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# Note from the editor

The content of this document is arranged as follows: the implementing rule (IR) appear first, followed by the related acceptable means of compliance (AMC) and guidance material (GM).

All elements (i.e. IRs, AMC, and GM) are colour-coded and can be identified according to the illustration below.

|  |
| --- |
| **Implementing rule** **Acceptable means of compliance** **Guidance material** |

This document will be updated regularly to incorporate further amendments. Any comments should be sent to [gdca@gdca.am](mailto:gdca@gdca.am)

# Table of contents

[Note from the editor 3](#_bookmark0)

[Implementing rule 3](#_bookmark1)

[Acceptable means of compliance 3](#_bookmark2)

[Guidance material 3](#_bookmark3)

[Table of contents 4](#_bookmark4)

[Annex Vc (Part-CAMO) 9](#_bookmark5)

[GENERAL 9](#_bookmark6)

[GM1 to Annex Vc (Part-CAMO) Definitions 9](#_bookmark7)

[SECTION A — ORGANISATION REQUIREMENTS 12](#_bookmark8)

[CAMO.A.005 Scope 12](#_bookmark9)

[CAMO.A.105 Competent authority 12](#_bookmark10)

[CAMO.A.115 Application for an organisation certificate 12](#_bookmark11)

[AMC1 CAMO.A.115 Application for an organisation certificate 12](#_bookmark12)

[AMC2 CAMO.A.115 Application for an organisation certificate 12](#_bookmark13)

[GM1 CAMO.A.115(b) Application for an organisation certificate 13](#_bookmark14)

[AMC1 CAMO.A.115(b)(2) Application for an organisation certificate 13](#_bookmark15)

[CAMO.A.120 Means of compliance 14](#_bookmark16)

[CAMO.A.125 Terms of approval and privileges of the organisation 14](#_bookmark17)

[AMC1 CAMO.A.125(d)(3) Terms of approval and privileges 15](#_bookmark18)

[GM1 CAMO.A.125(e) Terms of approval and privileges 16](#_bookmark19)

[GM1 CAMO.A.125(f) Terms of approval and privileges 16](#_bookmark20)

[CAMO.A.130 Changes to the organisation 17](#_bookmark21)

[AMC1 CAMO.A.130 Changes to the organisation 17](#_bookmark22)

[AMC2 CAMO.A.130 Changes to the organisation 18](#_bookmark23)

[GM1 CAMO.A.130 Changes to the organisation 18](#_bookmark24)

[GM1 CAMO.A.130(a)(1) Changes to the organisation 18](#_bookmark25)

[GM2 CAMO.A.130(a)(1) Changes to the organisation 19](#_bookmark26)

[GM1 CAMO.A.130(b) Changes to the organisation 19](#_bookmark27)

[CAMO.A.135 Continued validity 19](#_bookmark28)

[CAMO.A.140 Access 20](#_bookmark29)

[CAMO.A.150 Findings 20](#_bookmark30)

[AMC1 CAMO.A.150 Findings 20](#_bookmark31)

[AMC2 CAMO.A.150 Findings 20](#_bookmark32)

[GM1 CAMO.A.150 Findings 21](#_bookmark33)

[CAMO.A.155 Immediate reaction to a safety problem 21](#_bookmark34)

[CAMO.A.160 Occurrence reporting 21](#_bookmark35)

[AMC1 CAMO.A.160 Occurrence reporting 22](#_bookmark36)

[AMC2 CAMO.A.160 Occurrence reporting 22](#_bookmark37)

[GM1 CAMO.A.160 Occurrence reporting 23](#_bookmark38)

[GM1 CAMO.A.160(b) Occurrence reporting 23](#_bookmark39)

[CAMO.A.200 Management system 23](#_bookmark40)

[GM1 CAMO.A.200 Management system 24](#_bookmark41)

[AMC1 CAMO.A.200(a)(1) Management system 26](#_bookmark42)

[GM1 CAMO.A.200(a)(1) Management system 27](#_bookmark43)

[GM2 CAMO.A.200(a)(1) Management system 27](#_bookmark44)

[AMC1 CAMO.A.200(a)(2) Management system 27](#_bookmark45)

[GM1 CAMO.A.200(a)(2) Management system 28](#_bookmark46)

[AMC1 CAMO.A.200(a)(3) Management system 29](#_bookmark47)

[GM1 CAMO.A.200(a)(3) Management system 31](#_bookmark48)

[GM2 CAMO.A.200(a)(3) Management system 32](#_bookmark49)

[AMC1 CAMO.A.200(a)(4) Management system 33](#_bookmark50)

[GM1 CAMO.A.200(a)(4) Management system 33](#_bookmark51)

[GM1 CAMO.A.200(a)(5) Management system 34](#_bookmark52)

[AMC1 CAMO.A.200(a)(6) Management system 34](#_bookmark53)

[AMC2 CAMO.A.200(a)(6) Management System 34](#_bookmark54)

[AMC3 CAMO.A.200(a)(6) Management system 35](#_bookmark55)

[AMC4 CAMO.A.200(a)(6) Management system 35](#_bookmark56)

[GM1 CAMO.A.200(a)(6) Management system 36](#_bookmark57)

[GM1 CAMO.A.200(a)(6) and CAMO.B.300 Management system and Oversight](#_bookmark58) [principles 36](#_bookmark58)

[GM1 CAMO.A.200(e) Management system 36](#_bookmark59)

[CAMO.A.200A Information security management system 37](#_bookmark60)

[CAMO.A.202 Internal safety reporting scheme 37](#_bookmark61)

[AMC1 CAMO.A.202 Internal safety reporting scheme 38](#_bookmark62)

[GM1 CAMO.A.202 Internal safety reporting scheme 38](#_bookmark63)

[CAMO.A.205 Contracting and subcontracting 39](#_bookmark64)

[GM1 CAMO.A.205 Contracting and subcontracting 39](#_bookmark65)

[CAMO.A.215 Facilities 40](#_bookmark66)

[AMC1 CAMO.A.215 Facilities 40](#_bookmark67)

[CAMO.A.220 Record-keeping 40](#_bookmark68)

[AMC1 CAMO.A.220 Record-keeping 41](#_bookmark69)

[AMC2 CAMO.A.220 Record-keeping 42](#_bookmark70)

[GM1 CAMO.A.220 Record-keeping 42](#_bookmark71)

[AMC1 CAMO.A.220(c)(1)(ii) Record-keeping 42](#_bookmark72)

[CAMO.A.300 Continuing airworthiness management exposition (CAME) 43](#_bookmark73)

[AMC1 CAMO.A.300 Continuing airworthiness management exposition (CAME) 44](#_bookmark74)

[AMC2 CAMO.A.300 Continuing airworthiness management exposition (CAME) 46](#_bookmark75)

[AMC3 CAMO.A.300 Continuing airworthiness management exposition (CAME) 46](#_bookmark76)

[GM1 CAMO.A.300 Continuing airworthiness management exposition (CAME) 47](#_bookmark77)

[AMC1 CAMO.A.300(a)(1) Continuing airworthiness management exposition (CAME) 47](#_bookmark78)

[CAMO.A.305 Personnel requirements 48](#_bookmark79)

[AMC1 CAMO.A.305(a) Personnel requirements 49](#_bookmark80)

[AMC1 CAMO.A.305(a)(3) Personnel requirements 49](#_bookmark81)

[GM1 CAMO.A.305(a)(3) Personnel requirements 50](#_bookmark82)

[AMC1 CAMO.A.305(a)(4);(a)(5) Personnel requirements 50](#_bookmark83)

[GM1 CAMO.A.305(a)(5) Personnel requirements 51](#_bookmark84)

[GM1 CAMO.A.305(b) Personnel requirements 51](#_bookmark85)

[AMC1 CAMO.A.305(b)(2) Personnel requirements 52](#_bookmark86)

[AMC1 CAMO.A.305(c) Personnel requirements 52](#_bookmark87)

[AMC1 CAMO.A.305(d) Personnel requirements 53](#_bookmark88)

[GM1 CAMO.A.305(f) Personnel requirements 54](#_bookmark89)

[AMC1 CAMO.A.305(g) Personnel requirements 54](#_bookmark90)

[AMC2 CAMO.A.305(g) Personnel requirements 55](#_bookmark91)

[AMC3 CAMO.A.305(g) Personnel requirements 56](#_bookmark92)

[AMC4 CAMO.A.305(g) Personnel requirements 57](#_bookmark93)

[AMC5 CAMO.A.305(g) Personnel requirements 57](#_bookmark94)

[GM1 CAMO.A.305(g) Personnel requirements 58](#_bookmark95)

[GM2 CAMO.A.305(g) Personnel requirements 58](#_bookmark96)

[GM3 CAMO.A.305(g) Personnel requirements 61](#_bookmark97)

[CAMO.A.310 Airworthiness review staff qualifications 61](#_bookmark98)

[AMC1 CAMO.A.310(a) Airworthiness review staff qualifications 62](#_bookmark99)

[AMC1 CAMO.A.310(a)(3) Airworthiness review staff qualifications 63](#_bookmark100)

[AMC1 CAMO.A.310(c) Airworthiness review staff qualifications 63](#_bookmark101)

[AMC1 CAMO.A.310(d) Airworthiness review staff qualifications 63](#_bookmark102)

[CAMO.A.315 Continuing airworthiness management 64](#_bookmark103)

[AMC1 CAMO.A.315 Continuing airworthiness management 65](#_bookmark104)

[GM1 CAMO.A.315(b)(1) Continuing airworthiness management 65](#_bookmark105)

[AMC1 CAMO.A.315(b)(3) Continuing airworthiness management 65](#_bookmark106)

[AMC1 CAMO.A.315(b)(4) Continuing airworthiness management 65](#_bookmark107)

[GM1 CAMO.A.315(b)(5) Continuing airworthiness management 66](#_bookmark108)

[AMC1 CAMO.A.315(c) Continuing airworthiness management 66](#_bookmark109)

[AMC2 CAMO.A.315(c) Continuing airworthiness management 66](#_bookmark110)

[GM1 CAMO.A.315(c) Continuing airworthiness management 67](#_bookmark111)

[GM1 CAMO.A.315(d) Continuing airworthiness management 68](#_bookmark112)

[CAMO.A.320 Airworthiness review 68](#_bookmark113)

[CAMO.A.325 Continuing airworthiness management data 68](#_bookmark114)

[AMC1 CAMO.A.325 Continuing airworthiness management data 68](#_bookmark115)

[GM1 CAMO.A.325 Continuing airworthiness management data 68](#_bookmark116)

[GM2 CAMO.A.325 Continuing airworthiness management data 69](#_bookmark117)

[SECTION B — AUTHORITY REQUIREMENTS 70](#_bookmark118)

[CAMO.B.005 Scope 70](#_bookmark119)

[CAMO.B.115 Oversight documentation 70](#_bookmark120)

[CAMO.B.120 Means of compliance 70](#_bookmark121)

[GM1 CAMO.B.120 Means of compliance 71](#_bookmark122)

[CAMO.B.125 Information to the Agency 71](#_bookmark123)

[AMC1 CAMO.B.125(b) Information to the Agency 71](#_bookmark124)

[GM1 CAMO.B.125(b) Information to the Agency 71](#_bookmark125)

[GM2 CAMO.B.125(b) Information to the Agency 71](#_bookmark126)

[GM3 CAMO.B.125(b) Information to the Agency 71](#_bookmark127)

[CAMO.B.135 Immediate reaction to a safety problem 71](#_bookmark128)

[CAMO.B.135A Immediate reaction to an information security incident or](#_bookmark129) [vulnerability with an impact on aviation safety 72](#_bookmark129)

[AMC1 CAMO.B.135A Immediate reaction to an information security incident or](#_bookmark130) [vulnerability with an impact on aviation safety 72](#_bookmark130)

[GM1 CAMO.B.135A Immediate reaction to an information security incident or](#_bookmark131) [vulnerability with an impact on aviation safety 72](#_bookmark131)

[CAMO.B.200 Management system 72](#_bookmark132)

[AMC1 CAMO.B.200 Management system 73](#_bookmark133)

[AMC2 CAMO.B.200 Management system 73](#_bookmark134)

[AMC1 CAMO.B.200(a)(1) Management system 74](#_bookmark135)

[GM1 CAMO.B.200(a)(2) Management system 75](#_bookmark136)

[AMC1 CAMO.B.200(a)(3) Management system 77](#_bookmark137)

[AMC2 CAMO.B.200(a)(3) Management system 78](#_bookmark138)

[AMC3 CAMO.B.200(a)(3) Management system 79](#_bookmark139)

[AMC1 CAMO.B.200(a)(5) Management system 80](#_bookmark140)

[GM1 CAMO.B.200(a)(5) Management system 81](#_bookmark141)

[AMC1 CAMO.B.200(d) Management system 81](#_bookmark142)

[CAMO.B.205 Allocation of tasks 81](#_bookmark143)

[GM1 CAMO.B.205 Allocation of tasks to qualified entities 82](#_bookmark144)

[GM1 CAMO.B.205 Allocation of tasks 82](#_bookmark145)

[CAMO.B.210 Changes in the management system 82](#_bookmark146)

[CAMO.B.220 Record-keeping 82](#_bookmark147)

[AMC1 CAMO.B.220(a) Record-keeping 83](#_bookmark148)

[AMC1 CAMO.B.220(a)(1) Record-keeping 84](#_bookmark149)

[AMC1 CAMO.B.220(d) Record-keeping 84](#_bookmark150)

[CAMO.B.300 Oversight principles 84](#_bookmark151)

[AMC1 CAMO.B.300(a);(b);(c) Oversight principles 85](#_bookmark152)

[GM1 CAMO.B.300(a);(b);(c) Oversight principles 85](#_bookmark153)

[AMC1 CAMO.B.300(f) Oversight principles 86](#_bookmark154)

[GM1 CAMO.B.300(g) Oversight principles 86](#_bookmark155)

[GM2 CAMO.B.300(g) Oversight principles 88](#_bookmark156)

[CAMO.B.305 Oversight programme 89](#_bookmark157)

[AMC1 CAMO.B.305(a);(b) Oversight programme 90](#_bookmark158)

[AMC1 CAMO.B.305(b) Oversight programme 90](#_bookmark159)

[AMC2 CAMO.B.305(b) Oversight programme 90](#_bookmark160)

[AMC1 CAMO.B.305(b)(1) Oversight programme 91](#_bookmark161)

[AMC1 CAMO.B.305(c) Oversight programme 91](#_bookmark162)

[AMC2 CAMO.B.305(c) Oversight programme 91](#_bookmark163)

[AMC1 CAMO.B.305(d) Oversight programme 92](#_bookmark164)

[CAMO.B.310 Initial certification procedure 92](#_bookmark165)

[AMC1 CAMO.B.310 Initial certification procedure 93](#_bookmark166)

[GM1 CAMO.B.310 and CAMO.B.330 Initial certification procedure and changes 94](#_bookmark167)

[AMC1 CAMO.B.310(a) Initial certification procedure 94](#_bookmark168)

[AMC1 CAMO.B.310(c) Initial certification procedure 94](#_bookmark169)

[AMC2 CAMO.B.310(c) Initial certification procedure 95](#_bookmark170)

[AMC1 CAMO.B.310(d) Initial certification procedure 95](#_bookmark171)

[GM1 CAMO.B.310(e)(1); CAMO.B.330 Initial certification procedure and changes 95](#_bookmark172)

[AMC1 CAMO.B.310(e)(2) Initial certification procedure 96](#_bookmark173)

[CAMO.B.330 Changes 97](#_bookmark174)

[AMC1 CAMO.B.330 Changes 97](#_bookmark175)

[GM1 CAMO.B.330 Changes 98](#_bookmark176)

[CAMO.B.330A Changes to the information security management system 98](#_bookmark177)

[CAMO.B.350 Findings and corrective actions 98](#_bookmark178)

[CAMO.B.355 Suspension, limitation and revocation 99](#_bookmark179)

[AMC1 CAMO.B.355(c) Suspension, limitation and revocation 100](#_bookmark180)

[APPENDICES TO ANNEX Vc (Part-CAMO) 101](#_bookmark181)

[Appendix I to Part-CAMO — Continuing Airworthiness Management Organisation](#_bookmark182) [Certificate – Form 14 101](#_bookmark182)

[AMC1 to Appendix I to Part-CAMO — Continuing Airworthiness Management](#_bookmark183) [Organisation Certificate 102](#_bookmark183)

[APPENDICES TO AMC AND GM to ANNEX Vc (Part-CAMO) 104](#_bookmark184)

[Appendix I to AMC1 CAMO.A.115 — Form 2 104](#_bookmark185)

[Appendix II to AMC1 CAMO.A.125(d)(3) — Subcontracting of continuing](#_bookmark186) [airworthiness management tasks 104](#_bookmark186)

[Appendix III to AMC4 CAMO.A.305(g) — Fuel Tank Safety training 109](#_bookmark187)

[Appendix IV to AMC1 CAMO.A.315(c) — Contracted maintenance 109](#_bookmark188)

[Appendix V to AMC2 CAMO.B.310(c) — Form 13-CAMO 114](#_bookmark189)

# Annex Vc (Part-CAMO)

## GENERAL

### GM1 to Annex Vc (Part-CAMO) Definitions

*[Regulatory source]*

For the purpose of the AMC & GM to Part-CAMO, the following definitions are used:

