|  |
| --- |
| IALA Model Course |

V-103/3

Vessel Traffic Services On-The-Job Training

This draft revision of V-103/3 is provided for the convenience of the VTS Committee. The currently published version of V-103/3 is also provide and the Committee is free to use either version as a starting point for the review.

Sections 4-7 highlighted in yellow are not in the presently published version of V-103/3. However this is the layout of all other Model Courses and is consistent with parts 1 and 2 of V-103. This text should be carefully checked as it is from V-103/1. All other text is exactly as published in the present Ed.2.

The Committee is invited to include, remove or relocate these sections they wish.

Edition 2.0

December 2009

Revisions to this IALA Document are to be noted in the table prior to the issue of a revised document.

|  |  |  |
| --- | --- | --- |
| Date | Page / Section Revised | Requirement for Revision |
| March 1999 | 1st issue |  |
| December 2005 | Ed.1.1  Entire document | Reformatting to comply with IALA document hierarchy |
| December 2009 | Ed.2  Entire document | General updating in light of 10 years’ experience and evolving technology |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

FOREWORD 4

PART A COURSE OVERVIEW 5

1 OVERVIEW 5

2 PURPOSE OF THE MODEL COURSE 5

3 USE OF THE MODEL COURSE 5

4 TEACHING AIDS 6

5 EQUIPMENT 6

6 ACRONYMS 6

7 REFERENCES RELEVANT TO THE PLANNING OF VTS TRAINING 8

PART B DELIVERY OF THE MODEL COURSE 11

1 PRESENTATION 11

2 POLICY 11

3 DURATION 12

4 IMPLEMENTATION 12

5 VALIDATION 12

PART C COURSE FRAMEWORK 14

1 SCOPE 14

2 OBJECTIVE 14

3 TRAINING PROGRAMME 14

4 ENTRY STANDARD 15

5 REQUIREMENTS FOR GAINING THE OJT ENDORSEMENT IN THE VTS CERTIFICATION LOG 15

6 COURSE INTAKE – LIMITATIONS 15

7 STAFF REQUIREMENTS 16

8 COURSE OUTLINE 16

9 V-103/3 SYLLABUS 16

10 GUIDANCE FOR INSTRUCTORS 19

4.1 Introduction 19

4.2 Curriculum 19

11 EVALUATION OR ASSESSMENT 19

4.3 Continual Professional Development 20

FOREWORD

The International Association of Marine Aids to Navigation and Lighthouse Authorities has been associated with Vessel Traffic Services since 1955 and recognises the importance of human resources to the development of efficient Vessel Traffic Services worldwide.

Taking into account the International Convention on Standards of Training, Certification and Watchkeeping of Seafarers, 1978, as amended in 1995 (STCW Convention), the Seafarer’s Training, Certification and Watchkeeping Code (STCW Code) and STCW 95 Resolution 10, IALA has adopted Recommendation V-103 on Standards of Training and Certification of VTS Personnel.

The model training courses developed, or being developed, by IALA for VTS Personnel are:

Model Course V-103/1 - VTS Operator;

Model Course V-103/2 - VTS Supervisor;

Model Course V-103/3 - On-the-Job Training;

Model Course V-103/4 - On-the-Job Training Instructor.

These Model Courses are intended to provide National Members and other appropriate Authorities charged with the provision of vessel traffic services with specific guidance on the training of VTS Operators and VTS Supervisors. They may be used by maritime training institutes, and assistance in implementing any course may be obtained through the Association at the following address:

The Dean

IALA World Wide Academy Tel: (+) 33 1 34 51 70 01

10 rue des Gaudines, 78100 Fax: (+) 33 1 34 51 82 05

Saint Germain-en-Laye e-mail: [academy@iala-aism.org](mailto:academy@iala-aism.org)

France Internet: [www.iala-aism.org](http://www.iala-aism.org)

1. COURSE OVERVIEW

# OVERVIEW

IALA recommends that training providers utilise accredited training courses as per IALA Guideline 1014 on the Accreditation of VTS Training Courses.

