



Maldives Civil Aviation Authority
Republic of Maldives

Maldivian Civil Aviation Regulations

MCAR-CAMO Continuing Airworthiness Management Organisations

Issue 2.00, 15 January 2025

Foreword

Maldives Civil Aviation Authority, in exercise of the powers conferred on it under Articles 5 and 6 of the Maldives Civil Aviation Authority Act 2/2012 has adopted this Regulation.

This Regulation shall be cited as MCAR-CAMO Continuing Airworthiness Management Organisations and shall come in to force on 15 January 2025.

Existing aviation requirements in the field of airworthiness as listed in MCAR-CAMO dated 30 March 2022 will be repealed as from 15 January 2025.

Definitions of the terms and abbreviations used in this regulation, unless the context requires otherwise, are in MCAR-1 Definitions and Abbreviations.

'Acceptable Means of Compliance' (AMC) illustrate a means, or several alternative means, but not necessarily the only possible means by which a requirement can be met.

'Guidance Material' (GM) helps to illustrate the meaning of a requirement.



For the Civil Aviation Authority

Hussain Jaleel

Chief Executive

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GENERAL

GM1 to MCAR-CAMO - Definitions

For the purpose of the AMC & GM to this Regulation, the following definitions are used:

Base maintenance	Ref. AMC1 145.A.10
Competency	is a combination of individual skills, practical and theoretical knowledge, attitudes, training, and experience.
Error	<p>is an action or inaction by a person that may lead to deviations from accepted procedures or regulations.</p> <p>Note: Errors are often associated with occasions where a planned sequence of mental or physical activities either fails to achieve its intended outcome, or is not appropriate with regard to the intended outcome, and when results cannot be attributed purely to chance.</p>
Hazard	is a condition or an object with the potential to cause or contribute to an aircraft incident or accident.
Human factors	is anything that affects human performance, which means principles that apply to aeronautical activities, and which seek safe interface between the human and other system components by proper consideration of human performance.
Human performance	refers to human capabilities and limitations which have an impact on the safety and efficiency of aeronautical activities.
Just culture	Ref. MCAR-13B.A.02
Line maintenance	Ref. AMC 145.A.10
Near-miss	<p>is an event in which an occurrence to be mandatorily reported according to MCAR-13B was narrowly averted or avoided.</p> <p>Example: A CAMO staff on rechecking his/her work at the end of a task realises that an AD, AWL, CMR task was not properly processed (for instance, in the AMP or continuing airworthiness record system) which would have led to a situation that the AD/AWL/CMR would not have been performed on time on the affected (fleet of) aircraft.</p>
Organisational factor	is a condition that affects the effectiveness of safety risk controls,

	related to the culture, policies, processes, resources, and workplace of an organisation.
Oversight planning cycle	refers to the time frame within which all areas of the approval and all processes should be reviewed by the CAA by means of audits and inspections.
Oversight programme	refers to the detailed oversight schedule that defines the number of audits and inspections, the scope and duration of each audit and inspection, including details of product audits and locations, as appropriate, to be performed by the CAA, and the tentative time frame for performing each audit and inspection.
Post holder	means the person nominated in accordance with point CAMO.A.305(b)(2).
Risk assessment	is an evaluation based on engineering and operational judgement and/or analysis methods in order to establish whether the achieved or perceived risk is acceptable or tolerable.
Safety Culture	is an enduring set of values, norms, attitudes, and practices within an organisation concerned with minimising the exposure of the workforce and the general public to dangerous or hazardous conditions. In a positive safety culture, a shared concern for, commitment to, and accountability for safety is promoted.
Safety risk	refers to the predicted probability and severity of the consequences or outcomes of a hazard.
Safety training	refers to dedicated training to support safety management policies and processes, including human factors training. Note: The main purpose of the safety training programme is to ensure that personnel at all levels of the organisation maintain their competency to fulfil their roles safely. Safety training should, in particular, consider the safety knowledge derived from hazard identification and risk management processes, and support the fostering of a positive safety culture. Note: Safety management training refers to specific training for the staff involved in safety management functions in accordance with point CAMO.A.305(a)(5) or CAMO.A.200(a)(3)
Working days	refer to days between and including Sunday to Thursday not including public holidays.

Section A – ORGANISATION REQUIREMENTS

MCAR-CAMO.A.005 Scope

This Section establishes the requirements to be met by an organisation to qualify for the issue or continuation of a certificate for the management of continuing airworthiness of an aircraft and of components for installation.

MCAR-CAMO.A.115 Application for an organisation certificate

- (a) The application for a certificate or an amendment to an existing certificate in accordance with this Regulation shall be made in a form and manner established by the CAA, taking into account the applicable requirements of MCAR-M, MCAR-ML and MCAR-CAMO.
- (b) Applicants for an initial certificate pursuant to this Regulation shall provide the CAA with:
- (1) the results of a pre-audit performed by the organisation against the applicable requirements provided for in MCAR-M, MCAR-ML and this Regulation;
 - (2) documentation demonstrating how they will comply with the requirements established in this Regulation.

Such documentation shall include, as provided for in point CAMO.A.130, a procedure describing how changes not requiring prior approval will be managed and notified to the CAA.

AMC1 CAMO.A.115 Application for an organisation certificate

An application should be made on a CAA Form 2 (Appendix I to AMC1 CAMO.A.115) or an equivalent form that is acceptable to the CAA.

CAA Form 2 is also valid for application for other types of organisations pursuant to MCAR-A. Organisations that apply for several certificates may do so using a single CAA Form 2.

AMC2 CAMO.A.115 Application for an organisation certificate

GENERAL

- (a) Draft documents should be submitted at the earliest opportunity so that assessment of the application can begin. The initial certification or approval of changes cannot take place until the CAA has received the completed documents.
- (b) This information, including the results of the pre-audit specified in point CAMO.A.115(b)(1), will enable the CAA to conduct its assessment in order to determine the volume of certification and oversight work that is necessary, and the locations where it will be carried out.

- (c) The intent of the internal pre-audit referred to in point CAMO.A.115(b)(1) is to ensure that the organisation has internally verified its compliance with the Regulation. This should allow the organisation to demonstrate to the CAA the extent to which the applicable requirements are complied with, and to provide assurance that the organisation management system is established to a level that is sufficient to perform continuing airworthiness management activities.

GM1 CAMO.A.115(b) Application for an organisation certificate

PROCEDURE FOR CHANGES NOT REQUIRING PRIOR APPROVAL

The procedure for changes not requiring prior approval should include, as mentioned in point CAMO.A.300(a)(11)(iv), both the scope of those changes and how they will be managed and notified. For applicants for an initial certificate, the scope may be limited by the CAA for the first period of operation. An extension of such a limited scope may be considered later; see GM1 CAMO.A.130.

AMC1 CAMO.A.115(b)(2) Application for an organisation certificate

DOCUMENTATION FOR DEMONSTRATION OF COMPLIANCE

- (a) Documentation to be provided to the competent authority in the frame of an application for an initial MCAR-CAMO certificate should include, as a minimum, the continuing airworthiness management exposition (CAME), containing in particular:
- for CAT, commercial specialised operations and commercial ATO/DTO operations, the description of the aircraft technical log system;
 - the technical content of the contract between the CAMO and the organisation subcontracted to carry out continuing airworthiness management tasks, when such arrangement exists.
- (b) Upon request by the CAA, the CAMO should be able to demonstrate that arrangements are in place for all base and scheduled line maintenance for an appropriate period of time.
- (c) When point M.A.201(ea) is applied, the continuing airworthiness management contract with the operator(s) in accordance with Appendix I to MCAR-M should be submitted together with the CAME.

MCAR-CAMO.A.120 Means of compliance

- (a) Alternative means of compliance to the AMC adopted by the CAA may be used by an organisation to establish compliance with this Regulation.
- (b) When an organisation wishes to use an alternative means of compliance, it shall, prior to using it, provide the CAA with a full description of the alternative means of compliance. The

description shall include any revisions to manuals or procedures that may be relevant, as well as an assessment demonstrating compliance with this Regulation.

The organisation may use these alternative means of compliance subject to prior approval by the CAA, and upon receipt of the notification as provided for in point CAMO.B.120.

MCAR-CAMO.A.125 Terms of approval and privileges

- (a) The approval is indicated on the certificate, which is included in Appendix I, and is issued by the CAA.
- (b) Notwithstanding point (a), for air carriers licensed in accordance with MCAR-Air Operations, the approval shall be part of the air operator certificate issued by the CAA for the aircraft operated except when, in accordance with point M.A.201(ea) of MCAR-M, the CAMO is contracted by operators forming part of a single air carrier business grouping.
- (c) The scope of work shall be specified in the continuing airworthiness management exposition (CAME) in accordance with point CAMO.A.300.
- (d) An organisation approved in accordance with this Regulation may:
 - (1) manage the continuing airworthiness of aircraft, except those used by air carriers licensed in accordance with MCAR-Air Operations, as listed on the certificate;
 - (2) manage the continuing airworthiness of aircraft used by air carriers licensed in accordance with MCAR-Air Operations, when listed both on its certificate and on its air operator certificate or when MCAR-M.201(ea) applies;
 - (3) arrange to carry out limited continuing airworthiness tasks with any subcontracted organisation, working under its management system, as listed on the certificate;
 - (4) extend an airworthiness review certificate under the conditions of MCAR-M.A.901(f) or MCAR-ML.A.901(c), as applicable.
 - (5) Approve the AMP, in accordance with MCAR-ML.A.302(b)(2), for aircraft managed in accordance with MCAR-ML.
- (e) An organisation approved in accordance with this Regulation and having its principal place of business in Maldives, may additionally be approved to carry out airworthiness reviews in accordance with MCAR-M.A.901 or MCAR-ML.A.903 as applicable, and:
 - (1) issue the related airworthiness review certificate and extend it in due time under the conditions of MCAR-M.A.901(c)(2) and MCAR-M.A.901(e)(2) or MCAR-ML.A.901(c), as applicable;

- (2) issue a recommendation for the airworthiness review to the CAA, under the conditions of MCAR-M.A.901(d) or MCAR-M.A.904(b) of MCAR-M.
- (f) An organisation holding the privileges referred to in point (e) may additionally be approved to issue a permit to fly in accordance with MCAR-21.A.711(d) for the particular aircraft for which the organisation is approved to issue the airworthiness review certificate, when the organisation is attesting conformity with approved flight conditions, subject to an adequate procedure in the CAME referred to in point CAMO.A.300.

AMC1 CAMO.A.125(d)(3) Terms of approval and privileges

SUBCONTRACTING OF CONTINUING AIRWORTHINESS TASKS

- (a) The CAMO may subcontract certain continuing airworthiness management tasks to qualified organisations. The subcontracted organisation performs the continuing airworthiness management tasks as an integral part of the CAMO's management system, irrespective of any other approval held by the subcontracted organisation (including CAMO or MCAR-145 approval).
- (b) The CAMO remains accountable for the satisfactory completion of the continuing airworthiness management tasks irrespective of any contract that may be established.
- (c) In order to fulfil this responsibility, the CAMO should be satisfied that the actions taken by the subcontracted organisation meet the standards required by MCAR-CAMO. Therefore, the CAMO management of such activities should be accomplished:
 - (1) by active control through direct involvement; and/or
 - (2) by endorsing the recommendations made by the subcontracted organisation.
- (d) In order to retain ultimate responsibility, the CAMO should limit subcontracted tasks to the activities specified below:
 - (1) airworthiness directive analysis and planning;
 - (2) service bulletin analysis;
 - (3) planning of maintenance;
 - (4) reliability monitoring, engine health monitoring;
 - (5) maintenance programme development and amendments;
 - (6) any other activities, which do not limit the CAMO responsibilities, as agreed by the CAA.

- (e) The CAMO's controls associated with subcontracted continuing airworthiness management tasks should be reflected in the associated contract and be in accordance with the CAMO policy and procedures defined in the CAME. When such tasks are subcontracted, the management system is considered to be extended to the subcontracted organisations.
- (f) With the exception of engines and auxiliary power units, contracts would normally be limited to one organisation per aircraft type for any combination of the activities described in Appendix II. Where contracts are made with more than one organisation, the CAMO should demonstrate that adequate coordination controls are in place and that the individuals' responsibilities are clearly defined in the related contracts.
- (g) Contracts should not authorise the subcontracted organisation to subcontract to other organisations elements of the continuing airworthiness management tasks.
- (h) The CAA should exercise oversight of the subcontracted activities through the CAMO approval. The contracts should be acceptable to the CAA. The CAMO should only subcontract to organisations which are specified by the CAA on CAA Form 14.
- (i) The subcontracted organisation should agree to notify the CAMO of any changes affecting the contract as soon as practical. The CAMO should then inform CAA. Failure to do so may invalidate the CAA's acceptance of the contract.
- (j) Appendix II to AMC1 CAMO.A.125(d)(3) provides information on the subcontracting of continuing airworthiness management tasks.

GM1 CAMO.A.125(e) Terms of approval and privileges

- (a) An organisation may be approved for the privileges of point CAMO.A.125(d) only, without the privilege to carry out airworthiness reviews. In this case, the airworthiness review can be contracted to another appropriately approved organisation. It is not mandatory that this contracted organisation is linked to an AOC holder, and it is possible to contract an appropriately approved independent CAMO which is approved for the same aircraft type.
- (b) In order to be approved for the privileges of point CAMO.A.125(e) for a particular aircraft type, it is necessary to be approved for the privileges of point CAMO.A.125(d) for that aircraft type.
- (c) Nevertheless, this does not necessarily mean that the organisation needs to be currently managing an aircraft type in order to be able to perform airworthiness reviews on that aircraft type. The organisation may be performing only airworthiness reviews on an aircraft type without having any customer under contract for that type.
- (d) Furthermore, this situation should not necessarily lead to the removal of the aircraft type from the organisation approval. As a matter of fact, since in most cases the airworthiness review staff are not involved in continuing airworthiness management activities, it cannot be argued that these airworthiness review staff are going to lose their skills just because the

organisation is not managing a particular aircraft type. The important issue in relation to maintaining a particular aircraft type in the organisation approval is whether the organisation continuously fulfils all the MCAR-CAMO requirements (facilities, documentation, qualified personnel, management system, etc.) required for initial approval.

GM1 CAMO.A.125(f) Terms of approval and privileges

The sentence 'for the particular aircraft for which the organisation is approved to issue the airworthiness review certificate' contained in point CAMO.A.125(f) means that:

- for MCAR-M aircraft used by air carriers licensed in accordance with MCAR-Air Operations, and for aircraft above 2730 kg MTOM, the permit to fly can only be issued for aircraft which are in a controlled environment and are managed by that CAMO; and
- for MCAR-M aircraft of 2730 kg MTOM and below not used by air carriers licensed in accordance with MCAR-Air Operations, and for MCAR-ML aircraft, the permit to fly can be issued for any aircraft.

MCAR-CAMO.A.130 Changes to the organisation

(a) The following changes to the organisation shall require prior approval:

- (1) changes that affect the scope of the certificate or the terms of approval of the organisation;
- (2) changes to personnel nominated in accordance with points (a)(3) to (a)(5) and (b)(2) of point CAMO.A.305;
- (3) changes to the reporting lines between the personnel nominated in accordance with points (a)(3) to (a)(5) and (b)(2) of point CAMO.A.305, and the accountable manager;
- (4) the procedure as regards changes not requiring prior approval referred to in point (c).

(b) For any changes requiring prior approval in accordance with this Regulation, the organisation shall apply for and obtain an approval issued by the CAA. The application shall be submitted before any such change takes place, in order to enable the CAA to determine continued compliance with this Regulation and to amend, if necessary, the organisation certificate and related terms of approval attached to it.

The organisation shall provide the CAA with any relevant documentation.

The change shall only be implemented upon receipt of formal approval by the CAA in accordance with point CAMO.B.330.

The organisation shall operate under the conditions established by the CAA during such changes, as applicable.

- (c) All changes not requiring prior approval shall be managed and notified to the CAA as defined in the procedure referred to in point (b) of point CAMO.A.115 and approved by the CAA in accordance with point (h) of point CAMO.B.310.

AMC1 CAMO.A.130 Changes to the organisation

APPLICATION TIME FRAMES

- (a) The application for the amendment of an organisation certificate should be submitted at least 30 working days before the date of the intended changes.
- (b) In the case of a planned change of a nominated person, the organisation should inform the CAA at least 20 working days before the date of the proposed change.
- (c) Unforeseen changes should be notified at the earliest opportunity, in order to enable the CAA to determine whether there is continued compliance with the applicable requirements, and to amend, if necessary, the organisation certificate and related terms of approval.

AMC2 CAMO.A.130 Changes to the organisation

MANAGEMENT OF CHANGES

The organisation should manage the safety risks related to any changes to the organisation in accordance with AMC1 CAMO.A.200(a)(3) point (e). For changes requiring prior approval, it should conduct a risk assessment and provide it to the CAA upon request.

GM1 CAMO.A.130 Changes to the organisation

CHANGES REQUIRING OR NOT REQUIRING PRIOR APPROVAL

The rule point CAMO.A.130 is structured as follows:

- Point (a) introduces an obligation of prior approval (by the CAA) for specific cases listed under (1) to (4).
- Point (b) address all instances (including (a)) where the Regulation explicitly requires an approval by the CAA (e.g. CAME procedure for the completion of an airworthiness review under supervision, ref. CAMO.A.310(c)). Changes relevant to these instances should be considered as changes requiring a prior approval (see list in GM1 CAMO.A.130(b)), unless otherwise specified by the Regulation.
- Point (b) also indicates how all changes requiring prior approval are to be handled.
- Point (c) introduces the possibility to agree with the CAA that certain changes to the organisation (other than those covered by (a) or (b)) can be implemented without prior approval depending on the compliance and safety performance of the organisation, and in particular, on its capability to apply change management principles.

GM1 CAMO.A.130(a)(1) Changes to the organisation

CHANGES THAT AFFECT THE SCOPE OF THE CERTIFICATE OR THE TERMS OF APPROVAL

Typical examples of such changes are listed below (not exhaustive):

- (1) the name of the organisation;
- (2) the organisation's principal place of business;
- (3) additional aircraft type/series/group;
- (4) the accountable manager referred to in point CAMO.A.305(a);
- (5) additional subcontracted organisation;
- (6) contracts between the CAMO and operators forming part of a single air carrier business grouping, in accordance with point M.A.201(ea).

GM2 CAMO.A.130(a)(1) Changes to the organisation

CHANGE OF THE NAME OF THE ORGANISATION

A change of the name requires the organisation to submit a new application as a matter of urgency.

If this is the only change to report, the new application can be accompanied by a copy of the documentation that was previously submitted to the CAA under the previous name, as a means of demonstrating how the organisation complies with the applicable requirements.

GM1 CAMO.A.130(b) Changes to the organisation

CHANGES REQUIRING PRIOR APPROVAL (OTHER THAN THOSE COVERED BY CAMO.A.130(a))

Following are some examples of changes that require prior approval by the CAA (other than covered by point CAMO.A.130(a)), as specified in the applicable implementing rules:

- (a) changes to the alternative means of compliance [CAMO.A.120(b)]
- (b) changes to the CAME procedure for the completion of an airworthiness review under supervision of the organisation's authorised airworthiness review staff (ARS) [CAMO.A.310(c)]
- (c) changes to the procedure to establish and control the competency of personnel [CAMO.A.305(g)]

- (d) changes to the system for reporting to the CAA on the safety performance and regulatory compliance of the organisation (in the case of an extension beyond 36 months of the oversight planning cycle) [CAMO.B.305(d)]
- (e) changes to the procedure for the indirect approval of the maintenance programme of MCAR-M aircraft [MCAR-M.A.302(c)]

MCAR-CAMO.A.135 **Continued validity**

- (a) The organisation's certificate shall remain valid subject to compliance with all of the following conditions:
 - (1) the organisation remaining in compliance with this Regulation, taking into account the provisions related to the handling of findings as specified under point CAMO.B.350;
 - (2) the CAA being granted access to the organisation as specified in point CAMO.A.140;
 - (3) the certificate not being surrendered or revoked.
- (b) For air carriers licensed in accordance with MCAR-Air Operations, termination, suspension or revocation of the air operator certificate automatically invalidates the organisation certificate in relation to the aircraft registrations specified in the air operator certificate, unless otherwise explicitly stated by the CAA.
- (c) Notwithstanding point (b), when the CAMO is contracted by operators forming part of a single air carrier business grouping in accordance with point M.A.201(ea) of MCAR-M, the termination, suspension or revocation of the air operator certificate does not automatically invalidate the CAMO's certificate. In this case, the contract in accordance with Appendix I to MCAR-M becomes void.
- (d) Upon revocation or surrender, the organisation certificate shall be returned to the CAA without delay.

