

Executed function	TRAILING SUCTION HOPPER DREDGERS (TSHD)																					
	DECK OFFICER					DECK RATING						ENGINE OFFICER					ENGINE RATING			GALLEY		
	Master	First Mate	Second Mate	Second Mate Trainee / 3rd mate	Cadet Deck	Pipe Operator	Bosun	Deckhand (AB)	Welder	Painter	Chief Engineer	First Engineer	Second Engineer	Second Engineer Trainee / Third Engineer	Cadet Engine	(Chief) Electrician	Trainee Electrician	Motorman / AB (III/4 - II/3)	Oiler / Greaser	Cook	2nd Cook	Steward

1	Mandatory as per legal requirements
2	Mandatory as per Company Requirements
3	Mandatory as per Company Requirements. Temporary exceptions can be made if training is planned within reasonable period.
4	Required before a specific task can be executed
5	Beneficial within his/her function
-	Non applicable within his/her function

GENERAL																								
DOC	National Seaman's book - Seafarer's identification document	HR - crew	1	1	1	1	1	5	1	1	1	1	1	1	1	1	5	1	1	1	1	1	1	1
DOC	International Passport	HR - crew	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
DOC	Maritime Medical Fitness Certificate	HR - crew	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

DEME CORPORATE																									
DOC	DEME English Test	HR - crew	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3		
TRAINING	Welcoming day including Safety Induction	HR - payroll	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3		
TRAINING	Compliance Training - Code of Ethics & Business Integrity	HR - payroll	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3		
DOC - TRAINING	Familiarisation with ALD Vessel Management System (3 YEARLY REFRESHER)	HR - training	1	1	1	1	-	1	1	1	1	1	1	-	1	1	1	1	1	1	1	1	1	1	
TRAINING	Maximo EAM (Enterprise Asset Management)	HR - training	3	3	3	3	-	-	-	-	-	-	3	3	3	3	-	3	3	-	-	-	-	-	-
TRAINING	Technical Learning Journey	HR - training	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3		
TRAINING	DEME Safety DNA (e-learning)	HR - training	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3		
TRAINING	People management for Senior crew (part 1)	HR - training	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TRAINING	People management for Senior crew (part 2)	HR - training	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

VESSEL TYPE RELATED		
STCW REQUIREMENTS		
DOC - STCW	95-AVI/1 Basic Safety Training - Course (5 YEARLY REFRESHER)	HR - training
DOC - STCW	95-AVI/1-1 Personal Survival Techniques - Course (5 YEARLY REFRESHER)	HR - training
DOC - STCW	95-AVI/1-2 Fire Prevention and Fire Fighting - Course (5 YEARLY REFRESHER)	HR - training
DOC - STCW	95-AVI/1-3 Elementary First Aid - Course	HR - training
DOC - STCW	95-AVI/1-4 Personal Safety and Social Responsibilities - Course	HR - training
DOC - STCW	95-AVI/2-1 Proficiency in Survival Crafts other than Fast Rescue Boats - Course (5 YEARLY REFRESHER)	HR - training
DOC - STCW	95-AVI/3 Advanced Fire Fighting - Course (5 YEARLY REFRESHER)	HR - training
DOC - STCW	95-AVI/4-2 Medical Care (5 YEARLY REFRESHER)	HR - training
DOC - STCW	95-AVI/4-1 Medical First Aid	HR - training
DOC - STCW	95-AVI/5 Ship Security Officer	HR - training
DOC - STCW	95-AVI/6-2 Designated Security Duties	HR - training
DOC - STCW	95-AVI/6-1 Security Awareness	HR - training
DOC - STCW	Bridge Resource Management (BRM included in MRM, Maritime Resource Management)	HR - training
DOC - STCW	Engine Room Resource Management (ERM included in MRM, Maritime Resource Management)	HR - training
DOC - STCW	95-AII/2 Arpa - Radar Navigator Management Level	HR - training
DOC - STCW	95-AII/1 Arpa - Radar Navigator Operational level	HR - training
DOC - STCW	95-AII/2 Ecdis Management Level (Generic)	HR - training
DOC - STCW	95-AII/1 Ecdis Operational Level (Generic)	HR - training
DOC - STCW	95-A-IV/2-A4 GMDSS General Operator - Course (5 YEARLY REFRESHER)	HR - training
DOC - MLC	Cook - Maritime Cooking Course	HR - training
DOC - MLC	Steward / Messman - Course OR Food Handling Certificate	HR - training
TRAINING	Hazard Analysis and Critical Control Points - HACCP	HR - training

