

Masters < 500GT Unlimited

This competency framework will be updated to reflect the methods for demonstrating competence and the criteria for evaluating competence, which will reflect the requirements of STCW as amended by Manila 2010

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Function: Navigation at the Operational Level

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
<p>Plan and conduct a passage and determine position</p>	<p>Celestial navigation</p> <p>Ability to use celestial bodies to determine the ship's position.</p> <p><i>Terrestrial and coastal navigation</i></p> <p>Ability to determine the ship's position by use of:</p> <ol style="list-style-type: none"> 1. Landmarks. 2. Aids to navigation including lighthouses, beacons and buoys. 3. Dead reckoning, taking into account winds, tides, currents and estimated speed. <p>Thorough knowledge of and ability to use nautical charts, and publications, such as sailing directions, tide tables, notices to</p>		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<p>mariners, radio navigational warnings and ships' routeing information.</p> <p>Electronic systems of position fixing and navigation</p> <p>Ability to determine the ship's position by use of electronic navigational aids.</p> <p><i>Echo sounders</i> Ability to operate the equipment and apply the information correctly.</p> <p><i>Compass – magnetic and gyro</i></p> <p>Knowledge of the principles of magnetic and gyro compasses. Ability to determine errors of the magnetic and gyro-compasses, using celestial and terrestrial means, and to allow for such errors.</p> <p><i>Steering control system</i></p> <p>Knowledge of steering control systems, operational procedures and change-over from manual to automatic control and vice versa. Adjustment of controls for optimum performance.</p>		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<p><i>Meteorology</i></p> <p>Ability to use and interpret information obtained from shipborne meteorological instruments. Knowledge of the characteristics of the various weather systems, reporting procedures and recording systems. Ability to apply the meteorological information available.</p>		
<p>Maintain a safe navigational watch</p>	<p>Watchkeeping</p> <p>Thorough knowledge of the content, application and intent of the International Regulations for Preventing Collisions at Sea, 1972, as amended.</p> <p>Thorough knowledge of the Principles to be observed in keeping a navigational watch.</p> <p>The use of routeing in accordance with the General Provisions on Ships' Routeing.</p> <p>The use of information from navigational equipment for maintaining a safe navigational watch.</p>		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<p>Knowledge of blind pilotage techniques.</p> <p>The use of reporting in accordance with the General Principles for Ship Reporting and with VTS procedures.</p> <p><i>Bridge resource management</i></p> <p>Knowledge of bridge resource management principles, including:</p> <ol style="list-style-type: none"> 1. Allocation, assignment and prioritisation of resources. 2. Effective communication. 3. Assertiveness and leadership. 4. Obtaining and maintaining situational awareness. 		
<p>Use of radar and ARPA to maintain safety of navigation</p>	<p>Radar navigation</p> <p>Knowledge of the fundamentals of radar and automatic radar plotting aids (ARPA).</p> <p>Ability to operate and to interpret and analyse information obtained from radar,</p>		

