

Criteria	1	2	3	4
Regulatory Framework in Malaysia	Below expectations	basic	proficient	outstanding
Applicable Technical Reference Documents	Below expectations	basic	proficient	outstanding
Understanding of pollutant concern	novice	intermediate	Intermediate high	advance
Understanding of pollution control measure	novice	intermediate	Intermediate high	advance

Criteria	1	2	3	4
Understanding of Notification Process	Below expectations	basic	proficient	outstanding
Understanding and requirement of O&M concern	Below expectations	basic	proficient	outstanding
Understanding of Compliance & Reporting	Below expectations	basic	proficient	outstanding
Ethics and professional responsibility	Unacceptable	Marginal	Proficient	Exemplary