



THE STUDY OF DISASTER MANAGEMENT COMPETENCY AND INDICATORS IN THAILAND LOCAL ADMINISTRATION

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Introduction

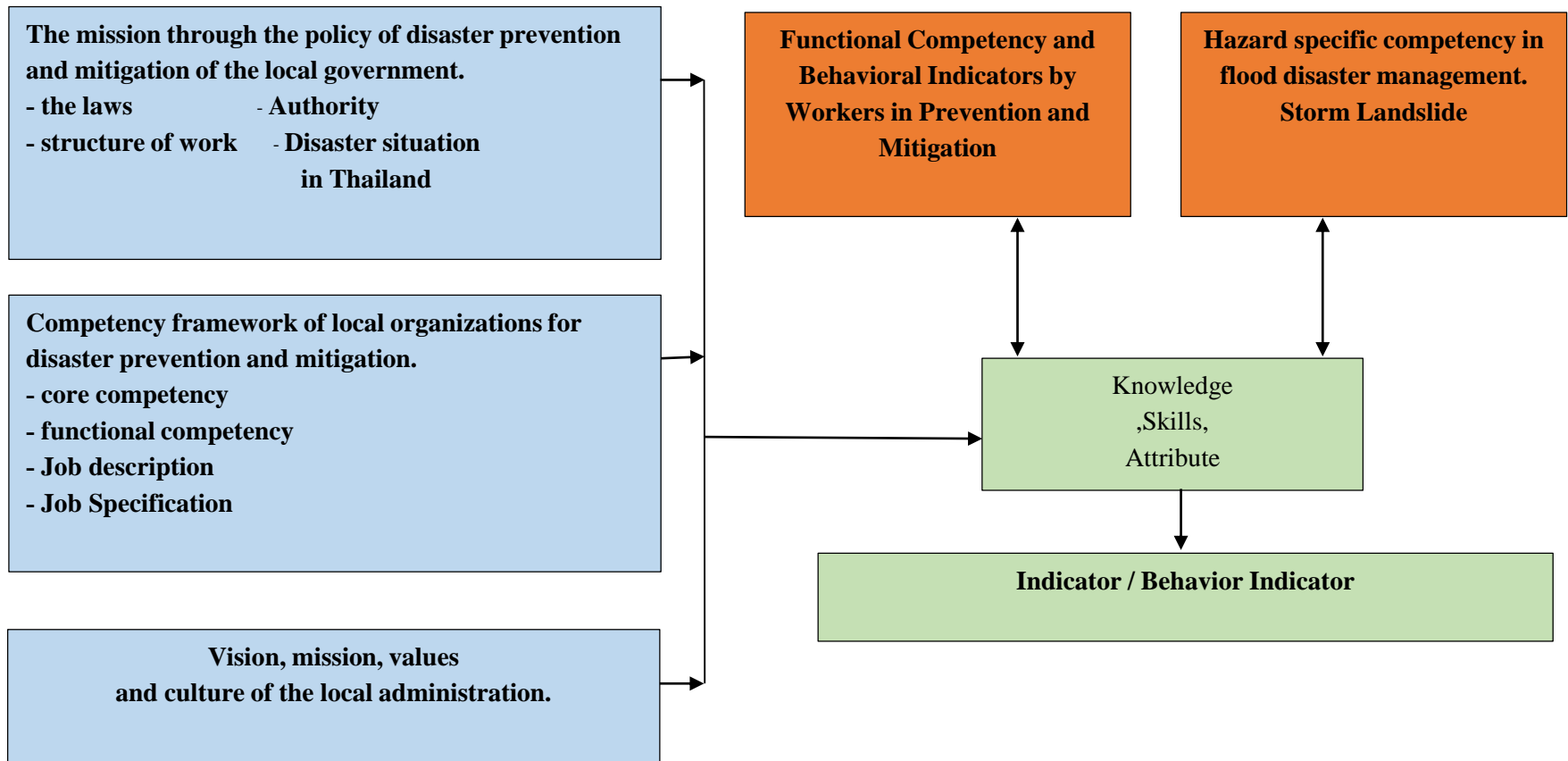
- Disaster management in Thailand ; central government empowers the local government to operate and face the first.
- Human resource development is one of the most important factors and can make disaster management more effective.
- Competency-based Human Resource Management is the most commonly used human resource management tools.
- The competency in this study is Behavioral traits are the result of
 - having the **knowledge** to work in the right job,
 - having good **skills** or expertise in a well-behaved job,
 - and having **attributes** that are the driving force behind the job.
- The success that makes people creates outstanding work in the organization.