# PURPOSE OF THE MODEL COURSE

The purpose of the model course is to provide a consistent approach to the training of VTS Personnel in a specific operational VTS environment. Upon successful completion of the model course VTS Personnel should be a competent to assume operational VTS duties as determined by the VTS Authority.

The model course will complement the training delivered in model courses V-103/1 and V-103/2 to provide VTS Personnel with the specific knowledge of local VTS operational, geographical and equipment related procedures.

It is not the intention of the model course to present On-the-Job training instructors with a rigid training package. For training purposes the subjects may be grouped and re-arranged where that is considered an advantage. The knowledge, skills and dedication of the instructors are key components in the transfer of knowledge and skills to those being trained through this model course.

The required standard of competence is considered to be the level of proficiency that should be achieved for the proper performance of the functions carried out at the particular VTS Centre concerned. The training should take into account the level of competence already acquired and improve this to meet the needs of the VTS Centre. The provision by a VTS Authority of a structure programme of training for new VTS personnel will result in the efficient and safe provision of VTS personnel qualified to V-103 standards.

# USE OF THE MODEL COURSE

This course is intended to cover the knowledge and practical competence required for an endorsement to be made in a VTS Certification Log that the holder has completed On-the-Job Training (OJT) at the VTS Centre at which he/she will be employed. The course is aimed at providing the OJT described in IALA Recommendation V-103.

All training and assessment of personnel for endorsement in their VTS Certification Log should be:

* structured in accordance with job performance, standard operating procedures and elements specific to the VTS centre concerned;
* presented in a realistic, job-centred atmosphere; and,
* conducted, monitored, evaluated and supported by persons qualified in accordance with the “Staff Requirements” set out in Course Framework.

To use the model course as a guide for the development of OJT programmes, instructors and operational personnel should review Course Outline, for VTS Operators and VTS Supervisors together with the specific services provided by the VTS centre.

From this review each centre should develop, document and instigate OJT policies and courses that ensure the competence of the trainees to perform all the duties required by a VTS Operator or VTS Supervisor, as appropriate, at the centre. VTS Authorities should also consider steps to maintain the standard of training delivered in the V-103/3 training through the development of a dedicated programme of continual professional development.

The following sections hightlighted yellow are part of the new template for Model Courses. The Committee is invited to use or remove these sections as appropriate.

# TEACHING AIDS

Teaching aids that participants ideally should have access to:

A1 Simulated VTS environment capable of meeting the training objectives

A2 Briefing/debriefing area for simulations, including facilities for modelling performance and reviewing recorded exercises

A3 Charts and associated publications

A4 Examples of Notices to Mariners applicable to a VTS area

A5 Ship models

A6 Video recording and playing facilities

A7 Audio recording and playing facilities

A8 Interactive language laboratory

A9 Personal computer

A10 Simulator exercises to practice operational maritime English

A11 Examples of equipment and systems capable of being manipulated in a manner like the equipment and systems used in VTS centres

A12 Interactive VTS simulator, including VHF facilities

A13 Simulated VHF DF system including digital selective calling facilities

A14 Appropriate video films

A15 Manuals, strip cards and other facilities for use with the monitoring systems being taught

A16 Appropriate interactive video

A17 Guest speakers

A18 Case studies

# EQUIPMENT

Equipment that participants should have access to:

E1 Headset/microphone with press to talk (PTT) facilities

E2 Logging system

E3 Desks approximately 1 metre long by 0.7 metres width, with drawers for chart stowage (Chart work exercises)

E4 Protractor, parallel ruler, dividers, nautical almanac, charts of a VTS area, calculator, chart correcting facilities

E5 Audio tapes of recorded VTS communications

# ACRONYMS

AIS Automatic Identification System(s)

APL Accredited Prior Learning

ARPA Automatic Radar Plotting Aid

CCTV Close circuit television

CD-ROM Compact Disc – Read only memory

COLREGS International Regulations for Preventing Collisions at Sea

DF Direction Finding

DGNSS Differential Global Navigation Satellite System(s)

DR Dead reckoning

DSC Digital Selective Calling

ECDIS Electronic Chart Display and Information System(s)

ECS Electronic Chart System(s)

