MPIP & DASR Implementation: Concurrent Reform

WGCDR Nic Moyle – DD MPIP Program Management Office
Scope

• A reminder:
  – MPIP Background
  – directed outcomes
  – framework
• The productivity improvement challenge
• MPIP & DASR Implementation Phase 2
• Air Force DASR Implementation Phase 2 Strategy
• MPIP status and some key challenges
• MPIP and DASR: opportunities and rub points?
• Conclusion
A Reminder (1): Background

• Air Force Maintenance and Management Governance Review (AFMMGR), 2007
  – ‘...safety assurance aspects...are noticeably stronger than the effectiveness and efficiency provided.’

• Maintenance Productivity Review, 2012-2013
  – ‘identification and implementation of safety neutral enhancements to RAAF maintenance productivity’

• Maintenance Productivity Improvement Program (MPIP) (CAF Directive 4/12)
  – deliver the outcomes of MPR (and AFMMGR)
  – many MPIP initiatives preceded the Program
  – provides momentum and a means
  – enduring outcomes
A Reminder (2): Directed MPIP Outcomes

1. Improve Maintenance productivity through enduring changes
2. Achievement of capability (DLOC) w/o compromising airworthiness
3. Acceptable level of safety with a generative safety culture
4. Standard and streamlined technical reporting framework
5. A time conscious culture that measures and accounts for effort

‘to release maintenance workforce establishment for reinvestment to changing Air Force capability needs…’
CAF Directive 04/14
A Reminder (3): MPIP Framework

- CAFAC
  - CAF Directive 4/14
- Air Command Board
- MPIP Steering Group
- MPIP Working Group
- FEG Reform Boards

Diagram showing relationships between various groups:
- DACAUST (Chair)
  - FEGCDRs
  - DGLOG
  - DGPERS
  - DGTA
  - COM FAA
  - DG AVN
- DGLOG (Chair)
  - LOGBR
  - HQAC
  - FEG
  - PERSBR
  - CASG
  - DGTA
  - FAA
  - AAVN

- MPIP Steering Group
- MPIP Working Group
- FEG Reform Boards
The ‘Productivity’ improvement challenge

RAAF Aircraft Maintenance Workforce (AC-WGCDR) and RoE (81, 82, 42, 92, 84 & 86WGs)

- Overstrength Reduction
- OP OKRA RoE Increase

RAAF AFHRs per Maint FITT/TECH (AC-SGT) (Establishment)

- Tranche 1
- Tranche 2
- Tranche 3

20% Increase in AFHRs per Maintainer

MPIP Start

- Ratio (Historical, Estab)
- Ratio (Projected, Estab)
- Ratio (Projected, with OKRA)
- Ratio (Historical, Strength)
MPIP & DASR Implementation Phase 2 – Concurrent Reform

MPIP

Stage 1
Stage 2
Stage 3
Strategic Projects
FEG Projects

DASR Phase 2 – “Maturation”

Stage 1 - Compliance
Stage 2 - Standardisation
Stage 3 - Optimise

2016 2017 2018 2019+
AF DASR Implementation Phase 2 Strategy

DASR Phase 2

Scope: Part M, Part 21, Part 145, Part 66

Governance: leverage MPIP framework (DASR WG)

Program Management: LOGBR-AF TG&P
Project Management: From LOGBR-AF, FEGs, HQAC

Stage 1 - Compliance
1.1. Organisation Implementation Plans
1.2. SMS
1.3. QMS
1.4. Airworthiness Review
1.5. Update Trg Packages
1.X. Part 66 (Phase 1)

Stage 2 – Standardisation
2.1. Publication Updates?
2.2. Policy Scoping?
2.3. Form Updates?
2.4. IT Updates?

Stage 3 – Efficiency
3.1. Organisational Design?
MPIP Status: Productivity

One Measure: Maintenance Hours per Serviceable Platform

Air Force Hourly Maintenance Value

Reduction of 53 hrs per month per platform

\[ HMV = \frac{Labour\ Hours\ in\ Month}{Serviceable\ Platforms\ in\ Month} \] (\downarrow\ better)
MPIP Status: Key Challenges (1)

- Communication: consistent, timely and accurate; with feedback
MPIP Status: Key Challenges (2)

• Capacity and capability to address external dependencies
  – maintaining appropriate experience levels (e.g. posting policy)
  – addressing maintenance demand (e.g. funding, contractor capacity)
  – technology (e.g. DPN latency; Wi-Fi)
  – maximising time available (e.g. medical appt travel)
  – key enablers (e.g. refueling)
  – minimising ‘distractions’ (e.g. non-maintenance related duties)
  – facilities support

• Understand, measure, analyse and articulate impact
## MPIP Status: Key Challenges (3)

- Timely delivery of strategic project outputs

<table>
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<tr>
<th>Project Title</th>
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<td>Rationalistation of IET Qualification-Related Training</td>
<td>At Risk – Deliverables</td>
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MPIP Status: Key Challenges (4)

- Implementing MPIP initiatives alongside other key and important priorities
MPIP & DASR: Opportunities and Rub Points?

MPIP

- Productivity Improvement
- Operational Maintenance Demand
- Fleet Management Reform Project (1A)
  - Production Planning & Control (PP&C)
  - Integrated Activity Planning Cells (IAPC)
  - Task Management System (TMS)
  - Workforce Management
- Workforce Efficiency Dividend
- Orders, Instructions, Publications Rationalisation Project (22A)
- Change Management (Communication)

DASR Ph2

- A less prescriptive regulation set
  Build efficiencies into corporate solutions
- M.A.302 (f). Reliability Program
- Fleet Management
  M.A.708 (b). 7. Coordinate Scheduled Maintenance
  145.A.47. Production Planning
  145.A.30.(d). Maintenance Man-Hour Plans
- leverage current efforts for new requirements? (e.g. M.A.901 MARC)
- 145.A.45.(f). Readily available maintenance data
- Part 66 implementation?

Note: In no way meant to be an exhaustive list!
Conclusions

• Achieving greater RoE per Maintainer now than three years ago but challenged to:
  – keep pace with capability expectations
  – deliver opportunities for productivity improvement in a timely manner

• Concurrent reform via MPIP and DASR Implementation
  – need to work effectively and efficiently in contested space
  – a level of visibility of each is important to both and is being assisted by
    • DASR Implementation Phase 2 Strategy
    • Common and engaged stakeholder group
  – there are opportunities and rub points to further identify and consider

• Improvement beyond MPIP (and DASR)?
LOGBR-AF Points of Contact

MPIP: WGCDR Nic Moyle
DASR: WGCDR Nathan Guinness
Backup
No adverse Maintenance related ASOR trend

No adverse Maintenance related WHS trend

Mission Achievement meeting Target
Workforce Efficiency Dividend

- The numbers...Workforce Efficiency Divided (WED)

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Over-strength of MPIP Workforce

Air Force MPIP Strength and Establishment

Overstrength: Currently - 60 With Tranche 1 - 201

Tranche 1

Tranche 2

Tranche 3

Month