



**Australian Government**

# **MEA144 Coordinate change programs in the aviation maintenance environment**

**Release: 2**

# MEA144 Coordinate change programs in the aviation maintenance environment

## Modification History

Release 1.1 Equivalent to MEA144 Coordinate change programs in the aviation maintenance environment. Minor amendments to references to regulations to allow flexibility in their application.

Release 1. New unit of competency

## Application

This unit of competency describes the skills and knowledge required to apply management processes that promote and initiate desirable changes that improve individual and organisational effectiveness in the aviation maintenance environment. Work may be performed individually or as part of a team.

The unit applies to scheduled and unscheduled aviation maintenance. 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).

This unit forms part of the CASA requirement for maintenance certification licences under Civil Aviation Safety Regulation (CASR) Part 66. Where a CASA licensing outcome is sought, users must refer to the licensing provisions in the MEA Aeroskills Companion Volume Implementation Guide.

## Pre-requisite Unit

Nil.

## Competency Field

Aviation maintenance management

## Elements and Performance Criteria

### ELEMENTS

Elements describe the essential outcomes.

1. Promote change in aviation maintenance workplace practices

### PERFORMANCE CRITERIA

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

- 1.1 Promote change as an opportunity for improving individual and organisational effectiveness
- 1.2 Implement processes that encourage personnel to adopt changes that make improvements in individual and organisational effectiveness

**ELEMENTS****PERFORMANCE CRITERIA**

- |   |   |
|---|---|
|   | 1.3 Identify opportunities and threats presented by change and plan appropriate responses   |
|   | 1.4 Involve personnel in designing and implementing change in line with organisational and regulatory guidelines                  |
| 2. Initiate change to support aviation maintenance improvements | 2.1 Support proposed initiatives for bringing about improvements in the organisation  |
|   | 2.2 Initiate change for the better where necessary and manage it in a planned and constructive manner                             |
|   | 2.3 Initiate consultative processes in line with organisational practices   |
| 3. Review effectiveness of aviation maintenance change          | 3.1 Monitor change activities to ensure compliance with authorised instructions, policies and organisational procedures           |
|   | 3.2 Review and analyse effectiveness of change in the aviation maintenance environment  |
|   | 3.3 Report on change performance in line with organisational policies and procedures  |
|   | 3.4 Escalate change performance issues that cannot be rectified or addressed, in line with organisational policies and procedures |

**Foundation Skills**

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

**Unit Mapping Information**

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## **Links**

Companion Volume implementation guides are found in VETNet -

<https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=ce216c9c-04d5-4b3b-9bcf-4e81d0950371>