OPERATIONAL REQUIREMENTS																							
TRAINING	Full Mission Simulator - Senior Level	HR - training	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRAINING	Full Mission Simulator - Intermediate Level	HR - training	-	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRAINING	Full Mission Simulator - Junior Level	HR - training	-	-	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRAINING	Full Mission Simulator - Rudder Propeller	HR - training	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRAINING	Hopper simulator - Advanced Level	HR - training	5	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRAINING	Hopper simulator - Basic Level	HR - training	-	-	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRAINING	Dredge Track Presentation System - DTSP	HR - training	5	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRAINING	Engine Room Simulator - Senior Level	HR - training	-	-	-	-	-	-	-	-	-	-	5	5	5	-	-	5	-	-	-	-	-
TRAINING	Engine Room Simulator - Intermediate Level	HR - training	-	-	-	-	-	-	-	-	-	-	-	5	5	-	-	5	-	-	-	-	-
TRAINING	Engine Room Simulator - Junior Level	HR - training	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	5	5	-	-	-	-
TRAINING	PLC Allen-Bradley Maintenance - Advanced	HR - training	-	-	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-
TRAINING	PLC Allen-Bradley Maintenance - Basic	HR - training	-	-	-	-	-	-	-	-	-	-	5	5	5	-	-	5	5	-	-	-	-

QHSE REQUIREMENTS																							
TRAINING	DEME Risk Management	HR - training	3	3	3	5	-	-	-	-	-	3	3	3	5	-	3	5	-	-	-	-	-
TRAINING	DEME Incident Investigation	HR - training	3	3	3	5	-	-	-	-	-	3	3	3	5	-	3	5	-	-	-	-	-
TRAINING	VCA Safety for Operational Supervisors (10 YEARLY REFRESHER)	QHSE - S	3	3	5	-	-	-	-	-	3	3	5	-	-	3	-	-	-	-	-	-	-
TRAINING	VCA Basic Safety (10 YEARLY REFRESHER)	QHSE - S	-	-	3	3	5	3	3	3	3	3	-	-	3	3	5	-	3	3	3	3	3
TRAINING	Radioactive source on board of dredgers for Cpt, Chief, Elec and first mate	HR - training	1	1	-	-	-	-	-	-	1	-	-	-	-	1	1	-	-	-	-	-	-
TRAINING	Radioactive Sources On Board Of Dredge Vessels	HR - training	-	4	4	4	4	4	4	4	-	4	4	4	4	4	-	4	4	4	4	4	4
TRAINING	DEME Rigging (5 YEARLY REFRESHER)	HR - training	4	4	4	4	-	-	-	-	4	4	4	4	-	-	-	4	4	-	-	-	-
TRAINING	Gantry Crane / Roller Bridge (5 YEARLY REFRESHER)	HR - training	4	4	4	4	-	-	-	-	4	4	4	4	-	-	-	-	-	-	-	-	-
TRAINING	Maritime Deck Crane Operator (up to 40T) (5 YEARLY REFRESHER)	HR - training	4	4	4	4	-	-	-	-	4	4	4	4	-	-	-	-	-	-	-	-	-

TRAINING	Cluster Confined Spaces / H2S (5 YEARLY REFRESHER)	HR - training	4	4	4	4	-	4	4	4	4	4	4	4	4	4	-	4	4	4	4	-	-	-
TRAINING	Confined Spaces, including Use of Tripod and Manhole Supervisor	HR - training	4	4	4	4	-	4	4	4	4	4	4	4	4	4	-	4	4	4	4	-	-	-
TRAINING	Gas Measuring	HR - training	4	4	4	4	-	4	4	4	4	4	4	4	4	4	-	4	4	4	4	-	-	-
TRAINING	H2S	HR - training	4	4	4	4	-	4	4	4	4	4	4	4	4	4	-	4	4	4	4	-	-	-
TRAINING	Shielded Metal Arc Welding (SMAW)	HR - training	-	-	-	-	-	-	5	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-
TRAINING	Gas Metal Arc Welding (MIG / MAG)	HR - training	-	-	-	-	-	-	5	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-
TRAINING	Scaffolding - Safely Working at Heights	HR - training	4	4	4	4	-	4	4	-	-	-	4	4	4	4	-	-	-	-	-	-	-	-
TRAINING	Working at Heights	HR - training	4	4	4	4	-	4	4	4	4	4	4	4	4	4	-	4	4	4	4	-	-	-

