

PROGAM: Conventional Explosive Ordnance Disposal (EOD) Competency Standards as per IMAS Standards

| Designation | Modules | Training | Methodology |
|-------------------------------|---------|--|--------------------|
| Theory & Knowledge | | | |
| EOD 3 | 1 | Describe full arming cycle and firing actions of an Impact Fuze and apply this knowledge during RSP selection. Understand key role of creep spring as a holding device for most impact fuzes. | Timed Written Exam |
| | 2 | Describe full arming cycle and firing actions for a Mechanical Time Fuze and apply this knowledge during RSP selection | Timed Written Exam |
| | 3 | Describe full arming cycle and firing actions of Igniferous/Pyrotechnic Time Fuzes and apply this knowledge during RSP selection | Timed Written Exam |
| | 4 | Describe full arming cycle and firing actions of Electronic or Electro Mechanical Fuze and apply this knowledge during RSP selection | Timed Written Exam |
| | 5 | Describe full arming cycle and firing actions of Base Detonating Fuzes and apply this knowledge during RSP selection | Timed Written Exam |
| | 6 | Describe full arming cycle and firing actions for common fuzes found on ADW and apply this knowledge during RSP selection | Timed Written Exam |
| | 7 | Describe full arming cycle and firing actions for piezo, spit back and other shaped charge initiating mechanisms and apply this knowledge during RSP selection. Note that dangerous elements of the fuze are not just found in one location such as the piezo position | Timed Written Exam |
| | 8 | Describe full arming cycle and firing actions for common Always Acting Fuzes and apply this knowledge during RSP selection | Timed Written Exam |
| | 9 | Describe full arming cycle and firing actions of cocked strikers and apply this knowledge during RSP selection | Timed Written Exam |
| | 10 | Know and understand the key holding devices found within a fuze. E.g. Creep spring, beville spring, support cup, shearwire, detent, centrifugal ball bearings, locking balls, safety pins, pantographs, setback sleeves, pyro detents, use of fuzes parts as detents, e.g. firing pin in slider. | Timed Written Exam |
| | 11 | Know and understand the key masking devices found within a fuze. E.g. Shutters and delay setting bolts | Timed Written Exam |
| | 12 | Understand the basic role of a SAU within a complex fuzing system such as that found in guided weapon | Timed Written Exam |

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| | 13 | Understand differences in terminology/ways of categorising fuzes, fuzing systems, SAUs and Initiation Mechanisms etc. e.g. percussion, point detonating and impact fuze | Timed Written Exam |
| | 14 | Understand role of fragmentation in EO design as means of achieving lethality over an area. Know examples of fragmenting EO such as grenades, aerial bombs, mortar rounds, projectiles, rockets etc. Understand what energetics are best suited to shattering and projecting fragmentation | Timed Written Exam |
| | 15 | Understand requirements of shaped charges in weapons design, difference between jet and slug, and suitability of differing energetics for the role, difference in liner material etc. | Timed Written Exam |
| | 16 | Understand role and function of blast munitions - difference in effective range from fragmentation munitions. | Timed Written Exam |
| | 17 | Be able to link different calibre EO to different weapons systems. E.g. 125mm tank projectile to 125mm smoothbore found on T-64, T-72, T-80, T-90 etc | Timed Written Exam |
| | 18 | Aware of pulse induction (time domain), eddy currents, loop sizes, types of metals and responses for detectors used in support of EOD operations. Understand basic differences with continuous wave (typically frequency domain) | Timed Written Exam |
| | 19 | Aware of B field, types and configurations of gradiometers. Understand limitations of magnetometers (i.e. detection of ferrous metals only) in support of EOD operations. | Timed Written Exam |
| | 20 | Select types of detector suitable to prevailing soil conditions. E.g. Selection of detector with good ground balance capability when working in laterite soils. | Timed Written Exam |
| | 21 | Understand range of deflagration techniques and tools. Select deflagration technique where appropriate, execute with full high order precautions | Assessed Live Task |
| | 22 | Select fuze removal techniques where appropriate / advantageous and execute with full high order precautions. E.g. dearmer/cracker barrel | Assessed Live Task |
| | 23 | Understand use of Pyro torch will be context specific. Supervise placement of pyro torch/destroyer incendiary and activation with full high order precautions or as per SOP | Assessed Live Task |
| | 24 | Aware of range of thermite options (T-Jet etc.) for use against a range of EO including their Hazard Class (typically 4.1) | Timed Written Exam |

