



AEMT & EASA Merger Considerations

To provide a foundation of transparency and to help members understand the directions being considered, information was presented at the 2025 AEMT Conference, outlining the tangible benefits and risks of a potential merger with the AEMT and EASA. The slides from the presentation are available upon request but the main information is outlined below, followed by some FAQs which address key questions about the proposed merger, including identity, governance, staffing, operations, finances, and intellectual property of the AEMT.

The aim is to provide clarity and support informed decision-making as discussions continue. All member organisations will have the opportunity to vote on the merger before or during the next EGM.

Reasons the merger is being considered:

- **Combining Strengths for Greater Benefits**
 - Enhanced technical support across HV, MV, LV and IEC & EX standards.
 - Broader networking through expanded events and peer collaboration.
 - A larger, more inclusive membership base.
 - Stronger collective voice: increased influence and industry presence.
- **Strategic Advantages of Merging**
 - Greater diversity and reach in membership services.
 - Elevated service quality by leveraging shared expertise.
 - Aligned missions to eliminate overlap and boost synergy.

Shared values and beliefs of EASA and the AEMT:

- Technical support
- Networking opportunities
- Industry representation
- Training & development
- Quality & Sustainability

The overriding outcome from a proposed merger must be to the benefit of our members.

FAQs

1. Will the AEMT lose its name, brand, or historical identity if it merges with EASA?

No. If the merger goes ahead, the AEMT will retain its identity by joining EASA as a separate chapter under Region 9, officially referred to as “*the AEMT chapter*.” This structure is intended to preserve the AEMT’s name, logo, and historical legacy within the broader EASA framework.

2. Will AEMT still be recognised as a UK-based organisation after the merger?

Yes. The AEMT will continue to operate as a UK-based chapter within EASA’s Region 9. The intention is to ensure that its UK presence and operations remain distinct, maintaining the association’s regional relevance and influence.

3. Will the AEMT lose control over its governance if it merges with EASA?

Not entirely. The AEMT chapter will have its own dedicated chapter board, allowing for a level of independent governance. However, this board will need to operate in alignment with EASA’s principles and guidelines and will report to Region 9. A dual-board or UK-specific governance structure has been recommended to help preserve autonomy.

4. How will decision-making be handled within the merged structure?

Decision-making for the AEMT chapter will be conducted by its own chapter board, maintaining local oversight and involvement. However, overarching policies and governance will be guided by EASA’s framework. The AEMT board will be accountable to Region 9 within EASA’s structure.

5. What steps are being taken to protect the AEMT’s identity long-term?

A formal agreement is recommended to secure the AEMT’s name, logo, and branding indefinitely—even within a merged structure. This ensures that the AEMT’s legacy and distinctiveness are preserved as it becomes part of the wider EASA organisation.

6. Will the AEMT retain operational control in the UK after merging with EASA?

Partially. While the AEMT will continue to operate as a distinct UK chapter, it will be required to follow EASA's overall bylaws, regulations, and guidelines. Clearly defined operational boundaries and responsibilities will be required.

7. Can the AEMT continue delivering UK-specific services and standards?

Yes, to a degree. The AEMT will remain focused on the UK market, but all activities must align with the overarching policies of EASA. Operational independence to be agreed to ensure continued relevance in the UK.

8. What will happen to AEMT staff and leadership positions after the merger?

No guarantees can be made upfront. EASA has stated that to fully benefit from a merger, staffing structures will need to be redefined. This means **roles and responsibilities of both AEMT and EASA Region 9 staff may change**, and final decisions will be made by the boards of the AEMT Chapter and Region 9. Employment continuity cannot be guaranteed in advance.

9. Will UK staffing levels change as a result of the merger?

Staffing changes are possible, but not yet determined. While the intention is to integrate teams and redefine roles collaboratively, EASA has clarified that staffing decisions will be addressed during the merger planning phase and decided by the relevant boards. While shared services (e.g. accounting) may reduce the need for outsourced resources, **growth could lead to an expansion in technical staff.** Final decisions will depend on the agreed structure and operational needs of the AEMT chapter within EASA.

10. How will AEMT's finances and assets be managed after the merger?

The AEMT chapter will retain its own financials and reserves. EASA has proposed a **gradual alignment** to EASA's fee structure. Each chapter within EASA—including the AEMT chapter—manages its own budget and reserves independently. A joint financial audit and a **ring-fenced budget** for AEMT activities are recommended to ensure financial transparency and protection.

11. Will AEMT's income streams be protected post-merger?

Yes, in principle. Each EASA chapter maintains its own financial autonomy, including reserves and income streams. However, aligning to EASA's fee model will happen gradually, and formal agreement on budgeting processes should be secured during merger discussions.

12. What will happen to AEMT's current office and lease commitments after the merger?

No immediate changes are planned. EASA has confirmed that all legal agreements, including lease contracts, will be respected. However, further discussions with the teams are needed to understand the current lease terms in more detail. It's recommended that all property and lease matters be included in the **merger due diligence process**.

13. Will the AEMT continue to have a UK-based office?

Yes, that is the intention. Maintaining a UK-based office presence is a priority for AEMT. EASA has acknowledged the importance of reviewing existing arrangements and ensuring that lease commitments are honoured as part of the merger process.

14. Will AEMT lose ownership of its training programs, products, or technical standards?

Not necessarily, but clarity is needed. The ownership and future use of AEMT-developed intellectual property (IP) have yet to be fully defined. It is recommended that the merger agreement **clearly outline IP ownership, licensing terms, and development responsibilities** to protect the AEMT's assets and ensure continued value for members.

15. What is EASA's position on AEMT's intellectual property and products?

EASA is committed to preserving the benefits of the AEMT. They propose a **transition period** to align AEMT products and services with the EASA structure. The goal is to combine the strengths of both organisations to deliver the best possible outcome for all members. Further discussions will determine how IP and service portfolios are managed going forward.
