



BSI Standards Publication

Maintenance — Qualification of maintenance personnel

This is a preview of BS EN 15628:2025. [Click here to purchase the full version from the ANSI store.](#)

National foreword

This British Standard is the UK implementation of EN 15628:2025. It supersedes BS EN 15628:2014, which is withdrawn.

The UK participation in its preparation was entrusted to Technical Committee DS/1, Dependability.

A list of organizations represented on this committee can be obtained on request to its committee manager.

The UK committee advises users that this framework for qualifications of maintenance personnel is written to meet the needs of numerous countries. In keeping with Subclause 6.1, the committee recommends that users tailor the framework to meet their sector specific needs and consider the requirements of the Engineering Council Engineering Technician, Incorporated Engineer and Chartered Engineer when developing the requirements for their maintenance personnel.

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Amendments/corrigenda issued since publication

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EUROPÄISCHE NORM

November 2025

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English Version

Maintenance - Qualification of maintenance personnel

Maintenance - Qualification du personnel de
maintenanceInstandhaltung - Qualifikation des
Instandhaltungspersonals

This European Standard was approved by CEN on 29 September 2025.

CEN members are bound to comply with the CEN/CENELEC Internal Regulations which stipulate the conditions for giving this European Standard the status of a national standard without any alteration. Up-to-date lists and bibliographical references concerning such national standards may be obtained on application to the CEN-CENELEC Management Centre or to any CEN member.

This European Standard exists in three official versions (English, French, German). A version in any other language made by translation under the responsibility of a CEN member into its own language and notified to the CEN-CENELEC Management Centre has the same status as the official versions.

CEN members are the national standards bodies of Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Republic of North Macedonia, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Türkiye and United Kingdom.

EUROPEAN COMMITTEE FOR STANDARDIZATION
COMITÉ EUROPÉEN DE NORMALISATION
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European foreword

This document (EN 15628:2025) has been prepared by Technical Committee CEN/TC 319 “Maintenance”, the secretariat of which is held by UNI.

This European Standard shall be given the status of a national standard, either by publication of an identical text or by endorsement, at the latest by May 2026, and conflicting national standards shall be withdrawn at the latest by May 2026.

Attention is drawn to the possibility that some of the elements of this document may be the subject of patent rights. CEN shall not be held responsible for identifying any or all such patent rights.

This document supersedes EN 15628:2014.

EN 15628:2025 includes the following significant technical changes with respect to EN 15628:2014:

- revision of the structure to make the document consistent with EN 17007 describing the maintenance process which result in new structure;
- addition of a new role: Maintenance Engineer;
- determination of the knowledge required according to the maintenance actions to be performed;
- full consideration of the recommendations included in the European Qualification Framework (*Recommendation 2008/C 111/01 of the European Parliament and of the Council of 23 April 2008 on the establishment of the European Qualifications Framework for lifelong learning*).

Any feedback and questions on this document should be directed to the users’ national standards body. A complete listing of these bodies can be found on the CEN website.

According to the CEN-CENELEC Internal Regulations, the national standards organisations of the following countries are bound to implement this European Standard: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Republic of North Macedonia, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Türkiye and the United Kingdom.

Introduction

Due to the growing extent and increasing complexity of maintenance in the European industry, diverse occupational profiles have evolved for maintenance personnel in different member states. This document specifies basic and target qualifications and corresponding associated competences, skills, and knowledge.

The recommended requirements aim to ensure specific qualifications and highly qualified professional personnel across various maintenance functions and positions.

This document is part of a set of maintenance standards produced by CEN/TC 319. All these standards contain maintenance knowledge and are naturally related to this document. The available CEN/TC 319 maintenance standards can be divided into four groups: Common Base, Management, Methodologies and Resources. This document belongs to the Resources group.

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1 Scope

This document specifies qualification of the personnel regarding the tasks to be performed in the context of the maintenance of plant, infrastructure and production systems to fulfil the requirements of the maintenance job.

This document describes the knowledge, skills and competencies required for the qualification of maintenance personnel. These guidelines can be used for training, skills validation of maintenance personal and career planning.

This document covers the following professional roles in the maintenance organization:

- Maintenance Technician Specialist;
- Maintenance Supervisor;
- Maintenance Engineer;
- Maintenance Manager.

These designations can be adapted based on company practices and operational organization. An example of an organizational structure can be seen in Annex A.

This document does not specify the verification criteria nor the specialized training of the personnel, which is related to specific sectors.

NOTE Specialization and profession are the subjects of the training carried out in the relevant sector.

2 Normative references

The following documents are referred to in the text in such a way that some or all of their content constitutes requirements of this document. For dated references, only the edition cited applies. For undated references, the latest edition of the referenced document (including any amendments) applies.

EN 13306:2017, *Maintenance - Maintenance terminology*

EN 17007, *Maintenance process and associated indicators*

3 Terms and definitions

For the purposes of this document, the terms and definitions given in EN 13306:2017 and the following apply.

ISO and IEC maintain terminology databases for use in standardization at the following addresses:

- ISO Online browsing platform: available at <https://www.iso.org/obp/>
- IEC Electropedia: available at <https://www.electropedia.org/>

3.1

competence

proven ability to use knowledge, skills and personal, social and/or methodological abilities, in work or study situations and in professional and personal development

Note 1 to entry: Competence is described in terms of responsibility and autonomy.