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| | 25 | Understand how to use commercial explosives (including binary mixes, emulsions) effectively as part of demolition procedures, understand limitations, e.g. better to use first order (fuze well) rather than second order (donor charge attempting to shatter casing). | Visual/ Oral |
| | 26 | Understand risk of including SAA and APHE within a bulk demolition and the potential for kick out and subsequent BAC | Timed Written Exam |
| | 27 | Understand implications of including different types of WP in a bulk demolition. (i.e. risk involved in including felt based WP). | Timed Written Exam |
| | 28 | Select donor charge type and amount and place correctly on all EO encountered | Timed Written Exam |
| | 29 | Select appropriate demolition standard layout given the constraints of EO to destroy, and serviceable ammunition to use, up to a limit of 50kg NEQ | Timed Written Exam |
| | 30 | Understand importance of stabiliser component of common double based propellant | Timed Written Exam |
| | 31 | Know the chemical makeup of common improvised explosives (ANFO, ALANFO, TATP, HMTD) and know the precursors | Visual/ Oral |
| | 32 | Identify pre-scored/pre-engraved driving bands on certain projectiles and mortar rounds and understand these are not indications of having been fired and potentially armed. Differentiate from standard driving bands. | Visual/ Oral |
| | 33 | Understand in general terms IEDs and their types. Lessons to include likely scenarios where IEDs can be suspected. Be able to identify areas that have a high probability of IED contamination. | Timed Written Exam |
| | 34 | Understand and positively identify Rockets including Free Flight Rockets and similar found historically in Ops area. Be able to calculate and demonstrate the area required for evacuation | Timed Written Exam |
| | 35 | Understand and positively identify hand Held and Propelled Grenades and similar found historically in Ops area. Be able to calculate and demonstrate the area for evacuation | Timed Written Exam |
| | 36 | Understand describe and Positively identify artillery by class and function. Be able to calculate and demonstrate the area required for evacuation | Timed Written Exam |
| | 37 | Understand describe and identify Mortars by class and function and conduct EOD disposal in accordance with SOPs and apparent secondary hazards | Timed Written Exam |

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| | 38 | Understand describe and identify Air Delivered weapons by class and function and guidance systems in used. Have an understanding of historically used weapons in Ops area and be confident in producing an RSP based on a sound understanding of its function | Timed Written Exam |
| | 39 | Demonstrate an understanding of Shaped Charges and how they work. Identify weapons that utilise Shaped Charges and identify weapons capable of using them. Understand how shaped charges are used in EOD. | Timed Written Exam |
| | 40 | General understanding of IMAS documents. Demonstrate ability to use as a reference support operational activities. E.g. Use EOD IMAS 09.30 | Timed Written Exam |
| | 41 | Using knowledge of cluster munition type and container release, determine likely extent of strike area (e.g. doughnut pattern for spin stabilised submunitions and potential tighter pattern for fin stabilised, oval pattern on a line following the trajectory of the carrier munition.) | Visual/ Oral |
| | 42 | Understand pollutant risk from burning SAA and need to dispose of slag residue/mixed metal waste responsibly. Understand potential benefits of placing a burning vessel on a pad not on bare earth. | Timed Written Exam |
| | 43 | Understand risk of including EO containing kinetic penetrators (Depleted Uranium and Heavy Metal Tungsten Alloys) in demolitions. | Timed Written Exam |
| | 44 | Understand pollutant risk from burning propellant on bare earth. Understand potential mitigation measures such as burn trays. | Timed Written Exam |
| | 45 | Understand toxic risk from lead, Heavy Metal Tungsten Alloys to the environment and humans. | Timed Written Exam |
| | 46 | Aware of toxic risk from traditional energetics (TNT, RDX, HMX) and newer IM energetics (NTO, DNAN) to the environment | Timed Written Exam |
| | 47 | Understand practical mitigation methods to toxic risk from energetics. (e.g. soil PH testing, identification of water courses, sealing of slag residue if burying, and suitable high order demolition techniques) | Timed Written Exam |