VESSEL RELATED

ANTIGOON - H022 - GT7905 - INDIAN FLAG

DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix																				
DOC - STCW	Flag State Seaman's book (Indian)	HR - crew	check STCW matrix																				
TRAINING	WECS - Wärtsilä Engine Control System	HR - training	-	-	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

ARTEVELDE - H036 - GT5005 - BELGIAN FLAG

DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. Ecdis vessel specific																				
DOC - STCW	Flag State Seaman's book (Belgian)	HR - crew	check STCW matrix incl. Ecdis vessel specific																				
DOC - STCW	Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew	check STCW matrix incl. Ecdis vessel specific																				
DOC - STCW	Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew	check STCW matrix incl. Ecdis vessel specific																				
DOC - STCW	Ecdis Vessel Specific - Chart pilot, incl. Multipilot	HR - training	check STCW matrix incl. Ecdis vessel specific																				
TRAINING	UNIC - Wärtsilä Engine Control System	HR - training	-	-	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

BONNY RIVER - H043 - GT17413 - Luxembourg FLAG

DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. IGF & Ecdis vessel specific																				
DOC - STCW	Flag State Seaman's book (Luxembourg)	HR - crew	check STCW matrix incl. IGF & Ecdis vessel specific																				
DOC - STCW	GMDSS - Lux endorsement	HR - crew	check STCW matrix incl. IGF & Ecdis vessel specific																				
DOC - STCW	Attestation of recognition of qualification of ships' cooks (LUX flag)	HR - crew	check STCW matrix incl. IGF & Ecdis vessel specific																				
DOC - STCW	Ecdis Vessel Specific - NACOS Platinum, incl. Multipilot	HR - training	check STCW matrix incl. IGF & Ecdis vessel specific																				
DOC - STCW	High Voltage in accordance with STCW	HR - training	check STCW matrix incl. IGF & Ecdis vessel specific																				
DOC - STCW	95-AVI/2-2 Proficiency in Fast Rescue Boats - Course (5 YEARLY REFRESHER)	HR - crew	4	4	4	5	-	-	-	-	-	-	4	4	4	5	-	-	-	-	-	-	-
TRAINING	UNIC C3 - Dual Fuel - Wärtsilä Engine Control System	HR - training	5	5	5	-	-	-	-	-	-	-	4	4	4	5	-	4	5	-	-	-	-
TRAINING	UNIC - Wärtsilä Engine Control System	HR - training	-	-	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-
DOC	Dynamic Positioning Operator	HR - crew	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRAINING	Position Simulation / Advanced	HR - training	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRAINING	Dynamic Positioning Induction / Basic	HR - training	4	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRAINING	Dynamic Positioning Seaside Reduction	HR - training	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRAINING	Dynamic Positioning - K-POS Maintenance	HR - training	-	-	-	-	-	-	-	-	-	-	4	5	-	-	-	5	5	-	-	-	-
TRAINING	Dynamic Positioning / Dynamic Tracking - DP/DT - New generation	HR - training	4	4	4	4	-	-	-	-	-	-	-	-	-	-	-	5	4	-	-	-	-
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

BRABO - H034 - GT 11136 - INDONESIAN FLAG

DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. Ecdis vessel specific																				
DOC - STCW	Flag State Seaman's book (Indonesian)	HR - crew	check STCW matrix incl. Ecdis vessel specific																				
DOC - STCW	Ecdis Vessel Specific - NACOS Platinum, incl. Multipilot	HR - training	check STCW matrix incl. Ecdis vessel specific																				
TRAINING	Dynamic Positioning / Dynamic Tracking - DP/DT	HR - training	4	4	4	-	-	-	-	-	-	-	-	-	-	-	-	4	4	-	-	-	-
TRAINING	WECS - Wärtsilä Engine Control System	HR - training	-	-	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