MCAR-CAMO.A.140 **Access**

For the purpose of determining compliance with the relevant requirements of this Regulation, the organisation shall grant access at any time to any facility, aircraft, document, records, data, procedures or any other material relevant to its activity subject to certification, whether it is contracted/subcontracted or not, to any person authorised by the CAA.

MCAR-CAMO.A.150 Findings

(a) After receipt of notification of findings according to point CAMO.B.350, the organisation shall:

- (1) identify the root cause or causes of and contributing factors to the non-compliance;
- (2) define a corrective action plan;
- (3) demonstrate corrective action implementation to the satisfaction of the CAA.

(b) Actions referred to in points (a)(1), (a)(2) and (a)(3) shall be performed within the period agreed with that CAA as defined in point CAMO.B.350.

AMC1 CAMO.A.150 Findings

GENERAL

The action plan defined by the organisation should address the effects of the non-compliance, as well as its root cause(s) and contributing factor(s).

Depending on the issues, the action plan should address correction/containment of the issue, corrective action and preventive action.

AMC2 CAMO.A.150 Findings

FINDINGS RELATED TO THE CAMO'S MANAGEMENT SYSTEM THAT IS HARMONISED WITH THE MANAGEMENT SYSTEM OF ANOTHER APPROVED ORGANISATION

If a finding that is raised by the CAA (or non-compliance that is detected by the compliance monitoring function) affects the harmonisation of the management system of the CAMO with the management system of the contracting operator(s), which is required by point M.A.201(ea), the CAMO should inform the operator(s) to ensure that proper actions are taken within the group. The CAMO and operator(s) should agree on the appropriate channel for such communication.

If the group use common standards to facilitate the harmonisation of the organisations' management systems, the CAMO should inform the group management board or similar group governance body.

GM1 CAMO.A.150 Findings

CAUSAL ANALYSIS

(a) It is important that the analysis does not primarily focus on establishing who or what caused the non-compliance, but on why it was caused. Establishing the root cause or causes of a non-compliance often requires an overarching view of the events and circumstances that led

to it, to identify all the possible systemic and contributing factors (regulatory, human factors (HF), organisational factors, technical, etc.) in addition to the direct factors.

- (b) A narrow focus on single events or failures, or the use of a simple, linear model, such as a fault tree, to identify the chain of events that led to the non-compliance, may not properly reflect the complexity of the issue, and therefore there is a risk that important factors that must be addressed in order to prevent a reoccurrence will be ignored.

Such an inappropriate or partial causal analysis often leads to defining 'quick fixes' that only address the symptoms of the non-conformity. A peer review of the results of the causal analysis may increase its reliability and objectivity.

- (c) A system description of the organisation that considers the organisational structures, processes and their interfaces, procedures, staff, equipment, facilities and the environment in which the organisation operates, will support both effective causal (reactive) and hazard (proactive) analyses.

MCAR-CAMO.A.155 Immediate reaction to a safety problem

The organisation shall implement:

- (a) any safety measures mandated by the CAA in accordance with point CAMO.B.135;
- (b) any relevant mandatory safety information issued by the State of Design of the product managed.

MCAR-CAMO.A.160 Occurrence reporting

- (a) As part of its management system the organisation shall implement an occurrence reporting system that meets the requirements defined in MCAR-13B.
 - (b) Without prejudice to point (a), the organisation shall ensure that any incident, malfunction, technical defect, exceeding of technical limitations, occurrence that would highlight inaccurate, incomplete or ambiguous information contained in data established in accordance with MCAR-21 or other irregular circumstance that has or may have endangered the safe operation of the aircraft and that has not resulted in an accident or serious incident are reported to the CAA and to the organisation responsible for the design of the aircraft.
- (ba) Where the reports in point (b) relates to an engine or propeller, such reports shall be transmitted to both the organization responsible for the design of the engine or propeller and the organization responsible for the design of the aircraft.

- (c) Without prejudice to MCAR-13B, the reports referred to in points (a) and (b) shall be made in a form and manner established by the CAA and shall contain all pertinent information about the condition known to the organisation.
- (d) Reports shall be made as soon as possible, but in any case within 72 hours of the organisation identifying the condition to which the report relates, unless exceptional circumstances prevent this.
- (e) Where relevant, the organisation shall produce a follow-up report to provide details of actions it intends to take to prevent similar occurrences in the future, as soon as these actions have been identified. This report shall be produced in a form and manner established by the CAA.

AMC1 CAMO.A.160 Occurrence reporting

GENERAL

- (a) Where the organisation holds one or more additional organisation certificates within the scope of Maldives Civil Aviation Authority Act 2/2012 and its implementing regulations:
 - (1) the organisation may establish an integrated occurrence reporting system covering all certificate(s) held; and
 - (2) single reports for occurrences should only be provided if the following conditions are met:
 - (i) the report includes all relevant information from the perspective of the different organisation certificates held;
 - (ii) the report addresses all relevant specific mandatory data fields and clearly identifies all certificate holders for which the report is made; and
 - (iii) such single reporting was agreed with the CAA.
- (b) The organisation should assign responsibility to one or more suitably qualified persons with clearly defined authority, for coordinating action on airworthiness occurrences and for initiating any necessary further investigation and follow-up activity.
- (c) If more than one person are assigned such responsibility, the organisation should identify a single person to act as the main focal point for ensuring a single reporting channel is established with the accountable manager. This should in particular apply to organisations holding one or more additional organisation certificates within the scope of Maldives Civil Aviation Authority Act 2/2012 and its implementing regulations where the occurrence reporting system is fully integrated with that required under the additional certificate(s) held.

AMC2 CAMO.A.160 Occurrence reporting

The organisation should share relevant safety-related occurrence reports with the design approval holder of the aircraft in order to enable it to issue appropriate service instructions and recommendations to all owners or operators. Liaison with the design approval holder is recommended to establish whether published or proposed service information will resolve the problem or to obtain a solution to a particular problem.

GM1 CAMO.A.160 Occurrence reporting

MANDATORY REPORTING – GENERAL

- (a) MCAR-13B lays down a list classifying occurrences in civil aviation to be mandatorily reported. This list should not be understood as being an exhaustive collection of all issues that may pose a significant risk to aviation safety and therefore reporting should not be limited to items listed in that Regulation.
- (b) MCAR-13B provides further details on occurrence reporting.

GM1 CAMO.A.160(b) Occurrence reporting

DESIGN APPROVAL HOLDER

Depending on the case, the 'organisation responsible for the design of the aircraft' will be the holder of a type-certificate, a restricted type-certificate, a supplemental type-certificate, a Technical Standard Order (TSO)/European Technical Standard Order (ETSO) authorisation, an approval for a repair or a change to the type design or any other relevant approval or authorisation for products, parts and appliances deemed to have been issued or accepted under MCAR-21.

MCAR-CAMO.A.200 Management system

- (a) The organisation shall establish, implement, and maintain a management system that includes:
- (1) clearly defined lines of responsibility and accountability throughout the organisation, including a direct safety accountability of the accountable manager;
 - (2) a description of the overall philosophies and principles of the organisation with regard to safety, referred to as the safety policy;
 - (3) the identification of aviation safety hazards entailed by the activities of the organisation, their evaluation and the management of associated risks, including taking actions to mitigate the risks and verify their effectiveness;
 - (4) maintaining personnel trained and competent to perform their tasks;

- (5) documentation of all management system key processes, including a process for making personnel aware of their responsibilities and the procedure for amending this documentation;
 - (6) a function to monitor compliance of the organisation with the relevant requirements. Compliance monitoring shall include a feedback system of findings to the accountable manager to ensure effective implementation of corrective actions as necessary;
 - (7) any additional requirements that are laid down in this Regulation.
- (b) The management system shall correspond to the size of the organisation and the nature and complexity of its activities, taking into account the hazards and associated risks inherent in these activities.
- (c) Where the organisation holds one or more additional organisation certificates within the scope of Maldives Civil Aviation Authority Act 2/2012 and its implementing regulations, the management system may be integrated with that required under the additional certificate(s) held.
- (d) Notwithstanding point (c), for air carriers licensed in accordance with MCAR-Air Operations, the management system provided for in this Regulation shall be an integrated part of the operator's management system.
- (e) When, in accordance with point M.A.201(ea) of MCAR-M, a contract is concluded between a CAMO and operators forming part of a single air carrier business grouping, the CAMO shall ensure that its management system is harmonised with the management systems of the operators forming part of that business grouping

GM1 CAMO.A.200 Management system

GENERAL

Safety management seeks to proactively identify hazards and to mitigate the related safety risks before they result in aviation accidents and incidents. Safety management enables an organisation to manage its activities in a more systematic and focused manner. When an organisation has a clear understanding of its role and contribution to aviation safety, it can prioritise safety risks and more effectively manage its resources and obtain optimal results.

The principles of the requirements in points CAMO.A.200, CAMO.A.202, CAMO.A.205 and the related AMC constitute the Maldives management system framework for aviation safety management. This framework addresses the core elements of the ICAO safety management system (SMS) framework defined in Appendix 2 to Annex 19, and it promotes an integrated approach to the management of an organisation. It facilitates the introduction of the additional safety management components, building upon the existing management system, rather than adding them as a separate framework.

This approach is intended to encourage organisations to embed safety management and risk-based decision-making into all their activities, instead of superimposing another system onto their existing management system and governance structure. In addition, if the organisation holds multiple organisation certificates within the scope of Maldives Civil Aviation Authority Act 2/2012, it may choose to implement a single management system to cover all of its activities. An integrated management system may not only be used to capture multiple certification requirements, but also to cover other business management systems such as security, occupational health and environmental management systems. Integration will remove any duplication and exploit synergies by managing safety risks across multiple activities. Organisations may determine the best means to structure their management systems to suit their business and organisational needs.

The core part of the management system framework (CAMO.A.200) focuses on what is essential for safety management, by mandating the organisation to:

- (a) clearly define accountabilities and responsibilities;
- (b) establish a safety policy and the related safety objectives;
- (c) implement safety reporting procedures in line with just culture principles;
- (d) ensure the identification of aviation safety hazards entailed by its activities, ensure their evaluation, and the management of associated risks, including:
 - (1) taking actions to mitigate the risks;
 - (2) verifying the effectiveness of the actions taken to mitigate the risks;
- (e) monitor compliance, while considering any additional requirements that are applicable to the organisation;
- (f) keep their personnel trained, competent, and informed about significant safety issues; and
- (g) document all the key management system processes.

Compared to the previous MCAR-M Subpart G quality system ‘framework’, the new elements that are introduced with this Regulation are, in particular, those addressed under points (b) to (d). Points (c) and (d)(1) address component 2 ‘Safety Risk Management’ of the ICAO SMS framework. Points (d)(2) and (e) address component 3 ‘Safety Assurance’ thereof.

Point CAMO.A.200 defines the following as key safety management processes; these are further specified in the related AMC and GM:

- Hazard identification;
- Safety risk management;

- Internal investigation;
- Safety performance monitoring and measurement;
- Management of change;
- Continuous improvement;
- Immediate safety action and coordination with the aircraft operator’s Emergency Response Plan (ERP).

It is important to recognise that safety management will be a continuous activity, as hazards, risks and the effectiveness of safety risk mitigations will change over time.

These key safety management processes are supported by a compliance monitoring function as an integral part of the management system for safety. Most aviation safety regulations constitute generic safety risk controls established by the ‘regulator’. Therefore, ensuring effective compliance with the regulations during daily operations and independent monitoring of compliance are fundamental to any management system for safety. The compliance monitoring function may, in addition, support the follow-up of safety risk mitigation actions. Moreover, where non-compliances are identified through internal audits, the causes will be thoroughly assessed and analysed. Such an analysis in return supports the risk management process by providing insights into causal and contributing factors, including HF, organisational factors and the environment in which the organisation operates. In this way, the outputs of compliance monitoring become some of the various inputs to the safety risk management functions. On the other hand, the safety risk management processes may be used to determine focus areas for compliance monitoring. In this way, internal audits will inform the organisation’s management of the level of compliance within the organisation, whether safety risk mitigation actions have been implemented, and where corrective or preventive action is required. The combination of safety risk management and compliance monitoring should lead to an enhanced understanding of the end-to-end process and the process interfaces, exposing opportunities for increased efficiencies, which are not limited to safety aspects.

As aviation is a complex system with many organisations and individuals interacting together, the primary focus of the key safety management processes is on the organisational processes and procedures, but it also relies on the humans in the system. The organisation and the way in which it operates can have a significant impact on human performance. Therefore, safety management necessarily addresses how humans can contribute both positively and negatively to an organisation’s safety outcomes, recognising that human behaviour is influenced by the organisational environment.

The effectiveness of safety management largely depends on the degree of commitment of the senior management to create a working environment that optimises human performance and encourages personnel to actively engage in and contribute to the organisation’s management processes. Similarly, a positive safety culture relies on a high degree of trust and respect between the personnel and the management, and it must therefore be created and supported at the senior management level. If the management does not treat individuals who identify hazards and report adverse events in a consistently fair and just way, those individuals are unlikely to be willing to communicate safety issues or to work with the management to effectively address the

safety risks. As with trust, a positive safety culture takes time and effort to establish, and it can be easily lost.

It is further recognised that the introduction of processes for hazard identification and risk assessment, mitigation and verification of the effectiveness of such mitigation actions will create immediate and direct costs, while related benefits are sometimes intangible and may take time to materialise. Over time, an effective management system will not only address the risks of major occurrences, but also identify and address production inefficiencies, improve communication, foster a better organisation culture, and lead to more effective control of contractors and suppliers. In addition, through an improved relationship with the authority, an effective management system may result in a reduced oversight burden.

Thus, by viewing safety management and the related organisational policies and key processes as items that are implemented not only to prevent incidents and accidents, but also to meet the organisation's strategic objectives, any investment in safety should be seen as an investment in productivity and organisational success.

AMC1 CAMO.A.200(a)(1) Management system

ORGANISATION AND ACCOUNTABILITIES

(a) The management system should encompass safety by including a safety manager, and a safety review board in the organisational structure. The functions of the safety manager are those defined in AMC1 CAMO.A.305(a)(4);(a)(5).

(b) Safety review board

(1) The safety review board should be a high-level committee that considers matters of strategic safety in support of the accountable manager's safety accountability.

(2) The board should be chaired by the accountable manager and composed of the person or group of persons nominated under point CAMO.A.305(a) and (b).

(3) The safety review board should monitor:

(i) safety performance against the safety policy and objectives;

(ii) that any safety action is taken in a timely manner; and

(iii) the effectiveness of the organisation's management system processes.

(4) The safety review board may also be tasked with:

(i) reviewing the results of compliance monitoring;

(ii) monitoring the implementation of related corrective and preventive actions.

- (c) The safety review board should ensure that appropriate resources are allocated to achieve the established safety objectives.
- (d) The safety manager or another person designated by the safety manager may attend, as appropriate, safety review board meetings. He or she may communicate to the accountable manager all information, as necessary, to allow decision-making based on safety data.
- (e) Notwithstanding point (a), where justified by the size of the organisation and the nature and complexity of its activities and subject to a risk assessment and agreement by the CAA, the organisation may not need to establish a formal safety review board. In this case, the tasks normally allocated to the safety review board should be allocated to the safety manager.

GM1 CAMO.A.200(a)(1) Management system

SAFETY ACTION GROUP

- (a) Depending on the size of the organisation and the nature and complexity of its activities, a safety action group may be established as a standing group or as an ad hoc group to assist, or act on behalf of the safety manager or the safety review board.
- (b) More than one safety action group may be established, depending on the scope of the task and the specific expertise required.
- (c) The safety action group usually reports to, and takes strategic direction from, the safety review board, and may be composed of managers, supervisors and personnel from operational areas.
- (d) The safety action group may be tasked with or assist in:
 - (1) monitoring safety performance;
 - (2) defining actions to control risks to an acceptable level;
 - (3) assessing the impact of organisational changes on safety;
 - (4) ensuring that safety actions are implemented within agreed timescales;
 - (5) reviewing the effectiveness of previous safety actions and safety promotion.

GM2 CAMO.A.200(a)(1) Management system

MEANING OF THE TERMS 'ACCOUNTABILITY' AND 'RESPONSIBILITY'

In the English language, the notion of accountability is different from the notion of responsibility. Whereas 'accountability' refers to an obligation which cannot be delegated, 'responsibility' refers to an obligation that can be delegated.

AMC1 CAMO.A.200(a)(2) Management system

SAFETY POLICY & OBJECTIVES

(a) The safety policy should:

- (1) reflect organisational commitments regarding safety, and its proactive and systematic management, including the promotion of a positive safety culture;
- (2) include internal reporting principles, and encourage personnel to report continuing airworthiness-related errors, incidents and hazards;
- (3) recognise the need for all personnel to cooperate with the compliance monitoring and internal investigations referred to under point (c) of AMC1 CAMO.A.200(a)(3);
- (4) be endorsed by the accountable manager;
- (5) be communicated, with visible endorsement, throughout the organisation; and
- (6) be periodically reviewed to ensure it remains relevant and appropriate for the organisation.

(b) The safety policy should include a commitment to:

- (1) comply with all applicable legislation, to meet all the applicable requirements, and adopt practices to improve safety standard;
- (2) provide the necessary resources for the implementation of the safety policy.
- (3) apply HF principles;
- (4) enforce safety as a primary responsibility of all managers; and
- (5) apply 'just culture' principles to internal safety reporting and the investigation of occurrences and, in particular, not to make available or use the information on occurrences:
 - (i) to attribute blame or liability to front line staff or other persons for actions, omissions or decisions taken by them that are commensurate with their experience and training;
or
 - (ii) for any purpose other than the maintenance or improvement of aviation safety.

- (c) Senior management should continually promote the safety policy to all personnel, demonstrate its commitment to it, and provide necessary human and financial resources for its implementation.
- (d) Taking due account of its safety policy, the organisation should define safety objectives. The safety objectives should:
 - (1) form the basis for safety performance monitoring and measurement;
 - (2) reflect the organisation’s commitment to maintain or continuously improve the overall effectiveness of the management system;
 - (3) be communicated throughout the organisation; and
 - (4) be periodically reviewed to ensure they remain relevant and appropriate for the organisation.

GM1 CAMO.A.200(a)(2) Management system

SAFETY POLICY

- (a) The safety policy is the means whereby the organisation states its intention to maintain and, where practicable, improve safety levels in all its activities and to minimise its contribution to the risk of an aircraft accident or serious incident as far as is reasonably practicable. It reflects the management’s commitment to safety, and should reflect the organisation’s philosophy of safety management, as well as be the foundation on which the organisation’s management system is built. It serves as a reminder of ‘how we do business here’. The creation of a positive safety culture begins with the issuance of a clear, unequivocal policy.
- (b) The commitment to apply ‘just culture’ principles forms the basis for the organisation’s internal rules describing how ‘just culture’ principles are guaranteed and implemented.
- (c) MCAR-13B defines the ‘just culture’ principles to be applied (refer in particular to MCAR-13B.A.02(h) of that Regulation).

AMC1 CAMO.A.200(a)(3) Management system

SAFETY MANAGEMENT KEY PROCESSES

- (a) Hazard identification processes
 - (1) A reporting scheme for both reactive event and proactive hazards should be the formal means of collecting, recording, analysing, acting on, and generating feedback about hazards and the associated risks that may affect safety.

(2) The identification should include:

- (i) hazards that may be generated from HF issues that affect human performance; and
- (ii) hazards that may stem from the organisational set-up or the existence of complex operational and maintenance arrangements (such as when multiple organisations are contracted, or when multiple levels of contracting/subcontracting are included).

(b) Risk management processes

(1) A formal safety risk management process should be developed and maintained that ensures that there is:

- (i) analysis (e.g. in terms of the probability and severity of the consequences of hazards and occurrences);
- (ii) assessment (in terms of tolerability); and
- (iii) control (in terms of mitigation) of risks to an acceptable level.

(2) The levels of management who have the authority to make decisions regarding the tolerability of safety risks, in accordance with (b)(1)(ii), should be specified.

(c) Internal investigation

(1) In line with its just culture policy, the organisation should define how to investigate incidents such as errors or near misses, in order to understand not only what happened, but also how it happened, to prevent or reduce the probability and/or consequence of future recurrences (refer to AMC1 CAMO.A.202).

(2) The scope of internal investigations should extend beyond the scope of the occurrences required to be reported to the CAA in accordance with point CAMO.A.160, to include the reports referred to in CAMO.A.202(b).

(d) Safety performance monitoring and measurement

(1) Safety performance monitoring and measurement should be the process by which the safety performance of the organisation is verified in comparison with the safety policy and the safety objectives.

