 Review special provisions				
1.3.1 Assess if special provision(s) is applicable				
1.3.2 Apply special provision(s)				
Task 2. Preparing DG shipment				
Sub Task 2.1 Assess packing options including quantity				
2.1.1 Consider limitations (de minimis quantities, excepted quantities, limited quantities, passenger aircraft, cargo aircraft only, special provisions, dangerous				
goods in the mail)				
2.1.2 Consider State and operator variations				
2.1.3 Determine if all-packed-in-one can be used				
2.1.4 Select how dangerous goods will be shipped based on limitations and variations				
Sub Task 2.2 Apply packing requirements 2.2.1 Consider constraints of packing instructions				
2.2.2 Identify and follow the instructions provided by the packaging manufacturer when UN specification packaging is used				
2.2.3 Select appropriate packaging materials (absorbent, cushioning, etc.)				
2.2.4 Assemble package				
Sub Task 2.3 Apply marks and labels				
2.3.1 Determine applicable marks				
Devision 01, 20 December 2022				

Revision 01, 26-December-2023



	C	ompetency Facto	rs	Level of
	Knowledge	Skills	Attitude	Proficiency
2.3.2 Apply marks				
2.3.3 Determine applicable labels				
2.3.4 Apply labels				
Sub Task 2.4 Assess use of overpack				
2.4.1 Determine if overpack can be used				
2.4.2 Apply marks if necessary				
2.4.3 Apply labels if necessary				
Sub Task 2.5 Prepare documentation				
2.5.1 Complete the dangerous goods transport document (DGD)				
2.5.2 Complete other transport documents (e.g. air waybill)				
2.5.3 Include other required documentation (approvals/exemptions, etc.)				
2.5.4 Retain copies of documents as required				
Task 3. Processing/accepting cargo				
Sub Task 3.1 Review documentation				
3.1.1 Verify dangerous goods transport document (DGD)				
3.1.2 Verify other transport documents (e.g. air waybill)				
3.1.3 Verify other documents (exemptions, approvals, etc.)				
3.1.4 Verify State/operator variations				
Sub Task 3.2 Review packaging, marks & labels				
3.2.1 Verify marks				
3.2.2 Verify labels				
3.2.3 Verify packaging type				
3.2.4 Verify package conditions				
3.2.5 Verify State/operator variations				
Sub Task 3.3 Complete acceptance procedures				
3.3.1 Complete acceptance checklist				
3.3.2 Provide shipment information for load planning				
3.3.3 Retain documents as required load planning				
Sub Task 3.4 Process/accept cargo other than DG				
3.4.1 Check documentation for indications of hidden/undeclared dangerous				
goods 3.4.2 Check packages for indications of hidden/undeclared dangerous goods				
Task 4. Managing cargo pre-loading				
Sub Task 4.1 Plan loading				



	Competency Factors			Level of
	Knowledge	Skills	Attitude	Proficiency
4.1.1 Determine stowage requirements				
4.1.2 Determine segregation, separation, aircraft/compartment limitations				
Sub Task 4.2 Prepare load for aircraft				
4.2.1 Check packages for indications of hidden/undeclared dangerous goods				
4.2.2 Check for damage and/or leakage				
4.2.3 Apply stowage requirements (e.g. segregation, separation, orientation, securing and protecting from damage)				
4.2.4 Apply ULD tags when applicable				
4.2.5 Transport cargo to aircraft				
Sub Task 4.3 Issue NOTOC				
4.3.1 Enter required information				
4.3.2 Verify conformance with load plan				
4.3.3 Transmit to loading personnel				
Task 5. Accepting passenger and crew baggage				
Sub Task 5.1 Process baggage				
5.1.1Identify forbidden dangerous goods				
5.1.2 Apply approval requirements				
Sub Task 5.2 Accept baggage				
5.2.1 Apply operator requirements				
5.2.2 Verify passenger baggage requirements				
5.2.3 Advise pilot-in-command				
Task 6. Transporting cargo/baggage				
Sub Task 6.1 Load aircraft				
6.1.1 Transport cargo/baggage to aircraft				
6.1.2 Check packages for indications of undeclared dangerous goods				
6.1.3 Check for damage and/or leakage				
6.1.4 Apply stowage requirements (e.g. segregation, separation, orientation,				
securing and protecting from damage)				-
6.1.5 Verify that NOTOC reflects against aircraft load				
6.1.6 Provide NOTOC information to pilot-in-command and flight operations officer/flight dispatcher				
Sub Task 6.2 Manage DG pre- and during flight				
6.2.1 Detect presence of dangerous goods not permitted in baggage				
6.2.2 Interpret NOTOC				
			1	1

