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SASCON `11

Safety Culture Development "Best Practice"

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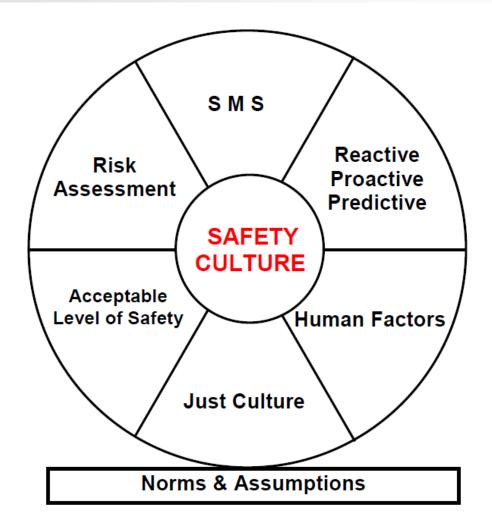
Safety Culture ?

- Everybody is talking about it
- Somebody will understand
- Nobody can abdicate one's responsibilities
- Anybody should demonstrate by exemplification



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Safety Culture ?





How can Safety Culture be "captured" ?

- common definitions, language, understanding
- targets and indicators → measurability
- fact-based results and actions
- open communication

How can Safety Culture be explained ?

AWARENESS

The extent to which employees and management are aware of the risks for themselves and for others implied by the organization's operations. Employees and management should be constantly maintaining a high degree of vigilance with respect to safety issues

ADAPTABILITY

The extent to which employees and management are willing to learn from past experiences and are able to take whatever action is necessary in order to enhance the level of safety within the organization

JUSTNESS

The extent to which safe behaviour and reporting of safety issues are encouraged or even rewarded and unsafe behaviour is discouraged

(Synonym "Just Culture")

SAFETY CULTURE

Safety Culture is the set of enduring values and attitudes regarding safety, shared by every member of every level of an organization.

INFORMATION

The extent to which information is distributed to the right people in the organization. Employees should be encouraged to report safety concerns. Work related information has to be communicated in the right way to the right people in order to avoid miscommunication that could lead to hazardous situations

BEHAVIOUR WITH RESPECT TO SAFETY

The extent to which every level of the organization behaves such as to maintain and improve the level of safety. From the management side, the importance of safety should be recognized and everything needed to maintain and enhance safety records should be put in place

COMMITMENT TO SAFETY

The extent to which every level of the organization has a positive attitude towards safety and recognizes its importance. Top management should be genuinely committed to keeping a high level of safety and give employees motivation and means to do so as well

Source: European Commercial Aviation Safety Team (ECAST) - 2009



Obstacles

- formalism (blind confidence in processes)
- escape into new creations (old wine in new bottles)
- defences (silo-mentality)
- misuse of SMS as a smoke screen
- economical constraints

FOCA's role and position

- promotion of open reporting and communication
- implementation of proven safety standards
- recommendations for use of "best practice"
- know-how, training, experience, competencies of staff
- challenge and evaluation of FOCA's own safety culture maturity

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SAFETY is our business!