



## ODIA Diver Competency/Pay Grading Matrix

### Minimum requirements before advancing from Diver to Professional Diver

Job Category D05 Surface Supplied Diver (Air Diver)	100 Surface Supplied Dives 100 hours in-water dive time Complete the IMCA/Company competencies Assessed against the relevant skills competences as per company requirements
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Job Category D04 Bell Diver (Mixed Gas Diver)	Have completed the Professional Surface Supplied diver criteria 100 Lock Outs 400 hours in-water dive time Complete the IMCA/Company competencies Assessed against the relevant skills competences as per company requirements
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To attain the grading of Professional Surface Supplied/Air Diver, the dives & hours must be using Surface supplied equipment  
30 Hours can be conducted in any sector of diving with an IMCA member company or with an ADC UK member company.  
70 Hours must be obtained in work within the UK Offshore ACoP (in exploration & exploitation works, on DP vessels or works outside territorial limits) with either a IMCA or ADC UK member company or ODIA company.

Pay Grading should not be confused with verification of competence; on its own pay grading does not confirm competence, only the criteria set out here.

Holding a certificate of pay grading does not override clause 16.2 of the ODIA where divers are paid for the designation and grade they are engaged on, not the level they are qualified

Employers, clients and regulators all require competence to not only be obtained but demonstrated, assessed and recorded with evidence. It is of primary importance that diver advancement through ODIA pay grades must be linked to the IMCA/company competence system. Ref ODIA clause 11.1

Qualifying lock outs are closed bell dives where the diver leaves the bell whilst at work. Dry dives, standby dives, training dives not at work and test dives are not qualifying lock out

Qualifying in-water hours are "logged bottom times" or "logged excursion times" while at

Qualifying surface supplied dives are to be performed "offshore\* or on a DP vessel\* and at work", training dives, trials and test dives are not qualifying dives.

Offshore is defined as outside territorial waters (12 mile limit), any work in exploration and exploitation works or works from a DP vessel.

Logged dives and lock outs can be performed outside of the UK provided they are performed for an IMCA or ADC UK member company.

IMCA core competences are defined in IMCA D003 competence tables D-39 Bell (Saturation) Diver & D-44 Air (Surface Supplied) Diver.

ODIA recognises that table D05/000/03 Wet Bell Operations is not practical in the UK as this technique is not often used. A diver who later transfers to a work site using a wet bell must be assessed at that time. In such a case ODIA signatories will recognise the professional diver status as complete without wet bell.

ODIA recognises that table D05/000/08 DP systems may not be completed if the company does not use DP vessels. A diver who later transfers to a DP vessel must be assessed at that time. In such a case ODIA signatories will recognise the professional diver status as complete without DP operations.

**Relevant additional skills competences** are as per table 10 (Safe operation of the following tools) for each job category. Relevant means; relevant to the competences required by the employing company and may include tools/skills not listed in table 10 as there can be many. However it is expected that a **minimum of 4 competences** are met to demonstrate advancement and skill development.

As per IMCA C 003 Rev 2

Safe operation of the following tools

- lifting equipment (cranes, slings, shackles, tirsors, and chain hoist)
- oxy-arc/thermal cutting equipment
- HP water jetting equipment
- grit blasting equipment
- bolt tensioning equipment
- hydraulic tools
- air lift bags
- air lift/dredging equipment
- mattress handling equipment
- metrology equipment
- lift planning & rigging

Once all pay grading criteria are met, the employer signatory can provide a certificate of acceptance of revised pay grading signed and dated by an authorised person in the employers organisation, i.e. Operations Manager, Diving Manager, HR Manager, Safety Manager or similar. Any subsequent employer signatory may at his discretion contact the issuing company for verification of that certification. Such verification request will be responded to promptly and will not be reasonably withheld.