

IMCA Diving Contractor Membership Assessment Procedure

Introduction

This Membership Assessment Procedure is maintained by the IMCA Secretariat in accordance with IMCA's bye-laws.

IMCA promotes improvements in health, safety, environmental, quality, technical and contracting standards and IMCA expects its Members to comply with IMCA's bye-laws, codes of practice, guidelines, information notes and other materials. An entity's membership of IMCA, does not constitute a representation, warranty or guarantee by IMCA that the Member will perform their operations consistently in accordance with IMCA's bye-laws, codes of practice, guidelines, information notes and other materials. IMCA assumes no responsibility or duty of care to any person in respect of any operations of any Member (or IMCA certified person) and IMCA shall not be liable in tort, contract or otherwise in respect of any such operations.

This document describes the membership application and audit assessment procedure for all new applicants seeking Contractor membership of the IMCA Diving Division, encompassing both contractors undertaking surface supplied diving operations only and those utilising both surface supplied and saturation diving techniques.

Applicants should note the following points:

- 1) Full Contractor membership of the IMCA Diving Division is only open to Offshore Diving Contractors.
- 2) Applications for Contractor membership of the IMCA Diving Division will only be accepted with a Letter of Recommendation from a client company. A client company is defined as a company which has commissioned diving services from the applicant diving contractor.
- 3) IMCA defines offshore diving as diving operations carried out anywhere in the world being:
 - outside the territorial waters of a country (normally 12 nautical miles or 22.2 kilometres from shore);
 - inside territorial waters where diving operations are conducted from an offshore structure, vessel or floating structure normally associated with offshore oil & gas or renewable/alternative energy industry activities.

Note that diving operations carried out on SBM installations situated inside territorial waters are considered to fall under IMCA's definition of Offshore Diving.

Specifically excluded from IMCA's definition of offshore diving are diving operations being conducted in support of stacked drilling rigs, coastal refineries, vessel husbandry, civil, inland, inshore, salvage or harbour works or in any case where operations are not conducted from an offshore structure, vessel or floating structure normally associated with offshore oil & gas or renewable/alternative energy industry activities.

- 4) To become a full contractor member of the IMCA Diving Division, all acceptance criteria (as detailed in Appendix 1) must be met. Any material submitted must be from an offshore diving project, undertaken by the applicant, within the last 3 years.
- 5) In the event that an application for Contractor membership of the IMCA Diving Division does not meet the acceptance criteria detailed in Appendix 1, no re-application for membership will be accepted for a period of six months from the date on which the applicant was informed of their failure to meet the criteria. This period will allow sufficient time for the rejected applicant to prepare a new application and also allow IMCA to progress, in a timely way, those prospective members who have focused upon the quality and completeness of their application.

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IMCA makes every effort to ensure the accuracy and reliability of the data contained in the documents it publishes, but IMCA shall not be liable for any guidance and/or recommendation and/or statement herein contained. The information contained in this document does not fulfil or replace any individual's or Member's legal, regulatory or other duties or obligations in respect of their operations. Individuals and Members remain solely responsible for the safe, lawful and proper conduct of their operations.

- 6) Applicant companies that fulfil the acceptance criteria detailed in Appendix 1 in all respects other than the provision of evidence of conducting an offshore diving project (Section 3 of Table 1 – Documentation to be submitted by the applicant diving company) will only be considered for temporary membership of the IMCA Diving Division. No full contractor membership will be awarded in such cases. Temporary members will then need to provide the evidence detailed in the membership assessment procedure “upgrading from temporary to full diving contractor membership of the Diving Division” within one year of being granted temporary membership.

Note that the maximum period of time a company may remain a temporary contractor member of the IMCA Diving Division is one year. The period of temporary membership may be extended for a short time beyond one year at the sole discretion of IMCA. The decision to grant an extension to a temporary membership will be based upon evidence from the temporary member that a firm commitment to the commencement of offshore diving operations is available.