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| **Audit** | refers to a systematic, independent, and documented process for obtaining evidence, and evaluating it objectively to determine the extent to which requirements are complied with.  Note: Audits may include inspections. |
| **Alternative means of compliance (AltMoC)** | are those means that propose an alternative to an existing AMC or those that propose new means to establish compliance with Republic of Armenia Civil Aviation Law and its delegated and implementing acts for which no associated AMC have been adopted by the Civil Aviation Committee of the Republic of Armenia. |
| **Assessment** | in the context of management system performance monitoring, continuous improvement and oversight, refers to a planned and documented activity performed by competent personnel to evaluate and analyse the achieved level of performance and maturity in relation to the organisation’s policy and objectives.  Note: An assessment focuses on desirable outcomes and the overall performance, looking at the organisation as a whole. The main objective of the assessment is to identify the strengths and weaknesses to drive continual improvement.  Remark: For ‘risk assessment’, please refer to the definition below. |
| **Base maintenance** | Ref. AMC1 145.A.10 |
| **Competency** | is a combination of individual skills, practical and theoretical knowledge, attitudes, training, and experience. |
| **Correction** | is the action to eliminate a detected non-compliance. |
| **Corrective action** | is the action to eliminate or mitigate the root cause(s) and prevent the recurrence of an existing detected non-compliance, or other undesirable conditions or situations. Proper determination of the root cause(s) is crucial for defining effective corrective actions to prevent reoccurrence. |
| **Error** | is an action or inaction by a person that may lead to deviations from accepted procedures or regulations.  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. |
| **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. |

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| **Human performance** | refers to human capabilities and limitations which have an impact on the safety and efficiency of aeronautical activities. |
| **Inspection** | in the context of compliance monitoring and oversight, refers to an independent documented conformity evaluation by observation and judgement accompanied, as appropriate, by measurement, testing or gauging, in order to verify compliance with applicable requirements.  Note: Inspection may be part of an audit (e.g. product audit), but may also be conducted outside the normal audit plan; for example, to verify closure of a particular finding. |
| **Just Culture** | a culture in which front-line operators or other persons are not punished for actions, omissions or decisions taken by them that are commensurate with their experience and training, but in which gross negligence, wilful violations and destructive acts are not tolerated |
| **Line maintenance** | Ref. AMC1 145.A.10 |
| **Near-miss** | is an event in which an occurrence to be mandatorily reported according to Regulation on Reporting, analysis and follow-up of occurrences in civil aviation of the Republic of Armenia was narrowly averted or avoided.  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. |
| **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 competent authority 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 competent authority, 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).](#_bookmark79) |
| **Preventive action** | is the action to eliminate the cause of a potential non-compliance, or other undesirable potential situation. |
| **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. |

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|  | 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)](#_bookmark79) or [CAMO.A.200(a)(3)](#_bookmark40) |
| **Working days** | refer to days between and including Monday to Friday not including public holidays. |

## SECTION A — ORGANISATION REQUIREMENTS

**CAMO.A.005 Scope**

*[Regulatory source]*

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.

**CAMO.A.105 Competent authority**

*[Regulatory source]*

For the purpose of this Annex, the competent authority shall be the Civil Aviation Committee of Republic of Armenia.

**CAMO.A.115 Application for an organisation certificate**

*[Regulatory source]*

1. The application for a certificate or an amendment to an existing certificate in accordance with this Annex shall be made in a form and manner established by the competent authority, taking into account the applicable requirements of Annex I (Part-M), Annex Vb (Part-ML) and this Annex.
2. Applicants for an initial certificate pursuant to this Annex shall provide the competent authority with:
   1. the results of a pre-audit performed by the organisation against the applicable requirements provided for in Annex I (Part-M), Annex Vb (Part-ML) and this Annex;
   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,](#_bookmark21) a procedure describing how changes not requiring prior approval will be managed and notified to the competent authority.

**AMC1 CAMO.A.115 Application for an organisation certificate**

*[Regulatory source]*

An application should be made on an Form 2 ([Appendix I to AMC1 CAMO.A.115](#_bookmark185)) or an equivalent form that is acceptable to the competent authority.

Form 2 is also valid for application for other types of organisations pursuant to Regulation on Continuing Airworthiness. Organisations that apply for several certificates may do so using a single Form 2.

**AMC2 CAMO.A.115 Application for an organisation certificate**

*[Regulatory source]*

**GENERAL**

1. 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 competent authority has received the completed documents.
2. This information, including the results of the pre-audit specified in point [CAMO.A.115(b)(1),](#_bookmark11) will enable the competent authority 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.
3. The intent of the internal pre-audit referred to in point [CAMO.A.115(b)(1)](#_bookmark11) is to ensure that the organisation has internally verified its compliance with the Regulation. This should allow the organisation to demonstrate to the competent authority 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**

*[Regulatory source]*

**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),](#_bookmark73) 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 competent authority for the first period of operation. An extension of such a limited scope may be considered later; see [GM1 CAMO.A.130.](#_bookmark24)

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

*[Regulatory source]*

**DOCUMENTATION FOR DEMONSTRATION OF COMPLIANCE**

1. Documentation to be provided to the competent authority in the frame of an application for an initial Part-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.
2. Upon request by the competent authority, 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.
3. When point M.A.201(ea) is applied, the continuing airworthiness management contract with the operator(s) in accordance with Appendix I to Annex I (Part-M) to Regulation on Continuing Airworthiness should be submitted together with the CAME.

**CAMO.A.120 Means of compliance**

*[Regulatory source]*

1. Alternative means of compliance to the AMC adopted by the Civil Aviation Committee may be used by an organisation to establish compliance with Republic of Armenia Civil Aviation Law and its delegated and implementing acts.
2. When an organisation wishes to use an alternative means of compliance, it shall, prior to using it, provide the competent authority 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 Republic of Armenia Civil Aviation Law and its delegated and implementing acts.

The organisation may use these alternative means of compliance subject to prior approval by the competent authority, and upon receipt of the notification as provided for in point [CAMO.B.120](#_bookmark121).

**CAMO.A.125 Terms of approval and privileges of the organisation**

*[Regulatory source]*

1. The approval is indicated on the certificate, which is included in Appendix I, and is issued by the competent authority.
2. Notwithstanding point (a), for air carriers licensed in accordance with Decision about approval of Aircraft Operator's Certificate, the approval shall be part of the air operator certificate issued by the competent authority for the aircraft operated except when, in accordance with point M.A.201(ea) of Annex I (Part-M), the CAMO is contracted by operators forming part of a single air carrier business grouping.
3. The scope of work shall be specified in the continuing airworthiness management exposition (CAME) in accordance with point [CAMO.A.300](#_bookmark73).
4. An organisation approved in accordance with this Annex may:
   1. manage the continuing airworthiness of aircraft, except those used by air carriers licensed in accordance with Decision about approval of Aircraft Operator's Certificate, as listed on the certificate;
   2. manage the continuing airworthiness of aircraft used by air carriers licensed in accordance with Decision about approval of Aircraft Operator's Certificate, when listed both on its certificate and on the air operator certificate or when M.A.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 point M.A.901(f) of Annex I (Part-M) or point ML.A.901(c)of Annex Vb (Part-ML), as applicable.
   5. Approve the AMP, in accordance with point (b)(2) of point ML.A.302, for aircraft managed in accordance with Annex Vb (Part-ML).
5. An organisation approved in accordance with this Annex and having its principal place of business in the Republic of Armenia, may additionally be approved to carry out airworthiness reviews in accordance with point M.A.901 of Annex I (Part-M) or point ML.A.903 of Annex Vb (Part-ML) as applicable, and:
   1. issue the related airworthiness review certificate and extend it in due time under the conditions of point M.A.901(c)(2) and point M.A.901(e)(2) of Annex I (Part-M) or point ML.A.901(c) of Annex Vb (Part-ML), as applicable;
   2. issue a recommendation for the airworthiness review to the competent authority of the Republic of Armenia, under the conditions of point (d) of point M.A.901 or point (b) of point M.A.904 of Annex I (Part-M).
6. An organisation holding the privileges referred to in point (e) may additionally be approved to issue a permit to fly in accordance with point (d) of point 21.A.711 of Annex I (Part-21) to Regulation on Initial Airworthiness 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](#_bookmark73).

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

*[Regulatory source]*

**SUBCONTRACTING OF CONTINUING AIRWORTHINESS TASKS**

1. 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 Part-145 approval).
2. The CAMO remains accountable for the satisfactory completion of the continuing airworthiness management tasks irrespective of any contract that may be established.
3. In order to fulfil this responsibility, the CAMO should be satisfied that the actions taken by the subcontracted organisation meet the standards required by Part-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.
4. 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 competent authority.
5. 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.
6. 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.

1. Contracts should not authorise the subcontracted organisation to subcontract to other organisations elements of the continuing airworthiness management tasks.
2. The competent authority should exercise oversight of the subcontracted activities through the CAMO approval. The contracts should be acceptable to the competent authority. The CAMO should only subcontract to organisations which are specified by the competent authority on [Form 14.](#_bookmark182)
3. The subcontracted organisation should agree to notify the CAMO of any changes affecting the contract as soon as practical. The CAMO should then inform its competent authority. Failure to do so may invalidate the competent authority’s acceptance of the contract.
4. [Appendix II to AMC1 CAMO.A.125(d)(3)](#_bookmark186) provides information on the subcontracting of continuing airworthiness management tasks.

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

*[Regulatory source]*

1. An organisation may be approved for the privileges of point [CAMO.A.125(d)](#_bookmark17) 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.
2. In order to be approved for the privileges of point [CAMO.A.125(e)](#_bookmark17) for a particular aircraft type, it is necessary to be approved for the privileges of point [CAMO.A.125(d)](#_bookmark17) for that aircraft type.
3. 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.
4. 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 Part-CAMO requirements (facilities, documentation, qualified personnel, management system, etc.) required for initial approval.

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

*[Regulatory source]*

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)](#_bookmark17) means that:

* + for Part-M aircraft used by air carriers licensed in accordance with Decision about approval of Aircraft Operator's Certificate, and for aircraft above 2 730 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 Part-M aircraft of 2 730 kg MTOM and below not used by air carriers licensed in accordance with Decision about approval of Aircraft Operator's Certificate, and for Part-ML aircraft, the permit to fly can be issued for any aircraft.

**CAMO.A.130 Changes to the organisation**

1. The following changes to the organisation shall require prior approval:

*[Regulatory source]*

* 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;](#_bookmark79)
  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).

1. For any changes requiring prior approval in accordance with Republic of Armenia Civil Aviation Law and its delegated and implementing acts, the organisation shall apply for and obtain an approval issued by the competent authority. The application shall be submitted before any such change takes place, in order to enable the competent authority to determine continued compliance with Republic of Armenia Civil Aviation Law and its delegated and implementing acts and to amend, if necessary, the organisation certificate and related terms of approval attached to it.

The organisation shall provide the competent authority with any relevant documentation.

The change shall only be implemented upon receipt of formal approval by the competent authority in accordance with point [CAMO.B.330](#_bookmark174).

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

1. All changes not requiring prior approval shall be managed and notified to the competent authority as defined in the procedure referred to in point (b) of point [CAMO.A.115](#_bookmark11) and approved by the competent authority in accordance with point (h) of point [CAMO.B.310](#_bookmark165).

**AMC1 CAMO.A.130 Changes to the organisation**

*[Regulatory source]*

**APPLICATION TIME FRAMES**

1. The application for the amendment of an organisation certificate should be submitted at least 30 working days before the date of the intended changes.
2. In the case of a planned change of a nominated person, the organisation should inform the competent authority at least 20 working days before the date of the proposed change.
3. Unforeseen changes should be notified at the earliest opportunity, in order to enable the competent authority 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**

*[Regulatory source]*

**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)](#_bookmark47) point (e). For changes requiring prior approval, it should conduct a risk assessment and provide it to the competent authority upon request.

**GM1 CAMO.A.130 Changes to the organisation**

*[Regulatory source]*

**CHANGES REQUIRING OR NOT REQUIRING PRIOR APPROVAL**

The rule point [CAMO.A.130](#_bookmark21) is structured as follows:

* + Point (a) introduces an obligation of prior approval (by the competent authority) for specific cases listed under (1) to (4).
  + Point (b) address all instances (including (a)) where the Regulation explicitly requires an approval by the competent authority (e.g. CAME procedure for the completion of an airworthiness review under supervision, ref. [CAMO.A.310(c)](#_bookmark98)). Changes relevant to these instances should be considered as changes requiring a prior approval (see list in [GM1 CAMO.A.130(b)](#_bookmark27)), 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 competent authority 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**

*[Regulatory source]*

**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)](#_bookmark79);
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**

*[Regulatory source]*

**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 competent authority 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**

*[Regulatory source]*

**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 competent authority (other than covered by point [CAMO.A.130(a)](#_bookmark21)), as specified in the applicable implementing rules:

* 1. changes to the alternative means of compliance [[CAMO.A.120(b)](#_bookmark16)]
  2. 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)](#_bookmark98)]
  3. changes to the procedure to establish and control the competency of personnel [[CAMO.A.305(g)](#_bookmark79)]
  4. changes to the system for reporting to the competent authority 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)](#_bookmark157)]
  5. changes to the procedure for the indirect approval of the maintenance programme of Part-M aircraft [M.A.302(c)]

**CAMO.A.135 Continued validity**

*[Regulatory source]*

1. The organisation’s certificate shall remain valid subject to compliance with all of the following conditions:
   1. the organisation remaining in compliance with Republic of Armenia Civil Aviation Law and its delegated and implementing acts, taking into account the provisions related to the handling of findings as specified under point [CAMO.B.350](#_bookmark178);
   2. the competent authority being granted access to the organisation as specified in point [CAMO.A.140;](#_bookmark29)
   3. the certificate not being surrendered or revoked.
2. For air carriers licensed in accordance with Decision about approval of Aircraft Operator's Certificate, 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 competent authority.
3. 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 Annex I (Part-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 Annex I (Part-M) to this Regulation becomes void.

1. Upon revocation or surrender, the organisation certificate shall be returned to the competent authority without delay.

**CAMO.A.140 Access**

*[Regulatory source]*

For the purpose of determining compliance with the relevant requirements of Republic of Armenia Civil Aviation Law and its delegated and implementing acts, 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 one of the following authorities:

1. the competent authority defined in point [CAMO.A.105](#_bookmark10);
2. the authority acting under the provisions of point (d) of point CAMO.B.300 or point (e) of point [CAMO.B.300](#_bookmark151).

**CAMO.A.150 Findings**

*[Regulatory source]*

1. After receipt of notification of findings according to point [CAMO.B.350,](#_bookmark178) 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 competent authority.
2. Actions referred to in points (a)(1), (a)(2) and (a)(3) shall be performed within the period agreed with that competent authority as defined in point CAMO.B.350.

**AMC1 CAMO.A.150 Findings**

*[Regulatory source]*

**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**

*[Regulatory source]*

**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 competent authority (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**

*[Regulatory source]*

**CAUSAL ANALYSIS**

1. 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.
2. 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.

1. 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.

**CAMO.A.155 Immediate reaction to a safety problem**

The organisation shall implement:

*[Regulatory source]*

1. any safety measures mandated by the competent authority in accordance with point [CAMO.B.135](#_bookmark128);
2. any relevant mandatory safety information issued by the Civil Aviation Committee.

**CAMO.A.160 Occurrence reporting**

*[Regulatory source]*

1. As part of its management system the organisation shall implement an occurrence reporting system that meets the requirements defined in the Regulation on Reporting, analysis and follow-up of occurrences in civil aviation of the Republic of Armenia and Regulation laying down a list classifying occurrences in civil aviation to be mandatorily reported.
2. 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 Annex I (Part 21) or, as applicable, Annex Ib (Part 21 Light) to Regulation on Initial Airworthiness 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 competent authority and to the organisation responsible for the design of the aircraft.

1. Without prejudice to defined in Regulation on Reporting, analysis and follow-up of occurrences in civil aviation of the Republic of Armenia and Regulation laying down a list classifying occurrences in civil aviation to be mandatorily reported, the reports referred to in points (a) and

(b) shall be made in a form and manner established by the competent authority and shall contain all pertinent information about the condition known to the organisation.

1. 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.
2. 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 competent authority.

**AMC1 CAMO.A.160 Occurrence reporting**

*[Regulatory source]*

**GENERAL**

1. Where the organisation holds one or more additional organisation certificates within the scope of Republic of Armenia Civil Aviation Law and its delegated and implementing acts:
   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:
      1. the report includes all relevant information from the perspective of the different organisation certificates held;
      2. the report addresses all relevant specific mandatory data fields and clearly identifies all certificate holders for which the report is made;
      3. the competent authority for all certificates is the same and such single reporting was agreed with that competent authority.
2. 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.
3. 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 Republic of Armenia Civil Aviation Law and its delegated and implementing acts where the occurrence reporting system is fully integrated with that required under the additional certificate(s) held.

**AMC2 CAMO.A.160 Occurrence reporting**

*[Regulatory source]*

The organisation should share relevant safety-related occurrence reports with the design approval holder or the declarant of a declaration of design compliance 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 or the declarant of a declaration of design compliance is recommended to establish whether published or proposed service information will resolve a problem or to obtain a solution to a particular problem.

**GM1 CAMO.A.160 Occurrence reporting**

*[Regulatory source]*

**MANDATORY REPORTING – GENERAL**

1. For organisations having their principal place of business in the Republic of Armenia, Regulation laying down a list classifying occurrences in civil aviation to be mandatorily reported is applicable. 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.
2. AMC-20 (EASA) ‘General Acceptable Means of Compliance for Airworthiness of Products, Parts and Appliances’ provides further details on occurrence reporting (AMC 20-8).