EQUIPMENT SKILLS

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| EOD 3 | 1 | Plan and direct pulling of EO to achieve aim within RSP with tight control and cordon safety. Supervise team to perform this activity. | Focused Skill Test |
| | 2 | Plan setup and coordinate complex pulls on objects with changes of direction (e.g. removal of item from building) | Focused Skill Test |
| | 3 | Improvise basic hook and line equipment from materials typically available anywhere. | Focused Skill Test |
| | 4 | Aware of range of exploders in use and their pros and cons, including remote / wireless | Visual/ Oral |
| | 5 | Know exploder types available and their pros and cons. Employ appropriate exploder for use where appropriate whilst aware of EMR RADHAZ. Know implications on wired vs remote of RF hazards. | Visual/ Oral |
| | 6 | Assess danger area template when using DE-ARMER and adjust cordon if necessary | Assessed Time Stimulated Task |
| | 7 | When using DE-ARMER place EOD weapon correctly per RSP and without disturbing the target EO | Assessed Time Stimulated Task |
| | 8 | Aware of range of main detectors and locators in widespread use in HMA | Visual/ Oral |
| Practical EOD Skills | | | |
| EOD 3 | 1 | Conduct suitable lines of questioning to gain information on target EO from witnesses | Assessed Time Stimulated Task |
| | 2 | Analyse reported information using relevant databases and infer trends concerning known EO types found in theatre, along with accident data, review threat assessment accordingly | Visual/ Oral |
| | 3 | Plan a demolition taking in to account the effects of blast and supervise a team accordingly | Assessed Live Task |
| | 4 | Understand the risks inherent in tamping logistic demolitions using loose earth. i.e. burying demolitions | Visual/ Oral |
| | 5 | Understand that burning fuzes does not necessarily remove all energetic components (e.g. primers on rotors, stemming) and that items should still be treated with caution post burn | Focused Skill test |

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| | 6 | Understand how to setup a range of low order techniques, including use of shaped charges, cracker barrel, linear cutting charges etc | Focused Skill test |
| | 7 | Understand that cordon distances must assume a high order, even if low order techniques are being used. | Focused Skill test |
| | 8 | Employ open burning to dispose of large quantities of propellant, either bagged or solid grain whilst aware of prevailing wind and weather conditions. Aware of potential environmental and safety hazards from ammonium perchlorate based rocket propellant producing hydrogen chloride in turn creating hydrochloric acid | Focused Skill test |
| | 9 | Setup equipment (burn tank, burn barrel etc.) and run the burn process for small fuzes | Focused Skill test |
| | 10 | Run a safe HE burn process, ensuring safety at all stages. Understand potential environmental implications of large scale burning of TNT and RDX based munitions. Understand means of containing contamination, e.g. burn small non fragmenting items in enclosed burner. | Focused Skill test |
| | 11 | Select and use appropriate initiation option based on RF hazard, dems requirement or RSP, supervise preparation and maintain initiation control at all times | Assessed Live Task |
| | 12 | Plan and conduct SAA burn, including post burn waste removal, in accordance with standard operating procedures | Timed Written Exam |
| | 13 | Be able to safely use safety fuze or shocktube in demolition and demonstrate appropriate command and control of site. Understand lack of control inherent with using safety fuze and site security requirements required as a result | Assessed Live Task |
| | 14 | Select burn site using an appropriate set of criteria, e.g. vegetation, fire fighting resources etc. | Focused Skill test |
| | 15 | Monitor and assess weather (e.g. wind direction) for suitability for propellant burns, keep under constant review | Focused Skill test |
| | 16 | Evaluate propellant types against criteria to determine suitability for burning. Know hazards associated with some propellants, e.g. high energy tank rounds, rocket grains going propulsive, HCl risk immediately after burning perchlorate based propellants etc. | Focused Skill test |