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	<p>including the following:</p> <p>Performance, including:</p> <ol style="list-style-type: none"> 1. Factors affecting poor performance and accuracy. 2. Setting up and maintaining displays. 3. Detection of misrepresentation of information, false echoes, sea return, etc, racons and SARTs. <p>Use, including:</p> <ol style="list-style-type: none"> 1. Range and bearing; course and speed of other ships; time and distance of closest approach of crossing, meeting overtaking ships. 2. Identification of critical echoes; detecting course and speed changes of other ships; effect of changes in own ship's course or speed or both. 3. Application of the International Regulations for Preventing Collisions at Sea, 1972, as amended. 4. Plotting techniques and relative – and 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<p>true – motion concepts.</p> <p>5. Parallel indexing.</p> <p>Principal types of ARPA, their display characteristics, performance standards and the dangers of over-reliance on ARPA.</p> <p>Ability to operate and to interpret and analyse information obtained from ARPA, including:</p> <ol style="list-style-type: none"> 1. System performance and accuracy, tracking capabilities and limitations, and processing delays. 2. Use of operational warnings and system tests. 3. Methods of target acquisition and their limitations. 4. True and relative vectors, graphic representation of target information and danger areas. 5. Deriving and analysing information, critical echoes, exclusion zones and trial manoeuvres. 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
<p>Use of ECDIS to maintain the safety of navigation</p>	<p>Navigation using ECDIS</p> <p>Knowledge of the capability and limitations of ECDIS operations, including:</p> <ol style="list-style-type: none"> 1. A thorough understanding of Electronic Navigational Chart (ENC) data, data accuracy, presentation rules, display options and other chart data formats. 2. The dangers of over-reliance. 3. Familiarity with the functions of ECDIS required by performance standards in force. <p>Proficiency in operation, interpretation, and analysis of information obtained from ECDIS, including:</p> <ol style="list-style-type: none"> 1. Use of functions that are integrated with other navigation systems in various installations, including proper functioning and adjustment to desired settings. 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<ol style="list-style-type: none"> 2. Safe monitoring and adjustment of information, including own position, sea area display, mode and orientation, chart data displayed, route monitoring, user-created information layers, contacts (when interfaced with AIS and/or radar tracking) and radar overlay functions (when interfaced). 3. Confirmation of vessel position by alternative means. 4. Efficient use of settings to ensure conformance with operational procedures, including alarm parameters for anti-grounding, proximity to contacts and special areas, completeness of chart data and chart update status, and backup arrangements. 5. Adjustments of settings and values to suit present conditions. 6. Situational awareness while using ECDIS including safe water and proximity of hazards, set and drift, 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<p>chart data and scale selection, suitability of route, contact detection and management and integrity of sensors.</p>		
<p>Respond to emergencies</p>	<p>Emergency procedures</p> <p>Precautions for the protection and safety of passengers in emergency situations.</p> <p>Initial action to be taken following a collision or grounding; initial damage assessment and control.</p> <p>Appreciation of the procedures to be followed for rescuing persons from the sea, assisting a ship in distress, responding to emergencies which arise in port.</p>		
<p>Respond to a distress signal at sea</p>	<p>Search and rescue</p> <p>Knowledge of the contents of the International Aeronautical and Maritime</p>		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	Search and Rescue (IAMSAR) Manual.		
<p>Use the IMO Standard Marine Communication Phrases and use English in written and oral form</p>	<p>English language</p> <p>Adequate knowledge of the English language to enable the officer to use charts and other nautical publications, to understand meteorological information and messages concerning the ship's safety and operation, to communicate with other ships, coast stations and VTS centres and to perform the officer's duties also with multilingual crew, including the ability to use and understand the IMO Standard Marine Communication Phrases (IMO SMCP).</p>		
<p>Transit and receive information by visual signaling</p>	<p><i>Visual signaling</i></p> <p>Ability to use the International Code of Signals.</p>		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<p>Ability to transmit and receive, by Morse light, distress signal SOS as specified in Annex IV of the International Regulations for Preventing Collisions at Sea, 1972, as amended, and appendix 1 of the International Code of Signals, and visual signaling of single-letter signals as also specified in the International Code of Signals.</p>		
<p>Manoeuvre the ship</p>	<p><i>Ship manoeuvring and handling</i></p> <p>Knowledge of:</p> <ol style="list-style-type: none"> 1. The effects of deadweight, draught, trim, speed and under-keel clearance on turning circles and stopping distances. 2. The effects of wind and current on ship handling. 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<ul style="list-style-type: none"> 3. Manoeuvres and procedures for the rescue of persons overboard. 4. Squat, shallow-water and similar effects. 5. Proper procedures for anchoring and mooring. 		

