

RA 4945 - Personnel Requirements - MRP Part M Subpart G

Rationale

To contribute to the preservation of Airworthiness all personnel working in a Military Continuing Airworthiness Management Organization (Mil CAMO) are required to be suitably qualified, experienced and, where appropriate, authorized to carry out their role. Without competent and knowledgeable personnel, both leading and supporting the Mil CAMO, the Continuing Airworthiness (CAw) of the supported organizations' Air Systems may be compromised. This RA requires Military Continuing Airworthiness Managers (Mil CAM) to be supported by sufficient Suitably Qualified and Experienced Persons (SQEP) to support the Maintenance of CAw.

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Regulation 4945(1)

Requirements for the Military Continuing Airworthiness Manager

4945(1) The Mil CAM **shall**:

- a. Either:
 - (1) Where they are within a construct supporting a Delivery Duty Holder (DDH) who has direct Air Safety Responsibility, be a Crown Servant; or,
 - (2) Where they are within a construct supporting a Defence Contractor Flying Organization¹ (DCFO) have their appointment endorsed by the MAA through the submission and Approval of a MAA Maintenance Approved Organization Scheme (MAOS) / Continuing Airworthiness Management Organization (CAMO) Form 4².
- b. Be responsible to the DDH³ and / or Accountable Manager (Military Flying) (AM(MF))³ and ensure that the organization is always in compliance with MRP Part M Subparts C and G, and when approved, Subpart I.
- c. Be responsible for the management and oversight of all CAw activities.
- d. Be able to show relevant knowledge and appropriate experience related to Air System CAw.

Acceptable Means of Compliance 4945(1)

Requirements for the Military Continuing Airworthiness Manager

1. The Mil CAM **should** have:
 - a. Practical experience and expertise in the application of Air Safety standards and safe operating practices in the CAw environment.

¹ Refer to RA 2501 – Contractor Flying Approved Organization Scheme.

² MAA MAOS / CAMO Form 4 – Details of Nominated Personnel.

³ Refer to RA 1016 – Military Continuing Airworthiness Management.

Acceptable Means of Compliance 4945(1)

- b. A comprehensive knowledge⁴ of:
 - (1) Relevant operational requirements and procedures.
 - (2) The DDH's or AM(MF)s Air System operations and procedures.
 - (3) Quality Systems.
- c. Either:
 - (1) Have been a previous holder of Authority Level J; or,
 - (2) Had five year's relevant work experience of which at least two **should** be from the aeronautical industry in an appropriate position.
- d. Engineering Council Professional Registration as detailed in RA 1002⁴.
- e. A thorough knowledge of the organization's Continuing Airworthiness Management Exposition (CAME).
- f. Knowledge of the type(s) of Air System(s) for which responsibility is held, gained through a formalized training course. Such courses **should** cover typical Systems embodied in those Air Systems being within the scope of Approval.
- g. Successfully completed all relevant Air Safety training courses⁵.
- h. Knowledge of applicable Regulations.

Guidance Material 4945(1)

Requirements for the Military Continuing Airworthiness Manager

- 2. The Mil CAM is responsible for all CAw management functions. Depending on the size of the operation and structure of the organization, these functions may be divided between separate managers or combined under one individual. However, the Mil CAMO Quality Management System⁶, must be independent from the other functions.
- 3. Mil CAMs who are responsible for multiple platforms may wish to delegate the day-to-day responsibility for CAw management activity to a nominated Deputy Mil CAM (DCAM) dedicated to an individual platform category, though overarching responsibility remains with the overall Mil CAM. Likewise, such delegation could also cover Air Systems at operating bases remote from the Mil CAM or the establishment of a deputy post holder holding full authority within the Mil CAMO. In all cases any nominated DCAM will also be subject to the criteria stipulated in Acceptable Means of Compliance paragraph 1 ▶◀.
- 4. An adequate formalized type training course for the Mil CAM would typically be expected to be of several days' duration.
- 5. The MAA MAOS / CAMO Form 4² can be found on the MAA Website⁷.
- 6. In some circumstances DCFOs may need to utilize a Crown Servant Mil CAM and Mil CAMO under a bespoke written agreement³. In such cases the contracted Crown Servant Mil CAM will not be required to undergo Approval by the MAA using the MAA MAOS / CAMO Form 4 process.

Regulation 4945(2)

Qualification of Personnel

- 4945(2) The Mil CAMO **shall** have sufficient SQEP for the expected work:
 - a. The Competence of all personnel involved in Mil CAMO activities **shall** be established by the Mil CAM and recorded.
 - (1) The Mil CAM **shall** establish and control the continued Competence of personnel involved in

⁴ Refer to RA 1002 – Airworthiness Competent Persons.