(2) This process may include, as appropriate to the size, nature and complexity of the organisation:

- (i) safety reporting, addressing also the status of compliance with the applicable requirements;

- (ii) safety reviews, including trends reviews, which would be conducted during the introduction of new products and their components, new equipment/technologies, the implementation of new or changed procedures, or in situations of organisational changes that may have an impact on safety;
- (iii) safety audits focusing on the integrity of the organisation's management system, and on periodically assessing the status of safety risk controls; and
- (iv) safety surveys, examining particular elements or procedures in a specific area, such as problem areas identified, or bottlenecks in daily continuing airworthiness management activities, perceptions and opinions of management personnel, and areas of dissent or confusion.

(e) Management of change

The organisation should manage the safety risks related to a change. The management of change should be a documented process to identify external and internal changes that may have an adverse effect on the safety of its continuing airworthiness management activities. It should make use of the organisation's existing hazard identification, risk assessment and mitigation processes.

(f) Continuous improvement

The organisation should continuously seek to improve its safety performance and the effectiveness of its management system. Continuous improvement may be achieved through:

- (1) audits carried out by external organisations;
- (2) assessments, including assessments of the effectiveness of the safety culture and management system, in particular to assess the effectiveness of the safety risk management processes;
- (3) staff surveys, including cultural surveys, that can provide useful feedback on how engaged personnel are with the management system;
- (4) monitoring the recurrence of incidents and occurrences;
- (5) evaluation of safety performance indicators and review of all the available safety performance information; and
- (6) identification of lessons learnt.

(g) Immediate safety action and coordination with the operator's Emergency Response Plan (ERP)

- (1) A procedure should be implemented to enable the organisation to act promptly when it identifies safety concerns with the potential to have immediate effect on flight safety, including clear instructions on who to contact at the owner/operator, and how to contact them, including outside normal business hours. These provisions are without prejudice to the occurrence reporting required by point CAMO.A.160.
- (2) If applicable, a procedure should be implemented to enable the organisation to react promptly if the ERP is triggered by the operator and it requires the support of the CAMO.

GM1 CAMO.A.200(a)(3) Management system

SAFETY RISK MANAGEMENT — INTERFACES BETWEEN ORGANISATIONS

- (a) Safety risk management processes should specifically address the planned implementation of, or participation of the organisation in, any complex operational and maintenance arrangements (such as when multiple organisations are contracted, or when multiple levels of contracting/subcontracting are included).
- (b) Hazard identification and risk assessment start with an identification of all the parties involved in the arrangement, including independent experts and non-approved organisations. This identification process extends to cover the overall control structure, and assesses in particular the following elements across all subcontract levels and all parties within such arrangements:
 - (1) coordination and interfaces between the different parties;
 - (2) applicable procedures;
 - (3) communication between all the parties involved, including reporting and feedback channels;
 - (4) task allocation, responsibilities and authorities; and
 - (5) the qualifications and competency of key personnel with reference to point CAMO.A.305.
- (c) Safety risk management should focus on the following aspects:
 - (1) clear assignment of accountability and allocation of responsibilities;
 - (2) that only one party is responsible for a specific aspect of the arrangement, with no overlapping or conflicting responsibilities, in order to eliminate coordination errors;
 - (3) the existence of clear reporting lines, both for occurrence reporting and progress reporting;

- (4) the possibility for staff to directly notify the organisation of any hazard that suggests an obviously unacceptable safety risk as a result of the potential consequences of this hazard.
- (d) The safety risk management processes should ensure that there is regular communication between all the parties involved to discuss work progress, risk mitigation actions, and changes to the arrangement, as well as any other significant issues.

GM2 CAMO.A.200(a)(3) Management system

MANAGEMENT OF CHANGE

- (a) Unless they are properly managed, changes in organisational structure, facilities, the scope of work, personnel, documentation, policies and procedures, etc. can result in the inadvertent introduction of new hazards, and expose the organisation to new or increased risk. Effective organisations seek to improve their processes, with conscious recognition that changes can expose the organisation to potentially latent hazards and risks if they are not properly and effectively managed.
- (b) Regardless of the magnitude of change, large or small, its safety implications should always be proactively considered. This is primarily the responsibility of the team that proposes and/or implements the change. However, a change can only be successfully implemented if all the personnel affected by the change are engaged, are involved and participate in the process. The magnitude of a change, its safety criticality, and its potential impact on human performance should be assessed in any change management process.
- (c) The process for the management of change typically provides principles and a structured framework for managing all aspects of the change. Disciplined application of the management of change can maximise the effectiveness of the change, engage the staff, and minimise the risks that are inherent in a change.
- (d) The introduction of a change is the trigger for the organisation to perform their hazard identification and risk management process.

Some examples of change include, but are not limited to:

- (1) changes to the organisational structure;
- (2) the inclusion of a new aircraft type in the terms of approval;
- (3) the addition of aircraft of the same or a similar type;
- (4) significant changes in personnel (affecting key personnel and/or large numbers of personnel, high turn-over);
- (5) new or amended regulations;

- (6) changes in the security arrangements;
 - (7) changes in the economic situation of an organisation (e.g. commercial or financial pressure);
 - (8) new schedule(s), location(s), equipment, and/or operational procedures; and
 - (9) the addition of new subcontractors.
- (e) A change may have the potential to introduce new, or to exacerbate pre-existing, HF issues. For example, changes in computer systems, equipment, technology, personnel changes, including changes in management personnel, procedures, work organisation, or work processes are likely to affect performance.
- (f) The purpose of integrating HF into the management of change is to minimise potential risks by specifically considering the impact of the change on the people within a system.
- (g) Special consideration, including any HF issues, should be given to the 'transition period'. In addition, the activities utilised to manage these issues should be integrated into the change management plan.
- (h) Effective management of change should be supported by the following:
- (1) Implementation of a process for formal hazard identification/risk assessment for major operational changes, major organisational changes, changes in key personnel, and changes that may affect the way continuing airworthiness management is carried out.
 - (2) Identification of changes that are likely to occur in business which would have a noticeable impact on:
 - (i) resources — material and human;
 - (ii) management direction — policies, processes, procedures, training; and
 - (iii) management control.
 - (3) Safety cases/risk assessments that are aviation-safety focused.
 - (4) Involvement of key stakeholders in the change management process as appropriate.
 - (i) During the management of change process, previous risk assessments, and existing hazards are reviewed for possible effect.

AMC1 CAMO.A.200(a)(4) Management system

COMMUNICATION ON SAFETY

- (a) The organisation should establish communication about safety matters that:
- (1) ensures that all personnel are aware of the safety management activities, as appropriate, for their safety responsibilities;
 - (2) conveys safety-critical information, especially related to assessed risks and analysed hazards;
 - (3) explains why particular actions are taken; and
 - (4) explains why safety procedures are introduced or changed.
- (b) Regular meetings with personnel at which information, actions, and procedures are discussed, may be used to communicate safety matters.

GM1 CAMO.A.200(a)(4) Management system

SAFETY PROMOTION

- (a) Safety training, combined with safety communication and information sharing, forms part of safety promotion.
- (b) Safety promotion activities support:
- (1) the organisation's policies, encouraging a positive safety culture, creating an environment that is favourable to the achievement of the organisation's safety objectives;
 - (2) organisational learning; and
 - (3) the implementation of an effective safety reporting scheme and the development of a just culture.
- (c) Depending on the particular safety issue, safety promotion may also constitute or complement risk mitigation actions.
- (d) Qualification and training aspects are further specified in the AMC and GM to CAMO.A.305.

GM1 CAMO.A.200(a)(5) Management system

MANAGEMENT SYSTEM DOCUMENTATION

- (a) The organisation may document its safety policy, safety objectives and all its key management system processes in a separate manual (e.g. Safety Management Manual or Management System Manual) or in its CAME (cf. AMC1 CAMO.A.300, Part 2 'Management system procedures'). Organisations that hold multiple organisation certificates within the scope of Maldives Civil Aviation Authority Act 2/2012 may prefer to use a separate manual in order to avoid duplication. That manual or the CAME, depending on the case, should be the key instrument for communicating the approach to the management system for the whole of the organisation.
- (b) The organisation may also choose to document some of the information that is required to be documented in separate documents (e.g. policy documents, procedures). In that case, it should ensure that the manual or the CAME contains adequate references to any document that is kept separately. Any such documents are to be considered as integral parts of the organisation's management system documentation.

AMC1 CAMO.A.200(a)(6) Management system

COMPLIANCE MONITORING — GENERAL

- (a) The primary objectives of compliance monitoring are to provide an independent monitoring function on how the organisation ensures compliance with the applicable requirements, policies and procedures, and to request action where non-compliances are identified.
- (b) The independence of the compliance monitoring should be established by always ensuring that audits and inspections are carried out by personnel who are not responsible for the functions, procedures or products that are audited or inspected.

AMC2 CAMO.A.200(a)(6) Management System

COMPLIANCE MONITORING — INDEPENDENT AUDIT

- (a) An essential element of compliance monitoring is the independent audit.
- (b) The independent audit should be an objective process of routine sample checks of all aspects of the CAMO ability to carry out continuing airworthiness management to the standards required by this Regulation. It should include some product sampling as this is the end result of the process.
- (c) The independent audit should provide an objective overview of the complete set of continuing airworthiness management-related activities.
- (d) The organisation should establish an audit plan to show when and how often the activities as required by MCAR-M, MCAR-ML and this Regulation will be audited.
- (e) The audit plan should ensure that all aspects of compliance with this Regulation are verified every year, including all the subcontracted activities, and the auditing may be carried out as

a complete single exercise or subdivided over the annual period. The independent audit should not require each procedure to be verified against each product line when it can be shown that the particular procedure is common to more than one product line and the procedure has been verified every year without resultant findings. Where findings have been identified, the particular procedure should be verified against other product lines until the findings have been closed, after which the independent audit procedure may revert to a yearly interval for the particular procedure.

- (f) Provided that there are no safety-related findings, the audit planning cycle specified in this AMC may be increased by up to 100 %, subject to a risk assessment and/or mitigation actions, and agreement by the CAA.
- (g) Where the organisation has more than one location approved, the audit plan should ensure that each location is audited every year or at an interval determined through a risk assessment agreed by the CAA and not exceeding the applicable audit planning cycle.
- (h) A report should be issued each time an audit is carried out describing what was checked and the resulting non-compliance findings against applicable requirements and procedures.

AMC3 CAMO.A.200(a)(6) Management system

COMPLIANCE MONITORING — CONTRACTING OF THE INDEPENDENT AUDIT

- (a) If external personnel are used to perform independent audits:
 - (1) any such audits are performed under the responsibility of the compliance monitoring manager; and
 - (2) the organisation remains responsible for ensuring that the external personnel have the relevant knowledge, background, and experience that are appropriate to the activities being audited, including knowledge and experience in compliance monitoring.
- (b) The organisation retains the ultimate responsibility for the effectiveness of the compliance monitoring function, in particular for the effective implementation and follow-up of all corrective actions.

AMC4 CAMO.A.200(a)(6) Management system

COMPLIANCE MONITORING — FEEDBACK SYSTEM

- (a) An essential element of the compliance monitoring is the feedback system.
- (b) The feedback system should not be contracted to external persons or organisations.
- (c) When a non-compliance is found, the compliance monitoring function should ensure that the root cause(s) and contributing factor(s) are identified (see GM1 CAMO.A.150), and that

corrective actions are defined. The feedback part of the compliance monitoring function should define who is required to address any non-compliance in each particular case, and the procedure to be followed if the corrective action is not completed within the defined time frame. The principal functions of the feedback system are to ensure that all findings resulting from the independent audits of the organisation are properly investigated and corrected in a timely manner, and to enable the accountable manager to be kept informed of any safety issues and the extent of compliance with this Regulation.

- (d) The independent audit reports referred to in AMC2 CAMO.A.200(a)(6) should be sent to the relevant department(s) for corrective action, giving target closure dates. These target dates should be discussed with the relevant department(s) before the compliance monitoring function confirms the dates in the report. The relevant department(s) are required to implement the corrective action and inform the compliance monitoring function of the status of the implementation of the action.
- (e) Unless the review of the results from compliance monitoring is the responsibility of the safety review board (ref. AMC1 CAMO.A.200(a)(1) point (b)(4)), the accountable manager should hold regular meetings with staff to check the progress of any corrective actions. These meetings may be delegated to the compliance monitoring manager on a day-to-day basis, provided that the accountable manager:
 - (1) meets the senior staff involved at least twice per year to review the overall performance of the compliance monitoring function; and
 - (2) receives at least a half-yearly summary report on non-compliance findings.
- (f) All records pertaining to the independent audit and the feedback system should be retained for the period specified in point -CAMO.A.220(b) or for such periods as to support changes to the audit planning cycle in accordance with AMC2 CAMO.A.200(a)(6), whichever is the longer.

GM1 CAMO.A.200(a)(6) Management system

COMPLIANCE MONITORING FUNCTION

The compliance monitoring function is one of the elements that is required to be in compliance with the applicable requirements. This means that the compliance monitoring function itself should be subject to independent monitoring of compliance in accordance with point CAMO.A.200(a)(6).

GM1 CAMO.A.200(a)(6) and CAMO.B.300 Management system and Oversight principles

THE USE OF INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT) FOR PERFORMING REMOTE AUDITS

Similar provisions to those in GM1 145.A.200(a)(6) and 145.B.300 apply.

GM1 CAMO.A.200(e) Management system

INTEGRATION AND HARMONISATION OF THE MANAGEMENT SYSTEMS

- (a) 'Management system' within the scope of this Regulation means a set of interrelated or interacting organisation policies, procedures, standards and processes to achieve certain objectives under an overarching safety culture.
- (b) Under point CAMO.A.200(d), an integrated management system occurs when the same organisation holds several approvals and its management system combines policies, procedures, and standards from various areas into a single structure, thus avoiding isolated procedures for common processes. The lines of responsibility and accountability of the organisation that holds an air operator certificate (AOC) and a CAMO approval are linked directly to the corporate authority of the operator's accountable manager. This may be supported by a common manual (e.g. a common safety management manual).
- (c) If organisations forming part of a single air carrier business grouping decide to facilitate the harmonisation of their management systems through standards, those standards will cover the common or consistent methods and procedures. Other elements of the management system may be covered at the discretion of the organisation, to provide flexibility and thus leverage synergy or cooperation. Harmonising management systems requires extensive and continuous exchange of information on hazard identification, safety risk management methods, strategic decisions, safety actions, compliance monitoring, and best practices.
- (d) Within a single air carrier business grouping, the CAMO plays a key role in the cooperation between the operators that use that CAMO, and in the harmonisation of their management systems.
- (e) Contracting a CAMO in accordance with point M.A.201(ea) implies that at least two operators will use that CAMO. As the operators' management systems should be harmonised with the CAMO's management system, they will also be harmonised with one another.

MCAR-CAMO.A.202 Internal safety reporting scheme

- (f) As part of its management system, the organisation shall establish an internal safety reporting scheme to enable the collection and evaluation of such occurrences to be reported under point CAMO.A.160.
- (g) The scheme shall also enable the collection and evaluation of those errors, near misses, and hazards reported internally that do not fall under point (a).
- (h) Through this scheme, the organisation shall:
 - (1) identify the causes of and contributing factors to any errors, near misses, and hazards reported and address them as part of safety risk management in accordance with point (a)(3) of point CAMO.A.200;

- (2) ensure evaluation of all known, relevant information relating to errors, the inability to follow procedures, near misses, and hazards, and a method to circulate the information as necessary.
- (i) The organisation shall provide access to its internal safety reporting scheme to any subcontracted organisation.
- (j) The organisation shall cooperate on safety investigations with any other organisation having a significant contribution to the safety of its own continuing airworthiness management activities.

AMC1 CAMO.A.202 Internal safety reporting scheme

GENERAL

- (a) Each internal safety reporting scheme should be confidential and enable and encourage free and frank reporting of any potentially safety-related occurrence, including incidents such as errors or near misses, safety issues and hazards identified. This will be facilitated by the establishment of a just culture.
- (b) The internal safety reporting scheme should contain the following elements:
 - (1) clearly identified aims and objectives with demonstrable corporate commitment;
 - (2) a just culture policy as part of the safety policy, and related just culture implementation procedures;
 - (3) a process to:
 - (i) identify those reports which require further investigation; and
 - (ii) when so identified, investigate all the causal and contributing factors, including any technical, organisational, managerial, or HF issues, and any other contributing factors related to the occurrence, incident, error or near miss that was identified;
 - (iii) if adapted to the size and complexity of the organisation, analyse the collective data showing the trends and frequencies of the contributing factor;
 - (4) appropriate corrective actions based on the findings of investigations;
 - (5) initial and recurrent training for staff involved in internal investigations;
 - (6) where relevant, the organisation should cooperate with the owner or operator on occurrence investigations by exchanging relevant information to improve aviation safety.

- (c) The internal safety reporting scheme should:
- (1) ensure confidentiality to the reporter;
 - (2) be closed-loop, to ensure that actions are taken internally to address any safety issues and hazards; and
 - (3) feed into the recurrent training as defined in AMC2 CAMO.A.305(g) whilst maintaining appropriate confidentiality.
- (d) Feedback should be given to staff both on an individual and a more general basis to ensure their continued support of the safety reporting scheme.

GM1 CAMO.A.202 Internal safety reporting scheme

GENERAL

- (a) The overall purpose of the internal safety reporting scheme is to collect information reported by the organisation personnel and use this reported information to improve the level of compliance and safety performance of the organisation. The purpose is not to attribute blame.
- (b) The objectives of the scheme are to:
- (1) enable an assessment to be made of the safety implications of each relevant incident (errors, near miss), safety issue and hazard reported, including previous similar issues, so that any necessary action can be initiated; and
 - (2) ensure that knowledge of relevant incidents, safety issues and hazards is shared so that other persons and organisations may learn from them.
- (c) The scheme is an essential part of the overall monitoring function and should be complementary to the normal day-to-day procedures and 'control' systems; it is not intended to duplicate or supersede any of them. The scheme is a tool to identify those instances in which routine procedures have failed or may fail.
- (d) All reports should be retained, as the significance of such reports may only become obvious at a later date.
- (e) The collection and analysis of timely, appropriate and accurate data will allow the organisation to react to information that it receives, and apply the necessary action.

MCAR-CAMO.A.205 Contracting and subcontracting

- (a) The organisation shall ensure that when contracting maintenance or when subcontracting any part of its continuing airworthiness management activities:
- (1) these activities conform to the applicable requirements; and
 - (2) any aviation safety hazards associated with such contracting or subcontracting are considered as part of the organisation’s management system.
- (b) When the organisation subcontracts any part of its continuing airworthiness management activities to another organisation, the subcontracted organisation shall work under the approval of the organisation. The organisation shall ensure that the CAA is given access to the subcontracted organisation, to determine continued compliance with the applicable requirements.

GM1 CAMO.A.205 Contracting and subcontracting

RESPONSIBILITY WHEN CONTRACTING MAINTENANCE OR SUBCONTRACTING CONTINUING AIRWORTHINESS MANAGEMENT TASKS

- (a) Regardless of the approval status of the subcontracted organisations, the CAMO is responsible for ensuring that all subcontracted activities are subject to hazard identification and risk management, as required by point CAMO.A.200(a)(3), and to compliance monitoring, as required by point CAMO.A.200(a)(6).
- (b) A CAMO is responsible for identifying hazards that may stem from the existence of complex operational and maintenance arrangements (such as when multiple organisations are contracted, or when multiple levels of contracting/subcontracting are included) with due regard to the organisations’ interfaces (see GM1 CAMO.A.200(a)(3)). In addition, the compliance monitoring function should at least check that the approval of the contracted maintenance organisation(s) effectively covers the contracted activities, and that it is still valid.
- (c) A CAMO is responsible for ensuring that interfaces and communication channels are established with the contracted maintenance organisation for occurrence reporting. This does not replace the obligation of the contracted organisation to report to the CAA in accordance with MCAR-13B.

For subcontracted activities, interfaces and communication channels are also needed for the purpose of the internal safety reporting scheme (CAMO.A.202).

MCAR-CAMO.A.215 Facilities

The organisation shall provide suitable office accommodation at appropriate locations for the personnel specified in point CAMO.A.305.

AMC1 CAMO.A.215 Facilities

GENERAL

Office accommodation should be such that the incumbents, whether they are continuing airworthiness management, planning, technical records or management system staff, can carry out their designated tasks in a manner that contributes to good standards. The CAA may agree to these tasks being conducted from one office subject to being satisfied that there is sufficient space and that each task can be carried out without undue disturbance. Office accommodation should also include an adequate technical library and room for document consultation.