BREUGHEL - H040 - GT 11136 - DUTCH FLAG

DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix - Ecdis vessel specific																				
DOC - STCW	Flag State Seaman's book - see remark	HR - crew	check STCW matrix - Ecdis vessel specific																				
DOC	Legislation and Public Authorities - Netherlands (only applicable for holders of an STCW II/2 certificate not issued by the Dutch maritime authorities)	HR - training	check STCW matrix - Ecdis vessel specific																				
DOC - STCW	Ecdis Vessel Specific - NACOS Platinum, incl. Multipilot	HR - training	check STCW matrix - Ecdis vessel specific																				
TRAINING	UNIC - Wärtsilä Engine Control System	HR - training	-	-	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

BREYDEL - H035 - GT 11136 - BELGIAN FLAG

DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. Ecdis vessel specific																				
DOC - STCW	Flag State Seaman's book (Belgian)	HR - crew	check STCW matrix incl. Ecdis vessel specific																				
DOC - STCW	Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew	check STCW matrix incl. Ecdis vessel specific																				
DOC - STCW	Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew	check STCW matrix incl. Ecdis vessel specific																				
DOC - STCW	Ecdis Vessel Specific - Chart pilot, incl. Multipilot	HR - training	check STCW matrix incl. Ecdis vessel specific																				
TRAINING	Dynamic Positioning / Dynamic Tracking - DP/DT	HR - training	4	4	4	-	-	-	-	-	-	-	-	-	-	-	-	4	4	-	-	-	-
TRAINING	WECS - Wärtsilä Engine Control System	HR - training	-	-	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