**GM1 CAMO.A.160(b) Occurrence reporting**

*[Regulatory source]*

**DESIGN APPROVAL HOLDER OR DECLARANT OF A DECLARATION OF DESIGN COMPLIANCE**

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 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 or declaration of compliance for products, parts and appliances deemed to have been issued or submitted under Regulation on Initial Airworthiness.

**CAMO.A.200 Management system**

*[Regulatory source]*

1. 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.
2. 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.
3. Where the organisation holds one or more additional organisation certificates within the scope of Republic of Armenia Civil Aviation Law and its delegated and implementing acts, the management system may be integrated with that required under the additional certificate(s) held.
4. Notwithstanding point (c), for air carriers licensed in accordance with Decision about approval of Aircraft Operator's Certificate, the management system provided for in this Annex shall be an integrated part of the operator’s management system.
5. When, in accordance with point M.A.201(ea) of Annex I (Part-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

*[Regulatory source]*

**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,](#_bookmark40) [CAMO.A.202,](#_bookmark61) [CAMO.A.205](#_bookmark64) and the related AMC constitute the Republic of Armenia 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 Republic of Armenia Civil Aviation Law, 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](#_bookmark40)) focuses on what is essential for safety management, by mandating the organisation to:

1. clearly define accountabilities and responsibilities;
2. establish a safety policy and the related safety objectives;
3. implement safety reporting procedures in line with just culture principles;
4. 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;
5. monitor compliance, while considering any additional requirements that are applicable to the organisation;
6. keep their personnel trained, competent, and informed about significant safety issues; and
7. document all the key management system processes.

Compared to the previous Part-M Subpart G quality system ‘framework’, the new elements that are introduced with Part-CAMO 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](#_bookmark40) 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

*[Regulatory source]*

**ORGANISATION AND ACCOUNTABILITIES**

1. 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).](#_bookmark83)
2. 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)](#_bookmark73) and (b).
   3. The safety review board should monitor:
      1. safety performance against the safety policy and objectives;
      2. that any safety action is taken in a timely manner; and
      3. the effectiveness of the organisation’s management system processes.
   4. The safety review board may also be tasked with:
      1. reviewing the results of compliance monitoring;
      2. monitoring the implementation of related corrective and preventive actions.
3. The safety review board should ensure that appropriate resources are allocated to achieve the established safety objectives.
4. 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.
5. 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 competent authority, 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**

*[Regulatory source]*

**SAFETY ACTION GROUP**

1. 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.
2. More than one safety action group may be established, depending on the scope of the task and the specific expertise required.
3. 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.
4. 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**

*[Regulatory source]*

**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**

*[Regulatory source]*

**SAFETY POLICY & OBJECTIVES**

1. 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)](#_bookmark47);
   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.
2. 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:
      1. 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
      2. for any purpose other than the maintenance or improvement of aviation safety.
3. 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.
4. 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

*[Regulatory source]*

**SAFETY POLICY**

1. 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.
2. 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.
3. For the definition of ‘just culture’, principles to be applied are,
   1. Except where paragraph ii. applies, employees and contracted personnel who report or are mentioned in occurrence reports collected shall not be subject to any prejudice by their employer or by the organisation for which the services are provided on the basis of the information supplied by the reporter.
   2. The protection under the "just culture" shall not apply to any of the following situations:
      1. in cases of wilful misconduct;
      2. where there has been a manifest, severe and serious disregard of an obvious risk and profound failure of professional responsibility to take such care as is evidently required in the circumstances, causing foreseeable damage to a person or property, or which seriously compromises the level of aviation safety).

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

*[Regulatory source]*

**SAFETY MANAGEMENT KEY PROCESSES**

1. 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:
      1. hazards that may be generated from HF issues that affect human performance; and
      2. 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).
2. Risk management processes
   1. A formal safety risk management process should be developed and maintained that ensures that there is:
      1. analysis (e.g. in terms of the probability and severity of the consequences of hazards and occurrences);
      2. assessment (in terms of tolerability); and
      3. 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.
3. 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](#_bookmark62)).
   2. The scope of internal investigations should extend beyond the scope of the occurrences required to be reported to the competent authority in accordance with point [CAMO.A.160,](#_bookmark35) to include the reports referred to in [CAMO.A.202(b)](#_bookmark61).
4. 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:
      1. safety reporting, addressing also the status of compliance with the applicable requirements;
      2. 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;
      3. safety audits focusing on the integrity of the organisation’s management system, and on periodically assessing the status of safety risk controls; and
      4. 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.
5. 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.

1. 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.

1. 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](#_bookmark35).
   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

*[Regulatory source]*

**SAFETY RISK MANAGEMENT — INTERFACES BETWEEN ORGANISATIONS**

1. 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).
2. 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.](#_bookmark79)
3. 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.
4. 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

*[Regulatory source]*

**MANAGEMENT OF CHANGE**

1. 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.
2. 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.
3. 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.
4. 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.

1. 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.
2. 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.
3. 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.
4. 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:
      1. resources — material and human;
      2. management direction — policies, processes, procedures, training; and
      3. management control.
   3. Safety cases/risk assessments that are aviation-safety focused.
   4. Involvement of key stakeholders in the change management process as appropriate.
      1. 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**

*[Regulatory source]*

**COMMUNICATION ON SAFETY**

1. 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.
2. 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**

*[Regulatory source]*

**SAFETY PROMOTION**

1. Safety training, combined with safety communication and information sharing, forms part of safety promotion.
2. 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.
3. Depending on the particular safety issue, safety promotion may also constitute or complement risk mitigation actions.
4. Qualification and training aspects are further specified in the AMC and GM to [CAMO.A.305.](#_bookmark79)

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

*[Regulatory source]*

**MANAGEMENT SYSTEM DOCUMENTATION**

1. 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,](#_bookmark74) Part 2 ‘Management system procedures’). Organisations that hold multiple organisation certificates within the scope of Republic of Armenia Civil Aviation Law 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.
2. 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**

*[Regulatory source]*

**COMPLIANCE MONITORING — GENERAL**

1. 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.
2. 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**

*[Regulatory source]*

**COMPLIANCE MONITORING — INDEPENDENT AUDIT**

1. An essential element of compliance monitoring is the independent audit.
2. 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.

1. The independent audit should provide an objective overview of the complete set of continuing airworthiness management-related activities.
2. The organisation should establish an audit plan to show when and how often the activities as required by Part-M, Part-ML and Part-CAMO will be audited.
3. The audit plan should ensure that all aspects of Part-CAMO compliance 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.
4. 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 competent authority.
5. 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 competent authority and not exceeding the applicable audit planning cycle.
6. 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**

*[Regulatory source]*

**COMPLIANCE MONITORING — CONTRACTING OF THE INDEPENDENT AUDIT**

1. 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.
2. 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**

*[Regulatory source]*

**COMPLIANCE MONITORING — FEEDBACK SYSTEM**

1. An essential element of the compliance monitoring is the feedback system.
2. The feedback system should not be contracted to external persons or organisations.
3. 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](#_bookmark33)), 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 Part-CAMO.
4. The independent audit reports referred to in [AMC2 CAMO.A.200(a)(6)](#_bookmark54) 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.
5. Unless the review of the results from compliance monitoring is the responsibility of the safety review board (ref. [AMC1 CAMO.A.200(a)(1)](#_bookmark42) 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.
6. All records pertaining to the independent audit and the feedback system should be retained for the period specified in point [CAMO.A.220(b)](#_bookmark68) or for such periods as to support changes to the audit planning cycle in accordance with [AMC2 CAMO.A.200(a)(6),](#_bookmark54) whichever is the longer.

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

*[Regulatory source]*

**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)](#_bookmark53).

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

*[Regulatory source]*

**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**

*[Regulatory source]*

**INTEGRATION AND HARMONISATION OF THE MANAGEMENT SYSTEMS**

1. ‘Management system’ within the scope of Regulation of Continuing Airworthiness means a set of interrelated or interacting organisation policies, procedures, standards and processes to achieve certain objectives under an overarching safety culture.
2. Under point [CAMO.A.200(d),](#_bookmark40) 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).
3. 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.
4. 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.
5. 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.

**CAMO.A.200A Information security management system**

Reserved

**CAMO.A.202 Internal safety reporting scheme**

*[Regulatory source]*

1. 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.](#_bookmark35)
2. 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).
3. 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;](#_bookmark40)
   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.
4. The organisation shall provide access to its internal safety reporting scheme to any subcontracted organisation.
5. 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**

*[Regulatory source]*

**GENERAL**

1. 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.
2. 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:
      1. identify those reports which require further investigation; and
      2. 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;
      3. 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.
3. 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)](#_bookmark91) whilst maintaining appropriate confidentiality.
4. 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**

*[Regulatory source]*

**GENERAL**

1. 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.
2. 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.
3. 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.
4. All reports should be retained, as the significance of such reports may only become obvious at a later date.
5. 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.

**CAMO.A.205 Contracting and subcontracting**

*[Regulatory source]*

1. 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.
2. 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 competent authority is given access to the subcontracted organisation, to determine continued compliance with the applicable requirements.

**GM1 CAMO.A.205 Contracting and subcontracting**

*[Regulatory source]*

**RESPONSIBILITY WHEN CONTRACTING MAINTENANCE OR SUBCONTRACTING CONTINUING AIRWORTHINESS MANAGEMENT TASKS**

1. 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)](#_bookmark40), and to compliance monitoring, as required by point [CAMO.A.200(a)(6).](#_bookmark40)
2. 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)](#_bookmark48)). 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.
3. 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 competent authority in accordance with Regulation on Continuing Airworthiness.

For subcontracted activities, interfaces and communication channels are also needed for the purpose of the internal safety reporting scheme ([CAMO.A.202](#_bookmark61)).

**CAMO.A.215 Facilities**

*[Regulatory source]*

The organisation shall provide suitable office accommodation at appropriate locations for the personnel specified in point [CAMO.A.305.](#_bookmark79)

**AMC1 CAMO.A.215 Facilities**

*[Regulatory source]*

**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 competent authority 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.

**CAMO.A.220 Record-keeping**

1. Continuing airworthiness management records

*[Regulatory source]*

* 1. The organisation shall ensure that records required by points M.A.305, ML.A.305 and, if applicable point 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 point (e) of point [CAMO.A.125,](#_bookmark17) 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 point (d)(4) of point CAMO.A.125.
  4. If the organisation has the privilege referred to in point (f) of point CAMO.A.125, it shall retain a copy of each permit to fly issued in accordance with the provisions of point 21.A.729 of Annex I (Part-21) to Regulation on Initial Airworthiness.
  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 points M.A.201 or 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.

1. Management system, contracting and subcontracting records
   1. The organisation shall ensure that the following records are retained:
      1. records of management system key processes as defined in point [CAMO.A.200](#_bookmark40);
      2. contracts, both for contracting and subcontracting, as defined in point [CAMO.A.205](#_bookmark64);
   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.
2. Personnel records
   1. The organisation shall ensure that the following records are retained:
      1. records of qualification and experience of personnel involved in continuing airworthiness management, compliance monitoring and safety management;
      2. 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.
3. The organisation shall establish a system of record-keeping that allows adequate storage and reliable traceability of all activities developed.
4. The format of the records shall be specified in the organisation’s procedures.
5. Records shall be stored in a manner that ensures protection from damage, alteration and theft.

### AMC1 CAMO.A.220 Record-keeping

*[Regulatory source]*

**GENERAL**

1. 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.
2. 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.
3. 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.
4. 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**

*[Regulatory source]*

**CONTINUING AIRWORTHINESS MANAGEMENT RECORDS**

1. The CAMO should ensure that it always receives a complete certificate of release to service from the approved maintenance organisation, independent certifying staff (M.A.801(b)(1) and 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.
2. 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](#_bookmark68) 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**

*[Regulatory source]*

**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**

*[Regulatory source]*

**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 Part-66 qualification and/or nationally-recognised maintenance personnel 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.

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

*[Regulatory source]*

1. The organisation shall provide the competent authority with a CAME and, where applicable, any referenced associated manuals and procedures, containing all of the following information:
2. a statement signed by the accountable manager confirming that the organisation will at all times work in accordance with this Annex, Annex I (Part-M) and Annex Vb (Part-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;
3. the organisation’s safety policy as defined in point (a)(2) of point [CAMO.A.200](#_bookmark40);
4. the organisation’s scope of work relevant to the terms of approval;
5. 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;
6. 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;](#_bookmark79)
7. 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;](#_bookmark21)
8. 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,](#_bookmark79) and related to point (a)(1) of point [CAMO.A.200](#_bookmark40);
9. a list of staff authorised to issue airworthiness review certificates or recommendations referred to in point (e) of point [CAMO.A.305,](#_bookmark103) specifying, where applicable, the staff authorised to issue permits to fly in accordance with point (c) of point [CAMO.A.125;](#_bookmark17)
10. a general description and location of the facilities;
11. the description of the internal safety reporting scheme as required by point [CAMO.A.202](#_bookmark21);
12. the procedures specifying how the organisation ensures compliance with this Annex, Annex I (Part-M) and Annex Vb (Part-ML), as applicable, including in particular:
    1. the documentation of management system key processes as required by point [CAMO.A.200](#_bookmark64);
    2. procedures defining how the organisation controls any contracted and subcontracted activities as required by point [CAMO.A.205](#_bookmark79) and point (c) of point [CAMO.A.315](#_bookmark103));
    3. continuing airworthiness management, airworthiness review and permit to fly procedures, as applicable;
    4. the procedure defining the scope of changes not requiring prior approval and describing how such changes will be managed and notified, as required by point
13. of point [CAMO.A.115](#_bookmark11) and point (c) of point [CAMO.A.130](#_bookmark40);
    1. the CAME amendment procedures.
14. the list of approved aircraft maintenance programmes for those aircraft for which a continuing airworthiness management contract exists in accordance with point [M.A.201](#_bookmark79) or [ML.A.201;](#_bookmark79)
15. the list of maintenance contracts in accordance with point (c) of point [CAMO.A.315](#_bookmark61);
16. the list of currently approved alternative means of compliance.
17. The initial issue of the CAME shall be approved by the competent authority. It shall be amended as necessary to remain an up-to-date description of the organisation.
18. 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 competent authority.

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

*[Regulatory source]*

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 Republic of Armenia Civil Aviation Law, then the exposition should contain a cross-reference Annex 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](#_bookmark73) 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 | |

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| 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 |
| **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 competent authorities for the import of aircraft |
| 4.5 ARC recommendations to competent authorities |
| 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)](#_bookmark17) |
| 5.4 List of contracted maintenance organisations and list of maintenance contracts as per point [CAMO.A.300(a)(13)](#_bookmark73) |
| 5.5 Copy of contracts for subcontracted work ([Appendix II to AMC1 CAMO.A.125(d)(3)](#_bookmark186)) |
| 5.6 List of approved maintenance programme as per point [CAMO.A.300(a)(12)](#_bookmark73) |
| 5.7 List of currently approved alternative means of compliance as per point [CAMO.A.300(a)(13)](#_bookmark73) |

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

*[Regulatory source]*

1. Personnel should be familiar with those parts of the continuing airworthiness management exposition that are relevant to their tasks.
2. 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)](#_bookmark73).
3. 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)**

*[Regulatory source]*

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:

*[Regulatory source]*

* specify the scope of work and shows how the organisation intends to comply with this Annex; 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 Part-CAMO and, as applicable, Part-M and/or Part-ML.

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

*[Regulatory source]*

**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)](#_bookmark73) 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 competent authority’s\* 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 Part-CAMO, Part-M and Part-ML, as applicable, and with the organisation’s procedures described in this exposition. The competent authority\* is entitled to limit, suspend, or revoke the approval certificate if the organisation fails to fulfil the obligations imposed by Part-CAMO, Part-M and Part-ML, as applicable, or any conditions according to which the approval was issued.*

*For organisations also approved as air carriers licensed in accordance with Decision about approval of Aircraft Operator's Certificate, 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) ... ’*

\*Where ‘competent authority’ is stated, please insert the actual name of the competent authority delivering the CAMO approval certificate or the air operator certificate.

1. 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.

### CAMO.A.305 Personnel requirements

*[Regulatory source]*

1. 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 Republic of Armenia Civil Aviation Law and delegated and implementing acts adopted on the basis thereof. The accountable manager shall:
   1. ensure that all necessary resources are available to manage continuing airworthiness in accordance with this Annex, Annex I (Part-M) and Annex Vb (Part-ML), as applicable, to support the organisation approval certificate;
   2. establish and promote the safety policy specified in point [CAMO.A.200](#_bookmark40);
   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 Annex, Annex I (Part-M) and Annex Vb (Part-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](#_bookmark79) have direct access to keep him/her properly informed on compliance and safety matters;
   7. demonstrate a basic understanding of this Regulation.
2. For organisations also approved as air carriers licensed in accordance with Decision about approval of Aircraft Operator's Certificate, the accountable manager shall in addition:
   1. be the person appointed as accountable manager for the air carrier as required by point
      1. of point ORO.GEN.210 of Annex III (Part-ORO) to Regulation on 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 Annex II (Part-145) under contract to the operator, unless specifically agreed by the competent authority.

(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](#_bookmark79) shall not be employed by an organisation approved in

accordance with Annex II (Part-145) under contract to the CAMO, unless specifically agreed by the competent authority.