Revision 01, 26-December-2023



	Co	ompetency Facto	ors	Level of
	Knowledge	Skills	Attitude	Proficiency
6.2.3 Apply procedures in the event of an emergency				
6.2.4 Inform flight operations officer/flight dispatcher/air traffic control in the event of an emergency				
6.2.5 Inform emergency services of the dangerous goods on board in the event of an emergency				
Sub Task 6.3 Unload aircraft				
6.3.1 Apply specific unloading considerations				
6.3.2 Check packages for indications of undeclared dangerous goods				
6.3.3 Check for damage and/or leakage				
6.3.4 Transport cargo/baggage to facility/terminal				
Task 7. Collecting safety data				
Sub Task 7.1 Report DG accidents				
Sub Task 7.2 Report DG incidents				
Sub Task 7.3 Report undeclared/mis-declared DG				
Sub Task 7.4 Report DG occurrences				

Remarks instruction

Levels of Proficiency

Introductory (*): covers general knowledge or understanding of basic concepts and techniques.

Basic (**): delivers competency that is sufficient for an individual to carry out simple work activities, most of it routine and predictable. Guidance or assistance from an expert may be required from time to time.

Intermediate (***): comprises of complex or critical activities, in a non-routine context, which enables a person to work autonomously and solve problems without special assistance.

Advanced (****): covers complex technical and professional activities in a wide variety of contexts, which allows the personnel to provide advice. Dangerous goods training course instructors should have acquired. this level of proficiency on the tasks or functions that they will instruct prior to delivering such course(s).



12 Appendix I - Example - Training Needs Analysis Assessment

According to the Table below;

Example for completing the Training Needs Analysis Assessment form.

Job Function	Task	Sub Task	Knowledge	Skills	Attitude	Level of Proficiency
(Please specific job function)	TASK 0 Understanding the basic of	Understand the definition	Describe the definition of Dangerous Goods	recognize the definition of Dangerous Goods	Driven to ensure safety and	*
	dangerous goods	Recognize Legal Framework	Describe the basis of the regulations Describe the regulations on transporting Dangerous Goods Describe the regulations on Dangerous Goods reporting	recognize and explain the Dangerous Goods Regulations of IATA and local authority.	compliance with applicable regulations Committed to be well verse on Dangerous Goods Regulations by engaging	*
		Identify the application and scope	Describe the difference between Approvals, Exemptions, and Exceptions	recognize the requirements between Approvals, Exemptions, and Exceptions	in group discussions and asking relevant and	*
		Differentiate hazard and risk	State the definition of Hazard and risk	recognize to distinguish between hazard and risk on dangerous goods	effective questions Positive Mindset	*
		Develop a sense of hidden dangerous goods	State the definition of hidden dangerous goods	recognize to potential hidden dangerous goods on a general description		*
		Recognize potential hidden dangerous goods	List the types of dangerous articles and substances that may be present in items with a general description	recognize dangerous articles and substances in items with a general description		*
		Familiarize with passenger provisions	Understand the requirement of the items that permitted to be carried by passengers and crew what is prohibited	recognize use IATA Table 2.3A Provision for dangerous goods carried by passengers and crews to identify which items are prohibited and which items are allowed in baggage		*