CHARLEMAGNE - H028 - GT5682 - BELGIAN FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. Ecdis vessel specific																			
DOC - STCW	Flag State Seaman's book (Belgian)	HR - crew																				
DOC - STCW	Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew																				
DOC - STCW	Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew																				
DOC - STCW	Ecdis Vessel Specific - Transas	HR - training																				
DOC - STCW	High Voltage in accordance with STCW	HR - training																				
TRAINING	WECS - Wärtsilä Engine Control System	HR - training	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-	
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
CONGO RIVER - H037 - GT28634 - LUXEMBOURG FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. Ecdis vessel specific																			
DOC - STCW	Flag State Seaman's book (Luxembourg)	HR - crew																				
DOC - STCW	GMDSS - Lux endorsement	HR - crew																				
DOC - STCW	Attestation of recognition of qualification of ships' cooks (LUX flag)	HR - crew																				
DOC - STCW	ECDIS Type Specific - NACOS Platinum SAM Electronics	HR - crew																				
TRAINING	Dynamic Positioning / Dynamic Tracking - DP/DT	HR - training	4	4	4	-	-	-	-	-	-	-	-	-	-	4	4	-	-	-	-	
TRAINING	UNIC - Wärtsilä Engine Control System	HR - training	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-	
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
LANGE WAPPER - H026 - GT12536 - BELGIAN FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. Ecdis vessel specific																			
DOC - STCW	Flag State Seaman's book (Belgian)	HR - crew																				
DOC - STCW	Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew																				
DOC - STCW	Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew																				
DOC - STCW	Ecdis Vessel Specific - Sperry Marine	HR - training																				
TRAINING	Dynamic Positioning / Dynamic Tracking - DP/DT	HR - training	4	4	4	-	-	-	-	-	-	-	-	-	4	4	-	-	-	-	-	
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
MARIEKE - H031 - GT5005 - BELGIAN FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. Ecdis vessel specific																			
DOC - STCW	Flag State Seaman's book (Belgian)	HR - crew																				
DOC - STCW	Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew																				
DOC - STCW	Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew																				
DOC - STCW	Ecdis Vessel Specific - Transas	HR - training																				
TRAINING	WECS - Wärtsilä Engine Control System	HR - training	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-	
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
MELLINA - H033 - BELGIAN FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix																			
DOC - STCW	Flag State Seaman's book (Belgian)	HR - crew																				
DOC - STCW	Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew																				
DOC - STCW	Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew																				
TRAINING	Full Mission Simulator Rudder Propeller	HR - training												5	5	5	-	-	-	-	-	-
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
MEUSE RIVER - H044 - LUXEMBOURG FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. IGF & Ecdis vessel specific																			
DOC - STCW	Flag State Seaman's book (Luxembourg)	HR - crew																				
DOC - STCW	GMDSS - Lux endorsement	HR - crew																				
DOC - STCW	Attestation of recognition of qualification of ships' cooks (LUX flag)	HR - crew																				
DOC - STCW	Ecdis Vessel Specific - NACOS Platinum, incl. Multiplot	HR - training																				
DOC - STCW	High Voltage in accordance with STCW	HR - training																				
TRAINING	UNIC C3 - Dual Fuel - Wärtsilä Engine Control System	HR - training	5	5	5	-	-	-	-	-	4	4	4	5	-	4	5	-	-	-	-	
TRAINING	UNIC - Wärtsilä Engine Control System	HR - training	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-	
TRAINING	Dynamic Positioning / Dynamic Tracking - DP/DT - New generation	HR - training	4	4	4	4	-	-	-	-	-	-	-	-	5	4	-	-	-	-	-	
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
MINERVA - H042 - GT3697 - BELGIAN FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. IGF & Ecdis vessel specific																			
DOC - STCW	Flag State Seaman's book (Belgian)	HR - crew																				
DOC - STCW	Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew																				
DOC - STCW	Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew																				
DOC - STCW	Ecdis Vessel Specific - NACOS Platinum, incl. Multiplot	HR - training																				
DOC - STCW	95-AV/3 IGF Basic & Advanced	HR - training																				
DOC - STCW	95-AV/3-2 IGF Advanced Training - Course	HR - training																				
DOC - STCW	95-AV/3-1 IGF Basic Training - Course	HR - training																				
TRAINING	UNIC C3 - Dual Fuel - Wärtsilä Engine Control System	HR - training	4	4	5	-	-	-	-	-	4	4	4	5	-	4	5	-	-	-	-	
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
NILE RIVER - H027 - GT16153 - DUTCH FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. Ecdis vessel specific																			
DOC - STCW	Flag State Seaman's book (see remark)	HR - crew																				
DOC	Legislation and Public Authorities - Netherlands (only applicable for holders of an STCW II/2 certificate not issued by the Dutch maritime authorities)	HR - training																				
DOC - STCW	Ecdis Vessel Specific - Sperry Marine	HR - training																				
TRAINING	Dynamic Positioning / Dynamic Tracking - DP/DT	HR - training	4	4	4	-	-	-	-	-	-	-	-	-	4	4	-	-	-	-	-	
TRAINING	Portal Crane (5 YEARLY REFRESHER)	HR - training	5	4	4	4	-	-	-	4	4	4	-	-	5	5	5	4	-	-	-	
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	