MCAR-CAMO.A.220 Record-keeping

(a) Continuing airworthiness management records

- (1) The organisation shall ensure that records required by points MCAR-M.A.305, MCAR-ML.A.305 and, if applicable point MCAR-M.A.306, are retained.
- (2) The organisation shall record all details of work carried out.
- (3) If the organisation has the privilege referred to in CAMO.A.125(e), it shall retain a copy of each airworthiness review certificate and recommendation issued or, as applicable, extended, together with all supporting documents. In addition, the organisation shall retain a copy of any airworthiness review certificate that it has extended under the privilege referred to in CAMO.A.125(d)(4).
- (4) If the organisation has the privilege referred to in CAMO.A.125(f), it shall retain a copy of each permit to fly issued in accordance with the provisions of MCAR-21.A.729.
- (5) The organisation shall retain a copy of all records referred to in points (a)(2) to (a)(4) until 3 years after the responsibility for the aircraft in accordance with MCAR-M.A.201 or MCAR-ML.A.201 has been permanently transferred to another person or organisation.
- (6) Where the organisation terminates its operation, all retained records shall be transferred to the owner of the aircraft.

(b) Management system, contracting and subcontracting records

- (1) The organisation shall ensure that the following records are retained:

- (i) records of management system key processes as defined in point CAMO.A.200;
 - (ii) contracts, both for contracting and subcontracting, as defined in point CAMO.A.205;
- (2) Management system records, as well as any contracts pursuant to point CAMO.A.205, shall be kept for a minimum period of 5 years.
- (c) Personnel records
- (1) The organisation shall ensure that the following records are retained:
 - (i) records of qualification and experience of personnel involved in continuing airworthiness management, compliance monitoring and safety management;
 - (ii) records of qualification and experience of all airworthiness review staff, as well as staff issuing recommendations and permits to fly.
 - (2) The records of all airworthiness review staff, staff issuing recommendations and staff issuing permits to fly shall include details of any appropriate qualification held together with a summary of the relevant continuing airworthiness management experience and training and a copy of the authorisation.
 - (3) Personnel records shall be kept as long as the person works for the organisation, and shall be retained until 3 years after the person has left the organisation.
- (d) The organisation shall establish a system of record-keeping that allows adequate storage and reliable traceability of all activities developed.
- (e) The format of the records shall be specified in the organisation's procedures.
- (f) Records shall be stored in a manner that ensures protection from damage, alteration and theft.

AMC1 CAMO.A.220 Record-keeping

GENERAL

- (a) The record-keeping system should ensure that all records are accessible within a reasonable time whenever they are needed. These records should be organised in a manner that ensures their traceability and retrievability throughout the required retention period.
- (b) Records should be kept in paper form, or in electronic format, or a combination of the two. Records that are stored on microfilm or in optical disc formats are also acceptable. The records should remain legible throughout the required retention period. The retention period starts when the record is created or was last amended.

- (c) Paper systems should use robust materials which can withstand normal handling and filing. Computer record systems should have at least one backup system, which should be updated within 24 hours of any new entry. Computer record systems should include safeguards to prevent unauthorised personnel from altering the data.
- (d) All computer hardware that is used to ensure the backup of data should be stored in a different location from the one that contains the working data, and in an environment that ensures that the data remains in good condition. When hardware or software changes take place, special care should be taken to ensure that all the necessary data continues to be accessible through at least the full period specified in the relevant provision. In the absence of any such indications, all records should be kept for a minimum period of 3 years.

AMC2 CAMO.A.220 Record-keeping

CONTINUING AIRWORTHINESS MANAGEMENT RECORDS

- (a) The CAMO should ensure that it always receives a complete certificate of release to service from the approved maintenance organisation, independent certifying staff (MCAR-M.A.801(b)(1) and MCAR-ML.A.801(b)(2)) and/or from the Pilot-owner such that the required records can be retained. The system to keep the continuing airworthiness records should be described in the CAME.
- (b) When a CAMO arranges for the relevant maintenance organisation to retain copies of the continuing airworthiness records on its behalf, it will nevertheless continue to be responsible for the records under point CAMO.A.220 relating to the preservation of records. If it ceases to be the CAMO of the aircraft, it also remains responsible for transferring the records to any other person or organisation managing continuing airworthiness of the aircraft.

GM1 CAMO.A.220 Record-keeping

RECORDS

Microfilming or optical storage of records may be carried out at any time. The records should be as legible as the original record, and remain so for the required retention period.

AMC1 CAMO.A.220(c)(1)(ii) Record-keeping

RECORDS OF AIRWORTHINESS REVIEW STAFF

The following minimum information, as applicable, should be kept on record in respect of each airworthiness review staff:

- Name;
- Date of birth;

- Basic education;
- Experience;
- Aeronautical degree and/or MCAR-66 qualification;
- Initial training received;
- Type of training received;
- Recurrent training received;
- Experience in continuing airworthiness and within the organisation;
- Responsibilities of current role in the organisation;
- Copy of the authorisation.

MCAR-CAMO.A.300 Continuing airworthiness management exposition (CAME)

(a) The organisation shall provide the CAA with a CAME and, where applicable, any referenced associated manuals and procedures, containing all of the following information:

- (1) a statement signed by the accountable manager confirming that the organisation will at all times work in accordance with this Regulation, MCAR-M and MCAR-ML, as applicable, and with the approved CAME. When the accountable manager is not the chief executive officer of the organisation, then such chief executive officer shall countersign the statement;
- (2) the organisation's safety policy as defined in point (a)(2) of point CAMO.A.200;
- (3) the organisation's scope of work relevant to the terms of approval;
- (4) a general description of the manpower resources and of the system in place to plan the availability of staff as required by point (d) of point CAMO.A.305;
- (5) the title(s) and name(s) of person(s) referred to in points (a)(3) to (a)(5), (b)(2) and (f) of point CAMO.A.305;
- (6) the duties, accountabilities, responsibilities and authorities of the persons nominated under points (a)(3) to (a)(5), (b)(2), (e) and (f) of point CAMO.A.305;
- (7) an organisation chart showing the associated chains of accountability and responsibility between all the person(s) referred to in points (a)(3) to (a)(5), (b)(2), (e) and (f) of point CAMO.A.305, and related to point (a)(1) of point CAMO.A.200;
- (8) a list of staff authorised to issue airworthiness review certificates or recommendations referred to in point (e) of point CAMO.A.305, specifying, where applicable, the staff authorised to issue permits to fly in accordance with point (c) of point CAMO.A.125;

- (9) a general description and location of the facilities;
 - (10) the description of the internal safety reporting scheme as required by point CAMO.A.202;
 - (11) the procedures specifying how the organisation ensures compliance with this Regulation, MCAR-M and MCAR-ML, as applicable, including in particular:
 - (i) the documentation of management system key processes as required by CAMO.A.200;
 - (ii) procedures defining how the organisation controls any contracted and subcontracted activities as required by CAMO.A.205 and CAMO.A.315(c);
 - (iii) continuing airworthiness management, airworthiness review and permit to fly procedures, as applicable;
 - (iv) the procedure defining the scope of changes not requiring prior approval and describing how such changes will be managed and notified, as required by CAMO.A.115(b) and CAMO.A.130(c);
 - (v) the CAME amendment procedures.
 - (12) the list of approved aircraft maintenance programmes for those aircraft for which a continuing airworthiness management contract exists in accordance with point MCAR-M.A.201 or MCAR-ML.A.201;
 - (13) the list of maintenance contracts in accordance with point (c) of point CAMO.A.315;
 - (14) the list of currently approved alternative means of compliance.
- (b) The initial issue of the CAME shall be approved by the CAA. It shall be amended as necessary to remain an up-to-date description of the organisation.
- (c) Amendments to the CAME shall be managed as defined in the procedures referred to in points (a)(11)(iv) and (a)(11)(v). Any amendments not included in the scope of the procedure referred to in point (a)(11)(iv), as well as amendments related to the changes listed in point CAMO.A.130(a), shall be approved by the CAA.

AMC1 CAMO.A.300 Continuing airworthiness management exposition (CAME)

This AMC provides an outline of the layout of an acceptable CAME. Where an organisation uses a different format, for example, to allow the exposition to serve for more than one approval within the scope of Maldives Civil Aviation Authority Act 2/2012, then the exposition should contain a cross-reference using this list as an index with an explanation as to where the subject matter can be found in the exposition.

The information required by CAMO.A.300 should be provided, directly or by reference, in the CAME.

Part 0 General organisation, safety policy and objectives	
0.1	Safety policy, objectives and accountable manager statement
0.2	General information and scope of work
0.3	Management personnel
0.4	Management organisation chart
0.5	Procedure for changes requiring prior approval
0.6	Procedure for changes not requiring prior approval
0.7	Procedure for alternative means of compliance (AltMoC)
Part 1 Continuing airworthiness management procedures	
1.1a	Use of aircraft continuing airworthiness record system and if applicable, aircraft technical log (ATL) system
1.1b	MEL application
1.2	Aircraft maintenance programme (AMP) — development amendment and approval
1.3	Continuing airworthiness records: responsibilities, retention and access
1.4	Accomplishment and control of airworthiness directives
1.5	Analysis of the effectiveness of the maintenance programme(s)
1.6	Non-mandatory modification and inspections
1.7	Repairs and modifications
1.8	Defect reports
1.9	Engineering activity
1.10	Reliability programmes
1.11	Pre-flight inspections
1.12	Aircraft weighing
1.13	Maintenance check flight procedures
1.14	Planning procedures
1.15	Airworthiness data control
1.16	Control of personnel competence (complex motor-powered aircraft and aircraft used by licenced air carriers)
1.17	Subcontracting management control procedure

1.18	Extended Diversion Time Operations
1.19	Reduced Vertical Separation Minima Operations
1.20	Automatic Dependent Surveillance - Broadcast
1.21	Performance Based Navigation
1.22	Low Visibility Operations
1.23	PMA Parts
1.24	Software used by the organisation
1.25	Helicopter Operations with Night Vision Imaging Systems
1.26	Helicopter Hoist Operations
1.27	Helicopter Emergency Medical Service
1.28	Helicopter Offshore Operations
Part 2 Management system procedures	
2.1	Hazard identification and safety risk management schemes
2.2	Internal safety reporting and investigations
2.3	Safety action planning
2.4	Safety performance monitoring
2.5	Change management
2.6	Safety training and promotion
2.7	Immediate safety action and coordination with operator's Emergency Response Plan (ERP)
2.8	Compliance monitoring
2.8.1	Audit plan and audit procedure
2.8.2	Monitoring of continuing airworthiness management activities
2.8.3	Monitoring of the effectiveness of the maintenance programme(s)
2.8.4	Monitoring that all maintenance is carried out by an appropriate maintenance organisation
2.8.5	Monitoring that all contracted maintenance is carried out in accordance with the contract, including subcontractors used by the maintenance contractor
2.8.6	Compliance monitoring personnel
2.9	Control of personnel competency
2.10	Management system record-keeping
2.11	Occurrence reporting
Part 3 Contracted maintenance — management of maintenance	
3.1	Maintenance contractor selection procedure

3.2	Product audit of aircraft
Part 4 Airworthiness review procedures	
4.1	Airworthiness review staff
4.2	Documented review of aircraft records
4.3	Physical survey
4.4	Additional procedures for recommendations to CAA for the import of aircraft
4.5	ARC recommendations to CAA
4.6	Issue of ARC
4.7	Airworthiness review records, responsibilities, retention and access
4.8	ARC extension
Part 4B Permit to fly procedures	
4B.1	Conformity with approved flight conditions
4B.2	Issue of the permit to fly under the CAMO privilege
4B.3	Permit to fly authorised signatories
4B.4	Interface with the local authority for the flight
4B.5	Permit to fly records, responsibilities, retention and access
Part 5 Supporting documents	
5.1	Sample documents, including the template of the ATL system
5.2	List of airworthiness review staff
5.3	List of subcontractors as per point CAMO.A.125(d)(3)
5.4	List of contracted maintenance organisations and list of maintenance contracts as per point CAMO.A.300(a)(13)
5.5	Copy of contracts for subcontracted work (Appendix II to AMC1 CAMO.A.125(d)(3))
5.6	List of approved maintenance programme as per point CAMO.A.300(a)(12)
5.7	List of currently approved alternative means of compliance as per point CAMO.A.300(a)(13)

AMC2 CAMO.A.300 Continuing airworthiness management exposition (CAME)

- (a) Personnel should be familiar with those parts of the continuing airworthiness management exposition that are relevant to their tasks.
- (b) The CAMO should designate the person responsible for monitoring and amending the CAME, including associated procedure’s manuals, in accordance with point CAMO.A.300(c).

- (c) The CAMO may use electronic data processing (EDP) for the publication of the CAME. Attention should be paid to the compatibility of the EDP systems with the necessary dissemination, both internally and externally, of the CAME.

AMC3 CAMO.A.300 Continuing airworthiness management exposition (CAME)

If a CAMO is contracted by operators forming part of a single air carrier business grouping (in accordance with point M.A.201(ea)) the CAME should also include how requirements and procedures that are specific to the different operators are implemented.

GM1 CAMO.A.300 Continuing airworthiness management exposition (CAME)

The purpose of the CAME is to:

- specify the scope of work and shows how the organisation intends to comply with this Regulation; and
- provides all the necessary information and procedures for the personnel of the organisation to perform their duties.

Complying with its contents will ensure the organisation remains in compliance with this Regulation and, as applicable, MCAR-M and/or MCAR-ML.

AMC1 CAMO.A.300(a)(1) Continuing airworthiness management exposition (CAME)

ACCOUNTABLE MANAGER STATEMENT

1. Part 0 'General organisation, safety policy and objectives' of the CAME should include a statement, signed by the accountable manager (and countersigned by the chief executive officer, if different), confirming that the CAME and any associated manuals will be complied with at all times.
2. The accountable manager's exposition statement as specified in point CAMO.A.300(a)(1) should embrace the intent of the following paragraph, and in fact, this statement may be used without amendment. Any amendment to the statement should not alter its intent:

'This exposition and any associated referenced manuals define the organisation and procedures upon which the CAA CAMO approval is based.'

These procedures are endorsed by the undersigned and must be complied with, as applicable, in order to ensure that all continuing airworthiness activities, including maintenance of the aircraft managed, are carried out on time to an approved standard.

These procedures do not override the necessity of complying with any new or amended regulation published from time to time where these new or amended regulations are in conflict with these procedures.

It is understood that the approval of the organisation is based on the continuous compliance of the organisation with this Regulation, MCAR-M and MCAR-ML, as applicable, and with the organisation's procedures described in this exposition. The CAA is entitled to limit, suspend, or revoke the approval certificate if the organisation fails to fulfil the obligations imposed by this Regulation, MCAR-M and MCAR-ML, as applicable, or any conditions according to which the approval was issued.

For organisations also approved as air carriers licensed in accordance with MCAR-Air Operations, suspension or revocation of the CAMO certificate will invalidate the air operator certificate (AOC) of such air carriers..

Signed

Dated

Accountable manager and ... (quote position) ...

Chief Executive Officer ...

For and on behalf of ... (quote organisation's name) ... '

3. Whenever the accountable manager is changed, it is important to ensure that the new accountable manager signs the paragraph 2 statement at the earliest opportunity.

MCAR-CAMO.A.305 Personnel requirements

- (a) The organisation shall appoint an accountable manager, who has corporate authority for ensuring that all continuing airworthiness management activities can be financed and carried out in accordance with Maldives Civil Aviation Authority Act 2/2012 and its implementing regulations. The accountable manager shall:
 - (1) ensure that all necessary resources are available to manage continuing airworthiness in accordance with this Regulation, MCAR-M and MCAR-ML, as applicable, to support the organisation approval certificate;
 - (2) establish and promote the safety policy specified in point CAMO.A.200;
 - (3) nominate a person or group of persons with the responsibility of ensuring that the organisation always complies with the applicable continuing airworthiness management, airworthiness review and permit to fly requirements of this Regulation, MCAR-M and MCAR-ML;
 - (4) nominate a person or group of persons with the responsibility for managing the compliance monitoring function as part of the management system;

- (5) nominate a person or group of persons with the responsibility for managing the development, administration, and maintenance of effective safety management processes as part of the management system;
 - (6) ensure that the person or group of persons nominated in accordance with points (a)(3) to (a)(5) and (b)(2) of point CAMO.A.305 have direct access to keep him/her properly informed on compliance and safety matters;
 - (7) demonstrate a basic understanding of this Regulation.
- (b) For organisations also approved as air carriers licensed in accordance with MCAR-Air Operations, the accountable manager shall in addition:
- (1) be the person appointed as accountable manager for the air carrier as required by point (a) of point ORO.GEN.210 of Annex III (Part-ORO) to MCAR-Air Operations;
 - (2) nominate a person responsible for the management and supervision of continuing airworthiness, who shall not be employed by an organisation approved in accordance with MCAR-145 under contract to the operator, unless specifically agreed by the CAA.
- (ba) If involved in continuing airworthiness management activities related to a contract established in accordance with point M.A.201(ea), the person or persons nominated in accordance with point (a)(3) of point CAMO.A.305 shall not be employed by an organisation approved in accordance with MCAR-145 under contract to the CAMO, unless specifically agreed by the CAA.
- (c) The person or persons nominated in accordance with points (a)(3) to (a)(5) and (b)(2) of point CAMO.A.305 shall be able to demonstrate relevant knowledge, background and satisfactory experience related to aircraft continuing airworthiness management and demonstrate a working knowledge of this Regulation. Such person(s) shall be ultimately responsible to the accountable manager.
- (d) The organisation shall have a system in place to plan the availability of staff to ensure that the organisation has sufficient appropriately qualified staff to plan, perform, supervise, inspect and monitor the organisation's activities in accordance with the terms of approval.
- (e) To be approved to carry out airworthiness reviews or recommendations in accordance with CAMO.A.125(e) and, if applicable, to issue permits to fly in accordance with CAMO.A.125(f), the organisation shall have airworthiness review staff qualified and authorised in accordance with CAMO.A.310.
- (f) For organisations extending airworthiness review certificates in accordance with CAMO.A.125(d)(4), the organisation shall nominate persons authorised to do so.
- (g) The organisation shall establish and control the competency of personnel involved in compliance monitoring, safety management, continuing airworthiness management,

airworthiness reviews or recommendations, and, if applicable, issuing permits to fly, in accordance with a procedure and to a standard agreed by the CAA. In addition to the necessary expertise related to the job function, competency must include an understanding of safety management and human factors principles appropriate to the person's function and responsibilities in the organisation.

AMC1 CAMO.A.305(a) Personnel requirements

ACCOUNTABLE MANAGER

Accountable manager is normally intended to mean the chief executive officer of the CAMO, who by virtue of his or her position, has overall (including in particular financial) responsibility for running the organisation. The accountable manager may be the accountable manager for more than one organisation, and is not necessarily required to be knowledgeable on technical matters, as the CAME defines the continuing airworthiness standards. When the accountable manager is not the chief executive officer, the organisation should demonstrate to the CAA that the accountable manager has direct access to the chief executive officer and has the necessary funding allocation for the continuing airworthiness management activities sought.

AMC1 CAMO.A.305(a)(3) Personnel requirements

MANAGEMENT STRUCTURE FOR CONTINUING AIRWORTHINESS MANAGEMENT

The person or group of persons nominated under CAMO.A.305(a)(3) with the responsibility for ensuring compliance should represent the management structure of the organisation, and be responsible for the daily operation of the organisation, for all continuing airworthiness management functions.

Dependent on the size of the operation and the organisational set-up, the continuing airworthiness management functions may be divided under individual managers or combined in any number of ways.

GM1 CAMO.A.305(a)(3) Personnel requirements

RESPONSIBILITY FOR ENSURING COMPLIANCE

The person(s) nominated in accordance with CAMO.A.305(a)(3) are responsible, in the day-to-day continuing airworthiness management activities, for ensuring that the organisation personnel work in accordance with the applicable procedures and regulatory requirements.

These nominated persons should demonstrate a complete understanding of the applicable regulatory requirements, and ensure that the organisation's processes and standards accurately reflect the applicable requirements. It is their role to ensure that compliance is proactively managed, and that any early warning signs of non-compliance are documented and acted upon.

AMC1 CAMO.A.305(a)(4);(a)(5) Personnel requirements

SAFETY MANAGEMENT AND COMPLIANCE MONITORING FUNCTION

(a) Safety management

If more than one person is designated for the development, administration and maintenance of effective safety management processes, the accountable manager should identify the person who acts as the unique focal point, i.e. the 'safety manager'.

The functions of the safety manager should be to:

- (i) facilitate hazard identification, risk assessment and management;
- (ii) monitor the implementation of actions taken to mitigate risks, as listed in the safety action plan, unless action follow-up is addressed by the compliance monitoring function;
- (iii) provide periodic reports on safety performance to the safety review board (the functions of the safety review board are those defined in AMC1 CAMO.A.200(a)(1));
- (iv) ensure the maintenance of safety management documentation;
- (v) ensure that there is safety training available, and that it meets acceptable standards;
- (vi) provide advice on safety matters; and
- (vii) ensure the initiation and follow-up of internal occurrence investigations.