Job Function	Task	Sub Task	Knowledge	Skills	Attitude	Level of Proficiency
		Clarify the individual and collective role of the supply chain stake- holders	Describe the responsibilities of the Shipper and Operator and Handling Provider	recognize to distinguish the responsibilities of Shippers, Operators and Handling Provider Agents working on behalf of the operator.		*
		Understand the passenger responsibilities	Describe the responsibilities of the Passenger	recognize to distinguish the responsibilities of the Passenger		*
		Recognize the impact of State and Operator Variations	Locate the State and Operator Variations	recognize operator variations of the operator and able locate and apply the correct variations		*
		Identify the general information about classes and divisions	Identify and describe the different classes and divisions	recognize dangerous goods into their class or division based on their properties and characteristics		*
		Recognize basic marking requirements	State the basic requirement of marking	recognize and identify marking correctly		*
		Recognize basic labelling requirements	State the basic requirement of labelling	recognize and identify hazards and handling labels correctly		*
		Identify the required documentation	State the basic requirement of documentation	recognize to identify the dangerous goods transportation documentation correctly		*
		Create awareness about general emergency procedures	Locate the emergency procedures	recognize to describe the emergency procedures in accordance with the operator's Emergency Response Plan.		*
		Understand the employer's emergency response requirements	Locate the emergency procedure of the employer	recognize to describe the employer's activities		*



Job Function	Task	Sub Task	Knowledge	Skills	Attitude	Level of Proficiency
	Task 6 Transporting Baggage and cargo	6.2.2 Interpret NOTOC 6.2.3 Apply the	Describe the general requirement for the Provision of Information to the Pilot-in-Command To know the	interpret the dangerous goods information that appears in NOTOC correctly. able to explain the	Driven to ensure safety and compliance with applicable regulations	***
		procedures in the event of an emergency	procedure in the event of an emergency in Case of an Aircraft Accident or Incident in accordance with ERP.	procedure event of an emergency in Case of an Aircraft Accident or Incident Able to provide dangerous goods information to	Committed to be well verse on Dangerous Goods Regulations by engaging	***
		6.2.4 Inform the flight operations officer/flight dispatcher/air traffic control in the event of an emergency	To know the requirement and procedure for; Information by the Pilot-in- Command in Case of In- Flight Emergency	emergency services/air traffic control, and airport authorities in accordance with Incident Reporting, Escalation,	in group discussions and asking relevant and effective questions	***
		6.2.5 Inform emergency services of the dangerous goods on the NOTOC in the event of an emergency	Information by Operator in Case of an Aircraft Accident or Incident	assessment, and notification procedures in ERP.	Positive Mindset	***



13 Appendix J - Sample - Training Plan

TRAINING PLAN	
Course Title	Dangerous Goods Regulations for Flight Dispatchers
Course Objective	By the end of training the personnel responsible for Flight
	Dispatchers is able to explain and decode the dangerous goods
	information that appears in NOTOC as well as they will know the
	procedure to provide dangerous goods information to emergency
	services/air traffic control, and airport authorities in accordance
	with Incident Reporting, Escalation, assessment, and notification
	procedures in ERP.
Who should attend	Personnel Responsible for Flight Dispatchers
Training Duration	Self-Study 5 Days before class commencement
	Set Study 5 Buys before etass commencement
	Classroom 3 Hours 30 min
Training Material	Presentation Slide;
	• Video;
	ICAO TI 2023-2024 Edition with Addendum;
	 IATA DGR 64th Edition with addendum);
	• Handout;
	Incident Reporting, Escalation, assessment, and notification
	Flowchart;
	 Dangerous Goods Manual
Assessment	Exercises book
Material	Final Examination paper



Training Schedule	
Time	Topics
0900hrs-1030hrs	 Recap Introduction Scope and applicability; General Limitations; Roles and Responsibilities; General information about classes, Divisions Marking and Labelling Documentation Basic emergency Response
1030hrs - 1045hrs	Break
1045hrs -1200hrs	 Provision information to Captain (NOTOC) Information by the Pilot-in-Command in Case of In- Flight Emergency Information by Operator in Case of an Aircraft Accident or Incident
1200hrs - 1300hrs	Lunch Break
1300hrs - 1330hrs	Review Exercises book
1330hrs - 1400hrs	Final Assessment