Objectives of the research

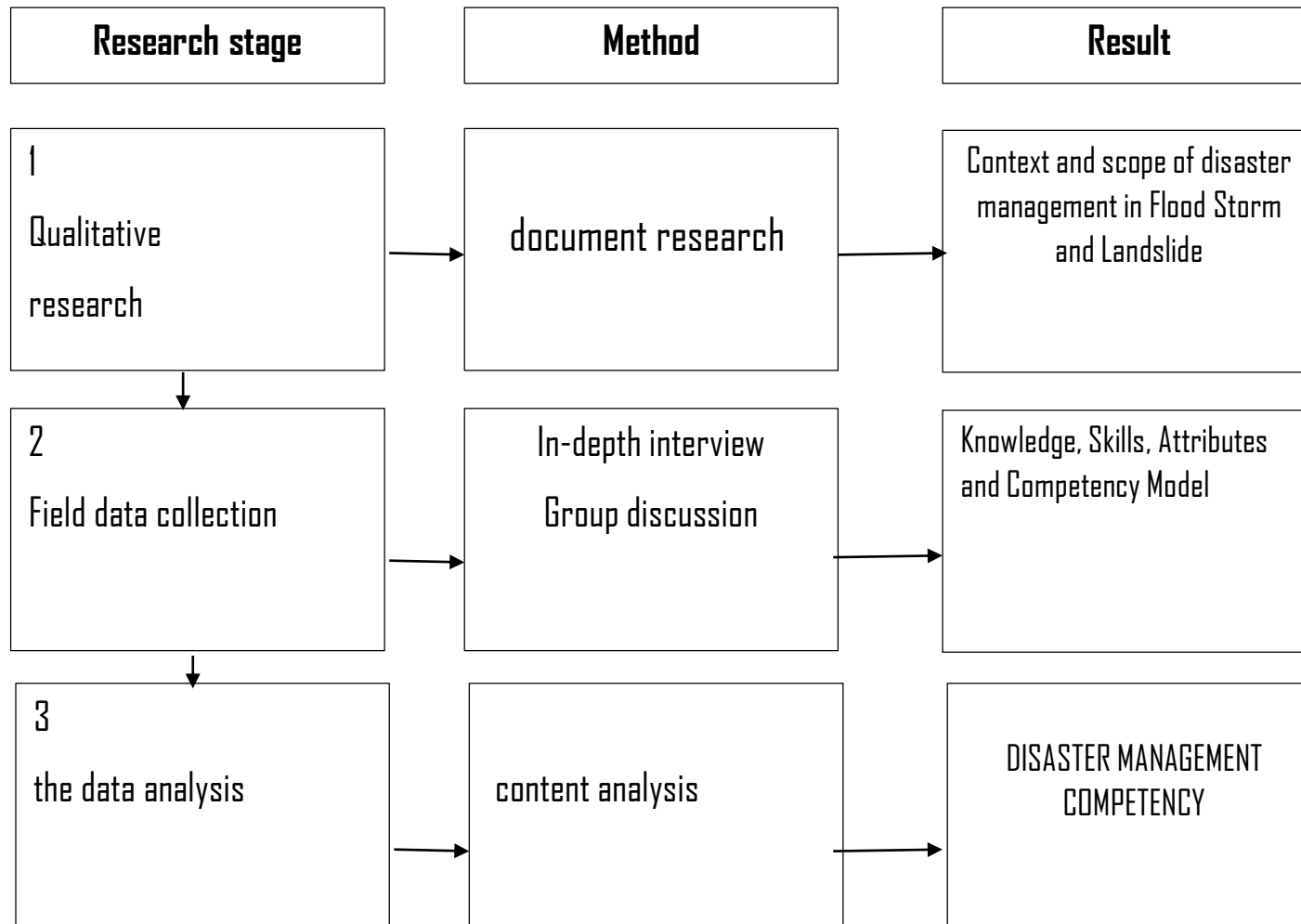
To study functional competency of disaster prevention and mitigation personnel and hazard specific competency of disaster prevention and mitigation workers from Flood Storm and Landslide.

