



**Australian Government**

# **MEA124 Coordinate change programs in the aviation maintenance environment**

**Release: 1**

# MEA124 Coordinate change programs in the aviation maintenance environment

## Modification History

Release 1 - New unit of competency

## Application

This unit of competency requires application of management processes that promote and initiate desirable changes that will improve individual and organisational effectiveness in the aviation maintenance environment during scheduled or unscheduled maintenance. Work may be performed individually or as part of a team.

The unit is part of the Aeroskills Advanced Diploma training pathways. It is used in workplaces that operate under the airworthiness regulatory systems of the Australian Defence Force (ADF) and the Civil Aviation Safety Authority (CASA).

## Pre-requisite Unit

## Competency Field

Aviation maintenance management

## Unit Sector

## Elements and Performance Criteria

Elements describe the essential outcomes.

Performance criteria describe the performance needed to demonstrate achievement of the element.

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|--|--|
| 1. Promote change within workplace practices | 1.1 Change is promoted as an opportunity for improving individual and organisational effectiveness                   |
|  | 1.2 Personnel are encouraged to adopt changes which make improvements in individual and organisational effectiveness |
|  | 1.3 Opportunities and threats presented by change are identified and appropriate responses are planned               |
|  | 1.4 Personnel are involved in designing and implementing   |

- change within organisational and regulatory guidelines
2. Initiate change where necessary
- 2.1 The proposed initiatives for bringing about improvements are supported within the organisation
  - 2.2 Change for the better is initiated where necessary and is managed in a planned and constructive manner
  - 2.3 Consultative processes are initiated

## **Foundation Skills**

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

## Range of Conditions

This field allows for different work environments and conditions that may affect performance. Essential operating conditions that may be present (depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts) are included.

**Change results from:**

- Technology
- Procedures
- Policy
- Government legislation
- Regulations
- Personnel
- Finance
- Ongoing evaluation and feedback

**Opportunities include:**

- Improved maintenance procedures that decrease maintenance times and/or man-hours
- Improved procedures for the management of maintenance or logistic support activities
- Improvements in physical working conditions
- Adoption of more effective tooling or support equipment
- Improvements to maintenance data

**Threats include:**

- Adoption of changes that are in violation of regulatory requirements
- Adoption of changes that are in violation of organisational policy or procedures
- Failure to recognise additional training or authorisation requirements
- Failure to fully comply with relevant work health and safety (WHS) legislation
- Failure to get the full support of all stakeholders, including those in other parts of the overall maintenance and logistic support organisation
- Failure to recognise a need for changes to industrial awards or agreements

**Organisational and regulatory guidelines include:**

- Civil Aviation Regulations (CARs) and associated Advisory Circulars (ACs)
- Civil Aviation Safety Regulations (CASRs), Manuals of Standards and associated Acceptable Means of Compliance and Guidance Material
- AAP 7001.053 Technical Airworthiness Management Manual
- Defence regulations and instructions
- Maintenance organisation expositions
- Continuing airworthiness management organisation

**Initiatives for bringing about improvements arise from:**

- expositions
- Quality manuals
- Procedures manuals
- Standing instructions
- Work instructions
- WHS legislation (state/territory and Commonwealth)
- Changes to organisational policy and procedures
- Reform of regulations
- Changes to training and authorisation requirements
- Management review processes
- Suggestions from individual stakeholders
- Availability of new tools or support equipment
- Availability of new management technology
- Industry or original equipment manufacturer periodicals and newsletters
- Feedback from other operators of the aircraft type or item of aeronautical product

**Consultative processes include:**

- Consultation with regulators where the change has a regulatory component
- Consultation with higher management where organisational policy and procedures are involved
- Consultation with stakeholders elsewhere in the logistic support network
- Consultation at all levels in the relevant area of the aviation maintenance environment
- Consultation with stakeholders in the industrial relations system
- Consultation with suppliers of management systems, tooling or support equipment

## Unit Mapping Information

Release 1 – equivalent to MEA124B Coordinate change programs in the aviation maintenance environment

## Links

Companion Volume implementation guides are found in VETNet -  
<https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=ce216c9c-04d5-4b3b-9bcf-4e81d0950371>