- 7) Temporary membership of the IMCA Diving Division will cease if an application for full membership is not made within the period specified in point 6 above. Following the cessation of temporary membership, no re-application for membership will be accepted for a period of six months from the date on which the applicant was informed of their failure to meet the criteria for membership.
- 8) Failure to meet the acceptance criteria in three or more sections will result in the application being rejected. Applicants will need to ensure that they carefully check all provided material against what is requested in Table 1 – Documentation to be submitted by the applicant diving company, in order to fulfil each element in the membership assessment criteria, according to IMCA guidance.
- 9) Failure of one or more elements within a section can result in failure of that section. Failure of three or more sections will result in the application being rejected.
- 10) IMCA will not begin reviewing an application until the required application fee has been received.

Assessment Procedure

Document Submission (all documents submitted for review must be in English)

The applicant diving contractor needs to demonstrate an ability to meet the acceptance criteria (see Appendix 1). Applicants must submit the documents listed in Table 1 – Documentation to be submitted by the applicant diving company, below. Each document submitted must include a reference to the section of Table 1 to which it relates. If an applicant fails to submit their documents in this manner, their application may be returned. Applicants are required to submit their application in a well-structured manner. Numerous emails containing multiple attachments will not be accepted. All the material provided in support of the application must be generated by the applicant company and used during the course of their company activities.

Upon receipt of the application and supporting documents, and provided the application fee has been paid, IMCA will undertake an initial high level administrative review to assess whether the application is complete. Should the application be considered incomplete, the applicant will be contacted regarding any missing documents. There will be a 4-week period, commencing on the date of IMCA's request, in which the applicant can submit the requested missing documents. If the requested documents are not received within this 4-week period, the application will be considered incomplete and will be rejected.

If the initial high level administrative review confirms the application to be complete then the application is passed on for formal Audit.

Audit

A desktop audit of the documentation submitted is performed by the IMCA secretariat (or its designated auditor).

Following completion of the desktop audit, IMCA will provide feedback to the applicant as follows:

- 1) that the documentation demonstrates the ability of the applicant diving contractor to comply with all sections of the acceptance criteria and a recommendation to consider the applicant for membership will be made to the IMCA Operations Committee; or
- 2) that minor and specified supplementation of the documentation is required to meet all of the acceptance criteria. A period of 28 calendar days, from the date feedback was provided to the applicant diving contractor will be available for provision of such documentation. Note that IMCA will review and, where appropriate, verify supplementary documentation within 28 calendar days of receipt. Should the applicant company fail to provide the required supplementary documentation within 28 days, no re-application for membership will be accepted for a period of six months from the date on which that applicant was informed that they failed to meet the criteria; or
- 3) that the documentation demonstrates the ability of the applicant diving contractor to comply with all sections other than offshore experience as detailed in Section 3 in Appendix 1 – Acceptance Criteria, and will therefore move forward on the basis of a Temporary membership award, which is only valid for one year (see item 6 of the Introduction); or
- 4) that the documentation does not demonstrate the ability to comply with the acceptance criteria sufficiently. The applicant diving contractor will fail at this point in time and no re-application for membership will be accepted for a period of six months from the date on which the applicant was informed of their failure to meet the criteria. In this case, the company will receive a copy of the auditor's report.

Whilst Contractor Membership of the IMCA Diving Division may be awarded on the basis of desktop audit alone, IMCA reserves the right to visit any applicant diving contractor and/or undertake further enquiries by any other means, having given due notice of the intention to do so. Please refer to Appendix 2 Visit to Applicant: On Site Audit for further information.

IMCA Operations Committee review

If the audit demonstrates the ability of the applicant diving contractor to comply with all sections of the acceptance criteria a recommendation to consider the applicant for membership is made to IMCA's Operations Committee

(which takes a minimum of three weeks). No commercially sensitive information will be distributed to the Operations Committee.

The Operations Committee will then consider the application and will decide whether to:

- 1) admit the applicant for full contractor membership of the IMCA Diving Division;
- 2) accept the IMCA auditor's recommendation to admit the applicant as a temporary contractor member of the IMCA Diving Division; or
- 3) reject the application.