EP Estimated position

ETA Estimated Time of Arrival

GMDSS Global Maritime Distress and Safety System

GNSS Global Navigation Satellite System(s)

IALA International Association of Marine Aids to Navigation and Lighthouse Authorities - AISM

ICAO International Civil Aviation Organization

IELTS International English Language Test System

IMO International Maritime Organization

ISBN International Standard Book Number

ISPS International Ship and Port Facility Security (Code)

Lat Latitude

LBP Length between perpendiculars

LLTV Low light television

LOA Length overall

LOCODE United Nations Code for Trade and Transport Locations

Long Longitude

LNG Liquified Nitrogen Gas

LOP Line(s) of position

LPG Liquified Petroleum Gas

MAS Maritime Assistance Service

OJT On-the-Job Training

PTT Press To Talk

Racon Radar beacon(s)

Ramark Radar mark(s)

ROC Restricted Operator’s Certificate (GMDSS)

Ro-ro Roll on – roll off

RR Radio Regulations

SAR Search and Rescue

SMCP Standard Marine Communication Phrases (IMO)

STCW Standards of Training, Certification and Watchkeeping of Seafarers, 1978, as amended

VHF Very High Frequency (30 MHz to 300 MHz)

VTMIS Vessel Traffic Management Information System(s)

VTS Vessel Traffic Services

WIG Wing in ground

# REFERENCES RELEVANT TO THE PLANNING OF VTS TRAINING

1. SOLAS’ 74 Regulation V/10 – Ships’ routeing\*
2. SOLAS ’74 Regulation V/11 - Ship reporting systems\*
3. SOLAS ’74 Regulation V/12 - Vessel traffic services\*
4. SOLAS ’74 Regulation V/27 - Nautical charts and nautical publications\*
5. SOLAS ’74 Regulation V/7 – Search and rescue services\*
6. United Nations Convention on the Law of the Sea (UNCLOS)\*
7. International Regulations for Preventing Collisions at Sea, 1972 (COLREGS)\*
8. International Maritime Dangerous Goods Code (IMDG Code)\*
9. International Convention on Standards of Training, Certification and Watchkeeping of Seafarers, 1978, as amended in 1995 (STCW Convention)\*
10. Seafarer’s Training, Certification and Watchkeeping Code (STCW 95 Code)\*
11. IMO GMDSS Manual\*
12. IMO publication on Ships’ Routeing\*
13. IMO/ICAO Publication “International Aeronautical and Maritime Search and Rescue (IAMSAR) manual” \*- in three volumes:

Vol 1 – Organization and management (IMO 960)

Vol 2 – Mission co-ordination (IMO 961)

Vol 3 – Mobile facilities (IMO 962)