Function: Cargo Handling and Stowage at the Operational Level

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
<p>Monitor the loading, stowage, securing, care during the voyage and the unloading of cargoes</p>	<p>Cargo handling, stowage and securing</p> <p>Knowledge of the effect of cargo, including heavy lifts, on the seaworthiness and stability of the ship.</p> <p>Knowledge of safe handling, stowage and securing of cargoes, including dangerous, hazardous and harmful cargoes, and their effect on the safety of life and the ship.</p> <p>Ability to establish and maintain effective communications during loading and unloading.</p>		
<p>Inspect and report defects and damage to cargo spaces, hatch covers and ballast</p>	<p>Knowledge and ability to explain where to look for damage and defects most commonly encountered due to:</p>		

<p>tanks</p>	<ol style="list-style-type: none"> 1. Loading and unloading operations. 2. Corrosion. 3. Severe weather conditions. <p>Ability to state which parts of the ship shall be inspected each time in order to cover all parts within a given period of time.</p> <p>Identify those elements of the ship structure which are critical to the safety of the ship.</p> <p>State the causes of corrosion in cargo spaces and ballast tanks and how corrosion can be identified and prevented.</p> <p>Knowledge of procedures on how the inspection shall be carried out.</p> <p>Ability to explain how to ensure reliable detection of defects and damage.</p> <p>Understanding of the purpose of the “enhanced survey programme”.</p>		
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Function: Controlling the operation of the ship and care for persons on board at the Operational Level

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
<p>Ensure compliance with pollution-prevention requirements</p>	<p>Prevention of pollution of the marine environment and anti-pollution measures</p> <p>Knowledge of the precautions to be taken to prevent pollution of the marine environment.</p> <p>Anti-pollution procedures and all associated equipment.</p> <p>Importance of proactive measures to protect the marine environment.</p>		
<p>Maintain seaworthiness of the ship</p>	<p>Ship stability</p> <p>Working knowledge and application of stability, trim and stress tables, diagrams and stress-calculating equipment.</p> <p>Understanding of fundamental actions to be taken in the event of partial loss of intact buoyancy.</p>		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<p>Understanding of the fundamentals of watertight integrity.</p> <p>Ship construction</p> <p>General knowledge of the principal structural members of a ship and the proper names for the various parts.</p>		
<p>Prevent, control and fight fires on board</p>	<p>Fire prevention and fire-fighting appliances</p> <p>Ability to organise fire drills.</p> <p>Knowledge of classes and chemistry of fire.</p> <p>Knowledge of fire-fighting systems.</p> <p>Knowledge of the action to be taken in the event of a fire, including fires involving oil systems.</p>		
<p>Operate life-saving appliances</p>	<p>Life-saving</p> <p>Ability to organise abandon ship drills and knowledge of the operation of survival craft and rescue boats, their launching appliances and arrangements, and their equipment,</p>		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	including radio life-saving appliances, satellite EPIRBs, SARTs, immersion suits and thermal protective aids.		
Apply medical first aid on board ship	<p>Medical aid</p> <p>Practical application of medical guides and advice by radio, including ability to take effective action based on such knowledge in the case of accidents or illnesses that are likely to occur on board ship.</p>		
Monitor compliance with legislative requirements	Basic working knowledge of the relevant IMO conventions concerning safety of life at sea and protection of the marine environment.		
Application of leadership and team-working skills	<p>Working knowledge of shipboard personnel management and training</p> <p>A knowledge of related international maritime conventions and recommendations, and national legislation</p> <p>Ability to apply task and workload</p>		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<p>management, including:</p> <ol style="list-style-type: none"> 1. Planning and co-ordination. 2. Personnel assignment. 3. Time and resource constraints. 4. Prioritisation. <p>Knowledge and ability to apply effective resource management:</p> <ol style="list-style-type: none"> 1. Allocation, assignment and prioritisation of resources. 2. Effective communication onboard and ashore. 3. Decisions reflect consideration of team experiences. 4. Assertiveness and leadership, including motivation. 5. Obtaining and maintaining situational awareness. <p>Knowledge and ability to apply decision-making techniques:</p> <ol style="list-style-type: none"> 1. Situation and risk management. 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<ol style="list-style-type: none"> 2. Identify and consider generated options. 3. Selecting a course of action. 4. Evaluation of outcome effectiveness. 		
<p>Contribute to the safety of personnel and the ship</p>	<p>Knowledge of personal survival techniques.</p> <p>Knowledge of fire prevention and ability to fight and extinguish fires.</p> <p>Knowledge of elementary first aid.</p> <p>Knowledge of personal safety and social responsibilities.</p>		

