

CANSO ACADEMY

**PATHWAY TO PARTICIPATION
(P2P) IN THE
EUROCONTROL/CANSO SAFETY
MANAGEMENT SYSTEM
STANDARD OF EXCELLENCE
(SMS SOE)**

Thursday 24 April

13:00-14:00 CEST

MODERATOR



John Wennes

Safety Programme Manager

CANSO

SPEAKERS



Nicoli Gabbidon

Director, Safety and Compliance/Co-Chair NXGN
SMS Workgroup

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Senior Team Leader
EUROCONTROL

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EUROCONTROL/CAN SO

STANDARD OF EXCELLENCE (SOE) in SAFETY
MANAGEMENT SYSTEM (SMS) ASSESSMENT

EUROCONTROL/CANSO SOE IN SMS ASSESSMENT

Benefit of Participation

- The **EUROCONTROL/CANSO SOE in SMS Assessment** is a powerful tool for tracking, benchmarking, and improving aviation safety.
- Participating states gain **insights into SMS maturity and effectiveness, AND best practices.**
- A high participation rate strengthens **global aviation safety and regulatory alignment.**

EUROCONTROL/CANSO SOE IN SMS ASSESSMENT

The Current State & The Challenge

50% (average) of member states participate annually but our goal is **100%**.

•What's stopping the other 50%?

- Perceived complexity of the process.
- Limited resources or competing priorities.
- Uncertainty about how participation will benefit their organization.

Why It Matters: Greater participation means better benchmarking, shared best practices, and a stronger global safety culture.



EUROCONTROL/CANSO SOE IN SMS ASSESSMENT

Understanding the Barriers

- ***“It’s too complex”***: Perception that the process is complex and too involved.
- ***“We are not ready”***: Concerns about not being "ready" or not having a mature SMS.
- ***“We don’t want our info out there”***: Hesitation to share SMS maturity data due to regulatory or competitive concerns.
- ***“We don’t have the resources”***: *(Non)Availability of dedicated personnel to consistently complete the assessment.*
- **Unclear Benefits**: Not seeing tangible benefits of participation.
- ***“How do we participate?”***: Not clear on where/how to login to complete the assessment.

EUROCONTROL/CANSO SOE IN SMS ASSESSMENT

The Power of Participation: Why It's Worth It

Benchmarking: Compare your SMS maturity against global standards and peers.

Best Practices: Access to proven strategies and solutions from leading ANSPs.

Continuous Improvement: Identify gaps and prioritize areas for improvement.

Safety Leadership: Demonstrate commitment to safety excellence on the world stage.

EUROCONTROL/CANSO SOE IN SMS ASSESSMENT

What Participating States have Achieved

Improved Safety Culture: Data-backed enhancements in safety policy, risk management, and safety awareness.

Regulatory Readiness: Assisting ANSPs with conformance to **ICAO Annex 19** and facilitating compliance with your safety regulations.

Benchmarking for Growth: Identifying strengths and opportunities relative to **industry peers**.

participate



EUROCONTROL/CANSO SOE IN SMS ASSESSMENT

Your ANSP's Information is Kept Confidential!

CONFIDENTIALITY REMINDER

- When participating in the SOE in SMS Assessment, your ANSP's **information remains confidential** and is **not automatically shared with other ANSPs**.
- The assessment is **designed to support your ANSP's SMS growth**, not to compare or rank organizations.
- Confidentiality ensures a **safe space for honest assessment and meaningful safety improvement**.
- Your ANSP's journey is unique, and this assessment is here to **empower your progress, not expose your challenges**.

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CANSO

PATHWAY TO PARTICIPATION

PATHWAY TO PARTICIPATION (P2P)

Important Facts about P2P

- **What is the P2P Initiative?** A structured initiative to support ANSPs in commencing the implementation of their Safety Management Systems (SMS).
- **Why Do We Need It?** To assist ANSPs in meeting global safety standards and foster a proactive safety culture.
- **How Does It Work?** Provides concise guidance, resources, and collaborative support aligned with established SMS frameworks and industry best practices.
- **Who is the Audience?** Member ANSPs that wish to participate in the SoE in SMS Assessment and industry stakeholders.
- **Where Can It Be Found?** Accessible through CAN SO website with tools, templates, and expert support.

PATHWAY TO PARTICIPATION (P2P)

What is the P2P Initiative?

A proactive, collaborative programme designed to help ANSPs address specific elements of the SMS.

- Key Components

- **Concise Guidance:** Brief steps to address specific SMS elements
- **Resource Library:** Tools, worksheets and best practices
- **Expert Support:** Access to global safety experts and peer networks

Outcome: Enhanced SMS, improved safety performance, and alignment with global standards.

PATHWAY TO PARTICIPATION (P2P)

What it is Not....