Appeal Process

Any member, applicant or other body wishing to appeal against any decision taken should notify the IMCA Technical Director, in writing, of their intention to appeal and should do so no later than the tenth working day following notification of the decision. The Technical Director will take into consideration all the relevant details and their decision shall be final and binding.

Concluding Remarks

For the avoidance of any doubt, the purpose of this procedure is to ascertain whether an applicant company has the ability to meet the acceptance criteria for Contractor Membership of the IMCA Diving Division.

IMCA want prospective members to fully understand that an assessment of their capabilities as a Diving Contractor and prospective IMCA member can be a somewhat complex process, which will, on occasions, take an extended period of time to complete. However, IMCA will try to ensure that its timelines for membership assessment are appropriate and consistent with what we believe can reasonably be achieved. We do not wish to raise unrealistic expectations with respect to application processing times.

- 1) Criteria for IMCA membership should be transparent, proportionate, non-discriminatory and based on objective standards.
- 2) The criteria for admission are that the applicant diving contractor should:
 - ◆ demonstrate the ability to undertake offshore diving activities in accordance with the IMCA International Code of Practice for Offshore Diving (IMCA D 014) and associated documentation which describes global good practice for offshore diving. The applicant should provide an explanation for how they:
 - operate an appropriate diving safety management system;
 - select and monitor personnel;
 - control their offshore operations;
 - deal with medical/safety issues.
 - ◆ demonstrate the ability to operate and maintain diving systems in accordance with:
 - The Code of Practice on the initial and periodic examination, testing and certification of diving plant and equipment (IMCA D 018);
 - DESIGN (Diving Equipment Systems Inspection Guidance Note)
 - IMCA D 023 DESIGN for surface orientated (air) diving systems and/or;
 - IMCA D 024 DESIGN for saturation (bell) diving systems (if appropriate) and/or;
 - IMCA D 037 DESIGN for surface supplied mixed gas diving systems and/or;
 - IMCA D 040 DESIGN for mobile/portable surface supplied systems;
 - IMCA D 053 DESIGN for the hyperbaric reception facility (HRF) forming part of a hyperbaric evacuation system (HES) (if appropriate);
 - ◆ have a current emergency procedure manual for the type of operations undertaken;
 - ◆ have a set of current operations manuals and procedures for the type of operations undertaken. For saturation diving applications this must include procedures for hyperbaric evacuation;
 - ◆ ensure that all diving and supervisory personnel engaged in offshore diving work are qualified in accordance with IMCA D 014.
- 3) To be considered for full surface supplied and/or saturation contractor membership of the IMCA Diving Division, applicant diving companies must be able to demonstrate that they have met all the required acceptance criteria, as detailed below in Table 1 – Documentation to be submitted by the applicant diving company, in an offshore operational setting. This means that applicants for full membership will be required to submit copies of documents listed in Table 1 – Documentation to be submitted by the applicant diving company that were generated during the planning, execution and completion of at least one offshore diving project. Applications from companies which have never completed an offshore diving project cannot be considered for full contractor membership of the IMCA Diving Division.
- 4) IMCA will consider applications for temporary contractor membership of the IMCA Diving Division from applicant diving companies which have never completed an offshore diving project but have completed inland/inshore diving projects. To be considered for temporary surface supplied contractor membership of the IMCA Diving Division, diving contractor applicant companies must but be able to demonstrate that they have met all the required acceptance criteria as detailed in Table 1 – Documentation to be submitted by the applicant diving company in an inland/inshore operational setting. This means that applicants for temporary membership will be required to submit copies of documents that were generated during the planning, execution and completion of at least one inland/inshore diving project.
- 5) An applicant diving company applying for surface supplied diving operations membership must provide evidence for ownership of at least one complete surface supplied diving system meeting all the requirements of IMCA D 023. Ownership of at least one complete surface supplied diving system is a pre-requisite at the time of application.
- 6) Additionally, a company applying for saturation diving membership must own, or have control over, at least one complete saturation diving system meeting all the requirements of IMCA D 024 at the time of application.

If the applicant company is utilising a hired saturation diving system then it should provide a copy of the hire agreement.

