



TRAINING OF CAMO PERSONNEL

1 Introduction

- 1.1 Findings from safety oversight carried out by the Civil Aviation Authority of Malaysia (CAAM) has found that CAMO (Continued Airworthiness Management Organisation) technical personnel lack the required training, particularly on technical engineering. As a result of this, the competency requirement is not met as provisioned in CAD 6801 paragraph 5.1.13 which states *“The CAMO shall establish and control the competence of personnel involved in the continuing airworthiness management, airworthiness review and/or quality audits in accordance with the procedures contained in the Continuing Airworthiness Management Exposition (CAME) and the requirements by CAAM.”*
- 1.2 Additional focus should be placed on the management of technical competence throughout CAMO including all roles and responsibilities. Persons who perform the continuing airworthiness management functions shall be qualified and trained to ensure that the organisation’s processes, standards and compliance with CAAM requirements are appropriately managed.

2 Elements of Technical Engineering Training Required for CAMO Personnel

- 2.1 CAMO shall prepare technical personnel with adequate knowledge based on, but not limited to, the technical engineering functions for which the person is responsible and among other things, knowledge which includes the following technical aspects:
- a) Aircraft Maintenance Program (AMP)
 - b) Minimum Equipment List (MEL)
 - c) Reliability program
 - d) Aircraft weight & balance
- 2.2 It is important that the Training Need Analysis (TNA) is to be implemented in identifying the required training for its personnel.

3 Training Programme

- 3.1 As required by the CAD 6802 paragraph 3.1.5(m), CAMO shall describe the organisation training programme in the exposition for each of the personnel

performing the continuing airworthiness management functions. CAMO shall detail the training that is required for each of the personnel and ensure that their personnel received the training accordingly. These are the items that can be considered while developing the training programme policy in the exposition:

- a) Training Programme (introduction and policy)
- b) Initial Training
- c) Continuation Training
- d) Requalification Training
- e) Advanced Training
- f) In-house Training
- g) OJT Trainer and Qualifications
- h) External Training Provider Evaluation Process
- i) Training Needs Analysis
- j) Review of Training Programme
- k) Training Files and Records
- l) Annual Training Programme
- m) Issuing the Certificate of Completion/Attendance

4 Summary

- 4.1 Training is the cornerstone of effective management for CAMO in ensuring its personnel are well-trained and qualified to perform the important tasks assigned to them in an effective and efficient manner.
- 4.2 Without proper training, the organisation may face difficulties in achieving the required standards and subsequently, may lead to unwanted events that could adversely affect the organisation or safety of the aircraft. It is the responsibility of CAMO via its training programme to ensure all of their personnel competencies are maintained in a well-structured manner and at the same time enhancing the knowledge and skills of its staff that will contribute to the efficiency of the organisation and aviation safety.



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