14 Appendix K – Sample – Lesson plan

LESSON PLAN	
Dangerous Goo	ds Regulations for Flight Dispatchers
COURSE	By the end of this Course the participants will be able to:
OBJECTIVES	 Identify dangerous goods correctly;
	 Identify hidden dangerous goods;
	Recognize the hazard and handling labels correctly and their purpose;
	Understand the provision for dangerous goods carried by passengers and crews:
	Understand the 9 classes and divisions of dangerous goods correctly
	Identify and interpret NOTOC correctly
	Understand the procedure in the event of an emergency in Case of an
	Aircraft Accident or Incident in accordance with ERP
	The flight dispatcher is able to provide dangerous goods information
	to emergency services/air traffic control, and airport authorities within
	required timeframe in accordance with Incident Reporting, Escalation,
	assessment, and notification procedures in ERP.



TOPIC/CONTENT	ACTIVITY / EMPHASIS	DGR REFERENCE	TEACHING AIDS	DURATION
Introductions				
 Introduction 	 Announce the name of the course Instructor name and experiences Course Objective Announce the duration of the course, and the location of facilities (restrooms, breaks, emergency procedures, etc.) Describe how the class will be conducted. 	N/A	- PPT 1-5 - Announce by Instructor	10 MIN
Scope and Applicability				
 Reference to specific dangerous goods accidents 	 Show video on UPS, FLIGHT 1307 to specific dangerous goods accidents, supplemented by reference to dangerous goods incidents, can aid such understanding 	- Videos	- PPT 7	
 Reference to law and source documents 	 Present the Technical Instructions and any other reference material used (e.g. the IATA Dangerous Goods Regulations, Dangerous Goods Manual, Incident Reporting, Escalation, assessment, and notification Flowchart) including the local regulation and requirement. 		 ICAO TI Edition 2023-2024 IATA DGR edition 64th Addendum (DGR and TI) PPT 8 	15 MIN
General Philosophy	 Explain the General Philosophy in the transportation of dangerous goods. 	- GENERAL PHILOSOPHY	- PPT 9	
 Definition of Dangerous Good 		- DGR 1.0 - DGR Appendix A	- PPT 10	
• Basic of Regulation	 Show how ICAO provisions are derived from UN subCoE on the transport of DG and IAEA 	- DGR 1.1	- PPT 10-13	
 Approvals and Exemptions 	 Explain the requirements of approvals and Exemptions on dangerous goods from the States concerned in order to be carried. 	- DGR 1.2.5 - DGR 1.2.6	- PPT 14	
 Dangerous Goods Training Requirement 	 General Training Requirement for flight dispatchers Explain Recurrent Training and Assessment Requirement and Training Record Requirement CBTA is to flight dispatchers' personnel 	- DGR 1.5	- PPT 15-16	
 Applicability, General and Scope 	 Explain the general requirement for Applicability, General and Scope Point out the different between risk 	 DGR 1.2.1, 1.2.3, 1.2.4 N/A 	- PPT 19-21 - PPT 17-18	
Differentiate betweenHazard and RiskReview Exercise	 and hazard and consequent Review Exercise "Scope and Applicability Chapter" 	- N/A	- Exercise Book	