1. The person or persons nominated in accordance with points (a)(3) to (a)(5) and (b)(2) of point [CAMO.A.305](#_bookmark79) 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.
2. 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.
3. To be approved to carry out airworthiness reviews or recommendations in accordance with point (e) of point [CAMO.A.125](#_bookmark17) and, if applicable, to issue permits to fly in accordance with point
4. of point [CAMO.A.125,](#_bookmark17) the organisation shall have airworthiness review staff qualified and authorised in accordance with point [CAMO.A.310](#_bookmark98).
5. For organisations extending airworthiness review certificates in accordance with point (d)(4) of point [CAMO.A.125,](#_bookmark17) the organisation shall nominate persons authorised to do so.
6. 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.

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

*[Regulatory source]*

**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 competent authority 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**

*[Regulatory source]*

**MANAGEMENT STRUCTURE FOR CONTINUING AIRWORTHINESS MANAGEMENT**

The person or group of persons nominated under point [CAMO.A.305(a)(3)](#_bookmark79) 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**

*[Regulatory source]*

**RESPONSIBILITY FOR ENSURING COMPLIANCE**

The person(s) nominated in accordance with [CAMO.A.305(a)(3)](#_bookmark79) 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**

*[Regulatory source]*

**SAFETY MANAGEMENT AND COMPLIANCE MONITORING FUNCTION**

1. 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:

* 1. facilitate hazard identification, risk assessment and management;
  2. 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;
  3. 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)](#_bookmark42));
  4. ensure the maintenance of safety management documentation;
  5. ensure that there is safety training available, and that it meets acceptable standards;
  6. provide advice on safety matters; and
  7. ensure the initiation and follow-up of internal occurrence investigations.

1. 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:
   1. 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)](#_bookmark79) to (a)(5).
   2. any contracted maintenance is monitored for compliance with the contract or work order;
   3. an audit plan is properly implemented, maintained, and continually reviewed and improved; and
   4. corrections and corrective actions are requested as necessary.
2. The compliance monitoring manager should:
   1. not be one of the persons referred to in point [CAMO.A.305(a)(3)](#_bookmark79);
   2. 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
   3. have access to all parts of the organisation, and as necessary, any subcontracted organisation.
3. 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.
4. 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.
5. Subject to a risk assessment and/or mitigation actions, and agreement by the competent authority, 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**

*[Regulatory source]*

**SAFETY MANAGER**

1. 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)](#_bookmark42).
2. 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**

*[Regulatory source]*

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**

*[Regulatory source]*

**POST HOLDER**

1. When the licensed air carrier intends to nominate a CAMO post holder who is also employed by a Part-145 organisation, it should justify why such nomination is being made and support it through a risk assessment and/or mitigation actions.
2. This paragraph only applies to contracted maintenance and therefore does not affect situations where the organisation approved under Part-145 and the air carrier licensed in accordance with Decision about approval of Aircraft Operator's Certificate are the same organisation.

**AMC1 CAMO.A.305(c) Personnel requirements**

*[Regulatory source]*

**KNOWLEDGE, BACKGROUND AND EXPERIENCE OF NOMINATED PERSON(S)**

The person or persons nominated in accordance with points [CAMO.A.305(a)](#_bookmark79) and [CAMO.A.305(b)](#_bookmark79) should have:

1. practical experience and expertise in the application of aviation safety standards and safe operating practices;
2. a comprehensive knowledge of:
   1. relevant parts of operational requirements and procedures;
   2. the AOC holder's operations specifications when applicable;
   3. the need for, and content of, the relevant parts of the AOC holder's operations manual when applicable.
3. knowledge of:
   1. HF principles;
   2. safety management systems based on the Republic of Armenia management system requirements (including compliance monitoring) and ICAO Annex 19.
4. 5 years of relevant work experience, of which at least 2 years should be from the aeronautical industry in an appropriate position;
5. a relevant engineering degree or an aircraft maintenance technician qualification with additional education that is acceptable to the competent authority. ‘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,](#_bookmark79) in the case where the organisation holds one or more additional organisation certificates within the scope of Republic of Armenia Civil Aviation Law 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.

1. thorough knowledge of the organisation's CAME;
2. 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 Part-66 Appendix III Level 1 General Familiarisation and could be provided by a Part-147 organisation, by the manufacturer, or by any other organisation accepted by the competent authority.

‘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 competent authority. This assessment should be recorded.

1. knowledge of maintenance methods;
2. knowledge of the applicable regulations.

### AMC1 CAMO.A.305(d) Personnel requirements

*[Regulatory source]*

**SUFFICIENT NUMBER OF PERSONNEL**

1. 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.
2. To implement a system to plan the availability of staff and to enable the competent authority 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.
3. In addition, as part of its management system in accordance with point [CAMO.A.200](#_bookmark40), 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**

*[Regulatory source]*

**PERSONS AUTHORISED TO EXTEND AIRWORTHINESS REVIEW CERTIFICATES**

The approval by the competent authority of the exposition, containing, as specified in point [CAMO.A.300(a)(5),](#_bookmark73) the list of point [CAMO.A.305(f)](#_bookmark79) personnel authorised to extend airworthiness review certificates, constitutes their formal acceptance by the competent authority 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)](#_bookmark17), M.A.901(f) and ML.A.901(c).

**AMC1 CAMO.A.305(g) Personnel requirements**

*[Regulatory source]*

**COMPETENCY ASSESSMENT OBJECTIVES**

The procedure referred to in point [CAMO.A.305(g)](#_bookmark79) 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)](#_bookmark68)). 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:

1. 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.
2. All staff should be able to demonstrate knowledge of, and compliance with, the CAMO procedures, as applicable to their duties.
3. 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)](#_bookmark92).
4. 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.
5. 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 the agreed common language, e.g. English.
6. The competency assessment should be based upon the procedure specified in [AMC2 CAMO.A.305(g).](#_bookmark95)

### AMC2 CAMO.A.305(g) Personnel requirements

*[Regulatory source]*

**COMPETENCY ASSESSMENT PROCEDURE**

1. 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.
2. 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.
3. All prospective continuing airworthiness management staff should be assessed for their competency related to their intended duties.

### AMC3 CAMO.A.305(g) Personnel requirements

*[Regulatory source]*

**SAFETY TRAINING (INCLUDING HUMAN FACTORS)**

1. 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.

1. Initial safety training should cover all the topics of the training syllabus specified in [GM2 CAMO.A.305(g)](#_bookmark96) 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.

1. 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.

1. Safety training may be conducted by the organisation itself, independent trainers, or any training organisations acceptable to the competent authority.

**AMC4 CAMO.A.305(g) Personnel requirements**

*[Regulatory source]*

**OTHER TRAININGS**

1. The organisation should assess the need for particular training; for example, with regard to the competency standards established in AMC 20-22 (EASA) ‘Electrical Wiring Interconnection System’ (EWIS), the AMC 20-20 (EASA) ‘Continuing Structural Integrity Programme’ or ‘Critical Design Configuration Control’ (CDCCL).
2. Guidance on fuel tank safety training is provided in [Appendix III to AMC4 CAMO.A.305(g).](#_bookmark187)
3. 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.
4. 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**

*[Regulatory source]*

**INITIAL AND RECURRENT TRAINING**

1. Adequate initial and recurrent training should be provided and recorded to ensure that staff remain competent.
2. Recurrent training should take into account certain information reported through the internal safety reporting scheme (see point (c)(3) of [AMC1 CAMO.A.202](#_bookmark62)).

**GM1 CAMO.A.305(g) Personnel requirements**

*[Regulatory source]*

**SAFETY TRAINING (INCLUDING HUMAN FACTORS)**

1. 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.
2. 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.

* 1. when performing dedicated safety functions in domains such as safety risk management, compliance monitoring, internal investigations.

1. Safety training is subject to the record-keeping requirements in point [CAMO.A.220(c)](#_bookmark68).

**GM2 CAMO.A.305(g) Personnel requirements**

*[Regulatory source]*

**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. Need to address safety management and HF
   2. Statistics
   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

1. Safety Culture/Organisational factors
   1. Justness/Trust
   2. Commitment to safety
   3. Adaptability
   4. Awareness
   5. Behaviour
   6. Information
2. Human error
   1. Error models and theories
   2. Types of errors in continuing airworthiness management and maintenance tasks
   3. Violations
   4. Implications of errors
   5. Avoiding and managing errors
   6. Human reliability
3. Human performance & limitations
   1. Vision
   2. Hearing
   3. Information-processing
   4. Attention and perception
   5. Situational awareness
   6. Memory
   7. Claustrophobia and physical access
   8. Motivation
   9. Fitness/Health
   10. Stress
   11. Workload management
   12. Fatigue
   13. Alcohol, medication, drugs
   14. Physical work
   15. Repetitive tasks/complacency
4. Environment
   1. Peer pressure
   2. Stressors
   3. Time pressure and deadlines
   4. Workload
   5. Shift work
   6. Noise and fumes
   7. Illumination
   8. Climate and temperature
   9. Motion and vibration
   10. Complex systems
   11. Other hazards in the workplace
   12. Lack of manpower
   13. Distractions and interruptions
5. Procedures, information, tools and practices
   1. Visual inspection
   2. Work logging and recording
   3. Procedure — practice/mismatch/norms
   4. Technical documentation — access and quality
6. Communication
   1. Shift/Task handover
   2. Dissemination of information
   3. Cultural differences
7. Teamwork
   1. Responsibility
   2. Management, supervision and leadership
   3. Decision-making
8. Professionalism and integrity
   1. Keeping up to date; currency
   2. Avoiding error-provoking behaviour
   3. Assertiveness
9. Organisation’s safety programme
   1. Safety policy and objectives, just culture principles
   2. Reporting errors and hazards, internal safety reporting scheme
   3. Investigation process
   4. Action to address problems
   5. Feedback and safety promotion

**GM3 CAMO.A.305(g) Personnel requirements**

*[Regulatory source]*

**COMPETENCY OF THE SAFETY MANAGER**

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

1. knowledge of ICAO standards and requirements on safety management;
2. an understanding of management systems, including compliance monitoring systems;
3. an understanding of risk management;
4. an understanding of safety investigation techniques and root cause methodologies;
5. an understanding of HF;
6. understanding and promotion of a positive safety culture;
7. operational experience related to the activities of the organisation;
8. safety management experience;
9. interpersonal and leadership skills, and the ability to influence staff;
10. oral and written communications skills;
11. data management, analytical and problem-solving skills.

**CAMO.A.310 Airworthiness review staff qualifications**

*[Regulatory source]*

1. Airworthiness review staff issuing airworthiness review certificates or recommendations in accordance with point (e) of point [CAMO.A.125](#_bookmark17) and, if applicable, issuing permits to fly in accordance with point (f) of point CAMO.A.125 shall have:
   1. at least 5 years of experience in continuing airworthiness;
   2. acquired an appropriate licence in compliance with Annex (III) Part-66 or an aeronautical degree or a national equivalent;
   3. received formal aeronautical maintenance training;
   4. held a position within the approved organisation with appropriate responsibilities.
2. 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).
3. Airworthiness review staff nominated by the organisation can only be issued an authorisation by that organisation when formally accepted by the competent authority after satisfactory completion of an airworthiness review under the supervision of the competent authority, or under the supervision of the organisation’s authorised airworthiness review staff, in accordance with a procedure approved by the competent authority as part of the CAME.
4. 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

*[Regulatory source]*

**GENERAL**

1. Airworthiness review staff are only required if the CAMO wants to be granted [CAMO.A.125(e)](#_bookmark17) airworthiness review and, if applicable, [CAMO.A.125(f)](#_bookmark17) permit to fly privileges.
2. ‘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.
3. A person qualified according to [AMC1 CAMO.A.305(c)](#_bookmark87) subparagraph (e) should be considered as holding the equivalent to an aeronautical degree.
4. An appropriate licence in compliance with Annex III (Part-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 Part-66 at the time of the review.

1. 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**

*[Regulatory source]*

**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 Part-66 Appendix III Level 1 General Familiarisation and could be provided by a Part-147 organisation, by the manufacturer, or by any other organisation accepted by the competent authority.

‘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**

*[Regulatory source]*

**FORMAL ACCEPTANCE BY THE COMPETENT AUTHORITY**

The approval by the competent authority of the CAME, containing, as specified in point [CAMO.A.300(a)(8),](#_bookmark73) the nominative list of [CAMO.A.305(e)](#_bookmark79) personnel, constitutes the formal acceptance by the competent authority 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 competent authority.

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**

*[Regulatory source]*

**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 competent authority or, if accepted by the competent authority, under the supervision of another currently authorised airworthiness review staff of the continuing airworthiness management organisation concerned in accordance with an approved procedure.

### CAMO.A.315 Continuing airworthiness management

*[Regulatory source]*

1. The organisation shall ensure that all continuing airworthiness management is carried out in accordance with Section A, Subpart C of Annex I (Part-M), or Section A Subpart C of Annex Vb (Part-ML), as applicable.
2. 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 M.A.302 or ML.A.302 as applicable, is developed and controlled;
   2. for aircraft not used by air carriers licensed in accordance with Decision about approval of Aircraft Operator's Certificate, provide a copy of the aircraft maintenance programme to the owner or operator responsible in accordance with point M.A.201 or ML.A.201 as applicable;
   3. ensure that data used for any modification and repairs complies with points M.A.304 or ML.A.304 as applicable;
   4. for all complex motor-powered aircraft or aircraft used by air carriers licensed in accordance with Decision about approval of Aircraft Operator's Certificate, 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 point (a)(3) of point [CAMO.A.200](#_bookmark40);
   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 Annex I (Part-M), Annex II (Part-145) or Annex Vd (Part-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.
3. Where the organisation is not appropriately approved in accordance with Subpart F of Annex I (Part-M), Annex II (Part-145) or Annex Vd (Part-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

M.A.201 or point 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 point M.A.301 of Annex I (Part-M) or point ML.A.301 of Annex Vb (Part-ML), as applicable, are clearly specified.

1. 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.
2. 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**

*[Regulatory source]*

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 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**

*[Regulatory source]*

**AIRCRAFT MAINTENANCE PROGRAMME**

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

1. in the case of aircraft complying with Part-ML, the approval of the AMP and its amendments;
2. in the case of aircraft complying with Part-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 M.A.302(c).

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

*[Regulatory source]*

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**

*[Regulatory source]*

**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 or the competent authority.

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

*[Regulatory source]*

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**

*[Regulatory source]*

* 1. As provided for in M.A.201 or 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 Part-M aircraft, in M.A.301 points (b), (c), (e), (f), (g) and (h);
     + for Part-ML aircraft, in ML.A.301 points (b), (c), (d) and (e).

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

* 1. 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.
  2. The CAMO should agree with the operator on the process to select a maintenance organisation before concluding any contract with a maintenance organisation.
  3. 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.
  4. 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.
  5. 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.
  6. 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 or declared (in accordance with Part 21 Light Subpart C) data and to the latest standards.
  7. [Appendix IV to AMC1 CAMO.A.315(c)](#_bookmark188) gives further details on the subject.

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

*[Regulatory source]*

**MAINTENANCE CONTRACT WITH ANOTHER CAMO/OPERATOR**

1. The purpose of point [CAMO.A.315(c)](#_bookmark103) 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.

1. This contract should not preclude the CAMO from ensuring that all maintenance is performed by appropriately approved organisations which comply with M.A.201 or 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 Part-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 Part-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)](#_bookmark79) and the management system as referred to in [CAMO.A.200.](#_bookmark40)

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

*[Regulatory source]*

**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**

*[Regulatory source]*

**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.

**CAMO.A.320 Airworthiness review**

*[Regulatory source]*

When the organisation approved in accordance with point (e) of point [CAMO.A.125](#_bookmark17) performs airworthiness reviews, they shall be performed in accordance with point M.A.901 of Annex I (Part-M) or point ML.A.903 of Annex Vb (Part-ML), as applicable.

**CAMO.A.325 Continuing airworthiness management data**

*[Regulatory source]*

The organisation shall hold and use applicable current maintenance data in accordance with point

M.A.401 of Annex I (Part-M) or point ML.A.401 of Annex Vb (Part-ML), as applicable, for the performance of continuing airworthiness tasks referred to in point [CAMO.A.315](#_bookmark103) of this Annex (Part-CAMO). 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 point [CAMO.A.220(a)](#_bookmark68).

**AMC1 CAMO.A.325 Continuing airworthiness management data**

*[Regulatory source]*

**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**

*[Regulatory source]*

**MAINTENANCE DATA PROVIDED BY THE CUSTOMER**

The sentence ‘except when otherwise required by point (a) of point [CAMO.A.220](#_bookmark68)’ 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 point [CAMO.A.220(a)(2),](#_bookmark68) for the period specified in point [CAMO.A.220(a)(5)](#_bookmark68).

### GM2 CAMO.A.325 Continuing airworthiness management data

*[Regulatory source]*

Point [CAMO.A.325](#_bookmark114) refers to ‘continuing airworthiness tasks referred to in point [CAMO.A.315](#_bookmark103)’. As a consequence, this covers continuing airworthiness management tasks but not airworthiness reviews.

Airworthiness review requirements are indicated in point [CAMO.A.320](#_bookmark113) and the requirements for the corresponding record retention are contained in point [CAMO.A.220](#_bookmark68).

## SECTION B — AUTHORITY REQUIREMENTS

**CAMO.B.005 Scope**

*[Regulatory source]*

This Section establishes the administrative and management system requirements to be followed by the competent authority in charge of the implementation and enforcement of Section A of this Annex.

**CAMO.B.115 Oversight documentation**

*[Regulatory source]*

The competent authority shall provide all legislative acts, standards, rules, technical publications, and related documents to relevant personnel in order to allow them to perform their tasks and to discharge their responsibilities.

