

## TRAINING SUB-COMMITTEE

**Chairman:** FORWARD BY NORMAN LIMITED – Mr. Rex Lai  
**Vice Chairlady:** TRIMANSON EXPRESS LIMITED – Ms. Janet Ng

### A. HAFFA Training School

HAFFA, for decades, has continued to reinforce its commitment of training to the industry. Starting from 01 Jan 2023, DG training requirements for employees of shippers, freight forwarders, aircraft operators, etc. have been completely revised from the categorization approach to a competency-based approach (i.e. Competency-based Training and Assessment (CBTA) for Transport of Dangerous Goods by Air). Instead, employers should do internal exercise by selecting the most appropriate role(s) for each of the employee based on the table of task list (sample task list is available on the Civil Aviation Department (CAD)'s website).

The HAFFA Training School continues to offer courses approved by the CAD to ensure that participants have both the industry-specific knowledge and practical professional abilities to comply with prevailing regulations. These hands-on skills will enable participants to make an immediate contribution to the industry once they are in the workplace. Since 01 Jan 2023, the HAFFA Training School had changed to co-organize the DG and RDG courses with other training partners, this to provide more choices for Members to choose the best available course in the market.



Course Title	Duration
<b>Dangerous Goods Course (DG)</b>	
Dangerous Goods Awareness (for Role B (CAD) / 7.2 (IATA) & Role D (CAD) / 7.4 (IATA) Personnel) (DGA)	0.5 day
Dangerous Goods Regulations (for Role A (CAD) / 7.1 (IATA) & Role C (CAD) / 7.3 (IATA) Personnel) (DG)	5 days
Refresher Dangerous Goods Regulations (for Role A (CAD) / 7.1 (IATA) & Role C (CAD) / 7.3 (IATA) Personnel) (RDG)	3 days
Self-Study Dangerous Goods Awareness (for Role B (CAD) / 7.2 (IATA) & Role D (CAD) / 7.4 (IATA) Personnel) – Classroom Exam	30 mins
<b>Regulated Agent Regime Course (RAR)</b>	
Course Title	Duration
Cargo Security Training (RAR & RACSF) Course	1 day
<b>Vocational Training Programme for the Freight Logistics Sector (VTP)</b>	
Course Title	Duration
Vocational Training Programme for the Freight Logistics Sector (VTP)	5 days
<b>Other Courses</b>	
Course Title	Duration

Among others, the following courses are directly offered by the HAFFA Training School:

- [Dangerous Goods Awareness \(for Role B \(CAD\) / Function 7.2 \(IATA\) & Role D \(CAD\) / Function 7.4 \(IATA\) Personnel\) \(half day\)](#)
- [Self-Study Dangerous Goods Awareness Examination \(for Role B \(CAD\) / Function 7.2 \(IATA\) & Role D \(CAD\) / Function 7.4 \(IATA\) Personnel\) \(30 mins\)](#)
- [Cargo Security Training \(RAR & RACSF\) Course \(1 day\)](#)
- [Vocational Training Programme for the Freight Logistics Sector \(VTP\) Course \(5 days\)](#)

As a not-for-profit organization, HAFFA is devoted to reducing training costs for the industry by successfully applied the Maritime and Aviation Training Fund (MATF) under The Transport and Logistics Bureau (TLB) since 2016. The training courses offered by HAFFA will enable companies to invest their resources in operations, leading to higher productivity.

Considering it is also important for Members' customers (*i.e.*, *shippers or co-loaders*) and subcontractors to receive proper training for DG handling, HAFFA extends the privilege to Members' customers. That said, non-HAFFA members to be referred by Member companies can also enjoy Member's price for all HAFFA training courses. Apart from enhancing safety in air cargo transport, trust that this extended privilege can be conducive to building up a good relationship with Members' customers/partners and prestige of being HAFFA Members.

### ***I. Classroom Training of Basic Dangerous Goods Regulations (DG), Refresher Dangerous Goods Regulations (RDG) and Dangerous Goods Awareness (DGA)***

We have offered/ co-organized 49 classes of DG, RDG and DGA courses in year 2025 - 2026 (*Apr 2025 - Mar 2026*).