1. IMO Assembly resolution A.705(17), Promulgation of Maritime Safety Information (MSI)\*
2. IMO Assembly resolution A.772(18), Fatigue factors in manning and safety\*
3. IMO Assembly resolution A.851(20), General principles for ship reporting systems and ship reporting requirements, including guidelines for reporting incidents involving dangerous goods, harmful substances and/or marine pollutants\*
4. RIMO Assembly resolution A.857(20), Guidelines for Vessel Traffic Services\*
5. IMO Assembly resolution A.917(22), as amended by resolution A.956(23) on Guidelines for the onboard operational use of shipborne automatic identification systems (AIS)\*
6. IMO Assembly resolution A.918(22), Standard Marine Communication Phrases\*
7. IMO Assembly resolution A.950(23), Maritime Assistance Service (MAS)\*
8. IMO Assembly resolution A.954(23), Proper use of VHF channels at sea\*
9. IMO Maritime Safety Committee resolution MSC.232(82), Revised performance standards for Electronic Chart Display and Information Systems (ECDIS)\*
10. IMO COMSAR/Circ.15 - Joint IMO/IHO/WMO Manual on Maritime Safety Information (MSI)\*
11. IMO MSC/Circ.1014, Guidelines on fatigue mitigation and management\*
12. IMO SN/Circ.244, Guidance on the use of the UN/LOCODE in the destination field in AIS messages\*
13. International Code of Signals\*
14. IHO approved documents of charts and publications
15. TU Radio Regulations, including Appendices
16. ITU-R Recommendation M.493, DSC for use in the maritime mobile services
17. ITU-R Recommendation M.541, Operational procedures for the use of DSC equipment in the maritime mobile services
18. ITU-R Recommendation M.1371, Technical characteristics for an automatic identification system using time division multiple access in the VHF maritime mobile band
19. IELTS Handbook - British Council, or equivalent
20. Marine Communications Handbook - Lloyds of London
21. Equipment and system operating manuals
22. National, regional and local legislation and regulations on VTS, ports, harbours, pilotage and allied services
23. National Notices to Mariners pertaining to VTS
24. National procedures and standards for operation of VTS
25. National procedures and standards for operation of International Convention for the Prevention of Pollution from Ships (MARPOL)
26. National arrangements for intervention, pollution and salvage
27. Local/regional contingency and emergency requirements
28. IALA Vessel Traffic Services Manual
29. IALA Aids to Navigation Guide (NAVGUIDE)
30. International Maritime Buoyage System (MBS), published by IALA
31. IALA Recommendation V-103, Standards of training and certification of VTS Personnel
32. IALA Recommendation V-119, Implementation of Vessel Traffic Services
33. IALA Recommendation V-120, Vessel Traffic Services in Inland Waters
34. IALA Recommendation V-125, The Use and Presentation of Symbology at a VTS Centre (including AIS)
35. IALA Recommendation V-127, Operational procedures for Vessel Traffic Services
36. IALA Recommendation V-128, Operational and technical performance requirements for VTS equipment
37. IALA Guideline 1017, Assessment of Training Requirements for Existing VTS Personnel, Candidate VTS Operators and Revalidation of VTS Operator Certificates
38. IALA Guideline 1026, AIS as a VTS tool
39. IALA Guideline 1027, Designing and implementing simulation in VTS Training at Training Institutes/VTS Centres
40. IALA Guidelines 1028, The Automatic Identification System (AIS) Volume 1, Part I Operational Issues
41. IALA Guideline 1032, Aspects of Training of VTS Personnel relevant to the introduction of the Automatic Identification System
42. IALA Guideline 1045, Staffing levels at VTS centres
43. IALA Guideline 1050, Management and Monitoring of AIS Information
44. IALA Guideline 1056, Establishment of VTS Radar Services (Ed 1)
45. IALA Guideline 1068, Provision of a Navigational Assistance Service by Vessel Traffic Services
46. IALA Guideline 1070, VTS role in managing Restricted or Limited Access Areas
47. IALA Guideline 1071, Establishment of a Vessel Traffic Service beyond territorial seas

\* There is an annual catalogue of IMO Publications, many of which are printed in languages other than English. The catalogue provides ISBN and IMO references to these publications and the price, together with order forms which may be faxed. Additionally, training organisations and course co-ordinators should note that groups of publications are also made available on CD-ROM, and may be a more convenient method of obtaining some of the data that they require.

The catalogue contains a list of national distributors who maintain stocks of IMO Publications.

The IMO Publications catalogue is available free of charge from:

IMO Publishing Service

4 Albert Embankment

LONDON SE1 7SR Tel: +44 (0) 20 7735 7611

United Kingdom Fax: +44 (0) 20 7587 3241

e-mail: [sales@imo.org](mailto:sales@imo.org) <http://www.imo.org>

1. DELIVERY OF THE MODEL COURSE

# PRESENTATION

This model course is specific to the VTS Centre and the specific format should be developed to meet the specific requirements of the VTS Authority. In general terms the model course should consist of distinct components to facilitate the end result of the provision of VTS Personnel that are capable of performing VTS as directed by the VTS Authority.

The model course may be split into several phases:

* Phase 1 – INDUCTION TRAINING – consisting of general introductions to makeup of the policy, procedures and management of the VTS Authority;
* Phase 2 – PRE LIVE VTS OPERATIONS – consisting of focussed training on specific areas such as local procedure, VTS equipment and emergency response;
* Phase 3 – LIVE VTS OPERATIONS – the provision of live VTS under the close supervision (one-on-one basis) of an authorised member of VTS personnel appointed by the VTS Authority.