**CAMO.B.120 Means of compliance**

*[Regulatory source]*

1. The Civil Aviation Committee shall develop Acceptable Means of Compliance (‘AMC’) that may be used to establish compliance with Republic of Armenia Civil Aviation Law and its delegated and implementing acts.
2. Alternative means of compliance may be used to establish compliance with Republic of Armenia Civil Aviation Law and its delegated and implementing acts
3. The competent authority shall establish a system to consistently evaluate that all alternative means of compliance used by itself or by organisations under its oversight allow for the establishment of compliance with Republic of Armenia Civil Aviation Law and its delegated and implementing acts.
4. The competent authority shall evaluate all alternative means of compliance proposed by an organisation in accordance with point [CAMO.A.120](#_bookmark16) by analysing the documentation provided and, if considered necessary, conducting an inspection of the organisation.

When the competent authority finds that the alternative means of compliance are in accordance with Republic of Armenia Civil Aviation Law and its delegated and implementing acts, it shall without undue delay:

* 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.

1. When the competent authority itself uses alternative means of compliance to achieve compliance with Republic of Armenia Civil Aviation Law and its delegated and implementing acts it shall:
   1. make them available to all organisations and persons under its oversight;

The competent authority shall provide an assessment demonstrating that they comply with Republic of Armenia Civil Aviation Law and its delegated and implementing acts.

**GM1 CAMO.B.120 Means of compliance**

*[Regulatory source]*

**ALTERNATIVE MEANS OF COMPLIANCE**

Alternative means of compliance that are used by a competent authority, or by a CAMO under its oversight, may be used by another CAMO only if they are processed again in accordance with points [CAMO.B.120(d)](#_bookmark121) and (e).

**CAMO.B.125 Information to the Agency**

1. Reserved.
2. Reserved.
3. Reserved.

*[Regulatory source]*

**AMC1 CAMO.B.125(b) Information to the Agency**

**EXCHANGE OF SAFETY-SIGNIFICANT INFORMATION WITH THE AGENCY**

Reserved.

*[Regulatory source]*

**GM1 CAMO.B.125(b) Information to the Agency**

**MEANING OF ‘SAFETY-SIGNIFICANT INFORMATION STEMMING FROM OCCURRENCE REPORTS’**

Reserved.

*[Regulatory source]*

**GM2 CAMO.B.125(b) Information to the Agency**

Reserved.

*[Regulatory source]*

**GM3 CAMO.B.125(b) Information to the Agency**

Reserved.

*[Regulatory source]*

**CAMO.B.135 Immediate reaction to a safety problem**

*[Regulatory source]*

1. Without prejudice to the Regulation on the reporting, analysis and follow-up of occurrences in civil aviation of Republic of Armenia and Regulation laying down a list classifying occurrences in civil aviation to be mandatorily reported, the competent authority shall implement a system to appropriately collect, analyse, and disseminate safety information.
2. The competent authority shall implement a system to appropriately analyse any relevant safety information received, and without undue delay provide any information, including recommendations or corrective actions to be taken, necessary to react in a timely manner to a

safety problem involving products, parts, appliances, persons or organisations subject to Republic of Armenia Civil Aviation Law and its delegated and implementing acts.

1. Upon receiving the information referred to in points (a) and (b), the competent authority shall take adequate measures to address the safety problem.
2. Measures taken under point (c) shall immediately be notified to all persons or organisations which need to comply with them under Republic of Armenia Civil Aviation Authority and its delegated and implementing acts. The competent authority shall also notify those measures to other States concerned.

**CAMO.B.135A Immediate reaction to an information security incident or vulnerability with an impact on aviation safety**

Reserved

**AMC1 CAMO.B.135A Immediate reaction to an information security incident or vulnerability with an impact on aviation safety**

Reserved

**GM1 CAMO.B.135A Immediate reaction to an information security incident or vulnerability with an impact on aviation safety**

Reserved

**CAMO.B.200 Management system**

*[Regulatory source]*

1. The competent authority shall establish and maintain a management system, including as a minimum:
   1. documented policies and procedures to describe its organisation, means and methods to comply with Republic of Armenia Civil Aviation Law and its delegated and implementing acts. The procedures shall be kept up to date, and serve as the basic working documents within that competent authority for all related tasks;
   2. a sufficient number of personnel to perform its tasks and discharge its responsibilities. A system shall be in place to plan the availability of personnel, in order to ensure the proper completion of all tasks;
   3. personnel qualified to perform their allocated tasks and have the necessary knowledge, experience, initial and recurrent training to ensure continuing competency;
   4. adequate facilities and office accommodation to perform the allocated tasks;
   5. a function to monitor compliance of the management system with the relevant requirements and adequacy of the procedures including the establishment of an internal audit process and a safety risk management process. Compliance monitoring shall include

a feedback system of audit findings to the senior management of the competent authority to ensure implementation of corrective actions as necessary;

* 1. a person or group of persons ultimately responsible to the senior management of the competent authority for the compliance monitoring function.

1. The competent authority shall, for each field of activity, including management system, appoint one or more persons with the overall responsibility for the management of the relevant task(s).
2. The competent authority shall establish procedures for participation in a mutual exchange of all necessary information and assistance with other competent authorities concerned, including all findings raised and follow-up actions taken as a result of oversight of persons and organisations exercising activities in the territory of Republic of Armenia, but certified by the competent authority of another State.
3. Reserved.
4. Reserved

**AMC1 CAMO.B.200 Management system**

*[Regulatory source]*

**ORGANISATIONAL STRUCTURE**

1. In deciding upon the required organisational structure, the competent authority should review:
   1. the number of certificates to be issued, and the number and size of the potential CAMOs within the Republic of Armenia;
   2. the possible use of qualified entities and of the resources of the competent authorities of other States to fulfil the continuing oversight obligations;
   3. the level of civil aviation activity, number and complexity of aircraft and the size of the Republic of Armenia’s aviation industry; and
   4. the potential growth of activities in the field of civil aviation.
2. The competent authority should retain effective control of important surveillance functions and should not delegate them in such a way that CAMOs, in effect, regulate themselves in airworthiness matters.
3. The set-up of the organisational structure should ensure that the various tasks and obligations of the competent authority do not solely rely on individuals. The continuous and undisturbed fulfilment of these tasks and obligations of the competent authority should also be guaranteed in case of illness, accident or leave of individual employees.

**AMC2 CAMO.B.200 Management system**

*[Regulatory source]*

**GENERAL**

1. The competent authority designated by the Republic of Armenia should be organised in such a way that:
   1. there is specific and effective management authority in the conduct of all the relevant activities;
   2. the functions and processes described in the applicable requirements of Republic of Armenia Civil Aviation Law and its delegated and implementing acts, AMC, Certification Specifications (CSs), and Guidance Material (GM) may be properly implemented;
   3. the competent authority’s organisation and operating procedures for the implementation of the applicable requirements of Republic of Armenia Civil Aviation Law and its delegated and implementing acts are properly documented and applied;
   4. all the competent authority’s personnel who are involved in the related activities are provided with training where necessary;
   5. specific and effective provision is made for communicating and interfacing as necessary with the competent authorities of other States; and
   6. all the functions related to implementing the applicable requirements are adequately described.
2. A general policy in respect of the activities related to the applicable requirements of Republic of Armenia Civil Aviation Law and its delegated and implementing acts should be developed, promoted, and implemented by the manager at the highest appropriate level; for example, the manager at the top of the functional area of the competent authority that is responsible for such activities.
3. Appropriate steps should be taken to ensure that the policy is known and understood by all the personnel involved, and all the necessary steps should be taken to implement and maintain the policy.
4. The general policy, whilst also satisfying the additional national regulatory responsibilities, should, in particular, take into account:
   1. the provisions of Republic of Armenia Civil Aviation Law;
   2. the provisions of the applicable implementing rules and their AMC, CSs, and GM;
   3. the needs of industry; and
   4. the needs of the competent authority.
5. The policy should define specific objectives for the key elements of the organisation and processes for implementing the related activities, including the corresponding control procedures and the measurement of the achieved standard.

### AMC1 CAMO.B.200(a)(1) Management system

*[Regulatory source]*

**DOCUMENTED POLICIES AND PROCEDURES**

1. The various elements of the organisation involved with the activities related to the Republic of Armenia Civil Aviation Law and its delegated and implementing acts should be documented in order to establish a reference source for the establishment and maintenance of this organisation.
2. The documented procedures should be established in a way that facilitates their use. They should be clearly identified, kept up to date, and made readily available to all the personnel who are involved in the related activities.
3. The documented procedures should cover, as a minimum, all of the following aspects:
   1. policy and objectives;
   2. organisational structure;
   3. responsibilities and associated authority;
   4. procedures and processes;
   5. internal and external interfaces;
   6. internal control procedures;
   7. the training of personnel;
   8. cross-references to associated documents;
   9. assistance from other competent authorities (where required).
4. It is likely that the information may be held in more than one document or series of documents, and suitable cross-referencing should be provided. For example, the organisational structure and job descriptions are not usually in the same documentation as the detailed working procedures. In such cases, it is recommended that the documented procedures should include an index of cross references to all such other related information, and the related documentation should be readily available when required.

### GM1 CAMO.B.200(a)(2) Management system

**SUFFICIENT PERSONNEL**

1. This GM on the determination of the required personnel is limited to the performance of certification and oversight tasks, excluding any personnel who are required to perform tasks that are subject to any national regulatory requirements.
2. The elements to be considered when determining who are the required personnel and planning their availability may be divided into quantitative and qualitative elements:
   1. Quantitative elements:
      1. the estimated number of initial certificates to be issued;
      2. the number of organisations to be certified by the competent authority; and
      3. the estimated number of subcontracted organisations used by certified organisations.
   2. Qualitative elements:
      1. the size, nature, and complexity of the activities of certified organisations, taking into account:
         1. the privileges of each organisation;
         2. the types of approval and the scope of approval;
         3. possible certification to industry standards;
         4. the number of personnel; and
         5. the organisational structure and the existence of subsidiaries;
      2. the safety priorities identified;
      3. the results of past oversight activities, including audits, inspections and reviews, in terms of risks and regulatory compliance, taking into account:
         1. the number and the level of findings;
         2. the time frame for implementation of corrective actions; and
         3. the maturity of the management systems implemented by organisations, and their ability to effectively manage safety risks; and
      4. the size and complexity of the Republic of Armenia’s aviation industry, and the potential growth of activities in the field of civil aviation, which may be an indication of the number of new applications and changes to existing certificates to be expected.
3. Based on the existing data from previous oversight planning cycles, and taking into account the situation within the Republic of Armenia’s aviation industry, the competent authority may estimate:
   1. the standard working time required for processing applications for new certificates;
   2. the number of new certificates to be issued for each planning period; and
   3. the number of changes to existing certificates to be processed for each planning period.
4. In line with the competent authority’s oversight policy, the following planning data should be determined:
   1. the standard number of audits to be performed per oversight planning cycle;
   2. the standard duration of each audit;
   3. the standard working time for audit preparation, on-site audit, reporting, and follow-up, per inspector;
   4. the standard number of unannounced inspections to be performed;
   5. the standard duration of inspections, including preparation, reporting, and follow-up, per inspector; and
   6. the minimum number and the required qualification of the inspectors for each audit/inspection.
5. The standard working time could be expressed either in working hours per inspector, or in working days per inspector. All planning calculations should then be based on the same unit (hours or working days).
6. It is recommended that the competent authority use a spreadsheet application to process the data defined under (c) and (d), to assist in determining the total number of working hours/days per oversight planning cycle required for certification, oversight and enforcement activities. This application could also serve as a basis for implementing a system for planning the availability of personnel.
7. The number of working hours/days per planning period for each qualified inspector that may be allocated for certification, oversight and enforcement activities should be determined, taking into account:
   1. purely administrative tasks that are not directly related to certification and oversight;
   2. training;
   3. participation in other projects;
   4. planned absence; and
   5. the need to include a reserve for unplanned tasks or unforeseeable events.
8. The determination of the working time available for certification, oversight and enforcement activities should also consider, as applicable:
   1. the use of qualified entities;
   2. cooperation with other competent authorities for approvals that involve more than one State; and
   3. oversight activities under a bilateral aviation safety agreement.
9. Based on the elements listed above, the competent authority should be able to:
   1. monitor the dates when audits and inspections are due, and when they were carried out;
   2. implement a system to plan the availability of personnel; and
   3. identify possible gaps between the number and qualification of personnel and the required volume of certification and oversight.

Care should be taken to keep planning data up to date in line with changes in the underlying planning assumptions, with particular focus on risk-based oversight principles.

### AMC1 CAMO.B.200(a)(3) Management system

*[Regulatory source]*

**QUALIFICATION AND TRAINING — GENERAL**

1. It is essential for the competent authority to have the full capability to adequately assess the compliance and performance of an organisation by ensuring that the whole range of activities is assessed by appropriately qualified personnel.
2. For each inspector, the competent authority should:
   1. define the competencies required to perform the allocated certification and oversight tasks;
   2. define the associated minimum qualifications that are required;
   3. establish initial and recurrent training programmes in order to maintain and to enhance the competency of inspectors at the level that is necessary to perform the allocated tasks; and
   4. ensure that the training provided meets the established standards, and is regularly reviewed and updated whenever necessary.
3. The competent authority may provide training through its own training organisation with qualified trainers, or through another qualified training source.
4. If training is not provided through an internal training organisation, adequately experienced and qualified persons may act as trainers, provided that their training skills have been assessed. If required, an individual training plan should be established that covers specific training skills. Records should be kept of such training, and of the assessment, as appropriate.

### AMC2 CAMO.B.200(a)(3) Management system

*[Regulatory source]*

**QUALIFICATION AND TRAINING — INSPECTORS**

1. Competent authority inspectors should have:
   1. practical experience and expertise in the application of aviation safety standards and safe operating practices;
   2. comprehensive knowledge of:
      1. the relevant parts of the implementing rules, certification specifications and guidance material;
      2. the competent authority’s procedures;
      3. the rights and obligations of an inspector;
      4. safety management systems based on the Republic of Armenia management system requirements (including compliance monitoring) and ICAO Annex 19;
      5. continuing airworthiness management including maintenance programme development and control;
      6. operational procedures that affect the continuing airworthiness management of the aircraft or its maintenance; and
      7. maintenance-related HF and human performance principles;
   3. training on auditing techniques and assessing and evaluating management systems and safety risk management processes.
   4. 5 years of relevant work experience for them to be allowed to work independently as inspectors. This may include experience gained during training to obtain the qualification mentioned below in point (a)(5);
   5. a relevant engineering degree or an aircraft maintenance technician qualification with additional education. ‘Relevant engineering degree’ refers to an engineering degree from aeronautical, mechanical, electrical, electronic, avionic or other studies that are relevant to the maintenance and continuing airworthiness of aircraft/aircraft components;
   6. 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 Part-66 Appendix III Level 1 General Familiarisation.

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

* 1. knowledge of maintenance standards, including fuel tank safety (FTS) training as described in [Appendix III to AMC4 CAMO.A.305(g)](#_bookmark187).

1. In addition to technical competency, inspectors should have a high degree of integrity, be impartial in carrying out their tasks, be tactful, and have a good understanding of human nature.
2. A programme for recurrent training should be developed that ensures that the inspectors remain competent to perform their allocated tasks. As a general policy, it is not desirable for the inspectors to obtain technical qualifications from those entities that are under their direct regulatory oversight.

### AMC3 CAMO.B.200(a)(3) Management system

*[Regulatory source]*

**INITIAL AND RECURRENT TRAINING — INSPECTORS**

1. Initial training programme:

The initial training programme for inspectors should include, as appropriate to their role, current knowledge, experience and skills in at least all of the following:

* 1. aviation legislation, organisation, and structure;
  2. the Chicago Convention, the relevant ICAO Annexes and Documents;
  3. Regulation on the reporting, analysis and follow-up of occurrences in civil aviation of the Republic of Armenia;
  4. overview of Republic of Armenia Civil Aviation Law, its delegated and implementing acts and the related AMC, CS, and GM;
  5. Regulation on Continuing Airworthiness as well as any other applicable requirements;
  6. management systems, including the assessment of the effectiveness of a management system, in particular hazard identification and risk assessment, and non-punitive reporting techniques in the context of the implementation of a ‘just culture’;
  7. auditing techniques;
  8. procedures of the competent authority that are relevant to the inspectors’ tasks;
  9. HF principles;
  10. the rights and obligations of inspecting personnel of the competent authority;
  11. on-the-job training that is relevant to the inspector’s tasks; and
  12. technical training, including training on aircraft-specific subjects, that is appropriate to the role and tasks of the inspector, in particular for those areas that require approvals.

NOTE: The duration of the on-the-job training should take into account the scope and complexity of the inspector’s tasks. The competent authority should assess whether the required competency has been achieved before an inspector is authorised to perform a task without supervision.

1. Recurrent training programme

Once qualified, the inspector should undergo training periodically, as well as whenever deemed necessary by the competent authority, in order to remain competent to perform the allocated tasks. The recurrent training programme for inspectors should include, as appropriate to their role, at least the following topics:

* 1. changes in aviation legislation, the operational environment and technologies;
  2. procedures of the competent authority that are relevant to the inspector’s tasks;
  3. technical training, including training on aircraft-specific subjects, that is appropriate to the role and tasks of the inspector; and
  4. results from past oversight.

1. An assessment of an inspector’s competency should take place at regular intervals that do not exceed 3 years. The results of these assessments, as well as any actions taken following the assessments, should be recorded.