Course details are available at the HAFFA website:

<https://www.haffa.com.hk/en-HK/Education/Course.aspx>

### ***II. Self-Study Dangerous Goods Awareness Examination (DGA)***

The regulations of the Dangerous Goods training requirement for Role B (CAD) / Function 7.2 (IATA) and Role D (CAD) / Function 7.4 (IATA) had become mandatory from 01 January 2023. In response to Members' needs, HAFFA established a Self-Study Scheme (SSS) in August 2008, at a reasonable fee. HAFFA had also paid extra effort and resources in the renewal of Self-Study DGA programme to meet the new training requirements based on a competency-based approach for training and assessment. And **HAFFA became the first and only trade association to receive accreditation from the Hong Kong Civil Aviation Department to organize DG Awareness Self Study Examinations under the CBTA.**

We have offered 19 sessions of DGA Self-Study Exam for year 2025 - 2026 (*Apr 2025-Mar 2026*).

Course details are available at the HAFFA website:

<https://www.haffa.com.hk/en-HK/Education/CourseDetail.aspx?id=56>

In addition, we also promoted DG Awareness to the tertiary institutions and encouraged students to better equipped with DG Awareness knowledge before entering the aviation logistics industry. In year 2025, we had conducted in-house examinations with IVE Higher Diploma in Aviation and Logistics.

To cater for the changes in the 67th Edition IATA DGR (2026) (*with effect from 01 January 2026*), HAFFA issued the Year 2026 edition of DGA Self-Study Manual in 2026, each Member is entitled to two free copies of this Manual. **It is worth to note that the cost of producing and renewing the HAFFA DGA Self-Study Manual has been dramatically increased. However, HAFFA have strived very hard for Members of keeping the fee of extra orders of the Manual unchanged.**

### ***III. Cargo Security Training (Regulated Agent Regime) Course***

To comply with the requirements of the CAD re "Training on Regulated Agent Regime", each RA is to ensure that at least two of their staff engaged in handling international cargo are provided with sufficient training commencing from 01 January 2006, the RA certificate carries a validity of three years. We have offered 12 classes of RAR Course for year 2025 - 2026 (*Apr 2025-Mar 2026*).

Moreover, HAFFA obtained the latest RAR Inspection Form from CAD which was circulated to all Members via News from time to time. Members may refer to the Form as a reference check list so as to better comply with the requirement when there is an inspection by the CAD officer at your premises. Such important information is also distributed at the RAR classes. Members please feel free to enroll into RAR class in order to better understand the inspection requirement of CAD.

Details are available at the HAFFA website:

<https://www.haffa.com.hk/en-HK/Education/CourseDetail.aspx?id=126>

#### ***IV. Cargo Security Training (Regulated Air Cargo Screening Facility Scheme) Course***

In response to the ICAO policy direction, **we are the first Association (and so far the only Association) approved by the CAD in November 2018 to organize the RACSF training for the industry.** The subject training is in the form of combo training for staff under RAR & RACSF, students are allowed to attend the whole lecture to gain the knowledge of both RAR & RACSF regardless of their selection of examination (i.e., either RAR only, RACSF only or both RAR & RACSF).

To comply with the requirements of the CAD re “Training on RACSF”, each RACSF is to ensure that two persons in its company to become its Nominated Persons (NP) for Cargo Security accountable for overseeing the effective implementation of cargo security operations and their compliance with the requirements of the RACSF Security Programme. RACSF certificate carries a validity of 3 years. We have offered 12 classes of RACSF Course for year 2025 - 2026 (*Apr 2025-Mar 2026*).

Details are available at the HAFFA website:

<https://www.haffa.com.hk/en-HK/Education/CourseDetail.aspx?id=126>

#### ***B. Training Programme For The Freight Logistics Sector (VTP)***

Although the cooperation of VTP training program between HAFFA and CILTHK have concluded on 31st December 2017, HAFFA has further applied and was granted by LOGSCOUNCIL the permission to use the said training materials from year 2018 onwards, with a view (1) to offer alternatives to fulfill the training requirements by IATA and by HAFFA (under HAFFA’s new membership application<sup>^</sup>) and (2) to maximize the value of the developed training materials (HAFFA Vocational Training Programme on Airfreight Modules One & Two). Moreover, IATA has confirmed the same programme accreditation will continue to be granted to HAFFA only. In this connection, HAFFA will be the sole owner of the subject programme and to conduct necessary revamp of the training material.