Function: Apply command navigation procedures on vessels limited by tonnage

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
<p>Ensure safe watchkeeping procedures on vessels potentially with limited qualified personnel</p>	<p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Regulations for the prevention of collisions at sea. 2. Principles of bridge team management. 3. Precautions necessary when navigating in or near traffic separation. schemes or other routeing measures. 4. Bridge watch handover procedures. 5. Relevant health and safety legislation. 6. Implications of a range of factors that can affect watchkeeping functions on vessels under 500 GT. 7. Navigational hazards during a voyage and implications for 		

	watchkeeping.		
Respond to potential collision and emergency situations	<p>Knowledge of:</p> <p>Causes of groundings, collisions and casualties when on board a vessel.</p>		
Maintain watchkeeping records	<p>Knowledge of:</p> <p>Principles for maintaining a safe navigational watch on vessels with potentially limited qualified crew.</p> <p>Fatigue management principles and techniques.</p>		

Function: Manage business and administration on vessels limited by tonnage

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
<p>Develop plans for general and specific vessel operations</p>	<p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Requirements related to a vessel's documentation, certification and survey. 2. Contracts of carriage, marine insurance, salvage and towage. 3. National administrative procedures for accident investigation and vessel and port security. 4. Procedures relating to customs, quarantine and immigration clearance. 5. General principles of integrated vessel and bridge management. 6. Established marine resource management procedures and practice. 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
<p>Ensure legal requirements are fulfilled</p>	<p>Knowledge of:</p> <ol style="list-style-type: none"> 1. The role of a vessel's master, including duties, obligations, and commercial and legal responsibilities under national and international laws and conventions. 2. Relevant maritime legislation. 3. Relevant health and safety and marine pollution prevention control legislation, codes of practice, policies and procedures. 4. Requirements related to port State control. 5. Regulatory requirements for shipboard drills. 		
<p>Monitor and control vessel expenditure</p>	<p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Use of accrual accounting procedures 2. Preparation of vessel's budget 3. Correction of variances in vessel's 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<p style="text-align: center;">budget</p> <ol style="list-style-type: none"> 4. Maintenance of financial records 5. Contingency plans for variances in vessel's budget 		
<p>Develop and implement vessel's safety management system</p>	<p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Safety management system for the vessel. 2. Requirements of relevant maritime authorities for safety management systems. 3. The aims, objectives, advantages and disadvantages of the vessel's safety management system. 4. General provisions for the development and monitoring of a vessel's safety management system. 5. Procedures for obtaining a safety management certificate and undergoing subsequent audits to maintain it. 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
<p>Monitor and control vessel's physical resources</p>	<p>Knowledge of:</p> <p>Techniques for evaluating and seeking alternatives for improvement of shipboard operational and emergency procedures and systems.</p>		
<p>Analyse and compile operational and voyage data</p>	<p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Procedures for the collection, compiling, analysing and reporting on safety incidents and casualties on board a vessel, including the format and characteristics of a good safety incident report. 2. Methods of evaluating the efficacy of shipboard training, drills and competency assessment. 		
<p>Provide leadership to officers and crew</p>	<p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Principles of effective leadership and teamwork. 2. Methods for the motivation of 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<p>shipboard personnel.</p> <p>3. Maritime communications techniques, including barriers to effective communication and how to overcome them.</p>		
<p>Allocate duties and maintain set standards of work on board</p>	<p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Competency requirements for typical shipboard operations. 2. Relevant industrial awards requirements as they relate to shipboard personnel responsibilities, obligations and entitlements. 		
<p>Resolve conflicts</p>	<p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Methods of identifying problems in services to other departments or in processes or systems. 2. Conflict resolution and mediation strategies. 3. Human resource management problems and appropriate action and 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	solutions.		
<p>Plan, organise, promote and evaluate shipboard training and assessment</p>	<p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Equal employment policies and regulations. 2. Procedures for planning, implementing and monitoring goals and performance requirements for vessel operations and emergencies. 3. Training and competency assessment techniques and options suitable for shipboard personnel. 4. Techniques for the setting of performance standards and the evaluation of performance and shipboard personnel. 5. Training packages and competency standards relevant to shipboard personnel. 		