(b) Compliance monitoring function

If more than one person is designated for the compliance monitoring function, the accountable manager should identify the person who acts as the unique focal point, i.e. the 'compliance monitoring manager'.

(1) The role of the compliance monitoring manager should be to ensure that:

- (i) the activities of the organisation are monitored for compliance with the applicable requirements and any additional requirements as established by the organisation, and that these activities are carried out properly under the supervision of the nominated persons referred to in points CAMO.A.305(a)(3) to (a)(5).
- (ii) any contracted maintenance is monitored for compliance with the contract or work order;
- (iii) an audit plan is properly implemented, maintained, and continually reviewed and improved; and

- (iv) corrections and corrective actions are requested as necessary.
- (2) The compliance monitoring manager should:
 - (i) not be one of the persons referred to in CAMO.A.305(a)(3);
 - (ii) be able to demonstrate relevant knowledge, background and appropriate experience related to the activities of the organisation, including knowledge and experience in compliance monitoring; and
 - (iii) have access to all parts of the organisation, and as necessary, any subcontracted organisation.
- (c) If the functions related to compliance monitoring or safety management are combined with other duties, the organisation should ensure this does not result in any conflicts of interest. In particular, the compliance monitoring function should be independent from the continuing airworthiness management functions.
- (d) For non-complex organisations, if the same person is designated to manage both the compliance monitoring function and safety management-related processes and tasks, the accountable manager, with regard to his or her direct accountability for safety, should ensure that sufficient resources are allocated to both functions, taking into account the size of the organisation, and the nature and complexity of its activities.
- (e) Subject to a risk assessment and/or mitigation actions, and agreement by the CAA, with due regard to the size of the organisation and the nature and complexity of its activities, the compliance monitoring manager role and/or safety manager role may be exercised by the accountable manager, provided that he or she has demonstrated the related competency as defined in point (b)(2)(ii).

GM1 CAMO.A.305(a)(5) Personnel requirements

SAFETY MANAGER

- (a) Depending on the size of the organisation and the nature and complexity of its activities, the safety manager may be assisted by additional safety personnel in performing all the safety management tasks as defined in AMC1 CAMO.A.200(a)(1).
- (b) Regardless of the organisational set-up, it is important that the safety manager remains the unique focal point for the development, administration, and maintenance of the organisation's safety management processes.

GM1 CAMO.A.305(b) Personnel requirements

When a CAMO is contracted (in accordance with point M.A.201(ea)) by one or more operators that form part of a single air carrier business grouping but not of the same legal entity, those operator(s) and CAMO do not have to appoint the same accountable manager.

AMC1 CAMO.A.305(b)(2) Personnel requirements

POST HOLDER

- (a) When the licensed air carrier intends to nominate a CAMO post holder who is also employed by a MCAR-145 organisation, it should justify why such nomination is being made and support it through a risk assessment and/or mitigation actions.
- (b) This paragraph only applies to contracted maintenance and therefore does not affect situations where the organisation approved under MCAR-145 and the air carrier licensed in accordance with MCAR-Air Operations are the same organisation.

AMC1 CAMO.A.305(c) Personnel requirements

KNOWLEDGE, BACKGROUND AND EXPERIENCE OF NOMINATED PERSON(S)

The person or persons nominated in accordance with points CAMO.A.305(a) and CAMO.A.305(b) should have:

- (a) practical experience and expertise in the application of aviation safety standards and safe operating practices;
- (b) a comprehensive knowledge of:
 - (i) relevant parts of operational requirements and procedures;
 - (ii) the AOC holder's operations specifications when applicable;
 - (iii) the need for, and content of, the relevant parts of the AOC holder's operations manual when applicable.
- (c) knowledge of:
 - (i) HF principles;
 - (ii) safety management systems based on the Maldives management system requirements (including compliance monitoring) and ICAO Annex 19.
- (d) 5 years of relevant work experience, of which at least 2 years should be from the aeronautical industry in an appropriate position;

- (e) a relevant engineering degree or an aircraft maintenance technician qualification with additional education that is acceptable to the CAA. 'Relevant engineering degree' means an engineering degree from aeronautical, mechanical, electrical, electronic, avionics or other studies that are relevant to the maintenance and/or continuing airworthiness of aircraft/aircraft components;

The above recommendation may be replaced by 5 years of experience in addition to those already recommended by paragraph (d) above. These 5 years should cover an appropriate combination of experience in tasks related to aircraft maintenance and/or continuing airworthiness management and/or surveillance of such tasks;

For the person to be nominated in accordance with point (a)(4) or (a)(5) of point CAMO.A.305, in the case where the organisation holds one or more additional organisation certificates within the scope of Maldives Civil Aviation Authority Act (Act 2/2012) and that person has already an equivalent position (i.e. compliance monitoring manager, safety manager) under the additional certificate(s) held, the provisions set out in the first two paragraphs of point (e) may be replaced by the completion of a specific training programme acceptable to the competent authority to gain an adequate understanding of maintenance standards and continuing airworthiness concepts and principles.

- (f) thorough knowledge of the organisation's CAME;
- (g) knowledge of a relevant sample of the type(s) of aircraft gained through a formalised training course. These courses should be at least at a level equivalent to MCAR-66 Appendix III Level 1 General Familiarisation and could be provided by a MCAR-147 organisation, by the manufacturer, or by any other organisation accepted by the CAA.

'Relevant sample' means that these courses should cover typical aircraft and aircraft systems that are within the scope of work.

For all balloons and any other aircraft of 2 730 kg MTOM or less, the formalised training courses may be replaced by a demonstration of the required knowledge by providing documented evidence, or by an assessment performed by the CAA. This assessment should be recorded.

- (h) knowledge of maintenance methods;
- (i) knowledge of the applicable regulations.

AMC1 CAMO.A.305(d) Personnel requirements

SUFFICIENT NUMBER OF PERSONNEL

- (a) The actual number of persons to be employed and their necessary qualifications is dependent upon the tasks to be performed and thus dependent on the size, nature and complexity of the organisation (general aviation aircraft, corporate aircraft, number of

aircraft and the aircraft types, complexity of the aircraft and their age and for commercial air transport, route network, line or charter, ETOPS) and the amount and complexity of maintenance contracting. Consequently, the number of persons needed, and their qualifications may differ greatly from one organisation to another and a simple formula covering the whole range of possibilities is not feasible.

- (b) To implement a system to plan the availability of staff and to enable the CAA to accept the number of persons and their qualifications, the organisation should make an analysis of the tasks to be performed, the way in which it intends to divide and/or combine these tasks, indicate how it intends to assign responsibilities and establish the number of man/hours and the qualifications needed to perform the tasks. This analysis should be kept up to date and reviewed in case of significant changes to the organisation.
- (c) In addition, as part of its management system in accordance with point CAMO.A.200, the organisation should have a procedure to assess and mitigate risks:
 - (1) when actual staff availability is less than the planned staffing level for any particular work shift or period;
 - (2) in case of a temporary increase of the proportion of contracted staff for the purpose of meeting specific operational needs.

GM1 CAMO.A.305(f) Personnel requirements

PERSONS AUTHORISED TO EXTEND AIRWORTHINESS REVIEW CERTIFICATES

The approval by the CAA of the exposition, containing, as specified in point CAMO.A.300(a)(5), the list of point CAMO.A.305(f) personnel authorised to extend airworthiness review certificates, constitutes their formal acceptance by the CAA and also their formal authorisation by the organisation.

Airworthiness review staff are automatically recognised as persons with authority to extend an airworthiness review certificate in accordance with points CAMO.A.125(e)(1), MCAR-M.A.901(f) and MCAR-ML.A.901(c).

AMC1 CAMO.A.305(g) Personnel requirements

COMPETENCY ASSESSMENT OBJECTIVES

The procedure referred to in point CAMO.A.305(g) should require amongst others that technical support personnel such as, planners, engineers, and technical record staff, supervisors, post-holders, airworthiness review staff, whether employed or contracted, are assessed for competency before unsupervised work commences and competency is controlled on a continuous basis.

Competency should be assessed by the evaluation of:

- on-the-job performance and/or testing of knowledge by appropriately qualified personnel;
- records for basic, organisational, and/or product type and differences training; and
- experience records.

Validation of the above could include a confirmation check with the organisation(s) that issued such document(s). For that purpose, experience/training may be recorded in a document such as a log book.

As a result of this assessment, an individual's qualification should determine:

- which level of ongoing supervision would be required and whether unsupervised work could be permitted;
- whether there is a need for additional training.

A record should be kept of each individual's qualifications and competency assessment (refer also to point CAMO.A.220(c)). This should include copies of all documents that attest to their qualifications, such as an authorisation held, as applicable.

For a proper competency assessment of its personnel, the organisation should consider the following:

- (a) In accordance with the job function, adequate initial and recurrent training should be provided and recorded to ensure continued competency so that it is maintained throughout the duration of the employment/contract.
- (b) All staff should be able to demonstrate knowledge of, and compliance with, the CAMO procedures, as applicable to their duties.
- (c) All staff should be able to demonstrate an understanding of safety management principles including HF, related to their job function and be trained as per AMC3 CAMO.A.305(g).
- (d) To assist in the assessment of competency and to establish the training needs analysis, job descriptions are recommended for each job function in the organisation. Job descriptions should contain sufficient criteria to enable the required competency assessment.
- (e) Criteria should allow the assessment to establish that, among other aspects (titles might be different in each organisation):
 - (1) Managers are able to properly manage processes, resources and priorities described in their assigned duties, accountabilities and responsibilities in accordance with the safety policy and objectives and in compliance with the applicable requirements and procedures.

- (2) Maintenance programme engineers are able to interpret source data (norms, data issued by the holder of a design approval or by the competent authority, etc.) and use them to develop the aircraft maintenance programme.
 - (3) Engineering staff are able to interpret source data (norms, data issued by the holder of a design approval or by the competent authority, etc.) and use them as needed (e.g. to make work cards).
 - (4) Planners are able to organise maintenance activities in an effective and timely manner.
 - (5) Compliance monitoring staff are able to monitor compliance with this Regulation and to identify non-compliances in an effective and timely manner so that the organisation may remain in compliance with this Regulation.
 - (6) Staff who have been designated safety management responsibilities are familiar with the relevant processes in terms of hazard identification, risk management, and the monitoring of safety performance.
 - (7) All staff are familiar with the safety policy and the procedures and tools that can be used for internal safety reporting.
 - (8) If the CAMO is contracted by air carriers forming part of a single air carrier business grouping (in accordance with point M.A.201(ea)), the CAMO should ensure that all relevant personnel have sufficient skills in English.
- (f) The competency assessment should be based upon the procedure specified in AMC2 CAMO.A.305(g).

AMC2 CAMO.A.305(g) Personnel requirements

COMPETENCY ASSESSMENT PROCEDURE

- (a) The organisation should develop a procedure that describes the process for conducting competency assessment of personnel. The procedure should specify:
- (1) the persons who are responsible for this process;
 - (2) when the assessment should take place;
 - (3) how to give credit from previous assessments;
 - (4) how to validate qualification records;
 - (5) the means and methods to be used for the initial assessment;

- (6) the means and methods to be used for the continuous control of competency, including to gather feedback on the performance of personnel;
 - (7) the aspects of competencies to be observed during the assessment in relation to each job function;
 - (8) the actions to be taken if the assessment is not satisfactory; and
 - (9) how to record assessment results.
- (b) Competency may be assessed by having the person work under the supervision of another qualified person for a sufficient time to arrive at a conclusion. Sufficient time could be as little as a few weeks if the person is fully exposed to relevant work. The person need not be assessed against the complete spectrum of their intended duties. If the person has been recruited from another approved CAMO, it is reasonable to accept a written confirmation from the previous organisation.
- (c) All prospective continuing airworthiness management staff should be assessed for their competency related to their intended duties.

AMC3 CAMO.A.305(g) Personnel requirements

SAFETY TRAINING (INCLUDING HUMAN FACTORS)

- (a) With respect to the understanding of the application of safety management principles (including HF), all organisation personnel should be assessed for the need to receive initial safety training.

Personnel involved in the delivery of the basic continuing airworthiness management services of the organisation should receive both initial and recurrent safety training, appropriate for their responsibilities.

This should include at least the following staff members:

- nominated persons, line managers;
- persons involved in any compliance monitoring and/or safety management related processes and tasks, including application of HF principles, internal investigations and safety training;
- airworthiness review staff;
- technical support personnel such as, planners, engineers, and technical record staff;
- personnel involved in developing and amending/reviewing the AMP, in assessing its effectiveness and/or working on reliability programme; and
- contract staff in the above categories.

The generic term 'line managers' refers to departmental head or person responsible for operational departments or functional units directly involved in the delivery of the basic continuing airworthiness management services of the organisation.

- (b) Initial safety training should cover all the topics of the training syllabus specified in GM2 CAMO.A.305(g) either as a dedicated course or else integrated within other training. The syllabus may be adjusted to reflect the particular nature of the organisation. The syllabus may also be adjusted to suit the particular nature of work for each function within the organisation.

Initial safety training compliant with the organisation's training standards should be provided to personnel identified in accordance with point (a) of this AMC within 6 months of joining the organisation, but temporary staff may need to be trained shortly after joining the organisation to cope with the duration of employment. Personnel being recruited from another organisation, and temporary staff should be assessed for the need to receive any additional safety training.

- (c) The purpose of recurrent safety training is primarily to ensure that staff remain current in terms of SMS principles and HF, and also to collect feedback on safety and HF issues. Consideration should be given to involving compliance monitoring staff and key safety management personnel in this training to provide a consistent presence and facilitate feedback. There should be a procedure to ensure that feedback is formally reported by the trainers through the internal safety reporting scheme to initiate action where necessary.

Recurrent safety training should be delivered either as a dedicated course or else integrated within other training. It should be of an appropriate duration in each 2-year period, in relation to the relevant compliance monitoring audit findings and other internal/external sources of information available to the organisation on safety and HF issues.

- (d) Safety training may be conducted by the organisation itself, independent trainers, or any training organisations acceptable to the CAA.

AMC4 CAMO.A.305(g) Personnel requirements

OTHER TRAININGS

- (a) The organisation should assess the need for particular training; for example, with regard to the competency standards established in EASA AMC 20-22 'Electrical Wiring Interconnection System' (EWIS), the EASA AMC 20-20 'Continuing Structural Integrity Programme' or 'Critical Design Configuration Control' (CDCCL).
- (b) Guidance on fuel tank safety training is provided in Appendix III to AMC4 CAMO.A.305(g).

- (c) Those responsible for managing the compliance monitoring function should receive training on this task. Such training should cover the requirements of compliance monitoring, manuals and procedures related to the task, audit techniques, reporting, and recording.
- (d) Personnel involved in developing and amending/reviewing the AMP, in assessing its effectiveness and/or working on reliability programme, should have knowledge of or be trained on statistical analysis and reliability method and the applicable methodology used in developing, as part of the instructions for continuing airworthiness (ICA), the manufacturer recommended maintenance programme (such as maintenance steering group logic).

AMC5 CAMO.A.305(g) Personnel requirements

INITIAL AND RECURRENT TRAINING

- (a) Adequate initial and recurrent training should be provided and recorded to ensure that staff remain competent.
- (b) Recurrent training should take into account certain information reported through the internal safety reporting scheme (see AMC1 CAMO.A.202(c)(3)).

GM1 CAMO.A.305(g) Personnel requirements

SAFETY TRAINING (INCLUDING HUMAN FACTORS)

- (a) The scope of the safety training and the related training programme will differ significantly depending on the size and complexity of the organisation. Safety training should reflect the evolving management system, and the changing roles of the personnel who make it work.
- (b) In recognition of this, training should be provided to management and staff at least:
 - (1) during the initial implementation of safety management processes;
 - (2) for all new staff or personnel recently allocated to any safety management related task;
 - (3) on a regular basis to refresh their knowledge and to understand changes to the management system;
 - (4) when changes in personnel affect safety management roles, and related accountabilities, responsibilities, and authorities; and

NOTE: In the context of safety management, the term 'authority' is used in relation to the level of management in the organisation that is necessary to make decisions related to risk tolerability.

(5) when performing dedicated safety functions in domains such as safety risk management, compliance monitoring, internal investigations.

(c) Safety training is subject to the record-keeping requirements in point CAMO.A.220(c).

GM2 CAMO.A.305(g) Personnel requirements

TRAINING SYLLABUS FOR INITIAL SAFETY TRAINING

The training syllabus below identifies the topics and subtopics that should be addressed during the safety training.

The CAMO may combine, divide, or change the order of any of the subjects in the syllabus to suit its own needs, as long as all the subjects are covered to a level of detail that is appropriate for the organisation and its personnel, including the varying level of seniority of that personnel.

Some of the topics may be covered in separate training courses (e.g. health and safety, management, supervisory skills, etc.) in which case duplication of the training is not necessary.

Where possible, practical illustrations and examples should be used, especially accident and incident reports.

Topics should be related to existing legislation, where relevant. Topics should be related to existing guidance/advisory material, where relevant (e.g. ICAO HF Digests and Training Manual).

Topics should be related to continuing airworthiness management and maintenance engineering where possible; too much unrelated theory should be avoided.

1. General/Introduction to safety management and HF
 - 1.1. Need to address safety management and HF
 - 1.2. Statistics
 - 1.3. Incidents
- 1a. Safety risk management
 - 1a.1. Hazard identification
 - 1a.2. Safety risk assessment
 - 1a.3. Risk mitigation and management
 - 1a.4. Effectiveness of safety risk management
2. Safety Culture/Organisational factors
 - 2.1. Justness/Trust
 - 2.2. Commitment to safety
 - 2.3. Adaptability
 - 2.4. Awareness
 - 2.5. Behaviour
 - 2.6. Information

3. Human error
 - 3.1. Error models and theories
 - 3.2. Types of errors in continuing airworthiness management and maintenance tasks
 - 3.3. Violations
 - 3.4. Implications of errors
 - 3.5. Avoiding and managing errors
 - 3.6. Human reliability

4. Human performance & limitations
 - 4.1. Vision
 - 4.2. Hearing
 - 4.3. Information-processing
 - 4.4. Attention and perception
 - 4.5. Situational awareness
 - 4.6. Memory
 - 4.7. Claustrophobia and physical access
 - 4.8. Motivation
 - 4.9. Fitness/Health
 - 4.10. Stress
 - 4.11. Workload management
 - 4.12. Fatigue
 - 4.13. Alcohol, medication, drugs
 - 4.14. Physical work
 - 4.15. Repetitive tasks/complacency

5. Environment
 - 5.1. Peer pressure
 - 5.2. Stressors
 - 5.3. Time pressure and deadlines
 - 5.4. Workload
 - 5.5. Shift work
 - 5.6. Noise and fumes
 - 5.7. Illumination
 - 5.8. Climate and temperature
 - 5.9. Motion and vibration
 - 5.10. Complex systems
 - 5.11. Other hazards in the workplace
 - 5.12. Lack of manpower
 - 5.13. Distractions and interruptions

6. Procedures, information, tools and practices
 - 6.1. Visual inspection
 - 6.2. Work logging and recording
 - 6.3. Procedure — practice/mismatch/norms
 - 6.4. Technical documentation — access and quality

7. Communication
 - 7.1. Shift/Task handover
 - 7.2. Dissemination of information
 - 7.3. Cultural differences
8. Teamwork
 - 8.1. Responsibility
 - 8.2. Management, supervision and leadership
 - 8.3. Decision-making
9. Professionalism and integrity
 - 9.1. Keeping up to date; currency
 - 9.2. Avoiding error-provoking behaviour
 - 9.3. Assertiveness
10. Organisation's safety programme
 - 10.1. Safety policy and objectives, just culture principles
 - 10.2. Reporting errors and hazards, internal safety reporting scheme
 - 10.3. Investigation process
 - 10.4. Action to address problems
 - 10.5. Feedback and safety promotion

GM3 CAMO.A.305(g) Personnel requirements

COMPETENCY OF THE SAFETY MANAGER

The competency of a safety manager should include, but not be limited to, the following:

- (a) knowledge of ICAO standards and Maldives requirements on safety management;
- (b) an understanding of management systems, including compliance monitoring systems;
- (c) an understanding of risk management;
- (d) an understanding of safety investigation techniques and root cause methodologies;
- (e) an understanding of HF;
- (f) understanding and promotion of a positive safety culture;
- (g) operational experience related to the activities of the organisation;
- (h) safety management experience;
- (i) interpersonal and leadership skills, and the ability to influence staff;

- (j) oral and written communications skills;
- (k) data management, analytical and problem-solving skills.

