

Appendix 3.2 – Competency Matrix for Port Facility Security Officers

Source, MSC.1/Circ 1188, May 2006

Competence	Methods for demonstrating competence
<ul style="list-style-type: none"> • Knowledge Requirements 	<ul style="list-style-type: none"> • Evaluation Criteria
<p>Develop, maintain and supervise the implementation of a PFSP</p> <ul style="list-style-type: none"> • International maritime security policy and responsibilities of Governments, Companies and designated persons. • The purpose for and the elements that make up a PFSP, related procedures and maintenance of records. • Procedures to be employed in developing, maintaining and supervising the implementation, and the submission for approval, of a PFSP. • Procedures for the initial and subsequent verification of the port facility's compliance. • Security levels and the consequential security measures and procedures aboard ship and in the port facility environment. • Requirements and procedures for conducting internal audits, on-scene inspections, control and monitoring of security activities specified in a PFSP. • Requirements and procedures for acting upon any deficiencies and non-conformities identified during internal audits, periodic reviews, and security inspections. • Methods and procedures used to modify the PFSP. • Security related contingency plans and the procedures for responding to security threats or breaches of security, including provisions for maintaining critical operations of the ship/port interface. • Procedures for facilitating shore leave for ship's personnel or personnel changes, as well as access of visitors to the ship including representatives of seafarers' welfare and labour organizations. • Procedures, instructions, and guidance for responding to ship security alerts. • Maritime security terms and definitions (in the Maritime Security Measures). 	<p>Assessment of evidence obtained from approved training or examination.</p> <ul style="list-style-type: none"> • Procedures and actions are in accordance with the principles established by the Maritime Security Measures. • Legislative requirements relating to security are correctly identified. • Procedures achieve a state of readiness to respond to changes in security levels. • Communications within the PFSO's area of responsibility are clear and understood.
<p>Assess security risk, threat, and vulnerability</p> <ul style="list-style-type: none"> • Risk assessment and assessment tools. • Security assessment documentation, including the Declaration of Security. • Techniques used to circumvent security measures. • Enabling recognition, on a non-discriminatory basis, of persons posing potential security risks. • Enabling recognition of weapons, dangerous substances, and devices and awareness of the damage they can cause. • Crowd management and control techniques, where appropriate. • Handling sensitive security related information and security related communications. • Methods for implementing and co-ordinating searches. • Methods for physical searches and non-intrusive inspections. 	<p>Assessment of evidence obtained from approved training or examination</p> <ul style="list-style-type: none"> • Procedures and actions are in accordance with the principles established by the Maritime Security Measures. • Procedures achieve a state of readiness to respond to changes in security levels. • Communications within the PFSO's area of responsibility are clear and understood.
<p>Undertake regular inspections of the port facility to ensure that appropriate security measures are implemented and maintained</p> <ul style="list-style-type: none"> • Requirements for designating and monitoring restricted areas. • Controlling access to the port facility and to restricted areas in the port facility. • Methods for effective monitoring of the port facility and areas surrounding the port facility. • Methods for controlling the embarkation and disembarkation of persons and their effects aboard ships, including the confirmation of identity when requested by the 	<p>Assessment of evidence obtained from approved training or examination.</p> <ul style="list-style-type: none"> • Procedures and actions are in accordance with the principles established by the Maritime Security Measures. • Procedures achieve a state of readiness to respond to

<p style="text-align: center;">Competence</p>	<p style="text-align: center;">Methods for demonstrating competence</p>
<ul style="list-style-type: none"> • Knowledge Requirements 	<ul style="list-style-type: none"> • Evaluation Criteria
<p>SSO.</p> <ul style="list-style-type: none"> • Security aspects relating to the handling of cargo and ship's stores and co-ordinating these aspects with relevant SSOs and CSOs. 	<ul style="list-style-type: none"> • changes in security levels. • Communications within the PFSO's area of responsibility are clear and understood.
<p>Ensure that security equipment and systems, if any, are properly operated, tested and calibrated</p> <ul style="list-style-type: none"> • Various types of security equipment and systems and their limitations. • Methods for testing, calibrating, and maintaining security systems and equipment. 	<p>Assessment of evidence obtained from approved training or examination</p> <ul style="list-style-type: none"> • Procedures and actions are in accordance with the principles established by the Maritime Security Measures.
<p>Encourage security awareness and vigilance</p> <ul style="list-style-type: none"> • Training, drill and exercise requirements under relevant conventions and codes. • Methods for enhancing security awareness and vigilance. • Methods for assessing the effectiveness of drills and exercises. • Instruction techniques for security training and education. 	<p>Assessment of evidence obtained from approved training or examination</p> <ul style="list-style-type: none"> • Procedures and actions are in accordance with the principles established by the Maritime Security Measures. • Communications within the PFSO's area of responsibility are clear and understood.