### AMC1 CAMO.B.200(a)(5) Management system

*[Regulatory source]*

**SAFETY RISK MANAGEMENT PROCESS**

1. The safety risk management process required by point [CAMO.B.200](#_bookmark132) should be documented. The following should be defined in the related documentation:
   1. means for hazard identification, and the related data sources, taking into account data that comes from other competent authorities with which the competent authority interfaces in the State, or from the competent authorities of other States;
   2. risk management steps including:
      1. analysis (in terms of the probability and the severity of the consequences of hazards and occurrences);
      2. assessment (in terms of tolerability); and
      3. control (in terms of mitigation) of risks to an acceptable level;
   3. who holds the responsibilities for hazard identification and risk management;
   4. who holds the responsibilities for the follow-up of risk mitigation actions;
   5. the levels of management who have the authority to make decisions regarding the tolerability of risks;
   6. means to assess the effectiveness of risk mitigation actions; and
   7. the link with the compliance monitoring function.
2. To demonstrate that the safety risk management process is operational, competent authorities should be able to provide evidence that:
   1. the persons involved in internal safety risk management activities are properly trained;
   2. hazards that could impact the authority’s capabilities to perform its tasks and discharge its responsibilities have been identified and the related risk assessment is documented;
   3. regular meetings take place at appropriate levels of management of the competent authority to discuss the risks identified, and to decide on the tolerability of risks and possible risk mitigations;
   4. in addition to the initial hazard identification exercise, the risk management process is triggered as a minimum whenever changes occur that may affect the competent authority’s capability to perform any of the tasks required by Part-CAMO;
   5. a record of the actions taken to mitigate risks is maintained, showing the status of each action and the owner of the action;
   6. there is a follow-up on the implementation of all risk mitigation actions;
   7. risk mitigation actions are assessed for their effectiveness; and
   8. the results of risk assessments are periodically reviewed to check whether they remain relevant. (Are the assumptions still valid? Is there new information?).

**GM1 CAMO.B.200(a)(5) Management system**

*[Regulatory source]*

**SAFETY RISK MANAGEMENT PROCESS**

The purpose of safety risk management as part of the management system framework for competent authorities is to ensure the effectiveness of the management system. As for any organisation, hazard identification and risk management is expected to contribute to effective decision-making, to guide the allocation of resources and contribute to organisational success.

The safety risk management process required by point [CAMO.B.200](#_bookmark132) is intended to address the safety risks that are directly related to the competent authority’s organisation and processes, and which may affect its capability to perform its tasks and discharge its responsibilities. This process is not intended to be a substitute for the State safety risk management SARPs defined in ICAO Annex 19, Chapter 3, component 3.3. This does not mean, however, that the competent authority may not use information and data that is obtained through its State Safety Programme (SSP), including oversight data and information, for the purpose of safety risk management as part of its management system.

The safety risk management process is also to be applied to the management of changes ([CAMO.B.210](#_bookmark146)), which is intended to ensure that the management system remains effective whenever changes occur.

**AMC1 CAMO.B.200(d) Management system**

Reserved.

*[Regulatory source]*

**CAMO.B.205 Allocation of tasks**

*[Regulatory source]*

1. Tasks related to the initial certification, or continuing oversight of persons, or organisations subject to Republic of Armenia Civil Aviation Law and its delegated and implementing acts may be allocated by the State only to qualified entities. When allocating tasks, the competent authority shall ensure that it has:
   1. put a system in place to initially and continuously assess that the qualified entity complies with the Republic of Armenia Civil Aviation Law. This system and the results of the assessments shall be documented;
   2. established a documented agreement with the qualified entity, approved by both parties at the appropriate management level, which clearly defines:
      1. the tasks to be performed;
      2. the declarations, reports, and records to be provided;
      3. the technical conditions to be met in performing such tasks;
      4. the related liability coverage;
      5. the protection given to information acquired in carrying out such tasks.
2. The competent authority shall ensure that the internal audit process and safety risk management process required by point (a)(5) of point [CAMO.B.200](#_bookmark132) covers all certification, or continuing oversight tasks performed on its behalf.
3. Reserved

**GM1 CAMO.B.205 Allocation of tasks to qualified entities**

*Reserved*

*[Regulatory source]*

**GM1 CAMO.B.205 Allocation of tasks**

**CERTIFICATION TASKS**

The tasks that may be performed by a qualified entity on behalf of the competent authority include those that are related to the initial certification and to the continuing oversight of persons and organisations as defined in Regulation on Continuing Airworthiness.

**CAMO.B.210 Changes in the management system**

*[Regulatory source]*

1. The competent authority shall have a system in place to identify changes that affect its capability to perform its tasks and discharge its responsibilities as defined in Republic of Armenia Civil Aviation Law and its delegated and implementing acts. This system shall enable it to take action as appropriate to ensure that its management system remains adequate and effective.
2. The competent authority shall update its management system to reflect any change to Republic of Armenia Civil Aviation Law and its delegated and implementing acts in a timely manner, so as to ensure effective implementation.
3. Reserved.

**CAMO.B.220 Record-keeping**

*[Regulatory source]*

1. The competent authority shall establish a system of record-keeping that allows adequate storage, accessibility, and reliable traceability of:
   1. the management system’s documented policies and procedures;
   2. training, qualification, and authorisation of its personnel;
   3. the allocation of tasks, covering the elements required by point [CAMO.B.205](#_bookmark143), as well as the details of tasks allocated;
   4. certification processes and continuing oversight of certified organisations, including:
      1. the application for an organisation certificate;
      2. the competent authority’s continuing oversight programme, including all assessment, audit and inspection records;
      3. the organisation certificate, including any changes thereto;
      4. a copy of the oversight programme listing the dates when audits are due and when audits were carried out;
      5. copies of all formal correspondence;
      6. details of findings, corrective actions, date of action closure, any exemption and enforcement actions;
      7. any assessment, audit and inspection reports issued by another competent authority pursuant to point (d) of point [CAMO.B.300](#_bookmark151);
      8. copies of all organisation CAMEs or manuals and amendments thereto;
      9. copies of any other document approved by the competent authority;
   5. the evaluation and notification of alternative means of compliance proposed by organisations, and the assessment of alternative means of compliance used by the competent authority itself;
   6. safety information and follow-up measures in accordance with point [CAMO.B.125](#_bookmark123);
   7. the use of flexibility provisions in accordance with Republic of Armenia Civil Aviation Law and its delegated and implementing acts.
2. The competent authority shall maintain a list of all organisation certificates it issued.
3. All records referred to in points (a) and (b) shall be kept for a minimum period of 5 years subject to applicable data protection law.
4. All records referred to in points (a) and (b) shall be made available upon request to a competent authority of another State.

### AMC1 CAMO.B.220(a) Record-keeping

*[Regulatory source]*

**GENERAL**

1. 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.
2. All records that contain sensitive data regarding applicants or organisations should be stored in a secure manner with controlled access to ensure confidentiality.
3. Records should be kept in paper form or in electronic format or a combination of the two. Records that are stored on microfilm or optical discs are also acceptable. The records should remain legible and accessible throughout the required retention period. The retention period starts when the record is created.
4. Paper systems should use robust material 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 against any unauthorised personnel from altering the data.
5. 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 a 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 throughout at least the full period specified in point [CAMO.B.220(c).](#_bookmark147)

**AMC1 CAMO.B.220(a)(1) Record-keeping**

*[Regulatory source]*

**COMPETENT AUTHORITY MANAGEMENT SYSTEM**

Records that are related to the competent authority’s management system should include, as a minimum, and as applicable:

1. the documented policies and procedures;
2. the personnel files of the competent authority’s personnel, with the supporting documents related to their training and qualifications;
3. the results of the competent authority’s internal audit and safety risk management processes, including audit findings, and corrective, preventive and risk mitigation actions; and
4. the contract(s) established with any qualified entities that perform certification or oversight tasks on behalf of the competent authority.

**AMC1 CAMO.B.220(d) Record-keeping**

*[Regulatory source]*

**REQUEST BY A COMPETENT AUTHORITY OF ANOTHER MEMBER STATE**

The cases, when records shall be made available should be limited to:

− incidents of accidents;

− findings through the aircraft continuing airworthiness monitoring (ACAM) programme where organisations approved by another competent authority are involved, to determine the root cause;

− Reserved

− Reserved

− Reserved.

When records are requested from another State, the reason for the request should be clearly stated. The records can be made available by sending a copy or by allowing their consultation.

**CAMO.B.300 Oversight principles**

1. The competent authority shall verify:

*[Regulatory source]*

* 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 competent authority as defined in points (c) and (d) of point [CAMO.B.135.](#_bookmark128)

1. This verification shall:
   1. be supported by documentation specifically intended to provide personnel responsible for safety oversight with guidance to perform their functions;
   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 competent authority with the evidence needed in case further action is required, including the measures provided for in point [CAMO.B.350](#_bookmark178) ‘Findings and corrective actions’.
2. The scope of oversight defined in points (a) and (b) shall take into account the results of past oversight activities and the safety priorities.
3. Where organisation facilities are located in more than one State, the competent authority as defined in point [CAMO.A.105](#_bookmark10) may agree to have oversight tasks performed by the competent authority(ies) of the State(s) where facilities are located. Any organisation subject to such agreement shall be informed of its existence and of its scope.
4. For oversight performed at facilities located in another State, the competent authority as defined in point [CAMO.A.105](#_bookmark10) shall inform the competent authority of such State, before performing any on-site audit or inspection of such facilities.
5. The competent authority shall collect and process any information deemed useful for oversight, including for unannounced inspections.
6. When a contract is concluded in accordance with point M.A.201(ea) of Annex I (Part-M), the competent authority responsible for the oversight of the CAMO and the competent authorities responsible for the oversight of the operators concerned shall cooperate to ensure the exchange of information which is relevant for the performance of their tasks. This cooperation shall include the exchange of information on results of the oversight activities performed by those competent authorities and may include the performance of oversight tasks on the CAMO by the competent authorities responsible for the operators.

(g) Reserved.

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

*[Regulatory source]*

**MANAGEMENT SYSTEM ASSESSMENT**

As part of the initial certification of an organisation, the competent authority should 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 competent authority should 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 competent authority should 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**

*[Regulatory source]*

**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**

*[Regulatory source]*

**INFORMATION DEEMED USEFUL FOR OVERSIGHT**

This information should include, as a minimum:

1. any occurrence reports received by the competent authority;
2. the results of the following types of inspections and surveys if they indicate an issue that originates from a Part-CAMO organisation:
   1. ramp inspections performed in accordance with Subpart RAMP of Annex II (Part-ARO) of Regulation on Air Operations;
   2. product surveys of aircraft pursuant to points M.B.303 or ML.B.303;
   3. results of aircraft sample surveys conducted pursuant to point [CAMO.B.305(b)(1)](#_bookmark157); and
   4. results of physical surveys or partial airworthiness reviews performed by the competent authority in line with point M.B.901.

**GM1 CAMO.B.300(g) Oversight principles**

*[Regulatory source]*

**COOPERATION BETWEEN COMPETENT AUTHORITIES**

When a contract is concluded between a CAMO and an operator in accordance with point M.A.201(ea), which may occur during an initial CAMO application or an application for a change (requiring prior approval), the competent authorities of the CAMO and of the operator need to cooperate.

This cooperation between the different competent authorities may be established through a cooperative oversight agreement. That agreement will focus on the information that is relevant for performing the competent authority’s tasks, and be proportional to the nature and complexity of the organisations’ activities. It will cover at least the following aspects:

1. General information
   1. Scope of the cooperation and identification of the operator (or operators if the competent authorities agree to include in a single agreement several operators that use the same CAMO) and the CAMO.
   2. Nomination of focal points in each competent authority; changing the focal points does not imply a full revision of the cooperation agreement.
   3. Meetings held between the competent authorities to ensure that all remain informed of significant issues.
   4. Provisions for the resolution of conflicts or disagreements.
2. Oversight
   1. Sharing of the oversight programme that is implemented by each competent authority (e.g. audit plan and audit programme especially regarding the oversight of the management system), including the competent authorities’ assessment of the complexity of the organisations’ activities.
   2. Sharing of the management system assessment approach that is used by each competent authority (refer also to [GM2 CAMO.B.300(g)](#_bookmark156)).
   3. Sharing of the results of the management system assessments.
   4. Performance of oversight tasks on the CAMO by the competent authorities responsible for the operator, on behalf of the competent authority of the CAMO, if such arrangement exists.
   5. Participation of inspectors from one competent authority as observers during the performance of oversight tasks by another competent authority, or joint audits/assessments by different competent authorities.
   6. Specific support, if needed, to assist in the inclusion of an aircraft into the AOC, when transferred from one AOC holder to another within the group.
   7. Sharing of information on how the CAMO and operator manage their tasks, to adapt oversight accordingly, such as, but not limited to, the following:
      1. the selection of aircraft subject to product audits as part of the oversight of the CAMO may consider information that comes from the competent authorities of the operator(s), which is provided to the competent authority of the CAMO;
      2. information on the use and completion of the aircraft technical log system or on the use of the minimum equipment list (MEL) by the operator, which is reported by the competent authority of the CAMO to the competent authority of the relevant operator, may be considered in the operator’s oversight programme;
      3. sharing of information on the interfaces between the operator(s) and the CAMO regarding the assessment of non-mandatory modifications and/or inspections and the decision on their application as per point [CAMO.A.315(b)(4)](#_bookmark103); and
      4. sharing of information on the system in place between the operator(s) and the CAMO to ensure that pre-flight inspections are properly accomplished.
3. Additional cooperation provisions
   1. Sharing of information between competent authorities, as well as methods and timing for that sharing, e.g. the result of the assessment of the management system is shared every time the assessment is conducted by one of the competent authorities.
   2. A cooperation mechanism to ensure prompt reaction if one of the competent authorities shares serious concerns about the organisation with another competent authority.
   3. Information to be provided to the competent authority of the operator before integrating an aircraft to the AOC.
   4. Sharing of information between competent authorities before granting any specific approval, e.g. Part-SPA, AMC 20-6 (EASA), etc.
   5. Sharing of the relevant operator’s and CAMO’s occurrence reports as well as of the procedures in place between relevant competent authorities to ensure coordinated follow-up and resolution, where applicable.
   6. Sharing of changes in the exposition and manuals when those changes impact harmonised procedures.

### GM2 CAMO.B.300(g) Oversight principles

*[Regulatory source]*

**ASSESSMENT OF HARMONISED MANAGEMENT SYSTEMS**

1. One of the core capabilities that are required for supporting the effective implementation of safety management is the ability to monitor the effectiveness of an organisation’s management system. Competent authorities assess that effectiveness as part of their oversight activities. Cooperation between several competent authorities on that assessment is necessary, especially when different organisations have harmonised management systems as required by point M.A.201(ea).
2. To ensure cooperative oversight and sound decision-making regarding oversight across a single air carrier business grouping, the competent authorities involved are expected to provide for the following:
   1. Use a common approach to the assessment of the management system, including the continuous improvement of the management systems across the operator(s) and the CAMO involved. Different competent authorities may not necessarily use the same tool to assess the maturity of the harmonised management systems. However, they will coordinate on this matter and share with one another to which extent their assessment approach follows the principles that are set out in [GM1 CAMO.B.300(a);(b);(c).](#_bookmark153) This way, all competent authorities involved will have an overall understanding of how each competent authority evaluates compliance and effectiveness of the management system(s).
   2. When a finding is raised on a harmonised procedure or, if used, on a group standard, the other competent authority(ies) is/are informed, and the related root cause analysis and corrective action plan that are developed by the operator(s) and CAMO concerned are shared with all competent authorities involved. In addition, the informed competent authority(ies) will assess if such a finding is relevant for the organisation under its/their oversight and, depending on the conclusion of such an assessment, will take appropriate action (e.g. take no action, communicate with the organisation or with the competent authority that raised the finding, or raise a finding itself/themselves).
3. Regarding the duration of the oversight planning cycle of the organisations whose management systems are harmonised:
   1. even if the management systems of organisations are harmonised with each other, the maturity levels of those management systems may differ; as the oversight planning cycle is mainly driven by the management system’s maturity and the organisation’s compliance records, some organisations may have an oversight planning cycle of 24 months (or less) and others a 36- or 48-month cycle;
   2. the competent authorities involved will inform each other when the duration of the oversight planning cycle of the organisation(s) under their oversight is to be increased or reduced.

### CAMO.B.305 Oversight programme

*[Regulatory source]*

1. The competent authority shall establish and maintain an oversight programme covering the oversight activities required by point [CAMO.B.300.](#_bookmark151)
2. The oversight programme shall 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 shall include within each oversight planning cycle:
   1. assessments, audits and inspections, including unannounced inspections and, as applicable:
      1. management system assessments and process audits;
      2. product audits of a relevant sample of aircraft managed by the organisation;
      3. sampling of airworthiness reviews performed;
      4. sampling of permits to fly issued;
   2. meetings convened between the accountable manager and the competent authority to ensure both remain informed of significant issues.
3. For organisations certified by the competent authority, an oversight planning cycle not exceeding 24 months shall be applied.
4. Notwithstanding point (c), the oversight planning cycle may be extended up to 36 months if the competent authority has established that during the previous 24 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](#_bookmark21) 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 competent authority as defined in point [CAMO.B.350](#_bookmark178).

Notwithstanding point (c), the oversight planning cycle may be further extended to a maximum of 48 months if, in addition to the conditions provided in points (1) to (4) of the first subparagraph, the organisation has established, and the competent authority has approved, an effective continuous reporting system to the competent authority on the safety performance and regulatory compliance of the organisation itself.