All the documentation listed in Table 1 – *Documentation to be submitted by the applicant diving company*, must be sent by the applicant. Incomplete applications will be rejected and returned to the applicant diving company. The documentation should be appropriate for the type of diving undertaken and needs to be their own. Only provide the material requested in Table 1 – *Documentation to be submitted by the applicant diving company*. The provision of poorly targeted or irrelevant material will delay completion of the audit.

With the desktop review having been successfully completed, IMCA reserves the right to undertake a formal visit to the applicant.

If an on-site audit is to be undertaken:

- ◆ the reasons behind IMCA's decision to undertake an onsite audit will be discussed with the applicant diving contractor;
- ◆ a date will be agreed and the scope of the audit will be provided;
- ◆ the auditor will visit the applicant and provide a written report to the IMCA Secretariat on his findings.

Following the audit, the IMCA secretariat will then provide feedback to the applicant as follows:

- ◆ that the on-site audit has confirmed that the applicant is able to comply with the Acceptance Criteria and can progress;
- ◆ that the on-site audit has confirmed that the applicant diving contractor appears able to comply with the acceptance criteria, but that suitable offshore operational experience is yet to be gained to fully demonstrate this capability in respect to the offshore project aspects of Section 3 in Appendix 1: Acceptance Criteria. The applicant diving contractor will therefore move forward on the basis of a temporary membership award;
- ◆ that the on-site audit has identified issues which indicate that the applicant does not demonstrate the ability to comply with the acceptance criteria sufficiently to proceed further. The application will fail at this point in time and no re-application for Diving contractor membership will be accepted for a period of six months from the date on which the applicant was informed of their failure to meet the criteria.

IMCA will invoice the applicant in accordance with Appendix 3 – *Schedule of Rates* and this must be paid before the application is considered by IMCA. Fees for on-site audits and additional enquiries must be paid before the audit / additional enquiries take place. Travel and subsistence expenses will be invoiced at cost plus 5% upon completion of the on-site audit. IMCA will not progress an application if fees are outstanding.

Prior to the consideration of any application, IMCA will invoice the applicant diving contractor for the application fee. IMCA will not begin considering the application until the required application fee has been received.

Receipt of payment does not guarantee acceptance into ISMCA Diving Contractor membership. Any rejected applicants that choose to re-submit will also be invoiced as per the below rates.

Membership Application Fees	Application Fee
Initial Desktop Review Surface Supplied Application	4,500.00 GBP
Initial Desktop Review Surface Supplied and Saturation Diving Application	7,000.00 GBP
Desktop Review Upgrade from Temporary to Full IMCA Contractor Membership	4,500.00 GBP
Desktop Review Upgrade from Surface Supplied Diving Contractor to Saturation Diving Contractor	4,500.00 GBP

On-Site Audit Fees / Additional Enquiries (if required)

Audit fees for site visit (2 days)	3,000.00 GBP
Any additional days (if required) per day	1,200.00 GBP
Any additional enquiries (if required) – minimum half day – per half day	600.00 GBP

Travel and Subsistence Expenses

Travel and subsistence expenses will be invoiced at cost plus 5% upon completion of the audit.

Liability insurance fulfils two purposes:

- 1) to protect the insured company and its personnel in the event of a successful claim following an incident; and
- 2) to provide compensation to an injured person or his family in the event of an incident as a result of failures by the insured company and its personnel.

IMCA encourages its Members to purchase adequate insurance cover and to hold the following three different liability policies (as a minimum):

- ◆ Employers liability insurance;
- ◆ Public liability insurance;
- ◆ Medical health insurance to provide for injured parties' immediate needs; possible medical evacuation; together with any potential long term aftercare.

The amount of cover (limit of liability) should be suitable and sufficient for the company, the nature of its operations and the areas the company operates in. It is not therefore possible for IMCA to issue specific guidance on the level or nature of cover that is appropriate.

IMCA advises all members to take appropriate insurance advice from a specialist insurance broker and/or law firm. Whilst IMCA encourages all members to purchase adequate insurance it is not able to provide specific advice and does not check insurance policy wordings in order to verify their adequacy.