To develop Functional Competency Indicators on Disaster Management and Hazard specific competency of Disaster Prevention and Disaster Mitigation Officers from Flood Storm and Landslide.

Conceptual framework



Research Methodologies



Research Methodologies

There are 6 areas and one agency that is a policy-level agency :
Personnel Development Institute for Disaster Prevention and Mitigation

Flood - Landslide			storm	
Management Resources	Flood	Flash floods Landslide	Tropical Cyclones	Thunderstorm
Very risk	Ang Thong Municipality	Huayang Subdistrict Administration Organization	Surat Thani City Municipality (Level 2 Threats (Moderate) and Tropical Cyclone Level 3 (Severe))	
Less risk	Pak Kret Municipality	Mae Sai Subdistrict Administration Organization	Udon Thani City Municipality (Level 3 Threats (Severe) and Tropical Cyclone Level 2 (Moderate))	

Results

In core competency

- the Department of Local Administration has developed a core competency framework of Local officials and staff to prevent and mitigate the disaster in the local government.
- Evaluate all competencies including
 - Achievement Motivation,
 - Integrity,
 - Organization and Process Understanding,
 - Service Mind
 - and Teamwork.

Results : Functional Competency

Description of competency	
Competency type	Functional Competency
Competency name	Understanding of laws regulations and authority
Definition	Ability to understand the law, authority and power relations between central and local agencies. For the purpose of fulfilling the duties, achieving the goal, setting the standard for the workplace to be universal and the understanding of the performance between actors in the area.
Proficiency Level	Behavior Indicator
Basic Level	<p>Understanding the Act Prevention and Mitigation of Disasters 2007</p> <p>Action Plan for Disaster Prevention and Mitigation 2010-2011</p> <p>Master Plan for Prevention and Mitigation (2012)</p> <p>Understand the supervisory line and operational procedures of local disaster prevention and mitigation personnel.</p>
Doing Level	<ul style="list-style-type: none"> - Understand the problem of spatial context in each area of local government organization. Lifestyle, social and political. - The action plan of the local government can be created. - Understand the action plan of neighboring areas. - Ability to work as a team.
Developing Level	<ul style="list-style-type: none"> - Ability to work in the area of local government effectively by adhering to the rules and plans. - Can work and adapt to the area. - Performs the required performance standards. - Can coordinate with other related agencies.
Advanced Level	<ul style="list-style-type: none"> - Can transfer knowledge, rules and procedures to the defense and disaster relief officers in other local administrative organizations. It also has a common practice as a standard. - Can exchange knowledge about techniques and methods to improve the efficiency of the work.
Expert Level	<ul style="list-style-type: none"> - Can transfer knowledge, rules and procedures to people and related agencies. - Sharing information with the public to create understanding and building practice together to improve the performance. You work with the people in the area. - Can work with related agencies according to universal standards.