1. The oversight planning cycle may be reduced if there is any evidence that the safety performance of the organisation has decreased.
2. The oversight programme shall include records of the dates when audits, inspections and meetings are due, and when such audits, inspections and meetings have been carried out.
3. At the completion of each oversight planning cycle, the competent authority shall issue a recommendation report on the continuation of the approval reflecting the results of oversight.

**AMC1 CAMO.B.305(a);(b) Oversight programme**

*[Regulatory source]*

**ANNUAL REVIEW**

1. The oversight planning cycle and the related oversight programme for each organisation should be reviewed annually to ensure that they remain adequate regarding any changes in the nature, complexity or the safety performance of the organisation.
2. When reviewing the oversight planning cycle and the related oversight programme, the competent authority should also consider any relevant information collected in accordance with points [CAMO.A.160](#_bookmark35) and [CAMO.B.300(f)](#_bookmark151).

**AMC1 CAMO.B.305(b) Oversight programme**

*[Regulatory source]*

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

When determining the oversight programme, including the product audits, the competent authority should 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**

*[Regulatory source]*

**SUBCONTRACTED ACTIVITIES**

When a CAMO subcontracts continuing airworthiness management tasks, all subcontracted organisations should also be audited by the competent authority at periods not exceeding the applicable oversight planning cycle (credits per [AMC2 CAMO.B.305(c)](#_bookmark163) point (d) are permitted) to ensure that the subcontracted continuing airworthiness management tasks are carried out in compliance with Part-CAMO, Part-M and Part-ML, as applicable.

For these audits, the competent authority inspector should 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 competent authority should also ensure that the CAMO has sufficient control over the subcontracted organisation (see [AMC1 CAMO.A.125(d)(3)](#_bookmark18)).

**AMC1 CAMO.B.305(b)(1) Oversight programme**

*[Regulatory source]*

**AUDIT**

* 1. The oversight programme should indicate which aspects of the approval will be covered by each audit.
  2. Part of each audit should concentrate on the audit reports produced by the organisation’s compliance monitoring function, to determine whether the organisation has been identifying and correcting its problems.
  3. At the conclusion of the audit, the auditing inspector should complete an audit report that identifies the areas and processes that were audited, and includes all findings that were raised.
  4. At the completion of each oversight planning cycle, a new Form 13-CAMO should be issued.

**AMC1 CAMO.B.305(c) Oversight programme**

*[Regulatory source]*

**OVERSIGHT PLANNING CYCLE — AUDIT AND INSPECTION**

1. When determining the oversight planning cycle and defining the oversight programme, the competent authority should assess the risks related to the activity of each organisation, and adapt the oversight to the level of risk identified and to the effectiveness of the organisation’s management system, in particular its ability to effectively manage safety risks.
2. The competent authority should establish a schedule of audits and inspections that is appropriate to each organisation. The planning of audits and inspections should take into account the results of the hazard identification and the risk assessment conducted and maintained by the organisation as part of the organisation’s management system. Inspectors should work in accordance with the schedule provided to them.
3. When the competent authority, having regard to the level of risk identified and the effectiveness of the organisation’s management system, varies the frequency of an audit or inspection, it should ensure that all aspects of the organisation’s activity are audited and inspected within the applicable oversight planning cycle.

**AMC2 CAMO.B.305(c) Oversight programme**

*[Regulatory source]*

**OVERSIGHT PLANNING CYCLE — AUDIT**

1. For each organisation certified by the competent authority, all processes should be completely audited at periods that do not exceed the applicable oversight planning cycle. The beginning of the first oversight planning cycle is normally determined by the date of issue of the first certificate. If the competent authority wishes to align the oversight planning cycle with the calendar year, it should shorten the first oversight planning cycle accordingly.
2. The interval between two audits for a particular process should not exceed the interval of the applicable oversight planning cycle.
3. Audits should include at least one on-site audit within each oversight planning cycle. For organisations who carry out their regular activity at more than one site, the determination of the sites to be audited should consider the results of past oversight activities and the volume of activities at each site, as well as main risk areas identified.
4. For organisations holding more than one certificate, the competent authority may define an integrated oversight schedule to include all the applicable audit items. In order to avoid any duplication of audits, credit may be granted for specific audit items that have already been completed during the current oversight planning cycle, provided that:
   1. the specific audit item is the same for all the certificates under consideration;
   2. there is satisfactory evidence on record that those specific audit items were carried out, and that all the related corrective actions have been implemented to the satisfaction of the competent authority;
   3. the competent authority is satisfied that there is no evidence that standards have deteriorated regarding those specific audit items for which credit is granted;
   4. the interval between two audits for the specific item for which credit is granted does not exceed the applicable oversight planning cycle.

**AMC1 CAMO.B.305(d) Oversight programme**

*[Regulatory source]*

**EXTENSION OF THE OVERSIGHT PLANNING CYCLE BEYOND 24 MONTHS**

1. If the competent authority applies an oversight planning cycle that exceeds 24 months, it should, at a minimum, perform one focused inspection of the organisation (inspection of a specific area, element or aspect of the organisation) within each 12-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 competent authority may take credit of such inspection to maintain the extension beyond 24 months.

1. If the results of this inspection indicate a decrease in the safety performance or regulatory compliance of the organisation, the competent authority should revert to a 24-month (or less) oversight planning cycle and review the oversight programme accordingly.
2. In order to be able to approve an oversight planning cycle of beyond 36 months, the competent authority should agree on the format and contents of the continuous reporting to be made by the organisation on its safety performance and regulatory compliance.

**CAMO.B.310 Initial certification procedure**

*[Regulatory source]*

1. Upon receiving an application for the initial issue of a certificate for an organisation, the competent authority shall verify the organisation’s compliance with the applicable requirements.
2. A meeting with the accountable manager of the organisation shall 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.
3. The competent authority shall record all findings, closure actions (actions required to close a finding) and recommendations.
4. The competent authority shall 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 competent authority before the certificate can be issued.
5. When satisfied that the organisation complies with the applicable requirements, the competent authority shall:
   1. issue the certificate as established in Appendix I ‘Form 14’ to this Annex;
   2. formally approve the CAME.
6. The certificate reference number shall be included on the Form 14 certificate in a manner specified by the competent authority.
7. The certificate shall be issued for an unlimited duration. The privileges, scope of the activities that the organisation is approved to conduct, including any limitations as applicable, shall be specified in the terms of approval attached to the certificate.
8. To enable the organisation to implement changes without prior competent authority approval in accordance with point (c) of point [CAMO.A.130,](#_bookmark21) the competent authority shall 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

*[Regulatory source]*

**VERIFICATION OF COMPLIANCE**

1. In order to verify the organisation’s compliance with the applicable requirements, the competent authority should conduct an audit of the organisation, including interviews of the personnel, and inspections carried out at the organisation’s facilities.
2. The competent authority should 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.
3. The audit should focus on the following areas:
   1. the detailed management structure, including the names and qualifications of personnel required by points [CAMO.A.305(a)](#_bookmark79) and (b)(2), and the adequacy of the organisation and its management structure;
   2. the personnel:
      1. 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;
      2. 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 Part-CAMO), including the continuing airworthiness management contract when point M.A.201(ea) is applied:
      1. verification that the procedures specified in the CAME comply with the applicable requirements; and
      2. verification that the accountable manager has signed the exposition statement.
4. If an application for an organisation certificate is refused, the applicant should be informed of the right of appeal that exists under national law.

**GM1 CAMO.B.310 and CAMO.B.330 Initial certification procedure and changes**

*[Regulatory source]*

In relation to point M.A.201(ea), if an application, submission, receipt, certificate, or other document is submitted to the competent authority in a language different from the official language of the Republic of Armenia or English language, that authority may request a translation.

**AMC1 CAMO.B.310(a) Initial certification procedure**

*[Regulatory source]*

**AUDIT**

1. The competent authority should determine how and by whom the audit shall be conducted. For example, it will be necessary to determine whether one large team audit, a short series of small team audits, or a long series of single inspector audits is most appropriate for the particular situation.
2. The audit may be structured so as to verify the organisation’s processes related to a product line. For example, in the case of an organisation with Airbus A320 and Airbus A310 ratings, the audit should concentrate on the continuing airworthiness management processes of one type only for a full compliance check, and depending upon the result, the second type may only require a sample check against those aspects that were seen to be weak regarding compliance for the first type.
3. In determining the scope of the audit and which activities of the organisation will be assessed during the audit, the privileges of the approved organisation should be taken into account, e.g. their approval to carry out airworthiness reviews.
4. The competent authority auditing inspector should always ensure that he or she is accompanied throughout the audit by a senior member of the organisation, who is normally the compliance monitoring manager. The reason for being accompanied is to ensure that the organisation is fully aware of any findings raised during the audit.
5. At the end of the audit, the auditing inspector should inform the senior member of the organisation of all the findings that were raised during the audit.

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

*[Regulatory source]*

1. There may be occasions when the competent authority inspector is unsure about the compliance of some aspects of the applicant's organisation. If this occurs, the inspector should inform the organisation about the possible non-compliance at the time, and about the fact that the situation will be reviewed within the competent authority before a decision is made. If the review concludes that there is no finding, then a verbal confirmation to the organisation should suffice.
2. Findings should be recorded on the audit report form, each with a provisional categorisation as a level 1 or 2 finding. Subsequent to the on-site audit that identified the particular findings, the competent authority should review the provisional finding levels, adjusting them if necessary, and should change the categorisation from ‘provisional’ to ‘confirmed’.

**AMC2 CAMO.B.310(c) Initial certification procedure**

*[Regulatory source]*

1. The audit should be recorded using the audit report Form 13-CAMO ([Appendix V to AMC2](#_bookmark189) [CAMO.B.310(c)](#_bookmark189)).
2. A review of the Form 13-CAMO audit report should be carried out by a competent independent person nominated by the competent authority. The review should take into account the relevant points of Part-CAMO, the categorisation of the finding levels and the closure action that was taken. A satisfactory review of the audit report should be indicated by a signature on Form 13-CAMO.
3. The audit reports should include the date when each finding was closed, together with a reference to the competent authority report or letter that confirmed the closure.

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

*[Regulatory source]*

All findings should be confirmed in writing to the applicant organisation within 2 weeks of the on-site audit.

**GM1 CAMO.B.310(e)(1); CAMO.B.330 Initial certification procedure and changes**

*[Regulatory source]*

**TERMS OF APPROVAL**

The table shown for the terms of approval in [Form 14](#_bookmark182) includes a field designated as ‘Aircraft type/series/group’.

The intention is to give maximum flexibility to the competent authority to customise the approval to a particular organisation.

Possible alternatives to be included in this field are the following:

* A specific type designation that is part of a type certificate, such as Airbus 340-211 or Cessna 172R.
* A type rating (or series) as listed in Part-66 Appendix I to AMC, which may be further subdivided, such as Boeing 737-600/700/800, Boeing 737-600, Cessna 172 Series.
* An aircraft group such as, for example, ‘all sailplanes and powered sailplanes’ or ‘Cessna single piston engine aircraft’ or ‘Group 3 aircraft’ (as defined in 66.A.5) or ‘aircraft below 2 730 kg MTOM’.

Reference to the engine type installed in the aircraft may or may not be included, as necessary.

It is important to note that the terms of approval defined in Form 14 is further limited to the scope of work defined in the CAME. It is this scope of work in the CAME which ultimately defines the approval of the organisation. As a consequence, it is possible for a competent authority to endorse in [Form 14](#_bookmark182),

for example, a scope of work for Group 3 aircraft while the detailed scope of work defined in the CAME does not include all Group 3 aircraft.

Nevertheless, in all cases, the competent authority should be satisfied that the organisation has the capability of managing the types/groups/series endorsed in [Form 14](#_bookmark182).

Since the activities linked to continuing airworthiness management are mainly process-oriented rather than facility/tooling-oriented, changes to the detailed scope of work defined in the CAME (either directly or through a capability list), within the limits already included in [Form 14](#_bookmark182), may be considered as not affecting the approval and not subject to point [CAMO.A.130](#_bookmark21)(a). As a consequence, for these changes, the competent authority may allow the use by the CAMO of the procedure referred to in point [CAMO.A.130](#_bookmark21)(c) for changes not requiring prior approval.

Since, as mentioned above, the competent authority should make sure that the organisation is capable of managing the requested category as a whole, it is not reasonable to grant a full Group 3 approval based on an intended scope of work which is limited to, for example, a Cessna 172 aircraft. However, it may be reasonable to grant such full Group 3 approval, after showing appropriate capability, for an intended scope of work covering several aircraft types or series of different complexity and which are representative of the full Group 3. In such case, if later on changes need to be introduced in the detailed scope of work detailed in the CAME to include new aircraft types (within Group 3), this may be done by the procedure referred to in point [CAMO.A.130](#_bookmark21)(c).

#### Special case for ELA1 aircraft:

In order to promote standardisation, for this category of aircraft the following approach is recommended:

* Possible ratings to be endorsed in [Form 14](#_bookmark182):
  + ELA1 sailplanes;
  + ELA1 powered sailplanes and ELA1 aeroplanes;
  + ELA1 balloons;
  + ELA1 airships.
* Before endorsing any of those ratings (for example, ELA1 sailplanes) in [Form 14](#_bookmark182), the competent authority should audit that the organisation is capable of managing at least one aircraft type (for example, one type of sailplanes within the ELA1 category), including the availability of the necessary facilities, data, maintenance programmes, and staff.

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

*[Regulatory source]*

1. The competent authority should indicate its approval of the CAME in writing.
2. Contracts for subcontracting continuing airworthiness management tasks by CAMOs should be included in the continuing airworthiness organisation exposition. The competent authorities should verify that the standards set forth in [AMC1 CAMO.A.125(d)(3)](#_bookmark18) have been met when approving the exposition.
3. The competent authority while investigating the acceptability of the proposed subcontracted continuing airworthiness management tasks arrangements should 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).

1. Approval of the CAME constitutes formal acceptance of personnel specified in points [CAMO.A.305(a),](#_bookmark79) [CAMO.A.305(b)(2)](#_bookmark79), [CAMO.A.305(e)](#_bookmark79) and [CAMO.A.305(f)](#_bookmark79).
2. The competent authority 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 Republic of Armenia Civil Aviation Law and its delegated and implementing acts, and that the person abused that position by not complying with the applicable requirements.

(e) For CAT, commercial specialised operations and commercial ATO or commercial DTO operations, the initial approval of the aircraft technical log system required by M.A.306(b) and

M.B.305 may be done by approving the CAME in which this system should be described.

**CAMO.B.330 Changes**

*[Regulatory source]*

1. Upon receiving an application for a change that requires prior approval, the competent authority shall verify the organisation’s compliance with the applicable requirements before issuing the approval.
2. The competent authority shall establish the conditions under which the organisation may operate during the change unless the competent authority determines that the organisation’s certificate needs to be suspended.
3. When satisfied that the organisation complies with the applicable requirements, the competent authority shall approve the change.
4. Without prejudice to any additional enforcement measures, when the organisation implements changes requiring prior approval without having received competent authority approval pursuant to point (c), the competent authority shall suspend, limit or revoke the organisation’s certificate.
5. For changes not requiring prior approval, the competent authority shall assess the information provided in the notification sent by the organisation in accordance with point (c) of point [CAMO.A.130](#_bookmark21) to verify compliance with the applicable requirements. In case of any non- compliance, the competent authority shall:
   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 point [CAMO.B.350](#_bookmark178).

**AMC1 CAMO.B.330 Changes**

*[Regulatory source]*

1. The competent authority should have adequate control over any changes to the personnel specified in points [CAMO.A.305(a),](#_bookmark79) (b)(2), (e) and (f). Such changes in personnel will require an amendment to the exposition.
2. When an organisation submits the name of a new nominee for any of the personnel specified in points [CAMO.A.305(a),](#_bookmark79) (b)(2) and (e), the competent authority may require the organisation to produce a written résumé of the proposed person's qualifications. The competent authority should reserve the right to interview the nominee or call for additional evidence of his or her suitability before deciding upon him or her being acceptable.
3. For changes requiring prior approval, in order to verify the organisation's compliance with the applicable requirements, the competent authority should 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.
4. If a risk assessment is deemed to be necessary, the competent authority should inform the organisation accordingly.
5. If the competent authority considers that it is necessary to review the risk assessment performed by the organisation, it should request the organisation to provide it, and assess its result.
6. If required, the audit may include interviews and inspections carried out at the organisation’s facilities.
7. The applicable part(s) of Form 13-CAMO should be used to document the assessment of any changes to the Part-CAMO approval.

**GM1 CAMO.B.330 Changes**

*[Regulatory source]*

**CHANGE OF THE NAME OF THE ORGANISATION**

1. On receipt of the application and the amendment to the relevant parts of the CAME, the competent authority should reissue the certificate.
2. A change of only the name does not require the competent authority to audit the organisation unless there is evidence that other aspects of the organisation have changed.

**CAMO.B.330A Changes to the information security management system**

Reserved

**CAMO.B.350 Findings and corrective actions**

*[Regulatory source]*

1. The competent authority shall have a system to analyse findings for their safety significance.
2. A level 1 finding shall be issued by the competent authority when any significant non- compliance is detected with the applicable requirements of Republic of Armenia Civil Aviation Law and its delegated and implementing acts, 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 shall include:

* 1. failure to give the competent authority access to the organisation's facilities as defined in point [CAMO.A.140](#_bookmark29) 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.