[Form of letter to be printed on Applicant’s letterhead and signed by a director of the Applicant]

Attn: IMCA

Dear Sirs,

As a director of [*insert company name*] (the “Company”), I hereby confirm that:

- (1) the Company has obtained professional advice from an insurance broker and consider that the insurance purchased by the Company is appropriate;
- (2) I will regularly review the level of cover to ensure that it remains appropriate; and
- (3) the Company will maintain adequate insurance cover throughout the duration of its membership of IMCA.

Yours faithfully,

Director

Table 1 – Documentation to be submitted by the applicant diving company

Document	Required contents	Evidence Location - PDF Binder Page No(s)
SECTION 1 – COMPANY BACKGROUND		
1.1 Contact details	<i>Provide name and contact details (email address and phone number) for the administrative lead for the applicant company. This person will be the point of contact for IMCA throughout the audit process.</i>	
1.2 Company history	<i>Brief summary of your diving experience and project history. Companies without offshore diving experience will only be considered for temporary surface supplied membership.</i>	
1.3 Management organisation	<i>Copy of the management organisation chart (organogram) for the onshore management of the company. Include names, titles and positions.</i>	
1.4 Director’s Insurance Declaration	<p><i>A declaration signed by a director of the applicant company confirming:</i></p> <p><i>(1) that they have obtained professional advice from an insurance broker and consider that the insurance purchased by the applicant company is appropriate;</i></p> <p><i>(2) that they will regularly review the level of cover to ensure that it remains appropriate; and</i></p> <p><i>(3) they will maintain adequate insurance cover throughout their membership of IMCA.</i></p> <p>Note:</p> <ul style="list-style-type: none"> <i>◆ Appendix 4 IMCA Guidance on Insurance contains additional guidance on the subject.</i> <i>◆ Appendix 5 Director’s Insurance Declaration Form may be used by a director of the applicant company for the purpose of satisfying this requirement.</i> 	
1.5 ISO 9001 or Independent Quality Management Certificate	<i>Copy of Certificate including details of issuing authority.</i>	

Document	Required contents	Evidence Location - PDF Binder Page No(s)
1.6 Letter of Recommendation	<i>A dated and signed letter of recommendation from a recent client following the satisfactory completion of a diving project. The letter must include the contact details of the signatory.</i>	
SECTION 2 – SAFETY MANAGEMENT SYSTEM		
2.1 Health, safety and environmental policies	<i>Copies of current company health, safety and environmental policies signed by a senior officer at board level in the organisation.</i>	
2.2 Safety management organisation charts for offshore and onshore	<i>Provide organograms showing the safety management system can function outside the commercial pressures of a project team. The organograms should show direct access for safety personnel to senior management must be available, if required. Provide both onshore and offshore organisation charts.</i>	
2.3 Outline of Company Safety Management System (SMS)	<i>Provide an overview of the structure and organisation of the company SMS. Summarise how the company Safety Management System works.</i>	
2.4 Offshore Safety Management System	<i>Provide a detailed overview of how your safety management system functions offshore including details of how the offshore SMS team reports to shore.</i>	
2.5 Safety Performance	<i>Provide details of the company's safety performance to date including a description of the near miss reporting system. Include the results for the previous year.</i>	
2.6 Performance Indicators	<i>Provide details of leading safety performance indicators showing how senior management monitors the performance of the SMS.</i>	
2.6.1	<i>Provide details of lagging safety performance indicators showing how senior management monitors the performance of the SMS</i>	

Document	Required contents	Evidence Location - PDF Binder Page No(s)
2.6.2	<i>Include the leading and lagging safety performance results for the previous year.</i>	
2.7 Lessons Learned	<i>Provide examples from an offshore project where lessons learned from safety management performance have been shared or have influenced changes in company operating procedures.</i>	
2.8 Stop Work Policy	<i>Provide details of the company stop work (or similar) policy.</i>	
2.9 Safety Manager Job Description	<i>Provide details of the company Safety Manager's job description including reporting lines, role and responsibilities together with qualification requirements.</i>	
2.10 Safety Manager CV	<i>Provide a copy of the CV for the current Safety Manager including experience and certificates.</i>	
2.11 SMS Auditing	<i>Provide an example of an internal Safety Management System audit of your company for an offshore project.</i>	
2.11.1	<i>Provide an example of an external third-party Safety Management System audit of your company for an offshore project.</i>	
2.12 Near Miss/Accident Reporting Procedures	<i>Provide a copy of your accident and near miss reporting procedures. Produce copies of any relevant forms.</i>	
2.13 Accident Investigation	<i>Provide a copy of a recent accident or near miss investigation report. This report should detail an accident or near miss on a recent offshore project.</i>	

