

# CAMO.A.305 Personnel requirements

CAMO.A.305(g)

Control of competency

Motsvarande finns i **145.A.30(e)**

Presentatör

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Sektionen för teknisk operation

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# Competency / Competence

## GM1 to Annex Vc (Part-CAMO) Definitions *(ED Decision 2020/002/R)*

- **Competency** is a combination of individual skills, practical and theoretical knowledge, attitudes, training, and experience.

## GM1 to Annex II (Part-145) Definitions *(ED Decision 2022/011/R)*

- **Competency** is a combination of individual skills, practical and theoretical knowledge, attitude, training, and experience.

# Bakrund

- En ”engångskontroll” av CAME/MOE kommer påbörjas inom kort pga EASA’s standardiseringsbesök (STI).
- Alla CAME/MOE ska granskas.
- Med fokus på procedurerna för:
  - kompetenskraven och
  - mål och genomförandet av kompetensbedömning av personal.

# Innehåll

- CAMO.A.305(g) Personnel requirements
- Vilka AMC finns som berör CAMO.A.305(g) (8st)
- Fokus:
  - AMC1 CAMO.A.305(g) Personnel requirements - **COMPETENCY ASSESSMENT OBJECTIVES**
  - AMC2 CAMO.A.305(g) Personnel requirements - **COMPETENCY ASSESSMENT PROCEDURES**

# CAMO.A.305 Personnel requirements

Regulation (EU) 2019/1383

- (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 competent authority.

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.

Internal safety training (including human factors)