MCAR-CAMO.A.310 Airworthiness review staff qualifications

- (a) Airworthiness review staff issuing airworthiness review certificates or recommendations in accordance with CAMO.A.125(e) and, if applicable, issuing permits to fly in accordance with CAMO.A.125(f) shall have:
 - (1) at least 5 years of experience in continuing airworthiness;
 - (2) acquired an appropriate licence in compliance with MCAR-66 or an aeronautical degree;
 - (3) received formal aeronautical maintenance training;
 - (4) held a position within the approved organisation with appropriate responsibilities.
- (b) Notwithstanding points (a)(1), (a)(3) and (a)(4), the requirement laid down in point (a)(2) may be replaced with 5 years of experience in continuing airworthiness additional to those already required by point (a)(1).
- (c) Airworthiness review staff nominated by the organisation can only be issued an authorisation by that organisation when formally accepted by the CAA after satisfactory completion of an airworthiness review under the supervision of the CAA, or under the supervision of the organisation's authorised airworthiness review staff, in accordance with a procedure approved by the CAA as part of the CAME.
- (d) The organisation shall ensure that aircraft airworthiness review staff can demonstrate appropriate, recent continuing airworthiness management experience.

AMC1 CAMO.A.310(a) Airworthiness review staff qualifications

GENERAL

- (a) Airworthiness review staff are only required if the CAMO wants to be granted CAMO.A.125(e) airworthiness review and, if applicable, CAMO.A.125(f) permit to fly privileges.
- (b) 'Experience in continuing airworthiness' means any appropriate combination of experience in tasks related to aircraft maintenance and/or continuing airworthiness management and/or surveillance of such tasks.
- (c) A person qualified according to AMC1 CAMO.A.305(c) subparagraph (e) should be considered as holding the equivalent to an aeronautical degree.

(d) An appropriate licence in compliance with MCAR-66 is any one of the following:

- a category B1 or L licence in the subcategory of the aircraft reviewed, or
- a category B2 or C licence, or
- in the case of piston-engine non-pressurised aeroplanes of 2 000 kg MTOM and below, a category B3 licence.

It is not necessary to satisfy the experience requirements of MCAR-66 at the time of the review.

(e) To hold a position with appropriate responsibilities means the airworthiness review staff should have a position in the organisation independent from the airworthiness management process or with overall authority on the airworthiness management process of complete aircraft.

Independence from the airworthiness management process may be achieved, among other ways, as follows:

- By being authorised to perform airworthiness reviews only on aircraft for which the person has not participated in their management. For example, performing airworthiness reviews on a specific aircraft type, while being involved in the continuing airworthiness management of a different aircraft type.
- A CAMO holding a maintenance organisation approval may nominate maintenance personnel from their maintenance organisation as airworthiness review staff, as long as they are not involved in the airworthiness management of the aircraft. These personnel should not have been involved in the release to service of that particular aircraft (other than maintenance tasks performed during the physical survey of the aircraft or performed as a result of findings discovered during such physical survey) to avoid possible conflict of interests.
- By nominating as airworthiness review staff personnel from the compliance monitoring department of the CAMO.

Overall authority on the airworthiness management process of complete aircraft may be achieved, among other ways, as follows:

- By nominating as airworthiness review staff the accountable manager or the nominated post holder.
- By being authorised to perform airworthiness reviews only on those particular aircraft for which the person is responsible for the complete continuing airworthiness management process.

- In the case of one-man organisations, this person has always overall authority. This means that this person can be nominated as airworthiness review staff.

AMC1 CAMO.A.310(a)(3) Airworthiness review staff qualifications

FORMAL AERONAUTICAL MAINTENANCE TRAINING

Formal aeronautical maintenance training means training (internal or external) supported by evidence on the following subjects:

- Relevant parts of initial and continuing airworthiness regulations;
- Relevant parts of operational requirements and procedures, if applicable;
- The organisation’s continuing airworthiness management exposition;
- Knowledge of a relevant sample of the type(s) of aircraft gained through a formalised training course. These courses should be at least at a level equivalent to MCAR-66 Appendix III Level 1 General Familiarisation and could be provided by a MCAR-147 organisation, by the manufacturer, or by any other organisation accepted by the CAA.

‘Relevant sample’ means that these courses should cover typical aircraft and aircraft systems that are within the scope of work.

- Maintenance methods.

AMC1 CAMO.A.310(c) Airworthiness review staff qualifications

FORMAL ACCEPTANCE BY THE COMPETENT AUTHORITY

The approval by the CAA of the CAME, containing, as specified in point CAMO.A.300(a)(8), the nominative list of CAMO.A.305(e) personnel, constitutes the formal acceptance by the CAA of the airworthiness review staff.

If the airworthiness review is performed under the supervision of existing airworthiness review staff, evidence should be provided to the CAA.

The inclusion of an airworthiness review staff in such CAME list also constitutes the formal authorisation by the organisation.

AMC1 CAMO.A.310(d) Airworthiness review staff qualifications

RECENT EXPERIENCE AND VALIDITY

In order to keep the validity of the airworthiness review staff authorisation, the airworthiness review staff should have either:

- been involved in continuing airworthiness management activities for at least 6 months in every 2-year period, or
- conducted at least one airworthiness review in the last 12-month period.

In order to restore the validity of the authorisation, the airworthiness review staff should conduct at a satisfactory level an airworthiness review under the supervision of the CAA or, if accepted by the CAA, under the supervision of another currently authorised airworthiness review staff of the continuing airworthiness management organisation concerned in accordance with an approved procedure.

MCAR-CAMO.A.315 Continuing airworthiness management

- (a) The organisation shall ensure that all continuing airworthiness management is carried out in accordance with Section A, Subpart C of MCAR-M, or Section A Subpart C of MCAR-ML, as applicable.
- (b) For every aircraft managed, the organisation shall in particular:
 - (1) ensure that an aircraft maintenance programme including any applicable reliability programme, as required by point MCAR-M.A.302 or MCAR-ML.A.302 as applicable, is developed and controlled;
 - (2) for aircraft not used by air carriers licensed in accordance with MCAR-Air Operations, provide a copy of the aircraft maintenance programme to the owner or operator responsible in accordance with point MCAR-M.A.201 or MCAR-ML.A.201 as applicable;
 - (3) ensure that data used for any modification and repairs complies with points MCAR-M.A.304 or MCAR-ML.A.304 as applicable;
 - (4) for all complex motor-powered aircraft or aircraft used by air carriers licensed in accordance with MCAR-Air Operations, establish a procedure to assess non-mandatory modifications and/or inspections and decide on their application, making use of the organisation's safety risk management process as required by CAMO.A.200(a)(3);
 - (5) ensure that the aircraft, engine(s), propeller(s) and components thereof are taken to an appropriately approved maintenance organisation referred to in Subpart F of MCAR-M, MCAR-145 or MCAR-CAO whenever necessary;
 - (6) order maintenance, supervise activities, and coordinate related decisions to ensure that any maintenance is carried out properly and is appropriately released for the determination of aircraft airworthiness.
- (c) Where the organisation is not appropriately approved in accordance with Subpart F of MCAR-M, MCAR-145 or MCAR-CAO it shall, in consultation with the operator, manage the written

maintenance contracts required by points (e)(3), (f)(3), (g)(3) and (h)(3) of MCAR-M.A.201 or point MCAR-ML.A.201 to ensure that:

- (1) all maintenance is ultimately carried out by an appropriately approved maintenance organisation;
 - (2) the functions required under points (b), (c), (f) and (g) of MCAR-M.A.301 or MCAR-ML.A.301, as applicable, are clearly specified.
- (d) Notwithstanding point (c), the contract may be in the form of individual work orders addressed to the maintenance organisation in the case of:
- (1) an aircraft requiring unscheduled line maintenance;
 - (2) component maintenance, including engine and propeller maintenance, as applicable.
- (e) The organisation shall ensure that human factors and human performance limitations are taken into account during continuing airworthiness management, including all contracted and subcontracted activities.

AMC1 CAMO.A.315 Continuing airworthiness management

The CAMO should have adequate knowledge of the design information and aircraft configuration (type specification, customer options, airworthiness directives (ADs), airworthiness limitations contained in the aircraft ICA, modifications, repairs, operational and emergency equipment) and of the required and performed maintenance. The status of aircraft configuration and maintenance should be adequately documented to support the management system.

For CS-25 aeroplanes, adequate knowledge of the airworthiness limitations should cover those contained in EASA CS-25 Book 1, Appendix H, paragraph H25.4 and fuel tank system airworthiness limitations including critical design configuration control limitations (CDCCL).

GM1 CAMO.A.315(b)(1) Continuing airworthiness management

AIRCRAFT MAINTENANCE PROGRAMME

In accordance with MCAR-M.A.302 and MCAR-ML.A.302, the CAMO requirement to 'control' the AMP includes in particular:

- (i) in the case of aircraft complying with MCAR-ML, the approval of the AMP and its amendments;
- (ii) in the case of aircraft complying with MCAR-M, the presentation of the AMP and its amendments to the competent authority for approval, unless the approval is covered by an indirect approval procedure in accordance with MCAR-M.A.302(c).

AMC1 CAMO.A.315(b)(3) Continuing airworthiness management

When managing the approval of modifications or repairs, the organisation should ensure that CDCCL are taken into account.

AMC1 CAMO.A.315(b)(4) Continuing airworthiness management

ASSESSMENT OF NON-MANDATORY INFORMATION

The CAMO managing the continuing airworthiness of the aircraft should establish and work according to a policy, which assesses non-mandatory information (modification or inspections) related to the airworthiness of the aircraft. Non-mandatory information refers to service bulletins, service letters and other information that is produced for the aircraft and its components by an approved design organisation, the manufacturer, the CAA or the State of Design.

GM1 CAMO.A.315(b)(5) Continuing airworthiness management

This requirement means that the CAMO is responsible for determining what maintenance is required, when it has to be performed, by whom and to what standard in order to ensure the continuing airworthiness of the aircraft.

AMC1 CAMO.A.315(c) Continuing airworthiness management

(a) As provided for in MCAR-M.A.201 or MCAR-ML.A.201, when the operator is approved as a CAMO, or when the operator/owner contracts a CAMO, this CAMO is in charge of the continuing airworthiness management and this includes the tasks specified:

- for MCAR-M aircraft, in MCAR-M.A.301 points (b), (c), (e), (f), (g) and (h);
- for MCAR-ML aircraft, in MCAR-ML.A.301 points (b), (c), (d) and (e).

If the CAMO does not hold the appropriate maintenance organisation approval (MCAR-M Subpart F, MCAR-CAO or a MCAR-145 approval), then the CAMO should conclude a contract with the appropriate organisation(s).

- (b) The CAMO bears the responsibility for the airworthy condition of the aircraft for which it performs the continuing airworthiness management. Thus, it should be satisfied before the intended flight that all required maintenance has been properly carried out.
- (c) The CAMO should agree with the operator on the process to select a maintenance organisation before concluding any contract with a maintenance organisation.

- (d) The fact that the CAMO has contracted a maintenance organisation should not prevent it from checking at the maintenance facilities on any aspect of the contracted work to fulfil its responsibility for the airworthiness of the aircraft.
- (e) The contract between the CAMO and the maintenance organisation(s) should specify in detail the responsibilities and the work to be performed by each party.
- (f) Both the specification of work and the assignment of responsibilities should be clear, unambiguous and sufficiently detailed to ensure that no misunderstanding arises between the parties concerned that could result in a situation where work that has an effect on the airworthiness or serviceability of aircraft is not or will not be properly performed.
- (g) Special attention should be paid to procedures and responsibilities to ensure that all maintenance work is performed, service bulletins are analysed and decisions are taken on their accomplishment, airworthiness directives are accomplished on time and that all work, including non-mandatory modifications, is carried out to approved data and to the latest standards.
- (h) Appendix IV to AMC1 CAMO.A.315(c) gives further details on the subject.

AMC2 CAMO.A.315(c) Continuing airworthiness management

MAINTENANCE CONTRACT WITH ANOTHER CAMO/OPERATOR

- (a) The purpose of point CAMO.A.315(c) is to ensure that all maintenance is carried out by an appropriately approved maintenance organisation. It is acceptable to contract another operator/CAMO (secondary operator/CAMO) that does not hold a maintenance organisation approval when it proves that such a contract is in the interest of the CAMO by simplifying the management of its maintenance, and the CAMO keeps an appropriate control of it. In this case, the CAME should include appropriate procedures to ensure that all maintenance is ultimately carried out on time by approved maintenance organisations in accordance with appropriate maintenance data. In particular, the compliance monitoring and safety risk management procedures should place great emphasis on monitoring compliance with the above and ensuring proper hazard identification, and management of risks associated with such contracting. The list of approved maintenance organisations, or a reference to this list, should be included in the CAME.
- (b) This contract should not preclude the CAMO from ensuring that all maintenance is performed by appropriately approved organisations which comply with MCAR-M.A.201 or MCAR-ML.A.201. Typical arrangements are the following:

- Component maintenance:

The CAMO may find it more appropriate to have a primary contractor (the secondary operator/CAMO) dispatching the components to appropriately approved organisations rather than sending themselves different types of components to various maintenance

organisations approved under MCAR-145. The benefit for the CAMO is that the management of maintenance is simplified by having a single point of contact for component maintenance. The CAMO remains responsible for ensuring that all maintenance is performed by maintenance organisations approved under MCAR-145 and in accordance with appropriate maintenance data.

— Aircraft, engine and component maintenance:

The CAMO may wish to have a maintenance contract with a secondary operator/CAMO not approved as maintenance organisation for the same type of aircraft. A typical case is that of a dry-leased aircraft between operators where the parties, for consistency or continuity reasons (especially for short-term lease agreements), find it appropriate to keep the aircraft under the current maintenance arrangement. Where this arrangement involves various maintenance organisations, it might be more manageable for the lessee CAMO to have a single maintenance contract with the lessor operator/CAMO. Whatever type of acceptable maintenance contract is concluded, the CAMO is required to exercise the same level of control on contracted maintenance, particularly through the person(s) nominated under point CAMO.A.305(a) and the management system as referred to in CAMO.A.200.

GM1 CAMO.A.315(c) Continuing airworthiness management

LINE MAINTENANCE CONTRACT

For line maintenance, the actual layout of the IATA Standard Ground Handling Agreement may be used as a basis, but this does not preclude the CAMO from ensuring that the content of the contract is acceptable and especially that the contract allows the CAMO to properly exercise its continuing airworthiness management responsibility. Those parts of the contract that have no effect on the technical or operational aspects of airworthiness are outside the scope of this paragraph.

GM1 CAMO.A.315(d) Continuing airworthiness management

WORK ORDERS

The intent of this paragraph is that maintenance contracts are not necessary when the continuing airworthiness management exposition specifies that the relevant maintenance activity may be ordered through one-time work orders. This includes unscheduled line maintenance and may also include component maintenance up to engines, as long as the maintenance is manageable through work orders, in terms of both volume and complexity. It should be noted that this paragraph implies that even where base maintenance is ordered on a case-by-case basis, there should be a written maintenance contract.

MCAR-CAMO.A.320 Airworthiness review

When the organisation approved in accordance with CAMO.A.125(e) performs airworthiness reviews, they shall be performed in accordance with MCAR-M.A.901 or MCAR-ML.A.903, as applicable.

MCAR-CAMO.A.325 Continuing airworthiness management data

The organisation shall hold and use applicable current maintenance data in accordance with MCAR-M.A.401 or MCAR-ML.A.401, as applicable, for the performance of continuing airworthiness tasks referred to in CAMO.A.315. That data may be provided by the owner or the operator, subject to an appropriate contract being established with such an owner or operator. In such case, the continuing airworthiness management organisation shall only keep such data for the duration of the contract, except when otherwise required by CAMO.A.220(a).

AMC1 CAMO.A.325 Continuing airworthiness management data

MAINTENANCE DATA PROVIDED BY THE CUSTOMER

When using maintenance data provided by the customer, the CAMO is responsible for ensuring that this data is current. As a consequence, it should establish appropriate procedures or provisions in the contract with the customer.

GM1 CAMO.A.325 Continuing airworthiness management data

MAINTENANCE DATA PROVIDED BY THE CUSTOMER

The sentence 'except when otherwise required by CAMO.A.220(a)' refers to, in particular, the need to keep a copy of the customer data which was used to perform continuing airworthiness activities not only during the contract period but also, if considered as record pursuant to CAMO.A.220(a)(2), for the period specified in CAMO.A.220(a)(5).

GM2 CAMO.A.325 Continuing airworthiness management data

CAMO.A.325 refers to 'continuing airworthiness tasks referred to in CAMO.A.315'. As a consequence, this covers continuing airworthiness management tasks but not airworthiness reviews.

Airworthiness review requirements are indicated in CAMO.A.320 and the requirements for the corresponding record retention are contained in point CAMO.A.220.

Section B – PROCEDURES FOR THE CAA

MCAR-CAMO.B.005 Scope

This Section establishes the administrative procedures followed by the CAA in the implementation and enforcement of Section A of this Regulation.

MCAR-CAMO.B.120 Means of compliance

- (a) This Regulation contains Acceptable Means of Compliance ('AMC') that may be used to establish compliance with this Regulation.
- (b) Alternative means of compliance may be used to establish compliance with this Regulation.
- (c) (Reserved)
- (d) The CAA evaluates all alternative means of compliance proposed by an organisation in accordance with point CAMO.A.120 by analysing the documentation provided and, if considered necessary, conducting an inspection of the organisation.

When the CAA finds that the alternative means of compliance are in accordance with this Regulation, it may:

- (1) notify the applicant that the alternative means of compliance may be implemented and, if applicable, amend the approval or certificate of the applicant accordingly.
- (2) (Reserved)
- (3) make them available, on the CAA website, to all organisations and persons under the CAA oversight.

GM1 CAMO.B.120 Means of compliance

ALTERNATIVE MEANS OF COMPLIANCE

Alternative means of compliance that are used by a CAMO, may be used by another CAMO only if they are processed again in accordance with points CAMO.B.120(d).

MCAR-CAMO.B.135 Immediate reaction to a safety problem

- (a) Without prejudice to MCAR-13B, the CAA has implemented a system to appropriately collect, analyse, and disseminate safety information.
- (b) (Reserved)

- (c) Upon receiving the information referred to in points (a), the CAA will take adequate measures to address the safety problem.
- (d) Measures taken under point (c) will immediately be notified to all persons or organisations which need to comply with them under Maldives Civil Aviation Authority Act 2/2012 and its implementing regulations.

MCAR-CAMO.B.300 Oversight principles

- (a) The CAA will verify:
 - (1) compliance with the requirements applicable to organisations prior to the issue of an organisation certificate, as applicable;
 - (2) continued compliance with the applicable requirements of organisations it has certified;
 - (3) implementation of appropriate safety measures mandated by the CAA as defined in points (c) and (d) of point CAMO.B.135.
- (b) This verification will:
 - (1) (Reserved)
 - (2) provide the organisations concerned with the results of safety oversight activity;
 - (3) be based on assessments, audits and inspections, including unannounced inspections;
 - (4) provide the CAA with the evidence needed in case further action is required, including the measures provided for in point CAMO.B.350 'Findings and corrective actions'.
- (c) The scope of oversight defined in points (a) and (b) will take into account the results of past oversight activities and the safety priorities.
- (d) (Reserved)
- (e) (Reserved)
- (f) The CAA will collect and process any information deemed useful for oversight, including for unannounced inspections.
- (g) (Reserved)

AMC1 CAMO.B.300(a);(b);(c) Oversight principles

MANAGEMENT SYSTEM ASSESSMENT

As part of the initial certification of an organisation, the CAA will assess the organisation's management system and processes to make sure that all the required enablers of a functioning management system are present and suitable.

As part of its continuing oversight activities, the CAA will verify that the required enablers remain present and operational, and assess the effectiveness of the organisation's management system and processes.

When significant changes take place in the organisation, the CAA will determine whether there is a need to review the existing assessment to ensure that it is still appropriate.

GM1 CAMO.B.300(a);(b);(c) Oversight principles

MANAGEMENT SYSTEM MATURITY LEVELS

Regarding the evaluation of the maturity of the management systems, the following definitions apply:

- 'present': there is evidence that the process/feature is documented in the organisation's management system/safety management system (SMS) documentation;
- 'suitable': the process/feature is suitable based on the size, nature, and complexity of the organisation, and the inherent risk in the activity;
- 'operating': there is evidence that the process/feature is in use and an output is being produced;
- 'effective': there is evidence that the process/feature is achieving the desired outcome and has a positive safety impact.

AMC1 CAMO.B.300(f) Oversight principles

INFORMATION DEEMED USEFUL FOR OVERSIGHT

This information include, as a minimum:

- (a) any occurrence reports received by the CAA;
- (b) the results of the following types of inspections and surveys if they indicate an issue that originates from a MCAR-CAMO organisation:
 - (i) ramp inspections performed in accordance with Subpart RAMP of Part-ARO of MCAR-Air Operations;

- (ii) product surveys of aircraft pursuant to points MCAR-M.B.303 or MCAR-ML.B.303;
- (iii) results of aircraft sample surveys conducted pursuant to point CAMO.B.305(b)(1); and
- (iv) results of physical surveys or partial airworthiness reviews performed by the CAA in line with point MCAR-M.B.901.