Document	Required contents	Evidence Location - PDF Binder Page No(s)
SECTION 3 – OPERATIONS		
3.1 Project organisation chart	<p><i>Copy of the project organisation chart (organogram) for the onshore and offshore management of a diving project. Include names, titles and positions for the onshore staff and titles and positions for the offshore team.</i></p> <p><i>Please clearly indicate the role and reporting lines for your offshore safety representative/officer.</i></p>	
3.2 Project Manager job description	<i>Provide a Project Manager’s job description including reporting lines, role and responsibilities together with qualification requirements.</i>	
3.3 Project Manager CV	<i>Provide a copy of a CV for one of your project managers including experience and certificates.</i>	
3.4 Diving Operations Manual	<i>Provide a copy of your current Diving Operations Manual.</i>	
3.5 Emergency Response Manual	<i>Provide a copy of the company Emergency Response Manual. This should include details of how to manage both diving and non-diving offshore emergencies (this may be included within the diving operations manual).</i>	
3.6 Emergency Response Plan (onshore)	<i>Provide details of the Emergency Response Plan ashore. This should provide guidance to onshore staff on the management of a reasonably foreseeable emergency offshore. This should include: family liaison arrangements, contact and detailed arrangements for emergency evacuation, client contact details, details of relevant local authorities, company press and media policy etc.</i>	
3.7 Specialist Hyperbaric Medical Support	<i>Provide contact details and a copy of the contract for supply of 24-hour specialist hyperbaric and medical support.</i>	

Document	Required contents	Evidence Location - PDF Binder Page No(s)
3.8 Emergency Response Drills	<i>Provide details of how offshore emergency response drills are developed and conducted on a recent diving project.</i>	
3.8.1	<i>Provide an example of an emergency response drill matrix for a recent diving project.</i>	
3.9 Diving Emergency Response Drill	<i>Provide an example of a completed diving emergency response drill including: toolbox talk, drill report, DPR for the day of the drill and a copy of the Diving Operations Record for the day of the dive.</i>	
3.10 Emergency Response Drill (onshore)	<i>Provide either details of an emergency response drill or desktop exercise for an offshore emergency, testing the emergency response plan ashore.</i>	
PLANNING AND EXECUTION OF A DIVING PROJECT.		
3.11 Risk Assessment (onshore HIRA)	<i>Provide an example of a completed risk identification meeting (HAZID or HIRA) completed prior to the development of step-by-step work procedures for a recent diving project.</i> <i>This should identify site specific and task based hazards for the project together with the relevant control measures.</i>	
3.12 Step-by-step Procedures	<i>Provide an example of the step-by-step procedures developed for a recent offshore diving project generated from the onshore risk identification meeting (HAZID or HIRA).</i>	
3.13 Mobilisation Plan	<i>Provide an example of a completed risk assessment for a recent diving project mobilisation.</i>	
3.13.1	<i>Provide an example of a completed deck plan for a recent diving project mobilisation.</i>	
3.13.2	<i>Provide a lift plan for a recent diving project mobilisation.</i>	