1. A level 2 finding shall be issued by the competent authority when any non-compliance is detected with the applicable requirements of Republic of Armenia Civil Aviation Law and its delegated and implementing acts, with the organisation’s procedures and manuals, or with the terms of an approval or certificate which may lower safety or endanger flight safety.
2. When a finding is detected during oversight or by any other means, the competent authority shall, without prejudice to any additional action required by Republic of Armenia Civil Aviation Law and its delegated and implementing acts, communicate the finding to the organisation in writing, and request corrective action to address the non-compliance(s) identified. Where a finding directly relates to an aircraft, the competent authority shall inform the State in which the aircraft is registered.
   1. In the case of level 1 findings, the competent authority shall take immediate and appropriate action to prohibit or limit activities and, if appropriate, it shall 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 competent authority shall:
      1. 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 competent authority may extend the 3-month period subject to a satisfactory corrective action plan agreed by the competent authority;
      2. 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 competent authority, the finding shall be raised to a level 1 finding and action taken as laid down in point (d)(1).
   4. The competent authority shall record all findings it has raised or that have been communicated to it in accordance with point (e) and, where applicable, the enforcement measures it has applied, as well as all corrective actions and date of action closure for findings.
3. Without prejudice to any additional enforcement measures, when the authority of a State acting under the provisions of point (d) of point [CAMO.B.300](#_bookmark151) identifies any non-compliance with the applicable requirements of Republic of Armenia Civil Aviation Law and its delegated and implementing acts by an organisation certified by the competent authority of another State, it shall inform that competent authority and provide an indication of the level of finding.

### CAMO.B.355 Suspension, limitation and revocation

*[Regulatory source]*

The competent authority shall:

1. suspend a certificate on reasonable grounds in the case of potential safety threat;
2. suspend, revoke or limit a certificate pursuant to point [CAMO.B.350](#_bookmark178);
3. suspend certificate in case the competent authority’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

*[Regulatory source]*

**INFORMATION ON THE SECURITY SITUATION**

1. The Republic of Armenia government generally advises against any non-essential travel to a country where hostile conditions, or 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.
2. Countries where the above conditions apply should not be considered to be compatible with the performance of on-site audits by the competent authority.

## APPENDICES TO ANNEX VC (PART-CAMO)

**Appendix I to Part-CAMO — Continuing Airworthiness Management Organisation Certificate – Form 14**

*[Regulatory source]*

[REPUBLIC OF ARMENIA]

**CONTINUING AIRWORTHINESS MANAGEMENT ORGANISATION CERTIFICATE**

Reference: [AM].CAMO.XXXX

(Reference(s): include here the AOC approval(s) AOC XX.XXXX)

Pursuant to Republic of Armenia Civil Aviation Law and to the Regulation on Continuing Airworthiness, and subject to the conditions specified below, the CIVIL AVIATION COMMITTEE OF THE REPUBLIC OF ARMENIA hereby certifies:

[COMPANY NAME AND ADDRESS]

as a continuing airworthiness management organisation in compliance with Section A of Annex Vc (Part-CAMO) to Regulation on Continuing Airworthiness.

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 Annex Vc (Part-CAMO) to Regulation on Continuing Airworthiness.
2. This certificate requires compliance with the procedures specified in the CAME approved in accordance with Annex Vc (Part-CAMO) to Regulation on Continuing Airworthiness.
3. This certificate is valid whilst the approved continuing airworthiness management organisation remains in compliance with Annex I (Part-M), Annex Vb (Part-ML) and Annex Vc (Part-CAMO) to Regulation on Continuing Airworthiness.
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 conditions 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 Decision about approval of Aircraft Operator's Certificate, the AOC number, or if in accordance with point M.A.201(ea) of Annex I (Part-M) to Regulation on Continuing Airworthiness, 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:

1. This certificate does not constitute an authorisation to operate the types of aircraft referred to in condition 1. The authorisation to operate the aircraft is the AOC.
2. Termination, suspension or revocation of the AOC of an air carrier licensed in accordance with Decision about approval of Aircraft Operator's Certificate 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 Annex I (Part-M) to Regulation on Continuing Airworthiness, unless otherwise explicitly stated by the competent authority.
3. 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.

Date of original issue: ........................................................................................................................................

Signed: ...............................................................................................................................................................

Date of this revision: ................................................................Revision No: …………………………………………………. For the competent authority: [CIVIL AVIATION COMMITTEE OF THE REPUBLIC OF ARMENIA]

|  |  |  |  |
| --- | --- | --- | --- |
| 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]  \*\*\* |  |

Page … of …

|  |
| --- |
| Page 2 of 2  **CONTINUING AIRWORTHINESS MANAGEMENT ORGANISATION TERMS OF APPROVAL**  Reference: [AM].CAMO.XXXX (Reference(s) AOC XX.XXXX)  Organisation: [COMPANY NAME AND ADDRESS]  The terms of approval are limited to the scope of work contained in the approved CAME section………… CAME reference: ……………………………………………………………………………………………………………………………………. Date of original issue: ……………………………………..  Signed: ……………………………………………………………  Date of this revision: …………………………………………………………… Revision No: …………………………………………….  For the Competent Authority: [CIVIL AVIATION COMMITTEE OF THE REPUBLIC OF ARMENIA] |

***Form 14 Issue 6***

(\*\*\*) delete as appropriate if the organisation is not approved.

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

*[Regulatory source]*

**FORM 14**

The following fields on page 2 ‘CONTINUING AIRWORTHINESS MANAGEMENT ORGANISATION - TERMS OF APPROVAL’ of the [Form 14](#_bookmark182) 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 AMC AND GM TO ANNEX VC (PART-CAMO)

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

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

*[Regulatory source]*

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

#### Subcontracted continuing airworthiness management tasks

*[Regulatory source]*

* 1. To actively control the standards of the subcontracted organisation, the CAMO should employ a person or group of persons who are trained and competent in the disciplines associated with Part-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 continuing airworthiness of the aircraft to be operated.
  2. The CAMO should conduct a pre-subcontract audit to establish that the organisation to be subcontracted can achieve the standards required by Part-CAMO in connection with the activities to be subcontracted.
  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.
  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.
  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 respective competent authority, of any subsequent changes that affect their ability to fulfil the contract.
  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.
  7. Where the subcontracted organisation develops its own procedures, they should be compatible with the CAME and the terms of the contract. These should be accepted by the competent authority 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 competent authority 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. 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 Part-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. Whenever any elements of the 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 the authority to override, whenever necessary for the continuing airworthiness of their aircraft, any recommendation of the subcontracted organisation.

* 1. 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.
  2. The contract should provide for competent authority monitoring.
  3. The contract should address the respective responsibilities to ensure that any findings arising from the competent authority monitoring will be closed to the satisfaction of the competent authority.

#### Accomplishment

This paragraph describes the topics which may be applicable to such subcontracting arrangements.

* 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.

* 1. 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 for obtaining competent authority approval, where applicable; 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 competent authority upon request.

* 1. 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 competent authority.

* 1. Permitted variations to the 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 competent authority.

* 1. 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 work 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 of the accomplishment of such tasks.

* 1. 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 Part-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 surveillance (including audits and assessments) 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 Part-CAMO and the contract and mitigate related safety risks. Audit and assessment reports may be subject to review when requested by the competent authority.

* 1. Access to the competent authority

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

* 1. 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).

* 1. 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 the 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.

* 1. 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.

* 1. 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 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.

* 1. 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.

* 1. 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 the 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 limits established by the type certificate holder or the declarant of a declaration of design compliance.

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 competent authority, 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 the 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.

* 1. Occurrence reporting

All incidents and safety occurrences should be collected, and those that meet the reporting criteria should be reported as required by point [CAMO.A.160](#_bookmark35) in accordance with a procedure established by the CAMO (see [GM1 CAMO.A.205](#_bookmark65)).

* 1. 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 the agreed procedures. The CAMO should also be granted unrestricted and timely access to the original records as and when needed. Online access to the appropriate information systems is acceptable.

The record-keeping requirements of point [CAMO.A.220](#_bookmark68) should be met. Access to the records by duly authorised members of the competent authority should be granted upon request.

* 1. Maintenance check flight (MCF) procedures

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

* 1. Communication between the CAMO and the subcontracted organisation
     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. 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 the 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:

* + - 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.

* + - 1. Work scope planning meeting

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

* + - 1. Technical meeting

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

* + - 1. Compliance and performance meeting

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

* + - 1. 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 competent authority participation in the periodical reliability meetings should also be made.

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

*[Regulatory source]*

The provisions of Appendix XII to AMC1 M.B.102(c) apply.

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

*[Regulatory source]*

#### 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 CAMO 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/maintenance organisation exposition (MOE), or can consist in separate procedures. In other words, procedures and routines should reflect the conditions of the contract.

#### 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.

* 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.

* 1. 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 to support occasional line maintenance.

* 1. 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 M.A.615, CAO.A.095(a)(2) and 145.A.75(b). Additional guidance is provided by the associated AMC and 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 competent authority are entitled to be fully informed about subcontracting, although the competent authority will normally only be concerned with aircraft, engine and APU subcontracting.

* 1. Maintenance programme

The maintenance programme, under which maintenance has to be performed, has to be specified.

The CAMO should have that maintenance programme approved by its competent authority.

* 1. 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’).

* 1. Competent authority involvement

The contract should identify the competent authority(ies) responsible for the oversight of the aircraft, the operator, the CAMO, and the maintenance organisation. Additionally, the contract should allow competent authority(ies) access to the maintenance organisation.

* 1. 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 is not 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.
  1. 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’).

* 1. 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:

* the status of the ADs including due date and the selected means of compliance, if applicable; and
* status of modifications and the 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.

* 1. 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’).

* 1. 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’).

* 1. 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 or declared (in accordance with Part 21 Light Subpart C) 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 M.A.501, ML.A.501 and 145.A.42.

* 1. Pooled parts at line stations

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

* 1. 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 work cards;
* scheduled component removal list;
* modifications to be incorporated.

When the maintenance organisation decides, 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.

* 1. 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 the incorporation of repairs. The deferment of any defect rectification should be submitted to the CAMO.

* 1. Deferred tasks

See paragraphs 2.14 and 2.15 above, as well as 145.A.50(e), M.A.801(f) and 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.

* 1. 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.

* 1. 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 and/or the operator’s manual.

* 1. Bench test

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

* 1. 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 accomplished,
* maintenance visit report,
* test bench report.
  1. Maintenance record-keeping

The CAMO may subcontract the maintenance organisation to retain some of the maintenance records required by Part-M Subpart C. This means that the CAMO subcontracts under its management system part of its record-keeping tasks and, therefore, the provisions of point [CAMO.A.125(d)(3)](#_bookmark17) apply.

* 1. 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.

* 1. Meetings

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

* + 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.

* + 1. Work scope planning meeting

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

* + 1. 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.

* + 1. 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.

* + 1. 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.

### Appendix V to AMC2 CAMO.B.310(c) — Form 13-CAMO

*[Regulatory source]*

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| **PART-CAMO APPROVAL RECOMMENDATION REPORT** | | **FORM 13-CAMO** |
| **Part 1: General** |  | |
| Name of organisation: |  | |
| Approval reference: |  | |
| Requested approval rating: |  | |
| [Form 14](#_bookmark182) or AOC dated\*: |  | |
| Other approvals held (if app.) |  | |
| Address of facility(ies) audited: |  | |
| Audit period: from | to | |

|  |
| --- |
| Date(s) of audit(s):  Audit reference(s):  Persons interviewed:  Competent authority inspector(s): Signature(s):  Competent authority office: Date of Form 13-CAMO Part 1 completion: |
| \*delete as appropriate |

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|  | **PART-CAMO APPROVAL RECOMMENDATION REPORT** | **FORM 13-CAMO** |
| **Part 2: Part-CAMO Compliance Audit Review** | | |
| The five columns may be labelled and used as necessary to record the approval product line or facility, including subcontractor’s, reviewed. Against each column used of the following Part-CAMO subparagraphs please either tick () the box if satisfied with compliance, or cross (X) the box if not satisfied with compliance and specify the reference of the Part 4 finding next to the box, or enter N/A where an item is  not applicable, or N/R when applicable but not reviewed. | | |
| Para | Subject | |
| [CAMO.A.115](#_bookmark11) | Application for an organisation | |
|  | certificate | |
| [CAMO.A.120](#_bookmark16) | Means of compliance | |
| [CAMO.A.125](#_bookmark17) | Terms of approval and privileges | |
| [CAMO.A.130](#_bookmark21) | Changes to the organisation | |
| [CAMO.A.135](#_bookmark28) | Continued validity | |
| [CAMO.A.140](#_bookmark29) | Access | |
| [CAMO.A.150](#_bookmark30) | Findings | |
| [CAMO.A.155](#_bookmark34) | Immediate reaction to a safety | |
|  | problem | |
| [CAMO.A.160](#_bookmark35) | Occurrence reporting | |
| [CAMO.A.200](#_bookmark40) | Management system | |
| [CAMO.A.202](#_bookmark61) | Internal safety reporting scheme | |
| [CAMO.A.205](#_bookmark64) | Contracting and subcontracting | |
| [CAMO.A.215](#_bookmark66) | Facilities | |
| [CAMO.A.220](#_bookmark68) | Record-keeping | |
| [CAMO.A.300](#_bookmark73) | Continuing airworthiness | |
|  | management exposition | |
| [CAMO.A.305](#_bookmark79) | Personnel requirements | |
| [CAMO.A.310](#_bookmark98) | Airworthiness review staff | |
|  | qualifications | |
| [CAMO.A.315](#_bookmark103) | Continuing airworthiness | |
|  | management | |
| [CAMO.A.320](#_bookmark113) | Airworthiness review | |

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| [CAMO.A.325](#_bookmark114) Continuing airworthiness  management data |
| Competent authority inspector(s): Signature(s):  Competent authority office: Date of Form 13-CAMO Part 2 completion: |

**PART-CAMO APPROVAL RECOMMENDATION REPORT FORM 13-CAMO**

**Part 3: Compliance with PART-CAMO continuing airworthiness management exposition (CAME)**

Please either tick () the box if satisfied with compliance; or cross (x) if not satisfied with compliance and specify the reference of the Part 4 finding; or enter N/A where an item is not applicable; or N/R when applicable but not reviewed.

**PART 0 General organisation, safety policy and objectives**

* 1. Safety policy, objectives and accountable manager statement

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* 1. General information and scope of work
  2. Management personnel
  3. Management organisation chart
  4. Procedure for changes requiring prior approval
  5. Procedure for changes not requiring prior approval
  6. Alternative means of compliance procedure (AltMoC)

**PART 1 Continuing airworthiness management procedures**

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Use of aircraft continuing airworthiness record system and if applicable, aircraft technical log (ATL) system

MEL application

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Aircraft maintenance programmes(AMP) – development amendment and approval Continuing airworthiness records, responsibilities, retention, access Accomplishment and control of airworthiness directives

Analysis of the effectiveness of the maintenance programme(s) Non-mandatory modification and inspections

Repairs and modifications Defect reports Engineering activity Reliability programmes Pre-flight inspections Aircraft weighing

Maintenance check flight procedures

**PART 2 Management system procedures**

* 1. Hazard identification and safety risk management schemes

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* 1. Internal safety reporting and investigations
  2. Safety action planning
  3. Safety performance monitoring
  4. Change management
  5. Safety training and promotion
  6. Immediate safety action and coordination with operator’s emergency response plan (ERP)

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| 2.8 | Compliance monitoring |
| 2.8.1 | Audit plan and audits 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 |
| 2.8.6 | contract, including subcontractors used by the maintenance contractor  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 | Procedures for contracted maintenance |
| 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 competent authorities for the import of |
|  | aircraft |
| 4.5 | Recommendations to competent authorities |
| 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 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 [CAMO.A.125(d)(3)](#_bookmark17) |

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| * 1. List of contracted maintenance organisations and list of maintenance contracts as per [CAMO.A.300(a)(13)](#_bookmark73)   2. Copy of contracts for subcontracted work ([Appendix II to AMC1 CAMO.A.125(d)(3))](#_bookmark186)   3. List of approved maintenance programmes as per [CAMO.A.300(a)(12)](#_bookmark73)   4. List of currently approved AltMoC as per point [CAMO.A.300(a)(13)](#_bookmark73)   CAME Reference: CAME Amendment:  Competent authority inspector(s): Signature(s):  Competent authority office: Date of Form 13-CAMO Part 3 completion: |

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| **PART-CAMO APPROVAL RECOMMENDATION REPORT FORM 13-CAMO** | | | | | |
| **Part 4: Findings regarding PART-CAMO compliance status**  Each level 1 and 2 finding should be recorded whether it has been rectified or not and should be identified by a simple cross reference to the Part 2 requirement. All non-rectified findings should be copied in writing to the  organisation for the necessary corrective action. | | | | | |
| Part 2 or 3 ref. | Audit reference(s): Findings | L  e v e  l | Corrective action | | |
| Date Due | Date Closed | Reference |
|  |  |  |  |  |  |

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| **PART-CAMO APPROVAL RECOMMENDATION REPORT FORM 13-CAMO** |
| **Part 5: PART-CAMO approval or continued approval or change recommendation\*** |
| Name of organisation:  Approval reference:  Audit reference(s):  The following **Part-CAMO** terms of approval are recommended for this organisation:  Or, it is recommended that the **Part-CAMO** terms of approval specified in Form 14 referenced  . be continued.  Name of recommending competent authority inspector:  Signature of recommending competent authority inspector:  Competent authority office:  Date of recommendation:  Form 13-CAMO review: Date:  \*delete as appropriate |