



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

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

Links

Companion Volume implementation guides are found in VETNet -

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

Assessment Requirements for 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

Performance Evidence

There must be evidence the candidate has completed the tasks outlined in the elements and performance criteria of this unit, which must include the ability to:

- coordinate a change program in the aviation maintenance environment in response to one of the following:
 - a changed organisational policy and related procedures
 - reform of a regulation or piece of government legislation
 - training and authorisation requirements
 - review of a management process
 - availability of new tools or support equipment
 - availability of new technology
 - change in aircraft type or item of aeronautical product
- seek ongoing feedback and evaluation of program by initiating consultative processes with the key stakeholder group(s) required for above change, including:
 - regulators where the change has a regulatory component
 - higher management where organisational policy and procedures are involved
 - stakeholders elsewhere in the logistic support network
 - stakeholders at all levels in relevant area of aviation maintenance environment
 - stakeholders in the industrial relations system
 - suppliers of management systems, tooling or support equipment.

During the course of the above work, the candidate must:

- demonstrate effective communication, interpersonal, problem-solving, and teamwork skills
- use analysis techniques.

Knowledge Evidence

There must be evidence the candidate has knowledge of:

- methodology for undertaking strengths, weaknesses, opportunities, threats (SWOT) analysis
- organisational structure and culture relevant to coordinating the change program described in the performance evidence
- policy and procedures, legislation and regulations relating to change program, including those in:
 - relevant aviation safety regulations
 - aviation maintenance organisation expositions
 - continuing airworthiness management organisation expositions
 - quality manuals
 - organisational policy and procedures manuals
 - standing instructions
 - work instructions
 - federal, state or territory work health and safety (WHS) legislation
 - equity, fraud and ethics requirements of organisational code of conduct
- effects of change in the workplace
- change strategies.

Assessment Conditions

The following conditions of assessment represent the requirements of the regulators (Australian Defence Force [ADF] and Civil Aviation Safety Authority [CASA]) and maintenance stakeholders, and must be rigorously observed.

This unit may be assessed on the job, off the job, or a combination of both. Where assessment occurs off the job, an appropriate simulation must be used where the range of conditions reflects realistic workplace situations when coordinating change programs in aviation maintenance.

The candidate must be permitted to refer to relevant workplace procedures, product and manufacturing specifications, codes, standards, manuals, and reference materials.

The candidate must have access to:

- tools, equipment, and materials required to demonstrate the performance evidence above.

Candidate capability of providing the required performance and knowledge evidence must be established via the records in the Maintenance Management Competency Log. Where the individual does not have a Competency Log, evidence of capability can be gathered through direct observation, supervisor's reports, project work, samples and questioning.

Assessors of this unit must satisfy the assessor requirements in applicable vocational education and training legislation, frameworks and/or standards.

Where the unit is to be used for CASA licensing purposes the assessor must also meet the criteria specified in the CASR Part 147 Manual of Standards.

Links

Companion Volume implementation guides are found in VETNet -

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