Document	Required contents	Evidence Location - PDF Binder Page No(s)
3.14 Bridging Document	<i>Provide an example of a project specific SMS interface document (bridging document) agreed with all parties concerned for a recent diving project. This as a minimum should include bridging for both contractor and client SMS.</i>	
3.15 Project Specific Emergency Response Plan	<i>Provide an example of a finalised diving project specific emergency response plan which may include bridging documentation between the client(s) and the diving contractor.</i>	
3.16 Toolbox talk	<i>Provide examples of at least five toolbox talks conducted during a recent diving project.</i>	
3.17 Permit-to-Work (PTW)	<i>Provide an example of a completed PTW linked to one of the toolbox talks provided.</i>	
3.18 Dive Plan	<i>Provide an example of a completed Dive Plan used to brief the divers and linked to one of the toolbox talks provided.</i>	
3.19 Daily Progress Reports (DPR)	<i>Provide examples of completed DPRs for the days referenced on the toolbox talks above.</i>	
3.20 Diving Operations Records	<i>Provide completed examples of Diving Operations Records (dive logs) linked to all the DPRs above.</i>	
3.21 Management of Change (MOC)	<i>Provide a copy of the company MOC procedure together with a completed example from a recent diving project if available.</i>	
3.22 Simultaneous Operations (SIMOPS)	<i>Provide a copy of the company SIMOPS procedure together with a completed example from a recent diving project if available.</i>	
3.23 Adverse Weather Policy	<i>Provide details of the company's adverse weather policy (this may be referenced to the Diving Operations Manual).</i>	

Document	Required contents	Evidence Location - PDF Binder Page No(s)
3.24 SCUBA / Surface Swimmers	<i>Provide details of the company's policies on the use of SCUBA and surface swimmers (this may be referenced to the Diving Operations Manual).</i>	
3.25 Lift Planning	<i>Provide details of the procedures used to formulate and create a Lift Plan (this may be referenced to the Diving Operations Manual).</i>	
3.25.1	<i>Provide a completed example of the lift plan from a recent diving project.</i>	
3.26 Umbilical Management	<i>If working from dynamically positioned (DP) vessels provide details of your umbilical management procedures (this may be referenced to the Diving Operations Manual) together with a vessel specific hazard diagram.</i>	
SATURATION DIVING APPLICATIONS ONLY		
3.27 Saturation Diving Manual	<i>Provide a copy of the company Saturation Diving Manual.</i>	
3.28 Saturation Emergency Diving Manual	<i>Provide a copy of the Saturation Emergency Manual. The manual needs to deal with both diving and non-diving emergencies within a saturation diving complex.</i>	
3.29 Hyperbaric Evacuation Plan	<i>Provide an example of a company hyperbaric evacuation plan for a recent project including: the launch sequence for the SPHL/HRC; recovery plan; and the procedure for the safe decompression of the evacuated divers.</i>	

Document	Required contents	Evidence Location - PDF Binder Page No(s)
SECTION 4 – PERSONNEL MANAGEMENT		
4.1 Diving Personnel	<p><i>Provide copies of the CVs and certificates of all the dive team personnel listed on the submitted DPRs above.</i></p> <p><i>This should include;</i></p> <ul style="list-style-type: none"> ▪ <i>supervisors</i> ▪ <i>divers</i> ▪ <i>dive technicians</i> ▪ <i>if appropriate, life support personnel (LSSs and LSTs)</i> <p><i>All personnel as a minimum should meet IMCA’s qualifications/certification requirements.</i></p>	
4.2 Offshore Personnel Recruitment	<p><i>Provide details of your procedure for the recruitment of offshore diving personnel. This should include;</i></p> <ul style="list-style-type: none"> ▪ <i>qualification</i> ▪ <i>medical requirements</i> ▪ <i>any other necessary additional qualifications or certificates</i> 	
4.3 Personnel Tracking	<p><i>Provide details of your personnel tracking system designed to ensure that time expired qualifications and certificates remain in-date and valid.</i></p> <p><i>This may be a simple project specific spreadsheet.</i></p>	
4.4 Offshore Performance Reports	<p><i>Provide details of how you monitor and record performance of your offshore personnel during your offshore diving operations.</i></p>	
4.5 Training and Competence	<p><i>Provide details of the company’s training and competence scheme for offshore personnel together, with completed examples.</i></p>	