# Alla AMC CAMO.A.305(g)

CAMO.A.305  
AMC/GM 12 sidor

## Competency

AMC1 CAMO.A.305(g) Personnel requirements

- **COMPETENCY ASSESSMENT OBJECTIVES**

AMC2 CAMO.A.305(g) Personnel requirements

- **COMPETENCY ASSESSMENT PROCEDURE**

AMC4 CAMO.A.305(g) Personnel requirements

- **OTHER TRAININGS**

AMC5 CAMO.A.305(g) Personnel requirements

- **INITIAL AND RECURRENT TRAINING**

GM3 CAMO.A.305(g) Personnel requirements

- **COMPETENCY OF THE SAFETY MANAGER**

## Safety Training

AMC3 CAMO.A.305(g) Personnel requirements

- **SAFETY TRAINING (INCLUDING HUMAN FACTORS)**

GM1 CAMO.A.305(g) Personnel requirements

- **SAFETY TRAINING (INCLUDING HUMAN FACTORS)**

GM2 CAMO.A.305(g) Personnel requirements

- **TRAINING SYLLABUS FOR INITIAL SAFETY TRAINING**

Motsvarande finns i **145.A.30(e) +:**

GM2 145.A.30(e) Personnel requirements

**COMPETENCY ASSESSMENT ELEMENTS**

GM3 145.A.30(e) Personnel requirements

**TEMPLATE FOR RECORDING EXPERIENCE/TRAINING**

# Ett försök att visualisera

AMC1 CAMO.A.305(g) Personnel requirements

**COMPETENCY ASSESSMENT OBJECTIVES**

# CAMO.A.305(g)

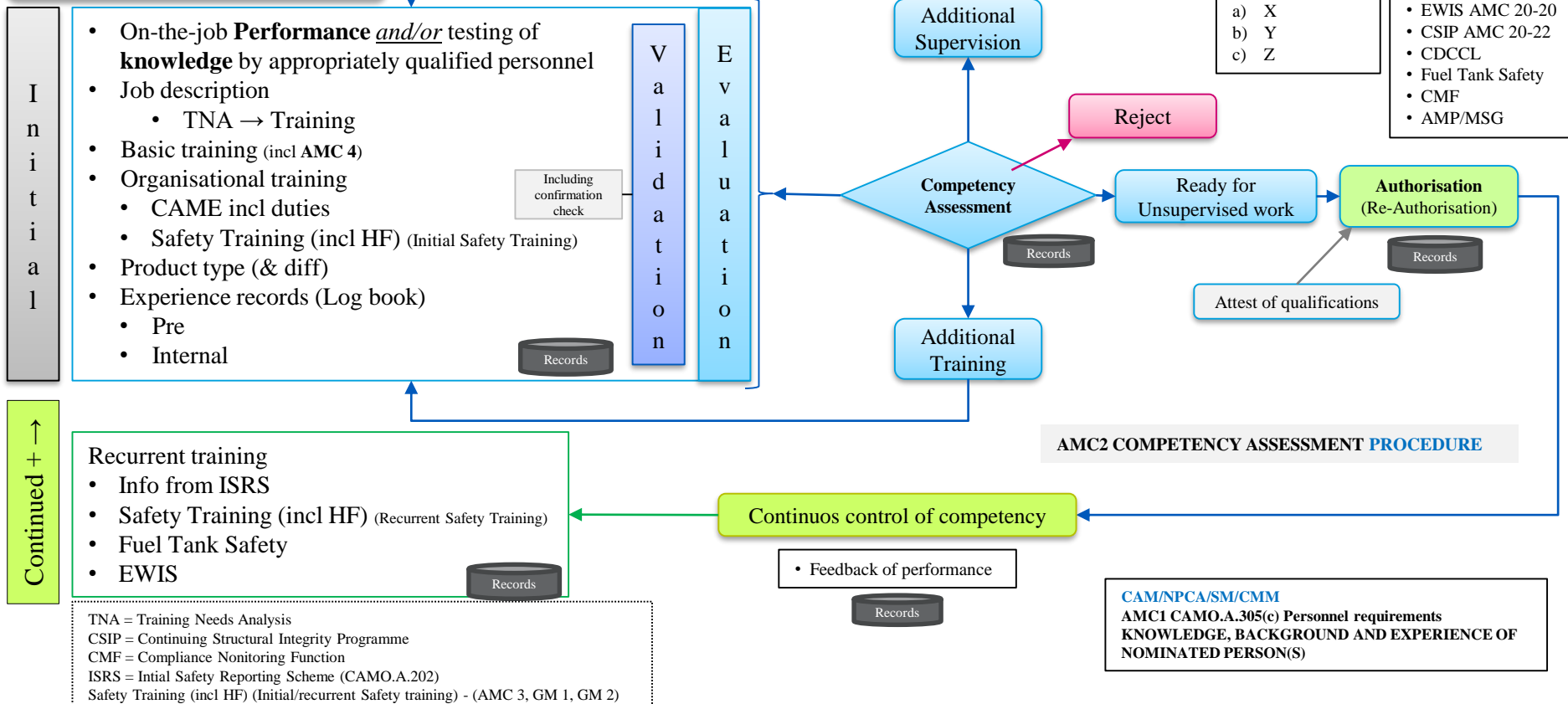
## Competence assessment, initial & recurrent training

AMC1 COMPETENCY ASSESSMENT OBJECTIVES  
AMC5 INITIAL AND RECURRENT TRAINING

GM1 to Annex Vc (Part-CAMO) Definitions (ED Decision 2020/002/R)

**Competency** is a combination of individual skills, practical and theoretical knowledge, attitudes, training, and experience.

### Individual Qualification





## Det var ett sätt att se på:

- AMC 1 COMPETENCY ASSESSMENT **OBJECTIVES**
- AMC 5 **INITIAL AND RECURRENT** TRAINING  
i en bild.
  
- Nästa:
  - AMC 2 COMPETENCY ASSESSMENT **PROCEDURE**

# 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.

**Procedur**  
*Vem gör vad, när och hur*

(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**.

# Summaring

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  - AMC2 CAMO.A.305(g) Personnel requirements - **COMPETENCY ASSESSMENT PROCEDURES**