PALLIETER - H030 - GT5005 - BELGIAN FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. Ecdis vessel specific																			
DOC - STCW	Flag State Seaman's book (Belgian)	HR - crew																				
DOC - STCW	Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew																				
DOC - STCW	Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew																				
DOC - STCW	Ecdis Vessel Specific - Transas	HR - training																				
TRAINING	UNIC - Wärtsila Engine Control System	HR - training	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-	
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
PEARL RIVER - H025 - GT20881 - CYPRIOT FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. Ecdis vessel specific																			
DOC - STCW	Flag State Seaman's book (Cyprus)	HR - crew																				
DOC - STCW	Ecdis Vessel Specific - NACOS Platinum, incl. Multiplot	HR - training																				
TRAINING	Dynamic Positioning / Dynamic Tracking - DP/DT	HR - training	4	4	4	-	-	-	-	-	-	-	-	-	-	4	4	-	-	-	-	-
TRAINING	Portal Crane (5 YEARLY REFRESHER)	HR - training	5	4	4	4	4	-	-	4	4	4	4	-	-	5	5	5	4	-	-	-
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
REYNAERT - H032 - GT5005 - OMOB - DUTCH FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. Ecdis vessel specific																			
DOC - STCW	Flag State Seaman's book - see remark	HR - crew																				
DOC	Legislation and Public Authorities - Netherlands (only applicable for holders of an STCW II/2 certificate not issued by the Dutch maritime authorities)	HR - training																				
DOC - STCW	Ecdis Vessel Specific - Transas	HR - training																				
TRAINING	WECS - Wärtsila Engine Control System	HR - training	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-	-
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
RIVER THAMES - H045 - DUTCH FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix																			
DOC - STCW	Flag State Seaman's book - see remark	HR - crew																				
DOC	Legislation and Public Authorities - Netherlands (only applicable for holders of an STCW II/2 certificate not issued by the Dutch maritime authorities)	HR - training																				
DOC - STCW	ECDIS Type Specific - JRC	HR - crew																				
TRAINING	Full Mission Simulator Rudder Propeller	HR - training	5	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
SCHELDT RIVER - H041 - GT 9170 - BELGIAN FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl. IGF & Ecdis vessel specific																			
DOC - STCW	Flag State Seaman's book (Belgian)	HR - crew																				
DOC - STCW	Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew																				
DOC - STCW	Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew																				
DOC - STCW	Ecdis Vessel Specific - NACOS Platinum, incl. Multiplot	HR - training																				
DOC - STCW	95-AV/3 IGF Basic & Advanced	HR - training																				
DOC - STCW	95-AV/3-2 IGF Advanced Training - Course	HR - training																				
DOC - STCW	95-AV/3-1 IGF Basic Training - Course	HR - training																				
DOC - STCW	High Voltage in accordance with STCW	HR - training																				
TRAINING	UNIC C3 - Dual Fuel - Wärtsila Engine Control System	HR - training	5	5	5	-	-	-	-	-	4	4	4	5	-	4	5	-	-	-	-	-
TRAINING	UNIC - Wärtsila Engine Control System	HR - training	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-	-
TRAINING	Dynamic Positioning / Dynamic Tracking - DP/DT - New generation	HR - training	4	4	4	4	-	-	-	-	-	-	-	-	-	5	4	-	-	-	-	-
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
UILENSPIEGEL - H029 - GT12979 - BELGIAN FLAG																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix																			
DOC - STCW	Flag State Seaman's book (Belgian)	HR - crew																				
DOC - STCW	Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew																				
DOC - STCW	Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew																				
DOC - STCW	Ecdis Vessel Specific - Sperry Marine	HR - training																				
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
VICTOR HORTA - H038 - GT5666 - BELGIAN FLAG - HIGH VOLTAGE																						
DOC - STCW	Flag State Endorsement for foreign officers	HR - crew	check STCW matrix																			
DOC - STCW	Flag State Seaman's book (Belgian)	HR - crew																				
DOC - STCW	Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew																				
DOC - STCW	Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew																				
DOC - STCW	Ecdis Vessel Specific - Transas	HR - training																				
DOC - STCW	High Voltage in accordance with STCW	HR - training																				
TRAINING	UNIC - Wärtsila Engine Control System	HR - training	-	-	-	-	-	-	-	-	5	5	-	-	-	5	5	-	-	-	-	-
ON BOARD	Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

Executed function	SPLITBARGES (OCEAN GOING) & SPLITBARGES (COASTAL)													
	DECK OFFICER					Deck RATING	ENGINE OFFICER					ENGINE RATING	Galley	
	Barge Master	Barge Skipper	Barge Skipper Training	First Mate	Second Mate	Deckhand (AB)	Chief Engineer	Engine Barge	First Engineer	First Engineer Training	Second Engineer	(Chief) Electrician	Oiler / Greaser	Cook

1	Mandatory as per legal requirements
2	Mandatory as per Company Requirements
3	Mandatory as per Company Requirements. Temporary exceptions can be made if training is planned within reasonable period;
4	Required before a specific task can be executed
5	Beneficial within his/her function
-	Non applicable within his/her function or under construction

GENERAL															
National Seaman's book - Seafarer's identification document	HR - crew	1	1	1	1	1	1	1	1	1	1	1	1	1	1
International Passport	HR - crew	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Maritime Medical Fitness Certificate	HR - crew	1	1	1	1	1	1	1	1	1	1	1	1	1	1