Document	Required contents	Evidence Location - PDF Binder Page No(s)
4.6 Disciplinary and Grievance Procedures	<i>Provide details of the company's disciplinary and grievance procedures for offshore personnel.</i>	
SECTION 5 – DIVING PLANT AND EQUIPMENT		
5.1 Diving Plant and Equipment List	<p><i>Provide a list of the diving plant and equipment owned or controlled by the company. This list must show that the applicant company has sufficient plant and equipment to support an offshore diving project and may be a simple spreadsheet listing all the company plant and equipment.</i></p> <p><i>For saturation diving applications this must include details of the saturation diving complex including chamber and bell sizes, and diagrams of the system layout. Details of hyperbaric evacuation system equipment owned or controlled by the company should also be listed.</i></p>	
5.2 Base Support	<i>Provide details, including photographs, of your storage and maintenance facilities, clean rooms and offices.</i>	
5.3 Onshore Equipment Manager job description	<p><i>Provide the Onshore Equipment Manager's job description including;</i></p> <ul style="list-style-type: none"> ▪ <i>reporting lines</i> ▪ <i>role and responsibilities</i> ▪ <i>qualification requirements</i> 	
5.4 Onshore Equipment Manager CV	<p><i>Provide a copy of the CV for your Onshore Equipment Manager including;</i></p> <ul style="list-style-type: none"> ▪ <i>experience</i> ▪ <i>certificates</i> 	

Document	Required contents	Evidence Location - PDF Binder Page No(s)
5.5 Equipment Maintenance Technician job description	<p><i>Provide the Equipment Maintenance Technician's job description including;</i></p> <ul style="list-style-type: none"> ▪ <i>reporting lines</i> ▪ <i>role and responsibilities</i> ▪ <i>qualification requirements</i> 	
5.6 Equipment Maintenance Technician CV	<p><i>Provide a copy of the CV of an Equipment Maintenance Technician recently employed by the company, including;</i></p> <ul style="list-style-type: none"> ▪ <i>experience</i> ▪ <i>certificates</i> 	
5.7 Diving Plant and Equipment Maintenance Policy	<p><i>Provide details of the company diving plant and equipment maintenance policy.</i></p>	
5.7.1	<p><i>Provide examples of some of the procedures used for the maintenance of major company owned plant and equipment e.g. helmets, umbilicals, chambers, compressors, HPUs, cylinders, LARS etc.</i></p>	
5.8 Planned Maintenance System (PMS)	<p><i>Provide details of how the company diving plant and equipment is tracked and maintained to ensure that it meets the requirements of IMCA D 018, legislative requirements or manufacturers' recommendations.</i></p>	
5.8.1	<p><i>Provide typical examples of documented evidence demonstrating that company diving plant and equipment is tracked and maintained to ensure that it meets the requirements of IMCA D 018 and manufacturers' recommendations and legislative requirements.</i></p>	
5.9 Third Party Diving Plant and Equipment	<p><i>Provide details of how third-party project specific plant and equipment is tracked and maintained in accordance with IMCA D 018 and manufacturer's recommendations</i></p>	

Document	Required contents	Evidence Location - PDF Binder Page No(s)
<p>5.10 DESIGN audits</p> <p><i>DESIGN audits must have been undertaken by third party auditors. The third-party auditor must not be associated with or work for the contractor company applying for membership</i></p>	<p><i>If applying for surface supplied diving membership provide a completed D 023 DESIGN audit for your own dive system.</i></p> <p><i>If applying for both surface supplied and saturation diving membership provide a completed D 023 DESIGN audit and a completed D 024 DESIGN audit for your dive systems. In addition, provide a D053 DESIGN audit for a hyperbaric reception facility specified in one of your company hyperbaric evacuation plans.</i></p> <p><i>Provide the DESIGN auditors' comments on the effectiveness and performance of the company's PMS.</i></p>	
<p>5.11 DESIGN Audit Non-conformance Tracking</p>	<p><i>Provide evidence of how any non-conformances identified during a DESIGN audit are tracked and closed out</i></p>	
<p>5.12 DESIGN Auditor CV</p>	<p><i>Provide the contact details and CV for the DESIGN auditor(s) who undertook the DESIGN audit(s) submitted.</i></p>	

For more information, please contact Bryan.McGlinchy@imca-int.com