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| | 17 | Carry out post burn site remediation and apply a safe waiting time before the next burn | Focused Skill test |
| | 18 | Determine what munitions / HE explosive types are suitable for burning. i.e. precautions for items with integral propellant charges | Focused Skill test |
| | 19 | Prepare HE for burning, if stacking know the maximum depth for loose / flake explosives during logistic burn | Focused Skill test |
| | 20 | Know safety distances appropriate for burning of HE | Focused Skill test |
| | 21 | Conduct task scene management for demolition up to 50kg NEQ in all authorised environments, including NOTAM and other CDS specific requirements | Assessed Live Task |
| | 22 | Aware of gas risk and other hazards of confined spaces. Understand the implementation and use of basic shafting and shoring principles used in EOD in support of 3+ task for deep buried items. | Visual/ Oral |
| | 23 | Understand the need to record contamination locations in order to map patterns for future survey and clearance. Record location of items found in a suitable form for inclusion in the central database that enables mapping of contamination. | Timed Written Exam |
| | 24 | Have a clear knowledge of the holding and masking devices within a fuze that would enable a reasonable UXO or Mine move decision to be made. Understand movement of UXO is an exceptional action, not routine, that must be justified. Understand that they must be able to articulate clearly why it is acceptable to move an item of UXO based on understanding of fuze functioning. Authorise movement by EOD-2 if certain risk is acceptable, if determined that EOD-2 has shown competency, and in accordance with SOPs | Focused Skill test |
| | 25 | UXO Be able to correctly identify the state of arming of all types of ordnance based on local knowledge or generic knowledge of class of items | Visual/ Oral |
| | 26 | Application of knowledge of additional hazards in RSP formulation and execution. E.g. persistent WP, DU risk, fire hazard from Illum etc. | Visual/ Oral |

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| | 27 | Conduct high order of aircraft bombs above 50 kg NEQ if authorised in writing by mine action organisation | Focused Skill test |
| | 28 | Plan and lead EOR in order to safely identify or confirm EO threat. Judge whether threat entails team or individual EOR Plan and lead EOR in order to safely identify or confirm EO threat. Judge whether threat entails team or individual EOR | Assessed Live Task |
| | 29 | Know in detail the range of associated evidence for a given threat in area of operations. Be able to generate and update evidence guides alongside EO guides to assist in EOR and general threat assessment/risk management | Visual/ Oral |
| | 30 | Manage the EOD task showing effective command and control of assets and rigorous approach to public and team safety | Assessed Live Task |
| | 31 | Be able to develop local EO ordnance guide from images taken in the field. Gather images of EO in all known states (i.e. weathering etc.). | Visual/ Oral |
| | 32 | Aware of need to adapt approach to maintain cultural sensitivity concerning deceased where safe to do so and which organisations deal with the deceased | Visual/ Oral |
| | 33 | Aware of need, if required by local authorities, to maximise forensic information, understand medico-legal framework in place in country. | Visual/ Oral |
| | 34 | Aware of means of rendering human remains safe using appropriate methods such as hook and line, detectors, x-ray, maximising forensic value where at all possible | Focused Skill test |
| | 35 | Aware of appropriate PPE for handling human remains depending on context (splash suits, face masks or even breathing apparatus in enclosed spaces) | Focused Skill test |
| | 36 | Understand how to integrate EDD/MDD assets, in conjunction with handler, to support EOD task, specifically safe location of EO | Focused Skill test |
| Management & Leadership | | | |
| EOD 3 | 1 | Demonstrate joint interaction and closer integration with other agencies during course of EOD task as per local context | Visual/ Oral |