MCAR-CAMO.B.305 Oversight programme

- (a) The CAA has established and maintain an oversight programme covering the oversight activities required by point CAMO.B.300.
- (b) The oversight programme will be developed taking into account the specific nature of the organisation, the complexity of its activities, the results of past certification and/or oversight activities, and shall be based on the assessment of associated risks. It will include within each oversight planning cycle:
 - (1) assessments, audits and inspections, including unannounced inspections and, as applicable:
 - (i) management system assessments and process audits;
 - (ii) product audits of a relevant sample of aircraft managed by the organisation;
 - (iii) sampling of airworthiness reviews performed;
 - (iv) sampling of permits to fly issued;
 - (2) meetings convened between the accountable manager and the CAA to ensure both remain informed of significant issues.
- (c) For organisations certified by the CAA, an oversight planning cycle not exceeding 12 months will be applied.
- (d) Notwithstanding point (c), the oversight planning cycle may be extended up to 24 months if the CAA has established that during the previous 12 months:
 - (1) the organisation has demonstrated an effective identification of aviation safety hazards and management of associated risks;
 - (2) the organisation has continuously demonstrated under point CAMO.A.130 that it has full control over all changes;
 - (3) no level 1 findings have been issued;

- (4) all corrective actions have been implemented within the time period accepted or extended by the CAA as defined in point CAMO.B.350.
- (e) The oversight planning cycle may be reduced if there is any evidence that the safety performance of the organisation has decreased.

AMC1 CAMO.B.305(b) Oversight programme

SPECIFIC NATURE AND COMPLEXITY OF THE ORGANISATION — RESULTS OF PAST OVERSIGHT

When determining the oversight programme, including the product audits, the CAA will consider in particular the following elements, as applicable:

- (1) the effectiveness of the organisation's management system in identifying and addressing non-compliances and safety hazards;
- (2) the implementation by the organisation of any industry standards that are directly relevant to the organisation's activity subject to this Regulation;
- (3) the procedure applied for and the scope of changes not requiring prior approval;
- (4) any specific procedures implemented by the organisation that are related to any alternative means of compliance used;
- (5) the number of approved locations and the activities performed at each location;
- (6) the number and type of any subcontractors who perform continuing airworthiness management tasks; and
- (7) the volume of activity for each aircraft type / series / group, as applicable.

AMC2 CAMO.B.305(b) Oversight programme

SUBCONTRACTED ACTIVITIES

When a CAMO subcontracts continuing airworthiness management tasks, all subcontracted organisations may also be audited by the CAA at periods not exceeding the applicable oversight planning cycle (credits per AMC2 CAMO.B.305(c) point (d) are permitted) to ensure that the subcontracted continuing airworthiness management tasks are carried out in compliance with this Regulation, MCAR-M and MCAR-ML, as applicable.

For these audits, the CAA inspector will ensure that he or she is accompanied throughout the audit by a senior technical member of the CAMO.

NOTE: When a CAMO subcontracts continuing airworthiness management tasks, the CAA will also ensure that the CAMO has sufficient control over the subcontracted organisation (see AMC1 CAMO.A.125(d)(3)).

AMC1 CAMO.B.305(d) Oversight programme

EXTENSION OF THE OVERSIGHT PLANNING CYCLE BEYOND 12 MONTHS

- (a) If the CAA applies an oversight planning cycle that exceeds 12 months, it will, at a minimum, perform one focused inspection of the organisation (inspection of a specific area, element or aspect of the organisation) within each 6-month segment of the cycle to support the extended oversight programme.

NOTE: Where another inspection can be linked to the oversight of the organisation (e.g. when an aircraft managed by the organisation is inspected through ACAM survey), then the CAA may take credit of such inspection to maintain the extension beyond 12 months.

- (b) If the results of this inspection indicate a decrease in the safety performance or regulatory compliance of the organisation, the CAA will revert to a 12-month (or less) oversight planning cycle and review the oversight programme accordingly.
- (c) In order to be able to approve an oversight planning cycle of beyond 12 months, the CAA will agree on the format and contents of the continuous reporting to be made by the organisation on its safety performance and regulatory compliance.

MCAR-CAMO.B.310 Initial certification procedure

- (a) Upon receiving an application for the initial issue of a certificate for an organisation, the CAA will verify the organisation's compliance with the applicable requirements.
- (b) A meeting with the accountable manager of the organisation will be convened at least once during the investigation for initial certification to ensure that he/she fully understands the significance of the certification process and the reason for signing the statement of the organisation to comply with the procedures specified in the CAME.
- (c) The CAA will record all findings, closure actions (actions required to close a finding) and recommendations.
- (d) The CAA will confirm in writing all the findings raised during the verification to the organisation. For initial certification, all findings must be corrected to the satisfaction of the CAA before the certificate can be issued.
- (e) When satisfied that the organisation complies with the applicable requirements, the CAA will:
- (1) issue the certificate as established in Appendix I 'CAA Form 14' to this Annex;

- (2) formally approve the CAME.
- (f) The certificate reference number will be included on the CAA Form 14 certificate.
- (g) The certificate will be issued for an unlimited duration. The privileges, scope of the activities that the organisation is approved to conduct, including any limitations as applicable, will be specified in the terms of approval attached to the certificate.
- (h) To enable the organisation to implement changes without prior CAA approval in accordance with CAMO.A.130(c), the CAA will approve the relevant CAME procedure defining the scope of such changes and describing how such changes will be managed and notified.

AMC1 CAMO.B.310 Initial certification procedure

VERIFICATION OF COMPLIANCE

- (a) In order to verify the organisation's compliance with the applicable requirements, the CAA will conduct an audit of the organisation, including interviews of the personnel, and inspections carried out at the organisation's facilities.
- (b) The CAA will only conduct such an audit if it is satisfied that the application and the supporting documentation, including the results of the pre-audit performed by the organisation, are in compliance with the applicable requirements.
- (c) The audit will focus on the following areas:
 - (1) the detailed management structure, including the names and qualifications of personnel required by points CAMO.A.305(a) and (b)(2), and the adequacy of the organisation and its management structure;
 - (2) the personnel:
 - (i) the adequacy of the number of staff, and of their qualifications and experience with regard to the intended terms of approval and the associated privileges;
 - (ii) the validity of licences and/or authorisations, as applicable;
 - (3) the processes for safety risk management and compliance monitoring;
 - (4) the facilities and their adequacy regarding the organisation's scope of work;
 - (5) the documentation based on which the certificate should be granted (i.e. the documentation required by this Regulation), including the continuing airworthiness management contract when point M.A.201(ea) is applied:

- (i) verification that the procedures specified in the CAME comply with the applicable requirements; and
 - (ii) verification that the accountable manager has signed the exposition statement.
- (d) If an application for an organisation certificate is refused, the applicant can appeal under Maldives Civil Aviation Authority Act 2/2012.

AMC1 CAMO.B.310(c) Initial certification procedure

- (a) There may be occasions when the CAA inspector is unsure about the compliance of some aspects of the applicant's organisation. If this occurs, the inspector will inform the organisation about the possible non-compliance at the time, and about the fact that the situation will be reviewed within the CAA before a decision is made. If the review concludes that there is no finding, then a verbal confirmation to the organisation should suffice.
- (b) (reserved)

AMC1 CAMO.B.310(d) Initial certification procedure

All findings will be confirmed in writing to the applicant organisation within 20 working days of the on-site audit.

AMC1 CAMO.B.310(e)(2) Initial certification procedure

- (a) The CAA will indicate its approval of the CAME in writing.
- (b) Contracts for subcontracting continuing airworthiness management tasks by CAMOs should be included in the continuing airworthiness organisation exposition. The CAA will verify that the standards set forth in AMC1 CAMO.A.125(d)(3) have been met when approving the exposition.
- (c) The CAA while investigating the acceptability of the proposed subcontracted continuing airworthiness management tasks arrangements will take into account, in the subcontracted organisation, all other such contracts that are in place irrespective of state of registry in terms of sufficiency of resources, expertise, management structure, facilities and liaison between the CAMO, the subcontracted organisation and, where applicable, the contracted maintenance organisation(s).
- (d) Approval of the CAME constitutes formal acceptance of personnel specified in points CAMO.A.305(a), CAMO.A.305(b)(2), CAMO.A.305(e) and CAMO.A.305(f). The CAA may require the submission of a CAA Form 4 during the acceptance.
- (e) The CAA may reject an accountable manager if there is clear evidence that this person previously held a senior position in any organisation that was approved in accordance with

Maldives Civil Aviation Authority Act 2/2012 and its implementing regulations, and that the person abused that position by not complying with the applicable requirements.

- (f) For CAT, commercial specialised operations and commercial ATO or commercial DTO operations, the initial approval of the aircraft technical log system required by MCAR-M.A.306(b) and MCAR-M.B.305 may be done by approving the CAME in which this system should be described.

MCAR-CAMO.B.330 Changes

- (a) Upon receiving an application for a change that requires prior approval, the CAA will verify the organisation's compliance with the applicable requirements before issuing the approval.
- (b) The CAA will establish the conditions under which the organisation may operate during the change unless the CAA determines that the organisation's certificate needs to be suspended.
- (c) When satisfied that the organisation complies with the applicable requirements, the CAA will approve the change.
- (d) Without prejudice to any additional enforcement measures, when the organisation implements changes requiring prior approval without having received CAA approval pursuant to point (c), the CAA will suspend, limit or revoke the organisation's certificate.
- (e) For changes not requiring prior approval, the CAA will assess the information provided in the notification sent by the organisation in accordance with CAMO.A.130(c) to verify compliance with the applicable requirements. In case of any non-compliance, the CAA will:
 - (1) notify the organisation about the non-compliance and request further changes;
 - (2) in case of level 1 or level 2 findings, act in accordance with CAMO.B.350.

AMC1 CAMO.B.330 Changes

- (a) The CAA would need to have adequate control over any changes to the personnel specified in points CAMO.A.305(a), (b)(2), (e) and (f). Such changes in personnel will require an amendment to the exposition.
- (b) When an organisation submits the name of a new nominee for any of the personnel specified in points CAMO.A.305(a), (b)(2) and (e), the CAA will require a completed CAA Form 4. The CAA may interview the nominee or call for additional evidence of his or her suitability before deciding upon him or her being acceptable.
- (c) For changes requiring prior approval, in order to verify the organisation's compliance with the applicable requirements, the CAA will conduct an audit of the organisation, limited to the

extent of the changes, and determine whether a risk assessment needs to be provided by the organisation.

- (d) If a risk assessment is deemed to be necessary, the CAA will inform the organisation accordingly.
- (e) If the CAA considers that it is necessary to review the risk assessment performed by the organisation, it will request the organisation to provide it, and assess its result.
- (f) If required, the audit may include interviews and inspections carried out at the organisation's facilities.
- (g) (Reserved)

GM1 CAMO.B.330 Changes

CHANGE OF THE NAME OF THE ORGANISATION

- (a) On receipt of the application and the amendment to the relevant parts of the CAME, the CAA will reissue the certificate.
- (b) A change of only the name does not require the CAA to audit the organisation unless there is evidence that other aspects of the organisation have changed.

MCAR-CAMO.B.350 Findings and corrective actions

- (a) (Reserved)
- (b) A level 1 finding will be issued by the CAA when any significant non-compliance is detected with the applicable requirements of this Regulation, with the organisation's procedures and manuals, or with the terms of an approval or certificate which lowers safety or seriously endangers flight safety.

The level 1 findings include:

- (1) failure to give the CAA access to the organisation's facilities as defined in CAMO.A.140 during normal operating hours and after two written requests;
- (2) obtaining or maintaining the validity of the organisation certificate by falsification of submitted documentary evidence;
- (3) evidence of malpractice or fraudulent use of the organisation certificate;
- (4) the lack of an accountable manager.

- (c) A level 2 finding will be issued by the CAA when any non-compliance is detected with the applicable requirements of this Regulation, with the organisation's procedures and manuals, or with the terms of an approval or certificate which may lower safety or endanger flight safety.
- (d) When a finding is detected during oversight or by any other means, the CAA will, without prejudice to any additional action required by Maldives Civil Aviation Authority Act 2/2012 and its implementing regulations, communicate the finding to the organisation in writing, and request corrective action to address the non-compliance(s) identified.
- (1) In the case of level 1 findings, the CAA will take immediate and appropriate action to prohibit or limit activities and, if appropriate, it will take action to revoke the certificate or to limit or suspend it in whole or in part, depending upon the extent of the level 1 finding until successful corrective action has been taken by the organisation.
- (2) In the case of level 2 findings, the CAA will:
- (i) grant the organisation a corrective action implementation period appropriate to the nature of the finding, that in any case initially shall not be more than 3 months. It shall commence from the date of the written communication of the finding to the organisation, requesting corrective action to address the non-compliance identified. At the end of this period, and subject to the nature of the finding and past safety performance of the organisation, the CAA may extend the 3-month period subject to a satisfactory corrective action plan agreed by the CAA;
 - (ii) assess the corrective action and implementation plan proposed by the organisation, and if the assessment concludes that they are sufficient to address the non-compliance(s), accept these.
- (3) Where an organisation fails to submit an acceptable corrective action plan, or to perform the corrective action within the time period accepted or extended by the CAA, the finding will be raised to a level 1 finding and action taken as laid down in point (d)(1).
- (4) (Reserved)
- (e) (Reserved)

MCAR-CAMO.B.355 Suspension, limitation and revocation

The CAA will:

- (a) suspend a certificate on reasonable grounds in the case of potential safety threat; or
- (b) suspend, revoke or limit a certificate pursuant to CAMO.B.350; or

- (c) suspend certificate in case the CAA's inspectors are unable over a period of 24 months to discharge their oversight responsibilities through on-site audit(s) due to the security situation in the State where the facilities are located.

AMC1 CAMO.B.355(c) Suspension, limitation and revocation

INFORMATION ON THE SECURITY SITUATION

- (a) A combination of the following conditions, reduce the level of security, and pose a high level of threat to personnel, as follows:
- (1) international or internal armed conflict with frequent armed confrontation taking place, numerous casualties, and/or serious damages to infrastructures;
 - (2) a situation that could lead to war, or characterised by high internal or external tension that could escalate into instability in the short term; very poorly functioning institutions;
 - (3) relatively frequent terrorist attacks due to the presence of active terrorist groups, either domestic or transnational, and state authorities that are unable to ensure a satisfactory level of security; and
 - (4) frequent criminal violence that also targets non-nationals. State authorities have a limited ability to counter criminal activities and ensure security.
- (b) Countries where the above conditions apply may not be considered to be compatible with the performance of on-site audits by the CAA.

APPENDICES TO THE REGULATIONS

Appendix I Continuing Airworthiness Management Organisation Certificate - CAA Form 14



**MALDIVES CIVIL AVIATION AUTHORITY
REPUBLIC OF MALDIVES**

**Reference:
MV.CAMO.XXXX (REF. AOC XXXX)**

CONTINUING AIRWORTHINESS MANAGEMENT ORGANISATION CERTIFICATE

Pursuant to Civil Aviation Regulations for the time being in force and subject to the conditions specified below, the Civil Aviation Authority hereby certifies:

[COMPANY NAME]
[COMPANY ADDRESS]

as a continuing airworthiness management organisation in compliance with Section A of MCAR-CAMO.

CONDITIONS

1. This certificate is limited to the scope specified in the scope of work section of the approved continuing airworthiness management exposition (CAME) as referred to in Section A of MCAR-CAMO.
2. This certificate requires compliance with the procedures specified in the CAME approved in accordance with MCAR-CAMO.
3. This certificate is valid whilst the approved continuing airworthiness management organisation remains in compliance with MCAR-M, MCAR-ML and MCAR-CAMO.
4. Where the continuing airworthiness management organisation subcontracts under its management system the service of an (several) organisation(s), this certificate remains valid subject to such organisation(s) fulfilling the applicable contractual obligations.
5. Subject to compliance with the condition 1 to 4 above, this certificate shall remain valid for an unlimited duration unless the certificate has previously been surrendered, superseded, suspended or revoked.

If this form is also used for air operator certificate (AOC) holders (air carriers licensed in accordance with MCAR-Air Operations), the AOC number, or if in accordance with point M.A.201(ea) of MCAR-M, the AOC numbers, shall be added to the reference, in addition to the standard number, and condition 5 shall be replaced with the following additional conditions:

6. This certificate does not constitute an authorisation to operate the types of aircraft referred in condition 1. The authorisation to operate the aircraft is the AOC.
7. Termination, suspension or revocation of the AOC of an air carrier licensed in accordance with MCAR-Air Operations automatically invalidates the present certificate in relation to the aircraft registrations specified in the AOC except when the CAMO is contracted in accordance with point M.A.201(ea) of MCAR-M, unless otherwise explicitly stated by the CAA.
- 8.. Subject to compliance with the previous conditions, this certificate shall remain valid for an unlimited duration unless the certificate has previously been surrendered, superseded, suspended or revoked.

Revision No:

Date of this revision:

Date of original issue:

Signed:

For the Civil Aviation Authority

**CONTINUING AIRWORTHINESS MANAGEMENT ORGANISATION
 TERMS OF APPROVAL**

Reference: **MV.CAMO.XXXX (Ref. AOC XXXX)**

Organisation: **[COMPANY NAME]**
 [COMPANY ADDRESS]

AIRCRAFT TYPE/SERIES/GROUP	AIRWORTHINESS REVIEW AUTHORISED	PERMITS TO FLY AUTHORISED	SUBCONTRACTED ORGANISATIONS
	[YES / NO] (***)	[YES / NO] (***)	
	[YES / NO] (***)	[YES / NO] (***)	
	[YES / NO] (***)	[YES / NO] (***)	
	[YES / NO] (***)	[YES / NO] (***)	

This terms of approval are limited to the scope of work contained in the approved CAME section.....

CAME reference:

Revision No:

Date of this revision:

Date of original issue:

Signed:

For the Civil Aviation Authority

AMC1 to Appendix I to MCAR-CAMO — Continuing Airworthiness Management Organisation Certificate

CAA FORM 14

The following fields on page 2 'CONTINUING AIRWORTHINESS MANAGEMENT ORGANISATION - TERMS OF APPROVAL' of the CAA Form 14 certificate should be completed as follows:

- Date of original issue: It refers to the date of the original issue of the continuing airworthiness management exposition.
- Date of this revision: It refers to the date of the last revision of the continuing airworthiness management exposition affecting the content of the certificate. Changes to the continuing airworthiness management exposition which do not affect the content of the certificate do not require the reissuance of the certificate.
- Revision No: It refers to the revision number of the last revision of the continuing airworthiness management exposition affecting the content of the certificate. Changes to the continuing airworthiness management exposition which do not affect the content of the certificate do not require the reissuance of the certificate.

APPENDICES TO THE AMC AND GM

Appendix I to AMC1 CAMO.A.115 — CAA Form 2

The provisions of Appendix IX to AMC M.A.602 and AMC M.A.702 CAA Form 2 apply.

Appendix II to AMC1 CAMO.A.125(d)(3) — Subcontracting of continuing airworthiness management tasks

1. SUBCONTRACTED CONTINUING AIRWORTHINESS MANAGEMENT TASKS

- 1.1 To actively control the standards of the sub-contracted organisation, the CAMO should employ a person or group of persons who are trained and competent in the disciplines associated with MCAR-CAMO. As such, they are responsible for determining what maintenance is required, when it has to be performed, by whom and to what standard in order to ensure the continued airworthiness of the aircraft to be operated.
- 1.2 The CAMO should conduct a pre-subcontract audit to establish that the organisation to be subcontracted can achieve the standards required by MCAR-CAMO in connection with those activities to be sub-contracted.
- 1.3 The CAMO should ensure that the organisation to be subcontracted has sufficient and qualified personnel who are trained and competent in the functions to be subcontracted. In assessing the adequacy of personnel resources, the CAMO should consider the particular needs of those activities that are to be subcontracted, while taking into account the subcontracted organisations existing commitments.
- 1.4 To be appropriately approved to subcontract continuing airworthiness management tasks, the CAMO should have procedures for the management control of these arrangements. The CAME should contain relevant procedures to reflect its control of those arrangements made with the subcontracted organisation.
- 1.5 Subcontracted continuing airworthiness management tasks should be addressed in a contract between the CAMO and the subcontracted organisation. The contract should also specify that the subcontracted organisation is responsible for informing the CAMO that is in turn responsible for notifying the CAA, of any subsequent changes that affect their ability to fulfil the contract.
- 1.6 The subcontracted organisation should use procedures which set out the manner of fulfilling its responsibilities with regard to the subcontracted activities. Such procedures may be developed by either the subcontracted organisation or the CAMO.
- 1.7 Where the subcontracted organisation develops its own procedures, they should be compatible with the CAME and the terms of the contract. These may be accepted by the CAA as extended procedures of the CAMO and as such should be cross-referenced in the CAME. One current copy of the subcontracted organisation's relevant procedures should be kept by the CAMO and should be accessible to the CAA when needed.