The specific format of the course developed by the VTS Authority should be flexible and adaptable in nature to reflect the:

* background of the VTS personnel under training including their past experiences and knowledge gained;
* progress of the individual members of VTS personnel under training to reflect their specific development needs.

The model course may consist of a range of means of delivery to suit the specific needs of the VTS Authority. The means of delivery may consist of, but not be limited to:

* presentations;
* demonstration;
* discussion;
* visits to stakeholders/allied services;
* vessel trips;
* delivery of live VTS under close one-on-one supervision.

If this is the case, then lesson plans will be required for these sections, based on the Course Outline. These lesson plans should contain references to textbooks, teaching materials, teaching aids and student material that will be required during the presentation of the course.

The presentation and subsequent completion of the various assignments and tasks in the OJT programme should be repeated until the OJT Instructor is satisfied that the trainee has attained the required level of competence. If, at any time, the instructor feels that the trainee is unable to meet the required level of competence, then the instructor must provide additional training, or initiate action as deemed necessary by the VTS centre or the VTS Authority.

Guidance on the development of a training programme is provided in section 2 (training programme.

# POLICY

VTS Authorities are recommended to develop a specific overarching policy to cover the high level principles that are considered in the training of VTS personnel from initial recruitment through to authorisation and continual professional development.

Such a policy will enable a VTS Authority to demonstrate to the relevant Competent Authority a structured process to the selection, training and development of VTS personnel. Such a policy may consist of but not be limited to:

* The establishment of a training record book/task book/checklists;
* Identify a process for the selection, training and development of suitably qualified VTS personnel to act as on-the-job trainers;
* Specify a process to enable the assessment and authorisation of VTS personnel to enable them to perform operational duties as defined by the VTS Authority;
* The procedure for the provision of adequate human and physical resources to meet the requirements of the model course (including access to VTS equipment for instruction purposes).

# DURATION

It is difficult to recommend a fixed duration for OJT because there are several variables that will affect the time needed for VTS personnel to become familiar with a VTS area. In determining duration VTS Authorities should consider the following element in addition to any further elements that the VTS Authority may consider appropriate:

1. Size and complexity of the geographic VTS Area;
2. Levels of VTS offered – INS, TOS, NAS;
3. The complexity and content of VTS operational procedures;
4. The complexity and range of VTS equipment deployed;
5. The resources available to deliver the training with reference to both human and physical resources;
6. The number of VTS personnel undergoing training;
7. The background of the VTS personnel under training including their past experiences and knowledge gained.

The assessment of complexity of a VTS area should be reflected in content the on-the-job training record/task book.

# IMPLEMENTATION

For the course to run smoothly and effectively, considerable attention must be paid to:

* The need for the VTS Authority to create an OJT task book in accordance with the headings provided in Course Outline. The task book is intended to provide structure for and means of, monitoring this training;
* The availability and use of qualified OJT Instructors or other authorized personnel;
* The availability and use of support staff;
* The need for trainees to have access to all equipment at the VTS Centre and its remote sites, operating manuals, textbooks, publications and other reference materials;
* The need for trainees to have full and ample opportunity to carry out and practice VTS tasks under supervision.

# VALIDATION

The information contained in this document has been validated by a group of technical advisers, consultants and experts on training of VTS personnel for use in the training and certification of VTS Operators and VTS Supervisors so that the minimum standards implemented may be as consistent as possible. The technical advisers were drawn from the IALA VTS Committee, training institutions of IALA National Members and experienced VTS Operators/VTS Supervisors/VTS Managers. Validation in the context of this document means that the group has found no grounds to objects to its contents.

1. COURSE FRAMEWORK

# SCOPE

This course is intended to provide the practical on site experience required to become an efficient and competent VTS Operator authorised to carry out operational duties as directed by the VTS Authority. It supplements and reinforces the classroom and exercises/simulation learning undertaken to meet the requirements of the IALA Model Course V-103/1 for VTS Operators and V-103/2 for VTS Supervisors. Trainees will be required to complete On-the-Job Training for each centre in which they work and their competence to work in a centre will be indicated in their VTS Certification Log issued in accordance with IALA Recommendation V-103.