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| | 2 | Liaise with national authority as required on behalf of organisation regarding NMAS content and requirements | Timed Written Exam |
| | 3 | Know various leadership styles and select one appropriate to the background and task context | Assessed Live Task |
| | 4 | Monitor team and self (especially during RSP execution) for fatigue | Visual/ Oral |
| | 5 | Carry out after-action reviews of EOD task or operations and through bow-tie analysis or similar derive lessons for adoption | Visual/ Oral |
| | 6 | If specific written authorisation is provided by the mine action organisation, conduct demolitions above 50 kg NEQ. Authorisation shall include timeframe limit, NEQ limit, categories and sub categories of EO to be destroyed, and the permitted environments (controlled/not controlled) where such actions can take place. | Focused Skill Test |
| | 7 | Amend appropriate range (standing) orders. Supervise all dems activity and be responsible for safety on site. | Assessed Live Task |
| | 8 | Write / adapt Demolition Plan, develop appropriate site laydown, supervise all activity and maintain control of all operations | Timed Written Exam |
| | 9 | Set up and supervise normal operation of dem site, including EO and ammunition inload, medic location etc. | Visual/ Oral |
| | 10 | Set up standard demolitions site according to SOPs and coordinate logistic elements. Individual explosive demolitions are limited to 50kg NEQ | Focused Skill Test |
| | 11 | Analyse operational data to assist in operations management, quality management and risk management of EOD tasks. | Timed Written Exam |
| | 12 | Assign suitable team to EOD task, weighing tasking information and team skill / experience | Assessed Live Task |
| | 13 | Understand and document standardised approved RSPs for all suitable items in area of operations. (e.g. RSP incorporating remote fuze removal). | Timed Written Exam |
| | 14 | Generate RSP options for a given EO threat, discuss with Level 2, revise and re-check | Assessed Time Stimulated Task |
| | 15 | Review movement of teams in area of operations and mitigate risk as required. e.g. Is there a mine threat? | Assessed Live Task |

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| | 16 | Determine if EOD-2 is safe and competent to conduct single or multi item demolitions or burns on specific named items or calibres on which they have been trained and recorded as authorised to destroy | Focused Skill Test |
| | 17 | Record annually authorisation of EOD-2 for which responsible to conduct single or multi item demolitions or burns on specific named items or calibres on which they have been trained to destroy | Focused Skill Test |
| | 18 | Monitor/quality assure EOD-2 demolition and burn activities for safety and competence. Assess/update ongoing authorisation in accordance with monitoring of EOD-2 dems and burns | Focused Skill Test |
| | 19 | Maintain accurate records of authorisation of staff to conduct demolitions | Focused Skill Test |
| | 20 | Determine if EOD-2 is safe and competent to conduct EOD tasks on items or calibres in appropriate environments | Focused Skill Test |
| | 21 | Record annually authorisation of EOD-2 for EOD tasks on specific named items or calibres on which they have been trained to destroy | Focused Skill Test |
| | 22 | Monitor/quality assure EOD-2 EOD tasks for safety and competence. Assess/update ongoing authorisation in accordance with monitoring of EOD-2. | Focused Skill Test |
| | 23 | Maintain accurate records of authorisation of staff to conduct EOD taskings | Focused Skill Test |
| | 24 | Determine if EOD-2 has demonstrated competency to conduct roving EOD tasks in a defined geographical area | Focused Skill Test |
| | 25 | Authorise in writing if EOD-2 has demonstrated competency to conduct roving EOD tasks in a defined geographical area. | Focused Skill Test |
| | 26 | Determine if an EOD-2 has demonstrated competence to assess arming state of explosive ordnance on which they have been recorded as trained | Focused Skill Test |
| | 27 | Authorise in writing if an EOD-2 has demonstrated competence to assess arming state of explosive ordnance on which they have been recorded as trained | Focused Skill Test |
| | 28 | Authorise in writing if an EOD-2 has demonstrated competence to conduct single or multi item demolitions or burns on specific named items or calibres on which they have been trained and recorded as authorised to destroy | Focused Skill Test |
| | 29 | Draft written risk assessment for all EOD activities in area of responsibility | Focused Skill Test |
| | 30 | Understand need to update SOPs accordingly as operational risk assessments evolve over time | Timed Written Exam |