TOPIC/CONTENT	ACTIVITY / EMPHASIS	DGR REFERENCE	TEACHING AIDS	DURATION
General Limitations				
Dangerous Goods Forbidden in Aircraft Under Any Circumstances	 Explain what is dangerous goods forbidden to transport in aircraft under any circumstances and how to identify 	- DGR 2.1.1	- PPT 23-24	
 Dangerous Goods Forbidden Unless Exempted 	- Explain what is Dangerous Goods Forbidden Unless Exempted	- DGR 2.1.2	- PPT 25	15 MIN
 Dangerous Goods in the operator's properties 	- Explain what is Airworthiness and operating items, and explains the requirements and that there is the danger such items may be sent undeclared. Also, portable electronic devices containing lithium metal or lithium ion cells or batteries are allowed to be carried for EFB and use or sale on the aircraft (POS).	- DGR 2.5	- PPT 26	
 Hidden Dangerous Goods 	 Recognize the potential hidden dangerous goods. Ask question to participant to identify the dangerous goods. Provide examples of visual 	- DGR 2.2	- PPT 27-28	
	indications such as product- related images and text on packages	-DGR APP B.4	- PPT 29	
 Awareness of consumer warning labels 	 Some everyday household items bear consumer warning labels which may or may not indicate they are classified as dangerous goods in air transport. Depictions of GHS and any other relevant labelling together with an indication of the likely associated 		- PPT 29	
Dangerous Goods Carried by Passenger and crews	 transport classification. The Dangerous Goods Regulations forbid the carriage of dangerous goods by passengers and crew with specific exceptions. For those that are permitted, conditions may apply and some may only be carried with the approval of the operator. Provides the information necessary to enable staff to recognize such dangerous goods and to know which conditions or 	-DGR Table 2.3A	- PPT 30-31	
Review Exercise	 operator's policies apply to their carriage Review Exercise "General Limitations Chapter" 	N/A	- Exercise Book	



TOPIC/CONTENT	ACTIVITY / EMPHASIS	DGR REFERENCE	TEACHING AIDS	DURATION
Identifying Roles and Re	esponsibility			
 Operator's Responsibilities 	 Explain what is the responsibility for operator's and ground handling agent 	- DGR 1.4	- PPT 33-34	
 Shipper's Responsibilities 	- Explain what is the responsibility for shipper	- DGR 1.3	- PPT 35	
 Passenger's Responsibilities 	- Explain what is the responsibility for passenger	- DGR 1.4.3.1	- PPT 36	
	 Ask question to participants to identify responsibilities between operator and shipper correctly 			10 MIN
 State and operator variations 	 States and operators can place additional restrictions on the carriage of dangerous goods by air. These are known as State and operator variations. 	- DGR 2.8	- PPT 37	
	 explains these provisions and highlights any variations relevant to the operator. 	N/A	Evencies De els	
Review Exercise	 Review Exercise "Identifying and Responsibility" 	IN/A	- Exercise Book	
General information ab	out classes, Divisions			
Classes of Dangerous Goods	 The nine classes and divisions of dangerous goods are outlined. It will explain that generic classes and divisions and give the question to participants that the products such as paint may or may not be classified as dangerous goods depending upon the characteristics of the specific product. 	- DGR 3.0.2	-PPT 39-49	15 MIN
Review Exercise	 Review Exercise "General information about Classes and Divisions" 	N/A	- Exercise Book	
Marking and Labelling				
 Markings on packages 	 There are prescribed markings for packages to identify their contents and for other purposes, such as the UN number, proper shipping name, UN specification markings and Limited Quantity markings etc. 	- DGR	- PPT 51-55	
 Labels on packages 	 Labels are required on packages of dangerous goods both to identify the hazard of the contents (e.g. in the event of leakage from or damage to packages) and to aid handling. Asking to participants to identify the 	- DGR 7.3 - DGR 7.4	- PPT 56-60	10 MIN
	hazard label classes/divisions and recognize the handling labels			
Review Exercise	- Review Exercise "Marking and Labelling"	N/A	- Exercise Book	



TOPIC/CONTENT	ACTIVITY / EMPHASIS	DGR REFERENCE	TEACHING AIDS	DURATION
Documentation				
 Dangerous Goods transport document and other relevant documents Review Exercise 	 Dangerous goods bearing a hazard label (other than consignments solely of dry ice and some lithium battery consignments) are required to be accompanied by a dangerous goods transport document, commonly known as the 'Shipper's Declaration'. Review Exercise "Documentation" 	- DGR 8.1.9 N/A	- PPT 62-63 - Exercise Book	5 MIN
Emergency Response				
Emergency Response				
 Actions to be taken in the event of incidents/accidents 	 There is the possibility of a passenger having forbidden dangerous goods, or even goods they are permitted to have, which cause an incident on the ground or in flight. There is also the possibility that an incident may arise in cargo and be caused by or involve dangerous goods. Provide the general procedures for dealing with these eventualities Asking participants to explain local procedures for emergencies on the ground. 	- DGR 9.5.1.2	- DGM XX - ERP XX - SOP XX	10 MIN
Review Exercise	 Review Exercise "Emergency Response" 	N/A	Exercise Book	