# OBJECTIVE

Newly appointed VTS Operators and VTS Supervisors will receive dedicated training in the areas required to enable them to efficiently assume operational VTS duties as directed by the VTS Authority. VTS Personnel will receive training that complements the core training delivered within model courses V-103/1 VTS Operator and V-103/2 VTS Supervisor.

The broad modules that are to be covered in V-103/3 training should consist of, but not be limited to the following modules:

* traffic management;
* local knowledge;
* communication co-ordination/language;
* equipment;
* personal attributes;
* emergency situations;
* local publications / regulations (e.g. Notices to Mariners).

Endorsement of the Certification Log to carry out the duties of a VTS Operator will be subject to the terms set out in IALA Recommendation V-103.

# TRAINING PROGRAMME

VTS Authorities are recommended to develop a training programme which covers the core competencies required to enable VTS personnel to assume operational duties as directed by the VTS Authority.

The training programme should include, but not be limited to, the competencies stated in the Course Outline. VTS Authorities should develop the broad subject headings provided in Course Outline to meet their specific local needs. VTS Authorities may expand and add subject headings as appropriate to meet their needs. Additionally VTS Authorities should take account of the previous experiences of VTS personnel when formatting a training programme to avoid unnecessary repetition.

The training programme should consist of clearly stated training plans for each subject area providing:

* Clear learning objectives/goals;
* Relate V-103/1 and V-103/2 competencies to local operations;
* Specific assessment points to verify and ascertain competence in the subject area.

VTS Authorities may consider developing the training programme in broad accordance with the phased approach outlined in Section 1 (presentation) above. This will serve to aid a structured approach to VTS Authority specific training.

The VTS training programme should be structured so that all elements of the plan are:

**S** - specific, significant, stretching;

**M** - measurable, meaningful, motivational;

**A** - agreed upon, attainable, achievable, acceptable, action-oriented;

**R** - realistic, relevant, reasonable, rewarding, results-oriented;

**T** - time-based, timely, tangible, trackable.

Records should be maintained to document a trainee’s progress through the training plan so as to enable the VTS Authority to monitor the progress of the trainee.

# ENTRY STANDARD

Minimum recommended entry standards for On-the-Job training for a:

* **VTS Operator:** successful completion of VTS Operator Training as laid out in Model Course V-103/1; and,
* **VTS Supervisor:** successful completion of VTS Operator Training as laid out in Model Course V-103/1 and VTS Supervisor Training as laid out in Model course V-103/2.

Some trainees may have already successfully completed On-the-Job Training at other VTS Centres, and their overall competence and confidence may enable them to complete On-the-Job Training in a shorter time frame.

VTS Authorities may commence V-103/3 training before VTS personnel have attended a V-103/1 or V-103/2 course at an accredited training institute. This will enable VTS Authorities to be flexible in their approach to the selection, appointment and training of VTS personnel.

# REQUIREMENTS FOR GAINING THE OJT ENDORSEMENT IN THE VTS CERTIFICATION LOG

Every candidate for gaining an endorsement in the VTS Certification Log should satisfy the requirements of the Competent Authority by successfully completing the assignments and tasks set out in the OJT Course developed for the particular VTS centre.

The form and timing of examinations for the issue of an endorsement in the VTS Certification Log is a matter for the Competent Authority concerned.

An adequate period of time should be allowed at the end of the course for revision and review of the course content. That period, and the time occupied by examinations, should be additional to the times shown in the lesson plan.

If the Competent Authority does not require an oral / written assessment at the end of OJT, an assessment of each trainee should be made (see Evaluation or Assessment) to judge whether the required levels of competence set by the VTS Authority have been reached before an endorsement is made in the VTS Certification Log.

# COURSE INTAKE – LIMITATIONS

On-the-Job trainees must have opportunities to perform various assignments and tasks in an operational environment under the direct supervision of an On-the-Job Instructor. An On-the-Job Instructor may be responsible for more than one trainee. However, when the training involves undertaking, under direct supervision, some of the duties of a VTS Operator, trainees should be assigned on a one-on-one basis to the On-the-Job Instructor.