Understanding of laws regulations and authority

- it is **important to understand the development of human resources** that the **first thing to learn is the scope of the work and the task of disaster.**
- employees need to know **how they work under the laws and authority.**
- employees must know that disaster management is **not only Response** the event. **There will be management work**, which will need to know **the operation plan.**
- At higher levels need to **transfer knowledge and Sharing information with the public**
- **If they know laws regulations and authority, they will be able to show behavior that is appropriate to job.**

Results : Functional Competency

Description of competency	
Competency type	Functional Competency
Competency name	Proactive Analyze and evaluate the situation professionally.
Definition	Proactively prepare, respond, and rehabilitate with international standards. They can exchange data and exchange information both inside and outside the organization, especially with the technical knowledge and neighboring local administrative organizations, to assess situations and analyze events.
Proficiency Level	Behavior Indicator
Basic Level	<ul style="list-style-type: none"> - Understand the mission and authority of disaster prevention and mitigation staff and practice on a regular basis. - Can receive information from agencies with technical sense and local government organizations. - Understand the information received. Rainwater level information Atmospheric data to meteorological data.
Doing Level	<ul style="list-style-type: none"> - Monitoring and ready for action 24 hours a day.- Ability to perform disaster response in the area effectively, courageously and decisively. - Can be operated from the moment of notification or accident.- Are ready to perform all the time. - Can receive information in the Department of Meteorology. - Can gather information in their area, such as rainfall. Air pressure or data from the alarms themselves.- Can gather data from external agencies for analysis of data.- Ability to work as a team.
Developing Level	<ul style="list-style-type: none"> - Can work in preparation before the disaster to reduce the risk of disaster. - Can work during the disaster. By helping and solving the situation by minimizing physical damage. - Can work after disaster with rapid recovery and into normal status quickly. - It is possible to receive and send the collected information to the coordinating agencies for assistance and information, which must be accurate.
Advanced Level	<ul style="list-style-type: none"> - Can write a response plan and action plan to prevent and mitigate the disaster of the local government. - Ability to work in full compliance with international standards and always develop procedures. - Data can be collected manually and the information received from other agencies to analyze and assess the situation. - Public relations in the area accurately and accurately.
Expert Level	<ul style="list-style-type: none"> - Ability to analyze data from situations that arise to report situations and communication. To government agencies Provincial and local agencies - Can transfer knowledge and basic procedures when disaster occurs to the people. - Can work on requests from neighboring agencies. - The knowledge, analysis and assessment of the situation, including statistical data, can be disseminated to local authorities with similar characteristics. - Can publish the warning information to the public. - Can provide counseling and response plans or evacuation plans to work with local government organizations. - Practice with other local government organizations and the public to share information with each other. Improve response performance.

Proactive Analyze and evaluate the situation professionally

- In disaster management, employees need to
 - have knowledge of risk management.
 - Knowledge in Disaster Management
 - Knowledge in Command Systems
 - This knowledge can be used to analyze data for quick and accurate decision making.
- Disaster management needs to work under complex conditions.
 - Practice, and coordination exercises can be a powerful tool in proactive practice.
- In a highly proactive way,
 - employees are required to work in full compliance with international standards and always develop procedures.
- employees will be able to adapt to the situation and enthusiasm to work to reduce the risk of disaster.

Results : Functional Competency

Description of competency	
Competency type	Functional Competency
Competency name	Networking in operations and public and community relations
Definition	Build and maintain operational networks. Both inside and outside the organization. To improve coordination and coordination skills, to be able to work smoothly, people are satisfied with the communication and reporting of the situation.
Proficiency Level	Behavior Indicator
Basic Level	<ul style="list-style-type: none"> - Understand the nature of coordination and coordination. - Can understand the potential that any unit can coordinate in any matter. - Understand the psychology of communication with the community.
Doing Level	<ul style="list-style-type: none"> - Can work for help or coordinate with both internal and external organizations. - Can receive information in the Department of Meteorology. - Can report situation to commander accurately.
Developing Level	<ul style="list-style-type: none"> - Can assist if support agencies are available. Both in the organization and outside the organization, as well as the public and private sectors. - Can coordinate the data synchronization. From technical units to analyze data. - Can report the technical information received to the situation commander. - Ability to work as a team.
Advanced Level	<ul style="list-style-type: none"> - Can create a network for the staff to exchange information and know each other. - Can analyze and respond to information in the disaster prevention and mitigation. - Can report the situation to people in the area can understand and acknowledge.
Expert Level	<ul style="list-style-type: none"> - Has a network to work in coordination and coordination in all sectors of the government, the private sector. - Can maintain a network and increase visibility in the network to improve coordination. - Can develop and transfer knowledge of each other in the network. - Communicate The technical information provided to people in the area can be understood and acknowledged.