DEME CORPORATE															
DEME English Test	HR - crew	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Welcoming day including Safety Induction	HR - payroll	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Compliance Training - Code of Ethics & Business Integrity	HR - payroll	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Familiarisation with ALD Vessel Management System (3 YEARLY REFRESHER)	HR - training	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Maximo EAM (Enterprise Asset Management)	HR - training	3	3	3	3	3	-	3	3	3	3	3	3	-	-
Technical Learning Journey	HR - training	3	3	3	3	3	3	3	3	3	3	3	3	3	3
DEME Safety DNA (e-learning)	HR - training	3	3	3	3	3	3	3	3	3	3	3	3	3	3
People management for Senior crew (part 1)	HR - training	3	-	-	-	-	-	3	-	-	-	-	-	-	-
People management for Senior crew (part 2)	HR - training	3	-	-	-	-	-	3	-	-	-	-	-	-	-

VESSEL TYPE RELATED															
STCW REQUIREMENTS															
95-AVI/1 Basic Safety Training - Course (5 YEARLY REFRESHER)	HR - training														
95-AVI/1-1 Personal Survival Techniques - Course (5 YEARLY REFRESHER)	HR - training														
95-AVI/1-2 Fire Prevention and Fire Fighting - Course (5 YEARLY REFRESHER)	HR - training														
95-AVI/1-3 Elementary First Aid - Course	HR - training														
95-AVI/1-4 Personal Safety and Social Responsibilities - Course	HR - training														
95-AVI/2-1 Proficiency in Survival Crafts other than Fast Rescue Boats - Course (5 YEARLY REFRESHER)	HR - training														
95-AVI/3 Advanced Fire Fighting - Course (5 YEARLY REFRESHER)	HR - training														
95-AVI/4-2 Medical Care (5 YEARLY REFRESHER)	HR - training														
95-AVI/4-1 Medical First Aid	HR - training														
95-AVI/5 Ship Security Officer	HR - training														
95-AVI/6-2 Designated Security Duties	HR - training														
95-AVI/6-1 Security Awareness	HR - training														
Bridge Resource Management (BRM included in MRM, Maritime Resource Management)	HR - training														
Engine Room Resource Management (ERM included in MRM, Maritime Resource Management)	HR - training														
95-AII/2 Arpa - Radar Navigator Management Level	HR - training														
95-AII/1 Arpa - Radar Navigator Operational level	HR - training														
95-AII/2 Ecdis Management Level (Generic)	HR - training														
95-AII/1 Ecdis Operational Level (Generic)	HR - training														
95-AIV/2-A4 GMDSS General Operator - Course (5 YEARLY REFRESHER)	HR - training														
Cook - Maritime Cooking Course	HR - training														
Steward / Messman - Course OR Food Handling certificate	HR - training														
Hazard Analysis and Critical Control Points - HACCP	HR - training														
OPERATIONAL REQUIREMENTS															
Full Mission Simulator - Senior Level	HR - training	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full Mission Simulator - Intermediate Level	HR - training	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Full Mission Simulator - Junior Level	HR - training	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Full Mission Simulator - Rudder Propeller	HR - training	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Engine Room Simulator - Senior Level	HR - training	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Engine Room Simulator - Intermediate Level	HR - training	-	-	-	-	-	-	5	5	5	5	5	-	-	-
Engine Room Simulator - Junior Level	HR - training	-	-	-	-	-	-	-	-	5	5	5	-	-	-
PLC Allen-Bradley Maintenance - Advanced	HR - training	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PLC Allen-Bradley Maintenance - Basic	HR - training	-	-	-	-	-	-	-	-	-	-	-	-	-	-
QHSE REQUIREMENTS															
DEME Risk Management	HR - training	3	3	-	3	5	-	3	3	3	5	5	-	-	-
DEME Incident Investigation	HR - training	3	3	-	3	5	-	3	3	3	5	5	-	-	-
VCA Safety for Operational Supervisors (10 YEARLY REFRESHER)	HR - training	4	4	5	4	-	-	4	-	4	-	-	4	-	-