Should there be a requirement for classroom work during On-the Job training, class sizes may be limited at the discretion of the VTS Authority in order to allow the instructor to give adequate attention to individual trainees. In general, it is recommended that a maximum of 12 - 14 students be the upper limit that a single instructor can be expected to train satisfactorily.

# STAFF REQUIREMENTS

All On-the-Job Instructors should be appropriately qualified for the particular type and level of training and assessment required. As a minimum, an On-the-Job Instructor should possess:

* A valid VTS Operator Certificate and endorsements in the VTS Certification log. These should include a VTS Supervisors endorsement when the trainees are VTS Supervisors.
* On-the-Job Instructor training, including coaching and supervisory skills (see Model Course V-103/4).

Except when conducting training, On-the-Job Instructors may carry out normal duties within a VTS centre in accordance with their qualifications.

# COURSE OUTLINE

The course should contain a range of practical assignments and tasks to be performed by trainees during the period of On-the-Job training required for endorsement of their VTS Certification Log.

The course outline is common for both VTS Operators and VTS Supervisors. VTS Authorities should determine the necessary depth of knowledge required for VTS Operators and the greater depth of knowledge and higher level skills required by VTS Supervisors when developing a training programme as outlined in Section 2 above.

The assignments and tasks should be set to provide knowledge of the particular VTS area or region which will enable VTS personnel to undertake operational duties as directed by the VTS Authority and should include, but not necessarily be limited to, the subjects in the following syllabus:

# V-103/3 SYLLABUS

**Traffic Management**

Application of International, National and Local legislation

Application of International, national and Local VTS standard operating procedures

Enforcement of legislation/VTS procedure

Delivery of an INS, TOS and NAS

Traffic routeing measures

Fairways, sea-lanes and associated traffic densities

Anchoring and berthing

Traffic composition

Types of vessel expected

Ships entering the area

Ships leaving the area

Ships transiting the area

Port risk assessment

Risk mitigation measures/procedure

Ship domain procedure

Pre arrival planning

VTS sail/passage planning

Liaison with adjacent VTS sectors/centres

Near miss reporting/lessons learned procedures

Incident reporting

**Local Knowledge & Local publications / regulations**

Duties of VTS Operators and Supervisors

Movements of dangerous goods

Port and Harbour services (tugs, linesmen etc)

Pilotage services

Customs and Immigration services

Port security procedure

Meteorological conditions

Effect of meteorological conditions of VTS area

Hydrological conditions

Effect of hydrological conditions on VTS area

Meteorological services

Local allied services

Local stakeholders

Familiarisation visits to allied services/adjacent VTS centres

Familiarisation through trips afloat on a variety of vessels/craft

Local aids to navigation

Local publications / regulations

Special vessel movements

Typical ship movement characteristics/conditions

Typical cargoes handles and their characteristics/conditions

VTS role in law enforcement

**Communication Co-ordination/Language**

Communication procedures

Reporting arrangements

Routine and non routine broadcasts

Use of SMCP

Dealing with non English speakers

Dealing with enquires from members of the public/stakeholders

Dealing with enquiries from the media or the press

**Equipment**

System architecture:

AIS

Meteorological

VHF

Aids to navigation

Radar

Traffic image display equipment

VTS database equipment

Communications equipment

Interpretation of VTS data

Fault identification

Methods for reporting and correcting equipment faults

Back up systems

Importance of the maintenance of VTS records

Dissemination of VTS records/data

Data protection

**Personal Attributes**

Dealing with complaints

Dealing with conflict situations

Conflict management/conflict resolution

Dealing with high workload scenarios/multi tasking procedure

Crisis management

Dealing with stress/health and safety

Stakeholder relations/stakeholder service

Liaison with Supervisors/VTS Management/Senior Personnel

**Emergency Situations**

Contingency planning

Business continuity planning

Decision support

Potential resources available to the VTS Centre

Liaison with emergency services / responders and emergency response units

VTS role in search and rescue operations/unusual circumstances

Emergency procedures in response to specific incidents, including reporting arrangements

Communications network to coordinate information flow

Record keeping procedures

# GUIDANCE FOR INSTRUCTORS

## Introduction

The training plans should be designed to enable VTS Personnel to obtain an endorsement in their Certification Log to permit a:

* VTS Operator to provide an Information, Navigation Assistance or Traffic Organisation Service at the VTS centre concerned; or,
* VTS Supervisor to manage, administrate and supervise a VTS centre providing an Information, Navigation Assistance or Traffic Organisation Service.