Networking in operations and public and community relations

- This study intends to select areas for study with different resources management.
 - It has seen how to works under the inadequacy of resources,
 - resulting in synergies and networks.
- In areas where there are few resources management,
 - they can operate through **Understanding the potential that any unit can coordinate** that makes it possible to coordinate and synchronize Technical and collaborative methods result in a common data analysis.
- In some areas, government resources are not supported. But with having network, it can perform effectively.
- At higher levels,
 - the work will require a network to work in coordination to increase the network and improve visibility.
- Behavior in this competency must start with
 - teamwork in the organization,
 - and employees need to be open minded to share information in their work with other organizations.

Hazard specific competency

- the nature of the work is to use technical knowledge and knowledge in many different disciplines.
- the creation of Hazard specialist competencies **is a framework for the development of disaster prevention and mitigation personnel in areas with different risks.**
- **The study found that each hazard had different management resources and different equipment.**

Results : Hazard specific competency in flooded and Landslides

Description of competency	
Competency type	Hazard specific competency
Competency name	Movement and evacuation of flood victims
Definition	Emergency and disaster preparedness and response operations are always in place, and patients are promptly evacuated and evacuated.
Proficiency Level	Behavior Indicator
Basic Level	<ul style="list-style-type: none"> - Understanding the local disaster management and mitigation plans and knowledge of water management. - Awareness of operations and processes in disaster response and mitigation in the area. - Have knowledge of maintenance tools and tools. - Knowledge of first aid. - Be careful, you have to learn the skills of self defense. - Have knowledge of spatial aspects. -Community Safety Area - Which household in the household has the patient or the elderly
Doing Level	<ul style="list-style-type: none"> - able to respond Disasters occur in the area effectively. Have courage and determination. - Can adapt to the pressure of work. - Can help victims and rescue the correct universal. - Perform duties with caution around the cover. - Can negotiate, negotiate and negotiate citizens when needed to evacuate.- Ability to work as a team.
Developing Level	<ul style="list-style-type: none"> - Can receive information from the Respond in the area To predict the situation - Can help victims. Can be promptly and can be ordered. - Communicate effectively with the public and the public is not alarmed. - People can understand and practice. On the advice of the defense and disaster relief staff. - Can make decisions and assess the situation in the evacuation. - Analyze and evaluate the situation when disaster strikes and evacuate people to safe areas in the community.
Advanced Level	<ul style="list-style-type: none"> - Can join the operation of the response to the local government organizations nearby with publicity. - Can assist victims with technical expertise. - Works with local government organizations, outside agencies to work in disaster relief centers.
Expert Level	<ul style="list-style-type: none"> - Can provide counseling and response plans or evacuation plans to work with local government organizations. - Can convey the management of the evacuation center to external agencies. - Can convey the methods of preparation, response and rehabilitation to the public.