Unlike other programmes that focus on the theoretical aspects, this VTP provides practical knowledge and hands-on skills that are crucial for business operations and the logistics industry at large, we believed that (1) the students will be trained and able to make immediate contributions to their companies once in the workplace, as well as, (2) they can improve or enhance his/her work skills and so his/her inclination to excel in the workplace will be stronger.

We have launched this VTP trainings in June 2025 and the response was very positive.

<sup>^</sup> *one staff must hold the certificate of IATA Basic Cargo Skills and Procedures or Vocational Training Programme for the Freight Logistics Sector - Airfreight Logistics Module 1 plus Module 2 (or equivalent course).*

Details are available at the HAFFA website:

<https://www.haffa.com.hk/en-HK/Education/CourseDetail.aspx?id=59>

### C. Vocational Training Council – Transport Logistics Training Board (TLTB)



The association had represented the industry to sit in the TLTB as one of the Board Members for many years. The major duties are to determine the manpower demand of the industry, and to assess and review whether the manpower supply for the industry matches with the manpower demand.

### D. Transport and Logistics Bureau (TLB) - the Professional Training and Examination Refund Scheme (ProTERS) under the Maritime and Aviation Training Fund (MATF)

Since May 2016 the Transport and Housing Bureau (THB), now The Transport and Logistics Bureau (TLB), continued to subsidize qualified industrial courses through the Maritime and Aviation Training Fund (MATF). The objective of the Scheme is to incentivize those interested to join or re-join, as well as already working in the maritime and aviation sectors, to attend course(s) and sit for examinations(s) that are being offered by various education institutions, professional or trade bodies to raise their professionalism and competency, and encourage them to acquire relevant professional qualification(s). Under the Scheme, successful applicants will be refunded **80% of the fees** after completing approved courses or passing examinations, subject to a cap of \$30,000.

List of MATF Approved Courses under HAFFA (*click below individual links for details of the subsidy*):

- [Dangerous Goods Awareness Training for Personnel \(DGA\) \[MATF Exam Code: AC030\]](#)  
-responsible for processing or accepting goods presented as general cargo &  
- responsible for handling cargo in a warehouse and loading and unloading unit load device
- [Self-Study Scheme of Dangerous Goods Awareness Training for Personnel \[MATF Exam Code: AE003\]](#)  
-responsible for processing or accepting goods presented as general cargo &  
-responsible for handling cargo in a warehouse and loading and unloading unit load device
- [RAR - Cargo Security Training \(Regulated Agent Regime\) Course \[MATF Course Code: AC031\]](#)
- [RACSF - Cargo Security Training \(Regulated Air Cargo Screening Facility Scheme\) Course \[MATF Course Code: AC196\]](#)
- [Vocational Training Programme for the Freight Logistics Sector \(VTP\) \[MATF Course Code: AC190\]](#)

List of MATF Approved Courses under HAFFA training co-organizer - Menzies CNAC Aviation Services Limited (MCAS) and Radon Asia Limited (RAL) (*click below individual links for details of the subsidy*):

- [Dangerous Goods Regulations - Initial with radioactive \(DG\) 5 Days](#) for Personnel responsible for preparing dangerous goods consignments & responsible for processing or accepting dangerous goods consignments [MCAS MATF Course Code: AC009; RAL MATF Course Code: AC051]
- [Dangerous Goods Regulations - Recurrent with radioactive \(RDG\) 3 Days](#) for Personnel responsible for preparing dangerous goods consignments & responsible for processing or accepting dangerous goods consignments [MCAS MATF Course Code: AC010; RAL MATF Course Code: AC052]

### E. Employees Retraining Board (ERB) - Industry Consultation Network (Transportation and Logistics)

The association had represented the industry to sit in the ERB as one of the members for the Industry Consultation Network (Transportation and Logistics) for many years.

*Date: 20 April 2026*

**(END OF REPORT)**