Function: Manage the operations and maintenance on vessels limited by tonnage

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
<p>Manage the maintenance of a vessel's stability and safety parameters in both normal and adverse operational difficulties</p>	<p>Knowledge of:</p> <p>Procedures for the checking and inspecting of a vessel's stability during a range of operational conditions, including the loading and discharging of cargo, as part of routine procedures to ensure compliance with the company requirements and established safety rules and regulations.</p>		
<p>Administer the planning of cargo operations on a vessel limited by tonnage</p>	<p>Knowledge of:</p> <p>Procedures for the checking and inspecting of a vessel's stability during a range of operational conditions, including the loading and discharging of cargo, as part of routine procedures to ensure compliance with the company requirements and established safety rules and regulations.</p>		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
<p>Administer a planned maintenance system</p>	<p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Relevant sections of applicable maritime regulations. 2. Relevant health and safety and pollution control legislation and policies. 3. The nature and causes of corrosion of marine surfaces and structures and the available methods for its control. 4. Principle features of the structure of a vessel, with a basic understanding of the properties and application of materials used in vessel construction. 		
<p>Dock or slip a vessel limited by tonnage</p>	<p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Slipping and docking procedures suitable for various types of hull forms, including communications techniques used. 2. Typical problems related to the slipping and maintenance of vessels 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	and appropriate action and solutions.		
<p>Carry out inspection and maintenance procedures on a vessel limited by tonnage</p>	<p>Knowledge of:</p> <ol style="list-style-type: none"> 1. Safety, environmental and hazard control precautions and procedures relevant to inspection and maintenance operations. 2. Maintenance records that must be maintained on a vessel to meet the requirements of the company and regulatory authorities. 		
<p>Administer the correct selection and use of maintenance equipment and materials</p>	<p>Knowledge of:</p> <p>Procedures for the initiation and coordination of repair and/or replacement procedures on board vessels.</p>		

Function: Organise and manage the provision of medical care on board a vessel

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
<p>Provide medical care to sick and injured while they remain on board</p>	<p>Care of casualty involving:</p> <ol style="list-style-type: none"> 1. Head and spinal injuries. 2. Injuries of ear, nose, throat and eyes. 3. External and internal bleeding. 4. Burns and scalds and frostbite. 5. Fractures, dislocations and muscular injuries. 6. Wounds, wound healing and infection. 7. Pain relief. 8. Techniques of sewing and clamping. 9. Management of acute abdominal conditions. 10. Minor surgical treatment. 11. Dressing and bandaging. 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
<p>Provide medical care to sick and injured while they remain on board (continued)</p>	<p>Aspects of nursing:</p> <ol style="list-style-type: none"> 1. General principles. 2. Nursing care. <p>Diseases, including:</p> <ol style="list-style-type: none"> 1. Medical conditions and emergencies. 2. Sexually transmitted diseases. 3. Tropical and infectious diseases. <p>Alcohol and drug abuse.</p> <p>Dental care.</p> <p>Gynaecology, pregnancy and childbirth.</p> <p>Medical care of rescued persons.</p> <p>Death at sea.</p> <p>Disease prevention, including:</p> <ol style="list-style-type: none"> 1. Disinfection, dis-infestation, de-ratting. 		

Competence	Knowledge, understanding and proficiency	Methods for demonstrating competence	Criteria for evaluating competence
	<p>2. Vaccinations.</p> <p>Keeping records and copies of applicable regulations:</p> <ol style="list-style-type: none"> 1. Keeping medical records. 2. International and national maritime medical regulations. 		
<p>Participate in coordinated schemes for medical assistance to ships</p>	<p>External assistance, including:</p> <ol style="list-style-type: none"> 1. Radio medical advice. 2. Transportation of the ill and injured, including helicopter evacuation. 3. Medical care of sick seafarers involving co-operation with port health authorities or out-patient wards in port. 		