TOPIC/CONTENT	ACTIVITY / EMPHASIS	DGR REFERENCE	TEACHING AIDS	DURATION
 Requirement for a NOTOC Understanding and interpreting the NOTOC 	 Dangerous goods (with some exceptions) carried as cargo or stores, must be notified to the pilot- in-command in written (or electronic) form primarily for use in the event of an emergency. Personnel with responsibilities for operational control of the aircraft (e.g. the flight operations officer, flight dispatcher, or designated ground personnel responsible for flight operations) must also be provided with the same information that is required to be provided to the pilot-in-command Achieve through the use of a document commonly referred to as a Notification to Commander (NOTOC). The main details on a NOTOC are the proper shipping name, the UN number (the technical name (s) shown on the dangerous goods transport document is not required), the class or division, the subsidiary risk, the packing group, the number of packages and the exact loading location and the net or gross mass of each package. For radioactive material, the Transport Index must also be stated. A phone number of a location from where full details of the NOTOC information can be obtained may be stated on the NOTOC if the operator intends the pilot-in-command to provide this number to ATC in the event of an inflight emergency depicts the NOTOC used by the operator and explains its 	- DGR 9.5.1 - DGR 9.5.1.1.3 - DGR 9.5.1.1.3.3	- РРТ 68-71 -РРТ 72	30 MIN
Accessibility of NOTOC	contents.	-DGR 9.5.1.1.9	-PPT 73	
Review Exercise	 the flight. Explain the requirement to the participants Review Exercise "Provision information to Captain (NOTOC)" 	N/A	EXERCISE BOOK	



TOPIC/CONTENT	ACTIVITY / EMPHASIS	DGR REFERENCE	TEACHING AIDS	DURATION
Information by the Pilot	l :-in-Command in Case of In-Flight Emerge	ency		
Information to be	- In the event of an in-flight	- DGR 9.5.1.3	-PPT 74-75	
provided by the	emergency which may or may not			
pilot-in-command	be caused by dangerous goods, as			15 MIN
in case of in-flight	soon as the situation permits,			12 10110
emergency	specific information about the			
	dangerous goods carried as cargo		EXERCISE BOOK	
	must be provided to ATC for the			
	information of aerodrome			
	authorities			
Review Exercise	- Explain the policy and procedures			
	for emergency response actions,			
	including the policy on			
	transmission of information to ATC			
	- Review Exercise "Information			
	by the Pilot-in- Command in			
	Case of In-Flight Emergency"			
Information by Operato	r in Case of an Aircraft Accident or Incide	ent		
Information by	- This is the responsibility of flight	- DGR 9.6.3	-PPT 76-79	
Operator in Case of	dispatcher which is assigned by			
an Aircraft Accident	company to provide information			
or Incident	without delay, to emergency			
 Incident Reporting, 	service responding to accident or			30 MIN
Escalation,	serious incidents about dangerous			
assessment, and	goods on board the aircraft			
notification	- Explain the procedures for Incident			
procedures	Reporting, Escalation, assessment,			
involving	and notification involving		EXERCISE BOOK	
dangerous goods in	dangerous goods in ERP.			
ERP.	Review Exercise "Information by			
	Operator in Case of an Aircraft			
Review Exercise	Accident or Incident"			
FINAL ASSESSMENT AT	THE END OF COURSE		60 MINUTES	
The participants will be	given a written exam as follows:			
- During training formative	e assessment - 40%			
- End of training summati	ve written assessment - 60%			



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