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| | 31 | Brief control measures produced by EOD operational risk assessments to EOD staff | Focused Skill Test |
| | 32 | Certify EOD competencies of EOD-1 and EOD-2 staff in writing | Focused Skill Test |
| | 33 | See SOPs and organisational processes as part of quality management framework that includes NMAS/IMAS and demonstrate how to review. e.g. list of proposed amendments | Timed Written Exam |
| | 34 | Engage constructively with quality monitoring parties so that improvements in quality and safety are delivered | Timed Written Exam |
| | 35 | Ensure stringent accuracy and quality in EOD reporting and information management. Understand capture of relevant data is essential for accurate threat assessment and planning | Timed Written Exam |
| Deployment & Post Task | | | |
| EOD 3 | 1 | Demonstrate ability to refer up or question tasking authority when outcome or purpose of proposed EOD task is unclear or safety is an issue | Assessed time stimulated task |
| | 2 | Know NMAS/SOP team composition requirement and organisation SOP requirements and ensure compliance for key positions. i.e. medic, team leader | Visual/ Oral |
| | 3 | Liaise with appropriate level medical facilities and design a workable medevac chain for each given EOD task | Visual/ Oral |
| | 4 | Monitor pre-task EOD equipment checks to ensure smooth-running of task site | Visual/ Oral |
| | 5 | Monitor post EOD task checks to ensure equipment maintenance of required standard | Visual/ Oral |
| Reporting & Data | | | |
| EOD 3 | 1 | Check paper EOD report forms and sign if required before submission and prior to entry into the database | Visual/ Oral |
| | 2 | Be able to design suitable EOD reporting forms | Visual/ Oral |

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| | 3 | Conduct periodic check of reported EOD activities and outputs as entered into respective databases and sign off as correct and consistent with other databases. Search for errors and inconsistencies between datasets. E.g. EO destroyed and explosive stores usage. | Visual/ Oral |
| | 4 | Check Mobile APP EOD report form in order to quality control, digitally sign if appropriate and submit as per SOPs | Visual/ Oral |
| | 5 | Design or adapt operational data collection forms in order to satisfy operational data needs and enable better risk, quality and operations management. Consider what new data might be worth collecting and what is not worth collecting. | Timed Written Exam |
| | 6 | Complete EOD task log for individual EOD tasks and enable verification by mine action organisation | Visual/ Oral |
| | 7 | Conduct quality control of individual EOD operator task logs and verify in writing. | Visual/ Oral |
| | 8 | Use relevant Mine Action data base(s) to plan tasks, update threat/risk assessment, view historical information and provide situational awareness. | Visual/ Oral |
| Storage & Transport | | | |
| EOD 3 | 1 | Assess fuze status of unboxed EO and decide if to designate appropriate HCC. | Assessed Live Task |
| | 2 | Assess stockpile from a compatibility perspective, taking sealed box markings as accurate | Timed Written Exam |
| | 3 | Employ separation and barricades to reduce risk during outload of explosive stores | Timed Written Exam |
| | 4 | Set up and assure explosive accounting of all EOD teams under supervision in accordance with IATG 03.10 Section 14 | Focused Skill Test |
| | 5 | Establish basic explosive store for EOD team stores in accordance with IATG RRPLs as practicable, balancing security and explosive safety | Timed Written Exam |
| | 6 | Understand appropriate local dangerous goods legislation for road legislation, IMAS, NMAS, and SOPs in order to enable adherence | Timed Written Exam |

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| | 7 | Supervise vehicle preparation and loading of ammunition while conducting ongoing risk management by assessing ammunition status | Focused Skill Test |
| | 8 | Plan and select route for ammunition move in conjunction with other agencies required to execute the move | Focused Skill Test |
| | 9 | Understand potential need to complete paperwork for movement of ammunition by road | Focused Skill Test |
| | 10 | Assess whether EO is suitable to move by road | Focused Skill Test |
| | 11 | Assess physical state of ammunition in stockpile through inspection of samples as part of basic surveillance | Assessed Live Task |
| | 12 | Assess physical state of ammunition in stockpile through inspection of samples as part of basic surveillance | Assessed Live Task |
| | 13 | Understand and communicate differences in handling approaches dependent on AXO or UXO | Assessed Live Task |
| | 14 | Understand the need to employ appropriate packaging and document EO contained within. Understand that outside of packaging EO is more prone to degradation. | Assessed Live Task |
| | 15 | Know and be able to explain all compatibility groups and associated mixing rules as per UN International System of Classification | Timed Written Exam |
| | 16 | Understand the HCC of a range of common ordnance and apply to recovered AXO | Assessed Live Task |