## Curriculum

The Course Outline is not set out in a teaching order and On-the-Job Instructors are not obliged to follow the order in which they appear but should treat them in the order that is considered to be the most effective for the trainees. Equally elements may be added or removed by the VTS Authority to meet their specific needs. This recognises the diversity of VTS operations with regard to level of service provided and the complexity of VTS areas and infrastructures.

The success of the course will depend, to a large extent, upon detailed co-ordination of the individual subjects into a coherent teaching scheme. It is important that an experienced On-the-Job Instructor acts as course co-ordinator to plan and supervise the implementation of the course.

The teaching schemes should be reviewed carefully to ensure that all of the listed subjects are covered, that repetition is avoided and that essential pre-requisite knowledge at any stage has already been covered. Care should be taken to see that items not included in the syllabus or treatments beyond the depth indicated by the objectives have not been introduced except where necessary to meet additional requirements of the Competent Authority.

The VTS Authority should appoint a suitably experienced member of VTS personnel to monitor the running and administration of the training programme. There should be regular discussions with the On-the-Job Instructors involved concerning the progress of trainees and any problems that have become apparent. Modifications of the teaching scheme should be made where necessary to ensure that trainees are attaining the required levels of competence.

# EVALUATION OR ASSESSMENT

To evaluate trainee progress regular assessment must be undertaken. The evaluation criteria will depend on the needs of the particular VTS Authority and the style of training used. Assessors must be able to ascertain the competence of the trainee to carry out the duties of a VTS Operator in a job-centred environment before the Certification Log of the trainee is endorsed.

Records should be maintained of the progress made by the OJT trainees. All task completed should be recorded by the Instructor, together with any comments which would assist trainees to obtain the “On-the-Job training” endorsement in their Certification Log.

These assessments are additional to any examination required for the purposes of endorsing the VTS Certification Log. However, if the Competent Authority does not require an examination at the end of On-the-Job training they should be taken into account during the evaluation of trainees.

VTS Authorities may develop a range of assessment tools to assess the capability of VTS personnel to assume operational duties. Such assessment tools may consist of, but not be limited to:

* oral assessments;
* written assessments;
* practical demonstration of job related skills;
* simulation assessments;
* live assessments under close supervision of an authorised member of VTS personnel.

Various assessment tools may be chosen for the different phases of training recognising the continual development of VTS personnel.

The training personnel appointed by the VTS Authority should be mindful of the range of assessment tools available when developing a training programme. VTS Authorities are recommended to develop training programmes in accordance with the SMART principles in outlined in Course Framework above.

In assessing VTS personnel the following outputs may be considered by VTS Authorities:

* VTS personnel determined competent to carry out operational duties;
* VTS personnel determined not yet competent to carry out operational duties.

If the assessment indicates that the trainee has not yet reached the set competence level the appointed on-the-job training instructor should review progress in the area concerned and formulate a plan to enable the trainee to reach the desired level of competence.

## Continual Professional Development

VTS Authorities are recommended to develop a programme of continual professional development to ensure that the standard of training achieved within the V-103/3 model course is maintained.

Continual professional development may consist of the following areas:

* annual formal or informal assessments;
* review of local incidents/anonymous lessons learned process;
* regular updates on, but not restricted to, the following areas:
  + Technological changes/new equipment;
  + Regulatory changes;
  + Procedural changes;
  + Professional developments in other associated areas.
* continual local knowledge development with pilots/vessels;
* visits to allied services/adjacent VTS centres/other similar organisations;
* attendance and participation in emergency exercises.