VCA Basic Safety (10 YEARLY REFRESHER)	HR - training	-	-	4	-	4	4	-	4	-	4	4	-	4	4
Radioactive source on board of dredgers for Cpt, Chief, Elec and first mate	HR - training	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Radioactive Concentration Gauges for Crew	HR - training	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DEME Rigging (5 YEARLY REFRESHER)	HR - training	4	4	4	4	4	4	4	4	4	4	4	4	4	-
Gantry Crane / Roller Bridge (5 YEARLY REFRESHER)	HR - training	4	4	4	4	4	4	4	4	4	4	4	4	4	-
Maritime Deck Crane Operator (up to 40T) (5 YEARLY REFRESHER)	HR - training	4	4	4	4	4	4	4	4	4	4	4	4	4	-
Cluster Confined Spaces / H2S (5 YEARLY REFRESHER)	HR - training	4	4	4	4	4	4	4	4	4	4	4	4	4	-
Confined Spaces, including Use of Tripod and Manhole Supervisor	HR - training	4	4	4	4	4	4	4	4	4	4	4	4	4	-
Gas Measuring	HR - training	4	4	4	4	4	4	4	4	4	4	4	4	4	-
H2S	HR - training	4	4	4	4	4	4	4	4	4	4	4	4	4	-
Shielded Metal Arc Welding (SMAW)	HR - training	applicable if official welder is on board													
Gas Metal Arc Welding (MIG / MAG)	HR - training	applicable if official welder is on board													
Scaffolding - Safely Working at Heights	HR - training	4	4	4	4	4	4	4	4	4	4	4	4	4	-
Working at Heights	HR - training	4	4	4	4	4	4	4	4	4	4	4	4	4	-
VESSEL RELATED															
SEAGOING SPLITBARGES															
BENGEL - A005 - LUXEMBOURG FLAG															
Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl.Ecdis vessel specific													
Flag State Seaman's book (Luxembourg)	HR - crew														
GMDSS - Lux endorsement	HR - crew														
Attestation of recognition of qualification of ships' cooks (LUX flag)	HR - crew														
Ecdis Vessel Specific - Transas	HR - training														
Food Handling & Hygiene (if no cook on board)	HR - crew														
Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1
DEUGNIET - A006 - LUXEMBOURG FLAG															
Flag State Endorsement for foreign officers	HR - crew	check STCW matrix incl.Ecdis vessel specific													
Flag State Seaman's book (Luxembourg)	HR - crew														
GMDSS - Lux endorsement	HR - crew														
Attestation of recognition of qualification of ships' cooks (LUX flag)	HR - crew														
Ecdis Vessel Specific - Transas	HR - training														
Food Handling & Hygiene (if no cook on board)	HR - crew														
Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1
PAGADDER - A003 - GT2427 - BELGIAN FLAG															
Flag State Endorsement for foreign officers	HR - crew	check STCW matrix													
Flag State Seaman's book (Belgian)	HR - crew														
Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew														
Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew														
Food Handling & Hygiene (if no cook on board)	HR - crew														
95-A-IV/2-A1 GMDSS Restricted Operator - Course (5 YEARLY REFRESHER)	HR - crew														
Vessel Specific Familiarisation	QHSE-S	1	1	1	1	1	1	1	1	1	1	1	1	1	1
VLAANDEREN 7 - A520 - GT941 - BELGIAN FLAG															
Flag State Endorsement for foreign officers	HR - crew	check STCW matrix													
Flag State Seaman's book	HR - crew														
Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew														
Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew														
Food Handling & Hygiene (if no cook on board)	HR - training														
Vessel Specific Familiarisation	QHSE-S	1	-	-	1	-	1	1	-	1	1	-	-	-	1
VLAANDEREN 8 - A521 - GT941 - BELGIAN FLAG															
Flag State Endorsement for foreign officers	HR - crew	check STCW matrix													
Flag State Seaman's book (Belgian)	HR - crew														
Attestation Belgian Maritime Authorities (for non EU Master only)	HR - crew														
Official declaration of recognition of qualification of ships' cooks (BE flag)	HR - crew														

Food Handling & Hygiene (if no cook on board)	HR - training														
Vessel Specific Familiarisation	QHSE-S	1	-	-	1	-	1	1	-	1	-	1	-	-	1