⁵ Refer to RA 1440 – Air Safety Training.

⁶ Refer to RA 4951 – Quality System - MRP Part M Subpart G.

⁷ <https://www.gov.uk/government/publications/regulatory-article-ra-4806-personnel-requirements-mrp-145a30>.

**Regulation
4945(2)**

the Mil CAMO, Military Airworthiness Review and / or Quality Audits in accordance with approved procedures and to a standard agreed by the MAA.

**Acceptable
Means of
Compliance
4945(2)**

Qualification of Personnel

7. To gain MAA Approval for the number of individuals and their requisite qualifications, the Mil CAMO **should**:
- a. Make an analysis of the tasks to be performed and the way in which it intends to divide and / or combine these tasks. This **should** include any Mil CAMO subcontracted tasks⁸ carried out by other organizations on the Mil CAMO's behalf.
 - b. Indicate how it intends to assign responsibilities.
 - c. Establish the workforce resource and the qualifications needed to perform the tasks.
 - d. This analysis **should** be updated when significant changes in the tasks occur, relevant to the number and qualifications of persons needed.
8. Adequate initial and recurrent training **should** be provided and recorded to demonstrate continued Competence.

**Guidance
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4945(2)**

Qualification of Personnel

9. The actual number of people to be employed and their necessary qualifications are dependent upon:
- a. The size and complexity of the organization.
 - b. The number, complexity and age of the Air Systems.
 - c. The operational profiles and the amount and complexity of Maintenance to be carried out.
10. The number of people needed and their qualifications may differ greatly from one organization to another and a simple formula covering the whole range of possibilities is not feasible.

**Regulation
4945(3)**

Personnel Competence and MRP Part M Authorization

- 4945(3) The Mil CAM **shall** establish the Competence and control the Authorization⁹ of personnel making Airworthiness or Aircraft Maintenance Programme (AMP) decisions on behalf of the Mil CAM, or conducting other specific tasks for which the Mil CAM is responsible. In addition to the necessary expertise related to the job function, Competence **shall** include the understanding of relevant Mil CAMO governance, procedures and MRP Part M Regulation.

⁸ Refer to RA 4961(2): Military Continuing Airworthiness Management Organization Responsibilities Prior to the Release of an Air System.

⁹ Refer to RA 1006 – Delegation of Engineering Authorizations.

**Acceptable
Means of
Compliance
4945(3)**

Personnel Competence and MRP Part M Authorization

11. All personnel who perform tasks or make decisions on behalf of the Mil CAM, including contracted¹⁰ staff, **should** be trained, assessed as Competent⁶ and authorized for specific Part M tasks, including, but not limited to:
- a. The extension of Preventive Maintenance, or the deferment of Corrective Maintenance⁸.
 - b. Cannibalizations.
 - c. The amendment or replacement of CAw Records, or access to quarantined CAw Records¹¹.
 - d. The Audit of Airworthiness data in support of Airworthiness Information Management processes¹².
 - e. The approval of Mil CAMO Instructions¹³.
12. Individuals conducting a Competence assessment of personnel employed in specific Part M tasks, **should** ensure that those being assessed have received an appropriate level of training or familiarization on the Air System type and relevant organization procedures prior to being authorized.
13. Part M authorizations **should** be recorded using a system that is auditable.
14. Where Part M activity is formally Subcontracted outside of the Mil CAMO the Mil CAM **should** seek Assurance that those Subcontracted staff are suitably trained, assessed as Competent and authorized. This **should** be detailed within the organization's CAME.

**Guidance
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Personnel Competence and MRP Part M Authorization

15. There is no requirement to issue separate authorizations for tasks listed at Para 11 a-c where Civil Aviation Authority (CAA) Part-66 – Aircraft Maintenance Licencing and / or CAA nominated personnel approvals via an SRG 1769 are in place¹⁴.

¹⁰ Refer to RA 4956 – Military Continuing Airworthiness Management Organization Tasks performed by Other Organizations – MRP Part M Subpart G.

¹¹ Refer to RA 4964(2): Continuing Airworthiness Records.

¹² Refer to RA 1223(2): Airworthiness Information Management.

¹³ Refer to RA 4966(1): Use of Military Continuing Airworthiness Management Organization Instructions.

¹⁴ CAA Part-66 Aircraft Maintenance License holders may exercise privileges, as governed by CAA 66.A.20, without the need for Mil CAMO to issue separate MRP Part M authorizations to those personnel.