Note: Should any conflict arise between the subcontracted organisation's procedures

and those of the CAMO, then the policy and procedures of the CAME will prevail.

- 1.8 The contract should also specify that the subcontracted organisation's procedures may only be amended with the agreement of the CAMO. The CAMO should ensure that these amendments are compatible with its CAME and comply with MCAR-CAMO.

The CAMO should nominate the person responsible for continued monitoring and acceptance of the subcontracted organisation's procedures and their amendments. The controls used to fulfil this function should be clearly set out in the amendment section of the CAME detailing the level of CAMO involvement.

- 1.9 Whenever any elements of continuing airworthiness management tasks are subcontracted, the CAMO personnel should have access to all relevant data in order to fulfil their responsibilities.

Note: The CAMO retains authority to override, whenever necessary for the continuing airworthiness of their aircraft, any recommendation of the subcontracted organisation.

- 1.10 The CAMO should ensure that the subcontracted organisation continues to have qualified technical expertise and sufficient resources to perform the subcontracted tasks while complying with the relevant procedures. Failure to do so may invalidate the CAMO approval.
- 1.11 The contract should provide for CAA monitoring.
- 1.12 The contract should address the respective responsibilities to ensure that any findings arising from the CAA monitoring will be closed to the satisfaction of the CAA.

2. ACCOMPLISHMENT

This paragraph describes topics, which may be applicable in such a subcontract arrangements.

2.1 Scope of work

The type of aircraft and their registrations, engine types and/or components subject to the continuing airworthiness management tasks contract should be specified.

2.2 Maintenance programme development and amendment

The CAMO may subcontract the preparation of the draft maintenance programme and any subsequent amendments. However, the CAMO remains responsible for assessing that the draft proposals meet its needs and obtaining CAA approval; the relevant procedures should specify these responsibilities. The contract should also stipulate that any data necessary to substantiate the approval of the initial programme or an amendment to this programme should be provided for CAMO

agreement and/or CAA upon request.

2.3 Maintenance programme effectiveness and reliability

The CAMO should have a system in place to monitor and assess the effectiveness of the maintenance programme based on maintenance and operational experience. The collection of data and initial assessment may be made by the subcontracted organisation; the required actions are to be endorsed by the CAMO.

Where reliability monitoring is used to establish the effectiveness of the maintenance programme, this may be provided by the subcontracted organisation and should be specified in the relevant procedures. Reference should be made to the approved maintenance and reliability programme. Participation of the CAMO's personnel in reliability meetings with the subcontracted organisation should also be specified.

When providing reliability data, the subcontracted organisation is limited to working with primary data/documents provided by the CAMO or data provided by the CAMO's contracted maintenance organisation(s) from which the reports are derived. The pooling of reliability data is permitted if it is acceptable to the CAA.

2.4 Permitted variations to maintenance programme.

The reasons and justification for any proposed variation to scheduled maintenance may be prepared by the subcontracted organisation. Acceptance of the proposed variation should be granted by the CAMO. The means by which the CAMO acceptance is given should be specified in the relevant procedures. When outside the limits set out in the maintenance programme, the CAMO is required to obtain approval by the CAA.

2.5 Scheduled maintenance

Where the subcontracted organisation plans and defines maintenance checks or inspections in accordance with the approved maintenance programme, the required liaison with the CAMO, including feedback should be defined.

The planning control and documentation should be specified in the appropriate supporting procedures. These procedures should typically set out the CAMO's level of involvement in each type of check. This will normally involve the CAMO assessing and agreeing to a work specification on a case-by-case basis for base maintenance checks. For routine line maintenance checks, this may be controlled on a day-to-day basis by the subcontracted organisation subject to appropriate liaison and CAMO controls to ensure timely compliance. This may typically include, but is not necessarily limited to:

- applicable work package, including job cards,

- scheduled component removal list,
- ADs to be incorporated,
- modifications to be incorporated

The associated procedures should ensure that the CAMO is informed in a timely manner on the accomplishment of such tasks.

2.6 Compliance monitoring and risk assessment

The CAMO's management system should monitor the adequacy of the subcontracted continuing airworthiness management task performance for compliance with the contract and with MCAR-CAMO and assess the risks entailed by such subcontracting. The terms of the contract should therefore include a provision allowing the CAMO to perform a quality surveillance (including audits and assessment) of the subcontracted organisation. The aim of the surveillance is primarily to investigate and judge the effectiveness of those subcontracted activities and thereby to ensure compliance with MCAR-CAMO and the contract. Audit reports may be subject to review when requested by the CAA.

2.7 Access to the CAA

The contract should specify that the subcontracted organisation should always grant access to the CAA.

2.8 Maintenance data

The maintenance data used for the purpose of the contract should be specified, together with those responsible for providing such documentation and the competent authority responsible for the acceptance/approval of such data, when applicable. The CAMO should ensure that such data, including revisions, is readily available to the CAMO personnel and to those in the subcontracted organisation who may be required to assess such data. The CAMO should establish a 'fast track' means to ensure that urgent data is transmitted to the subcontractor in a timely manner. Maintenance data is defined in M.A.401(b) or ML.A.401(b).

2.9 Airworthiness directives (ADs)

While the various aspects of AD assessment, planning and follow-up may be accomplished by the subcontracted organisation, AD embodiment is performed by a maintenance organisation. The CAMO is responsible for ensuring timely embodiment of applicable ADs and is to be provided with notification of compliance. It, therefore, follows that the CAMO should have clear policies and procedures on AD embodiment supported by defined procedures which will ensure that the CAMO agrees to the proposed means of compliance.

The relevant procedures should specify:

- What information (e.g. AD publications, continuing airworthiness records, flight hours/cycles, etc.) the subcontracted organisation needs from the CAMO.
- What information (e.g. AD planning listing, detailed engineering order, etc) the CAMO needs from the subcontracted organisation in order to ensure timely compliance with the ADs.

To fulfil the above responsibility, the CAMO should ensure that it receives current mandatory continued airworthiness information for the aircraft and equipment it is managing.

2.10 Service bulletin (SB) modifications

The subcontracted organisation may be required to review and make recommendations on the embodiment of an SB and other associated non-mandatory material based on a clear policy established by the CAMO. This should be specified in the contract.

2.11 Mandatory life limitation or scheduled maintenance controls and component control/removal forecast.

Where the subcontracted organisation performs planning activities, it should be specified that the organisation should be receive the current flight cycles, flight hours, landings and/or calendar controlled details, as applicable, at a frequency to be specified in the contract. The frequency should be such that it allows the organisation to properly perform the subcontracted planning functions. It ,therefore, follows that there will need to be adequate liaison between the CAMO, the contracted maintenance organisation(s) and the subcontracted organisation. Additionally, the contract should specify how the CAMO will be in possession of all current flight cycles, flight hours, etc., so that it may assure the timely accomplishment of the required maintenance.

2.12 Engine health monitoring

If the CAMO subcontracts the on-wing engine health monitoring, the subcontracted organisation should receive all the relevant information to perform this task, including any parameter reading deemed necessary to be supplied by the CAMO for this control. The contract should also specify what kind of feedback information (such as engine limitation, appropriate technical advice, etc.) the organisation should provide to the CAMO.

2.13 Defect control

Where the CAMO has subcontracted the day-to-day control of technical log deferred defects, this should be specified in the contract and should be adequately described in the appropriate procedures. The operator's minimum equipment list (MEL)/configuration deviation list (CDL) provides the basis for establishing which defects may be deferred and associated limits. The procedures should also define the responsibilities and actions to be taken for defects such as aircraft on ground (AOG) situations, repetitive defects, and damage beyond the type certificate holder's limits.

For all other defects identified during maintenance, the information should be brought to the attention of the CAMO which, depending upon the procedural authority granted by the CAA, may determine that some defects can be deferred. Therefore, adequate liaison between the CAMO, its subcontracted organisation and contracted maintenance organisation should be ensured.

The subcontracted organisation should make a positive assessment of potential deferred defects and consider potential hazards arising from the cumulative effect of any combination of defects. The subcontracted organisations should liaise with the CAMO to get its agreement following this assessment.

Deferment of MEL/CDL allowable defects can be accomplished by a contracted maintenance organisation in compliance with the relevant technical log procedures, subject to the acceptance by the aircraft commander.

2.14 Occurrence reporting

All incidents and safety occurrences should be collected, and those that meet the reporting criteria should be reported as required by CAMO.A.160 in accordance with a procedure established by the CAMO (see GM1 CAMO.A.205).

2.15 Continuing airworthiness records

They may be maintained and kept by the subcontracted organisation on behalf of the CAMO, which remains the owner of these documents. However, the CAMO should be provided with the current status of AD compliance and life-limited parts and time-controlled components in accordance with agreed procedures. The CAMO should also be granted unrestricted and timely access to original records as and when needed. Online access to the appropriate information systems is acceptable.

The record-keeping requirements of CAMO.A.220 should be met. Access to the records by duly authorised members of the CAA should be granted upon request.

2.16 Maintenance check flight (MCF) procedures

MCFs are performed under the control of operator in coordination with the CAMO. MCF requirements from the subcontracted organisation or contracted maintenance

organisation should be agreed by the operator/CAMO.

2.17 Communication between the CAMO and the subcontracted organisation

2.17.1. In order to fulfil its airworthiness responsibility, the CAMO needs to receive all the relevant reports and relevant maintenance data. The contract should specify what information should be provided and when.

2.17.2. Meetings provide one important cornerstone whereby the CAMO can fulfil part of its responsibility for ensuring the airworthiness of the operated aircraft. They should be used to establish good communication between the CAMO, the subcontracted organisation and the contracted maintenance organisation. The terms of the contract should include, whenever appropriate, the provision for a certain number of meetings to be held between involved parties. Details of the types of liaison meetings and associated terms of reference of each meeting should be documented. The meetings may include but are not limited to all or a combination of:

(a) Contract review

Before the contract is enforced, it is very important that the technical personnel of both parties, that are involved in the fulfilment of the contract, meet in order to be sure that every point leads to a common understanding of the duties of both parties.

(b) Work scope planning meeting

Work scope planning meetings may be organised so that the tasks to be performed may be commonly agreed.

(c) Technical meeting

Scheduled meetings should be organised in order to review on a regular basis and agree actions on technical matters such as ADs, SBs, future modifications, major defects found during shop visit, reliability, etc...

(d) Compliance and performance meeting

Compliance and performance meetings should be organised in order to examine matters raised by the CAMO's surveillance and the CAA's oversight activity and to agree upon necessary preventive, corrective and risk mitigation actions.

(e) Reliability meeting

When a reliability programme exists, the contract should specify the involvement of the CAMO and of the subcontracted organisation in that programme, including their participation in reliability meetings. Provision to enable the CAA participation in the periodical reliability meetings should also be made.

Appendix III to AMC4 CAMO.A.305(g) — Fuel Tank Safety training

The provisions of Appendix XII to AMC MCAR-M.A.706(f) apply.

Appendix IV to AMC1 CAMO.A.315(c) — Contracted maintenance

1. Maintenance contracts

The following paragraphs are not intended to provide a standard maintenance contract, but to provide a list of the main points that should be addressed, when applicable, in a maintenance contract between the CMAO and the maintenance organisation. The following paragraphs only address technical matters and exclude matters such as costs, delay, warranty, etc.

When maintenance is contracted to more than one maintenance organisation (for example, aircraft base maintenance to X, engine maintenance to Y, and line maintenance to Z1, Z2 and Z3), attention should be paid to the consistency of the different maintenance contracts.

A maintenance contract is not normally intended to provide appropriate detailed work instructions to personnel. Accordingly, there should be established organisational roles and responsibilities, procedures and routines in the CAMO and the maintenance organisation to cover these functions in a satisfactory way such that any person involved is informed about his/her accountabilities, responsibilities and the procedures that apply. These procedures and routines can be included/appended to the CAME and to the maintenance organisation's manual/ manual/maintenance organisation exposition (MOE), or can consist in separate procedures. In other words, procedures and routines should reflect the conditions of the contract.

2. Aircraft/Engine maintenance

The following subparagraphs may be adapted to a maintenance contract that applies to aircraft base maintenance, aircraft line maintenance and engine maintenance.

Aircraft maintenance also includes the maintenance of the engines and auxiliary power units (APU) while they are installed on the aircraft.

2.1. Scope of work

The type of maintenance to be performed by the maintenance organisation should be specified unambiguously. In case of line and/or base maintenance, the contract should specify the aircraft type and, preferably, should include the aircraft's registrations.

In case of engine maintenance, the contract should specify the engine type.

2.2. Locations identified for the performance of maintenance/ Certificates held

The place(s) where base, line or engine maintenance, as applicable, will be performed should be specified. The certificate held by the maintenance organisation at the place(s) where maintenance will be performed should be referred to in the contract.

If necessary, the contract may address the possibility of performing maintenance at any location subject to the need for such maintenance arising either from the unserviceability of the aircraft or from the necessity of supporting occasional line maintenance.

2.3. Subcontracting

The maintenance contract should specify under which conditions the maintenance organisation may subcontract tasks to a third party (regardless if this third party is approved or not). At least the contract should make reference to MCAR-M.A.615, MCAR-CAO.A.095(a)(2) and MCAR-145.A.75(b). Additional guidance is provided by the associated AMC/GM. In addition, the CAMO may require the maintenance organisation to obtain the CAMO approval before subcontracting to a third party. Access should be given to the CAMO to any information (especially the compliance monitoring information) about the maintenance organisation's subcontractors involved in the contract. It should, however, be noted that under the CAMO responsibility both the CAMO and its CAA are entitled to be fully informed about subcontracting, although the CAA will normally only be concerned with aircraft, engine and APU subcontracting.

2.4. Maintenance programme

The maintenance programme, under which the maintenance has to be performed, has to be specified. The CAMO should have that maintenance programme approved by the CAA.

2.5. Monitoring

The terms of the contract should include a provision allowing the organisation to monitor the maintenance organisation in terms of compliance with the applicable requirements. The maintenance contract should specify how the results of such monitoring are taken into account by the maintenance organisation (See also paragraph 2.23. 'Meetings').

2.6. CAA involvement

The contract should identify the CAA for the oversight of the aircraft, the operator, the CAMO, the maintenance organisation. Additionally, the contract should allow the CAA to access the maintenance organisation.

2.7. Maintenance data

The contract should specify the maintenance data and any other manual required for the fulfilment of the contract, and how these data and manuals are made available and kept current (regardless if they are provided by the CAMO or by the maintenance organisation).

This may include but may not be limited to:

- maintenance programme,
- airworthiness directives,
- repairs/modification data,
- aircraft maintenance manual,
- aircraft illustrated parts catalogue (IPC),
- wiring diagrams,
- troubleshooting manual,
- MEL (normally on board the aircraft),
- operator's manual,
- flight manual,
- engine maintenance manual,
- engine overhaul manual.

2.8. Incoming Conditions

The contract should specify in which condition the aircraft should be made available to the maintenance organisation. For extensive maintenance, it may be beneficial that a work scope planning meeting be organised so that the tasks to be performed may be commonly agreed (see also paragraph 2.23: 'Meetings').

2.9. Airworthiness Directives and Service Bulletins/Modifications

The contract should specify the information that the CAMO is responsible to provide to the maintenance organisation, such as:

- status of the ADs including the due date and the selected means of compliance, if applicable; and
- status of modifications and decision to embody a modification or an SB.

In addition, the contract should specify the type of information the CAMO will need in return to complete the control of ADs and modification status.

2.10. Hours and Cycles control

Hours and cycles control is the responsibility of the CAMO, and the contract should specify how the CAMO should provide the current hours and cycles to the maintenance organisation and whether the maintenance organisation should receive the current flight hours and cycles on a regular basis so that it may update the records for its own planning functions (see also paragraph 2.22: 'Exchange of information').

2.11. life-limited parts and time-controlled components

The control of life-limited parts and time-controlled components is the responsibility of the CAMO. The contract should specify whether the CAMO should provide the status of life-limited parts and time-controlled components to the maintenance organisation, and the information that the approved organisation will have to provide

to the CAMO about the removal/installation of the life-limited parts and time-controlled components so that the CAMO may update its records (see also paragraph 2.22 'Exchange of information').

2.12. Supply of parts

The contract should specify whether a particular type of material or component is supplied by the CAMO or by the maintenance organisation, which type of component is pooled, etc. The contract should clearly state that it is the maintenance organisation's responsibility to be satisfied that the component in question meets the approved data/standard and to ensure that the aircraft component is in a satisfactory condition for installation. Additional guidance on the acceptance of components is provided in MCAR-M.A.501, MCAR-ML.A.501 and MCAR-145.A.42.

2.13. Pooled parts at line stations

If applicable, the contract should specify how the subject of pooled parts at line stations should be addressed.

2.14. Scheduled maintenance

For planning scheduled maintenance checks, the support documentation to be given to the maintenance organisation should be specified. This may include but is not limited to:

- applicable work package, including job cards;
- scheduled component removal list;
- modifications to be incorporated.

When the maintenance organisation determines, for any reason, to defer a maintenance task, it has to be formally agreed with the CAMO. If the deferment goes beyond an approved limit, please refer to paragraph 2.17 'Deviation from the maintenance schedule'. This should be addressed, where applicable, in the maintenance contract.

2.15. Unscheduled maintenance/Defect rectification

The contract should specify to which level the maintenance organisation may rectify a defect without reference to the CAMO. It should describe, as a minimum, the management of approval of repairs and incorporation of repairs. The deferment of any defect rectification should be submitted to the CAMO.

2.16. Deferred tasks

See paragraphs 2.14 and 2.15 above and AMC 145.A.50 (e), MCAR-M.A.801(f) and MCAR-ML.A.801(f). In addition, for aircraft line and base maintenance, the use of the

operator's MEL and the liaison with the CAMO in case of a defect that cannot be rectified at the line station should be addressed.

2.17. Deviation from the maintenance schedule

Deviations from the maintenance schedule have to be managed by the CAMO in accordance with the procedures established in the maintenance programme. The contract should specify the support the maintenance organisation may provide to the operator in order to substantiate the deviation request.

2.18. Maintenance Check Flight (MCF)

If any MCF is required after aircraft maintenance, it should be performed in accordance with the procedures established in the CAME or the operator's manual.

2.19. Bench Test

The contract should specify the acceptability criterion and whether a representative of the CAMO should witness an engine undergoing test.

2.20. Release to service documentation

The release to service has to be performed by the maintenance organisation in accordance with its maintenance organisation procedures. The contract should, however, specify which support forms have to be used (aircraft technical log, maintenance organisation's release format, etc.) and the documentation that the maintenance organisation should provide to the CAMO upon delivery of the aircraft. This may include but is not limited to:

- certificate of release to service,
- flight test report,
- list of modifications embodied,
- list of repairs,
- list of ADs incorporated,
- maintenance visit report,
- test bench report.

2.21. Maintenance record-keeping

The CAMO may contract the maintenance organisation to retain some of the maintenance records required by MCAR-M Subpart C. This means that the CAMO subcontracts under its management system part of its record-keeping tasks and, therefore, the provisions of CAMO.A.125(d)(3) apply.

2.22. Exchange of information

Each time exchange of information between the CAMO and the maintenance organisation is necessary, the contract should specify what information should be provided and when (i.e. in which case or at what frequency), how, by whom and to whom it has to be transmitted.

2.23. Meetings

The maintenance contract should include the provision for a certain number of meetings to be held between the CAMO and the maintenance organisation.

2.23.1. Contract review

Before the contract is enforced, it is very important that the technical personnel of both parties, that are involved in the fulfilment of the contract, meet in order to be sure that every point leads to a common understanding of the duties of both parties.

2.23.2. Work scope planning meeting

Work scope planning meetings may be organised so that the tasks to be performed may be commonly agreed.

2.23.3. Technical meeting

Scheduled meetings may be organised in order to review on a regular basis technical matters such as ADs, SBs, future modifications, major defects found during maintenance check, aircraft and component reliability, etc.

2.23.4. Compliance and performance meeting

Compliance and performance meetings may be organised in order to examine matters raised by the CAMO's monitoring and to agree upon necessary preventive and corrective actions.

2.23.5. Reliability meeting

When a reliability programme exists, the contract should specify the CAMO's and maintenance organisation's respective involvement in that programme, including the participation in reliability meetings.