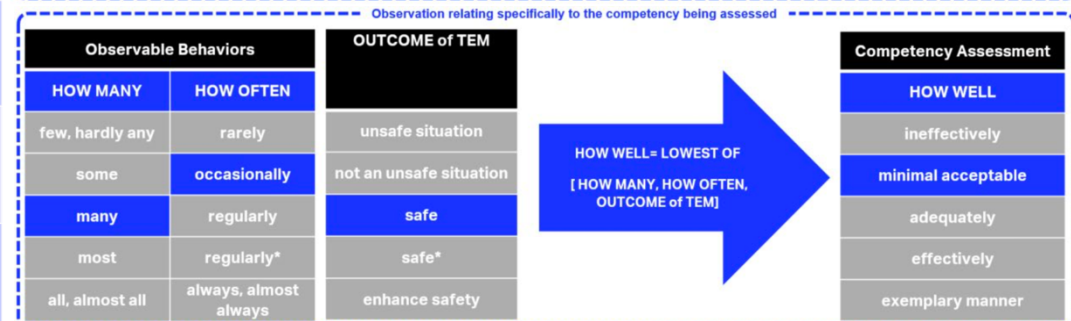
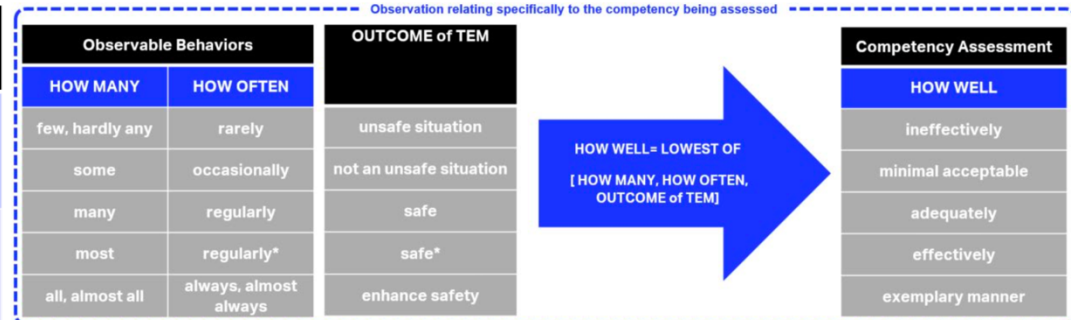