Results : Hazard specific competency in flooded and Landslides

Description of competency	
Competency type	Hazard specific competency
Competency name	The art of persuasion for management in the area.
Definition	Understand the context of the environment in terms of geography, social and political. And can convince Allow people to follow the instructions and can. Negotiating when there is a conflict between work in the area.
Proficiency Level	Behavior Indicator
Basic Level	<ul style="list-style-type: none"> - Know the laws, rules and regulations, as well as policies on the work. - Understand the context of social and political life in the area. - Understand the public relations system and how to publicize, disseminate information and give honest warning.
Doing Level	<ul style="list-style-type: none"> - Can operate in the area and have complete communication information. - Have enough information to communicate with the people. - Promote communication without contradictory rules and choose the way to communicate to the recipient.
Developing Level	<ul style="list-style-type: none"> - Can find the appropriate way to communicate in each group. - Can negotiate when there is conflict in the area. - Can negotiate mediation. Conflicts that occur in the area of work.
Advanced Level	<ul style="list-style-type: none"> - Can command all respondents in the area. - Have the ability to speak to others. - Can negotiate conflicts in the area before the disaster in the disaster and after the disaster.
Expert Level	<ul style="list-style-type: none"> - Can instruct workers in the work area to meet their needs. And there is support. - Have leadership in communication and can Self-control and control when conflict occurs or under pressure. - Can be consulted on conflict management issues in the area.

Hazard specific competency in flooded and Landslides

- Flooded and Landslides, there are jobs that
 - employees need to perform, **such as notification and relocation.**
- beyond that, **the culture of the people usually does not want to evacuate,**
 - so when can not be transported, Must be **facilitate people under risk.**
- Of course, there must be learning ,
 - planning and practicing evacuation. Together with the public and other agencies involved.
- employees need to have art of **persuasion because the workplace in the disaster area is stressful.**
- And the people are in high demand. **The employees need to manage the situation to get the least chaos.**

Results : Hazard specific competency in Storms

Description of competency	
Competency type	Hazard specific competency
Competency name	Specialization in demolition of buildings and obstructions.
Definition	The demolition of the buildings damaged the lives and property of the people as a result of the Storms disaster. At Before During and after the Storms
Proficiency Level	Behavior Indicator
Basic Level	<ul style="list-style-type: none"> - Know the laws, rules and regulations, as well as policies on the work. - Understand the basics of the law on demolition buildings. - Understand the use of hand tools and management tools, such as mowers, baskets, and backhoe trucks. - Prepare to take care of risk areas and manage areas with risk of disaster as a remnant. - Understand the information received from technical units. Such as wind speed, air pressure
Doing Level	<ul style="list-style-type: none"> - Prepare to deal with the disaster since the start of the storm season. =Can work in the emergency response careful. - Can operate according to the rules of the demolition of buildings and obstructions. - Able to work with the tools to perform their jobs properly. - Ability to work as a team.
Developing Level	<ul style="list-style-type: none"> - can be a leader in performance as required by law. - Maintenance tool can be used regularly. - Can write a response plan of the area by the authority. - Can transfer knowledge to colleagues.
Advanced Level	<ul style="list-style-type: none"> - To plan operations in the field of disaster management by the storm throughout the process. - Can plan for maintenance of response tools. - Able to work together with external agencies.
Expert Level	<ul style="list-style-type: none"> - transfer knowledge to manage the disaster agency side. - Can educate people when they are affected by the disaster. - Practice and practice with the public and private sectors.

Specialization in demolition of buildings and obstructions.

- In response to a Storms, the local government will prepare for the demolition of the building and to dispose of the expected hazardous material to prepare it for the season.
- The demolition of buildings and obstructions will also be required during the disaster and after the disaster.
- Therefore, employees need to have a good understanding of the use of equipment and have basic knowledge such as engineering.

Suggestion

Policy Recommendation

- In determining the competency, knowledge is needed in many fields. Therefore, it is necessary to undergo the expertise such as capacity building. Psychological Disasters and Engineering
- The competency was developed by the Department of Local Administration It is only a framework for the evaluation of performance, so it should be utilized for competency in human resource development.
- Implement competency in personnel development. There should be support for the practice, such as training courses or self-development.
- In the development of personnel, it is not necessary to train alone, to practice together, or to learn from each other, so that the department can improve its performance more effectively.

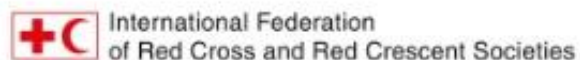
Suggestion

practical suggestions

In implementing local government competencies, it is necessary to inform the COMPETENCY AND INDICATORS to all people at all levels. This policy can be used effectively.

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