



CANSO SMS SOE Annual benchmarking ATNS experience

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Presentation outline

- CANSO SMS SOE
- CANSO SEANS programme
- CANSO SMS SOE Annual benchmarking
- ATNS experience
- ATNS Results

CANSO SMS SOE study areas

Safety culture

Element: Development of a positive and proactive safety culture

Safety policy and objectives

Elements:

Safety Policy

Organisational and individual safety responsibilities

Compliance with international obligations

Coordination of Emergency Response Plan

Safety Management System Documentation

Safety risk management

Elements:

Risk Management Process

Safety achievement

Elements:

Safety Interfaces

Safety by Design

Fatigue-related Risk Management

Safety assurance

Elements:

Safety Performance

Monitoring and Measuring

The Management of Change

Continual Improvement of the SMS

Safety Reporting Investigation and Improvement

Operational Safety Surveys and SMS Audits

Safety promotion

Elements:

Safety Communication

Training and Education



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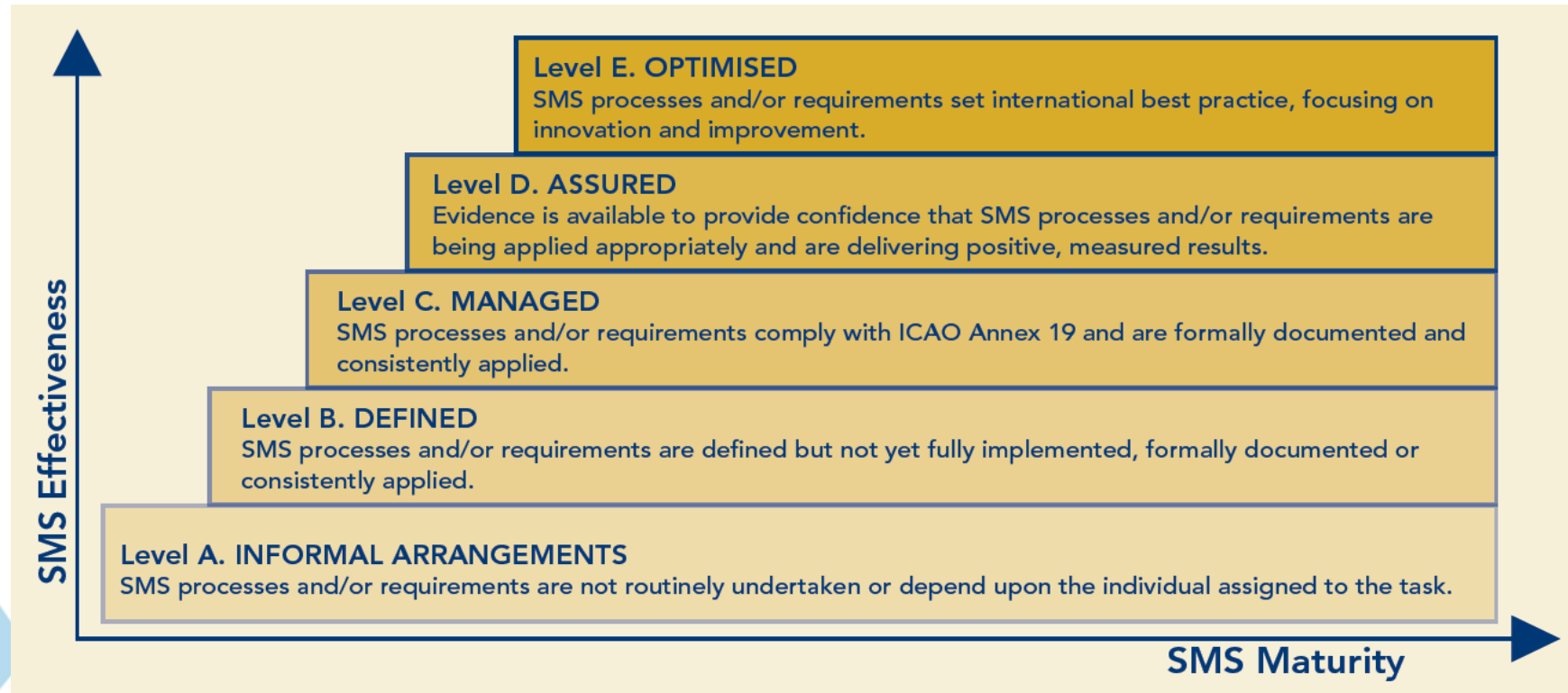




1. Development of a Positive and Proactive Safety Culture

1.1 An intelligent and effective organisational culture (is one that) is responsive to the functional differences in an organisation. (Differing functions and roles in an organisation have different views of risk and different views about safety).	Answer	Guidance Notes	Justification (for each objective, please provide justification for each question where you are claiming YES)	Evidence (please provide evidence for each 'Yes' answer)
Concept of Safety				
<p>A</p> <p>Employees believe that safety goals will be achieved by complying with rules and regulations. People, especially front-line staff, are considered to be the principal cause of accidents and incidents. Sanctions are applied by management when non-compliances are found.</p>		No Answer Required		
<p>B1. Do employees contribute to safety by highlighting deficiencies in rules and procedures in an ad hoc way? Note: If there is a formal process in place where employees challenge procedures, practices and people to improve safety performance, answer Yes and provide relevant justification and evidence.</p>	Yes	<p>Potential Justification: - Describe how employees are made aware of their safety roles and responsibilities. Examples could include: activity through hazard reporting or through safety or team meetings, which are not part of a formal process or procedure.</p>	<p>Responsibilities are defined in the SMS Manual for the different levels in the organisation and also defined in the safety Policy</p>	<p>* SMS training for ATS and ATSEP. In the SMS Manual defines the roles and responsibilities by position as well in job descriptions. Safety objectives are included with each employees performance evaluation.</p>
<p>B2. Is your organisation developing processes to support employees' ability to share safety lessons learnt with other teams or groups within your organisation? (If your organisation has already established these processes, please select Yes)</p>	Yes	<p>If processes are already established, provide some brief details of these. How effective are they? Examples could include: lesson dissemination process, intranet publications, posters, leaflets. If they are already established, explain further improvements.</p>	<p>Safety publication is disseminated once a quarter to all, safety presentations by personnel involved in safety events, safety posters with focussed messages and safety newsletters and safety workshops.</p>	<p>* Safety investigations, safetynet. Safety communication through the CEO's office, through the monthly orbit newsletter. Safety posters and presentations.</p>
		<p>Generally, at Level C level with the area of Concept of Safety, there is recognition that staff contribute to the safe provision of services through the way that the operational tasks are undertaken including the way that trade-offs in the operation and beyond are taken. Organisations accept that procedures and rules cannot fully describe every eventuality. As such, they do not rely on new or additional rules and procedures, as the only safety intervention.</p>	<p>The organisation does rely on operational staff experience to achieve operational tasks as there are a number of very experienced ATC's in the different parts of the organisation who are involved in</p>	<p>Operational specialists with experience</p>

CANSO SMS SOE



CANSO SEANS Programme

- Face to face
- Cost of exercise
- Completion of survey remote and submission to assessor
- On-site verification of responses
- Evidence of justification

CANSO SMS SOE Annual benchmarking

- Remote submission
- Survey completion
- Supplementary questions and telephonic interview
- Review of draft report
- Final report

ATNS experience

- Engagement with assessors
- SEANS programme- good learning opportunity (SME)
- SOE structure helps improvement
- Final report has recommendations
- Improvement milestones
- Progress made – Enhanced Safety Policy, Just Culture Policy and Peer Review process (SIEP)



THANK YOU



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