Competency	PC Ref	Description	OB Ref	Observable Behaviours (OBs) (Listed as a Hierarchy)
L – LTM Leadership and Teamwork	PC 5	Influences others to contribute to a shared purpose. Collaborates to accomplish the goals of the team.	OB 5.1 OB 5.2 OB 5.3 OB 5.4 OB 5.5 OB 5.6 OB 5.7 OB 5.8 OB 5.9 OB 5.10 OB 5.11	Encourages team participation and open communication. Demonstrates initiative and provides direction when required. Engages others in planning. Considers inputs from others. Gives and receives feedback constructively. Addresses and resolves conflicts and disagreements in a constructive manner. Exercises decisive leadership when required. Accepts responsibility for decisions and actions. Carries out instructions when directed. Applies effective intervention strategies to resolve identified deviations. Manages cultural and language challenges, as applicable.
C – COM Communication	PC 2	Communicates through appropriate means in the operational environment, in both normal and non normal situations..	OB 2.1 OB 2.2 OB 2.3 OB 2.4 OB 2.5 OB 2.6 OB 2.7 OB 2.8 OB 2.9 OB 2.10	Determines that the recipient is ready and able to receive information. Selects appropriately what, when, how and with whom to communicate. Conveys messages clearly, accurately and concisely. Confirms that the recipient demonstrates understanding of important information. Listens actively and demonstrates understanding when receiving information. Asks relevant and effective questions. Uses appropriate escalation in communication to resolve identified deviations. Uses and interprets non-verbal communication in a manner appropriate to the organizational and social culture. Adheres to standard radiotelephone phraseology and procedures. Accurately reads, interprets, constructs and responds to datalink messages in English.
D – PSD Problem Solving and Decision Making	PC 6	Identifies precursors, mitigates problems; and makes decisions.	OB 6.1 OB 6.2 OB 6.3 OB 6.4 OB 6.5 OB 6.6 OB 6.7 OB 6.8 OB 6.9	Identifies, assesses and manages threats and errors in a timely manner. Seeks accurate and adequate information from appropriate sources. Identifies and verifies what and why things have gone wrong, if appropriate. Perseveres in working through problems while prioritizing safety. Identifies and considers appropriate options. Applies appropriate and timely decision-making techniques. Monitors, reviews and adapts decisions as required. Adapts when faced with situations where no guidance or procedure exists. Demonstrates resilience when encountering an unexpected events.
S – SAW Situation Awareness and Management of Information	PC 7	Perceives, comprehends and manages information and anticipates its effect on the operation.	OB 7.1 OB 7.2 OB 7.3 OB 7.4 OB 7.5 OB 7.6 OB 7.7	Monitors and assesses the state of the aeroplane and its systems. Monitors and assesses the aeroplane's energy state, and its anticipated flight path. Monitors and assesses the general environment as it may affect the operation. Validates the accuracy of information and checks for gross errors. Maintains awareness of the people involved in or affected by the operation and their capacity to perform as expected. Develops effective contingency plans based upon potential risks associated with threats and errors Responds to indications of reduced situation awareness.
M – WLM Workload Management	PC 8	Maintain available workload capacity by prioritizing and distributing tasks using appropriate resources.	OB 8.1 OB 8.2 OB 8.3 OB 8.4 OB 8.5 OB 8.6 OB 8.7 OB 8.8 OB 8.9	Exercises self-control in all situations. Plans, prioritizes and schedules appropriate tasks effectively. Manages time efficiently when carrying out tasks. Offers and gives assistance. Delegates tasks. Seeks and accepts assistance, when appropriate. Monitors, reviews and cross-checks actions conscientiously. Verifies that tasks are completed to the expected outcome. Manages and recovers from interruptions, distractions, variations and failures effectively while performing tasks.
P – APK Application of procedures and compliance with regulations.	PC 1	Identifies and applies appropriate procedures in accordance with published operating instructions and applicable regulations.	OB 1.1 OB 1.2 OB 1.3 OB 1.4 OB 1.5 OB 1.6 OB 1.7	Identifies where to find procedures and regulations. Applies relevant operating instructions, procedures and techniques in a timely manner. Follows SOPs unless a higher degree of safety dictates an appropriate deviation. Operates aeroplane systems and associated equipment correctly. Monitors aircraft systems status. Complies with applicable regulations. Applies relevant procedural knowledge.
A – FPA Aircraft Flight Path Management, automation	PC 3	Controls the flight path through automation.	OB 3.1 OB 3.2 OB 3.3 OB 3.4 OB 3.5 OB 3.6	Uses appropriate flight management, guidance systems and automation, as installed and applicable to the conditions. Monitors and detects deviations from the intended flight path and takes appropriate action. Manages the flight path safely to achieve optimum operational performance. Maintains the intended flight path during flight using automation while managing other tasks and distractions. Selects appropriate level and mode of automation in a timely manner considering phase of flight and workload. Effectively monitors automation, including engagement and automatic mode transitions.
H – FPM Aircraft Flight Path Management, manual control	PC 4	Controls the flight path through manual control.	OB 4.1 OB 4.2 OB 4.3 OB 4.4 OB 4.5 OB 4.6 OB 4.7	Controls the aircraft manually with accuracy and smoothness as appropriate to the situation. Monitors and detects deviations from the intended flight path and takes appropriate action. Manually controls the aeroplane using the relationship between aeroplane attitude, speed and thrust, and navigation signals or visual information. Manages the flight path safely to achieve optimum operational performance. Maintains the intended flight path during manual flight while managing other tasks and distractions. Uses appropriate flight management and guidance systems, as installed and applicable to the conditions. Effectively monitors flight guidance systems including engagement and automatic mode transitions.
K – KNO Application of knowledge	PC 0	Demonstrates knowledge and understanding of relevant information, operating instructions, aircraft systems and the operating environment.	OB 0.1 OB 0.2 OB 0.3 OB 0.4 OB 0.5 OB 0.6 OB 0.7	Demonstrates practical and applicable knowledge of limitations and systems and their interaction. Demonstrates required knowledge of published operating instructions Demonstrates knowledge of the physical environment, the air traffic environment including routings, weather, airports and the operational infrastructure. Demonstrates appropriate knowledge of applicable legislation. Knows where to source required information. Demonstrates a positive interest in acquiring knowledge. Is able to apply knowledge effectively.



HOW MANY	HOW OFTEN	OUTCOME of TEM	HOW WELL	Grade
All, almost all	Always, almost always	enhance safety	Exemplary manner	5
Most	Regularly* - *Very often.	safe* - *illustrates a more pro-active safety level	Effectively	4
Many	Regularly	safe	Adequately	3
Some	Occasionally	not an unsafe situation	Minimal acceptable	2
Few, hardly any	Rarely	unsafe situation	Ineffectively	1

OUTCOME of TEM <small>relating specifically to the competency being assessed</small>	The demonstrated Observable Behaviors <small>relating specifically to the competency being assessed</small>
unsafe situation	<ul style="list-style-type: none"> <input type="checkbox"/> Did not allow a timely management of the threats or errors <input type="checkbox"/> This led to (or could have led to**) an unacceptable reduction of the safety margin.
not an unsafe situation	<ul style="list-style-type: none"> <input type="checkbox"/> Did not allow, on few occasions, a timely management of the threats or errors <input type="checkbox"/> This led to (or could have led to**) a limited and momentary reduction of the safety margin.
safe	<ul style="list-style-type: none"> <input type="checkbox"/> Allowed the anticipation and mitigation of many expected threats, the recognition and mitigation of the unexpected threats and the timely detection and correction of the errors. <input type="checkbox"/> This led to (or could have led to**) the maintenance of the safety margin.
safe*	<ul style="list-style-type: none"> <input type="checkbox"/> Allowed the anticipation and mitigation of most expected threats, the recognition and mitigation of the unexpected threats and the promptly detection and correction of the errors. <input type="checkbox"/> This led to (or could have led to**) an improvement of the safety margin.
enhance safety	<ul style="list-style-type: none"> <input type="checkbox"/> Allowed the anticipation and mitigation of all expected threats, the recognition and mitigation of the unexpected threats and the immediate detection and correction of the errors. <input type="checkbox"/> This led to (or could have led to**) an enhancement of the safety margin.



safe*: This word picture (safe*) illustrates a more pro-active safety level.

or could have led to** must be used to:

- Integrate of the outcome of TEM dimension when the conditions of training are significantly limited. E.g., classroom, part task trainer, ...
- Ensure that the OUTCOME of TEM dimension relates specifically to the competency being assessed.