- **Not a Mandate:** Voluntary and supportive, not regulatory or punitive.
- **Not a One-Size-Fits-All Solution:** Tailored to each ANSP's unique operational context.
- **Not a Replacement for Existing SMS:** Complements and strengthens current systems.
- **Not a Short-Term Fix:** Focused on sustainable, long-term improvement.
- **Not an Abbreviated SMS:** Not an alternative to full implementation of an SMS.
- **Not a Replacement for SOE in SMS Assessment:** Not an abbreviated, easier option to SOE SMS Assessment; not SOE Lite.
- **Not an Assessment:** Used internally at the discretion of the ANSP based on its priorities and needs.

PATHWAY TO PARTICIPATION (P2P)

Who is the Intended Audience?

Primary Audience:

- ANSPs desirous of **participating** in the annual SOE in SMS Assessment.
- ANSPs that want to start participating **consistently**.
- ANSPs desirous of **improving** specific elements of their SMS.
- ANSPs in the **early stages** of implementing SMS.

Secondary Audience:

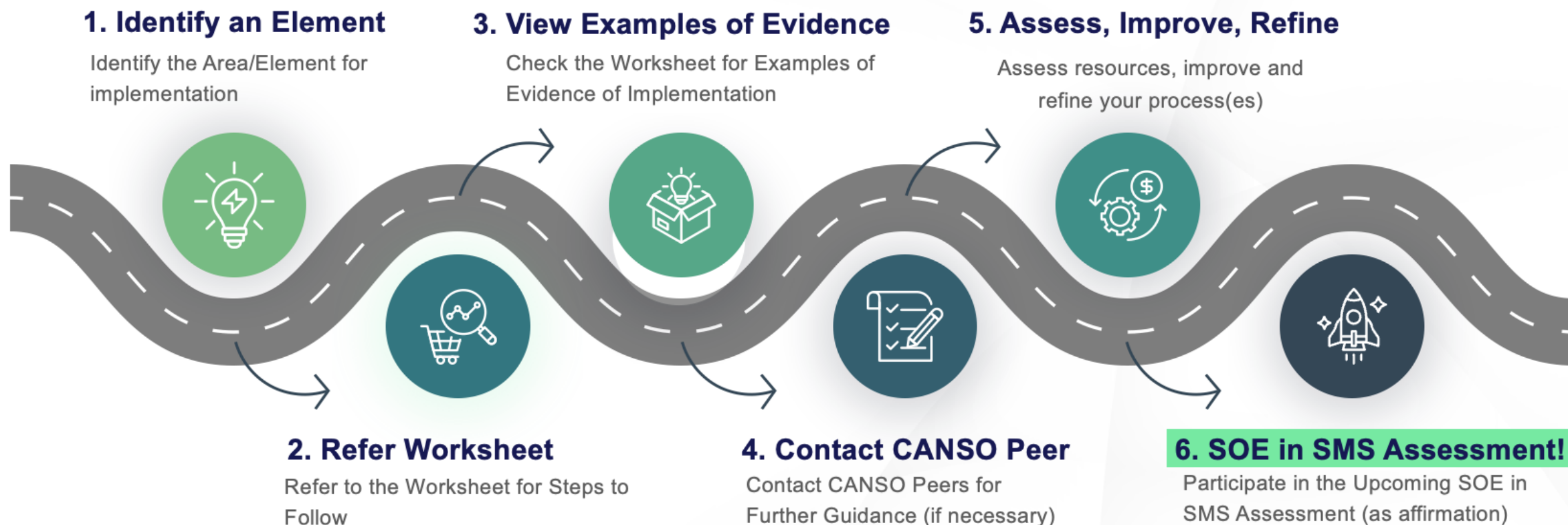
- Industry stakeholders.
- Industry partners.



Pathway to Participation (P2P)

How does it work....

The *Pathway to Participation* is designed to be a practical, step-by-step guide for ANSPs to implement or review specific elements of their SMS. Here's how ANSPs can effectively use this initiative:



PATHWAY TO PARTICIPATION (P2P) WORKSHEETS

Elements in Focus (1st Iteration)

To assist states **in the early stages of SMS implementation**, a targeted worksheet has been developed for specific elements.

Focused on **6 Elements**:

- **Safety Policy**
- **Safety Accountability**
- **Safety Risk Management**
- **Incident Investigation**
- **Management of Change**
- **Safety Promotion & Training**

This tool complements the phased SMS approach by offering practical, concise guidance.

PATHWAY TO PARTICIPATION (P2P)

CANSO Phased SMS Implementation Approach

PHASE	GROUP	ELEMENT
1	Safety Policy and Objectives	Safety Policy Organisational and Individual Safety Responsibilities
2	Safety Assurance	Safety Reporting, Investigation and Improvement [sub-element 8.1]
	Safety Promotion	Training and Education
	Safety Culture	Development of a Positive and Proactive Safety Culture (Appendix A, sub-element 13)
	Risk Management	Safety Risk Management
3	Safety Policy and Objectives	Safety Management System Documentation Coordination of Emergency Response Plan
	Safety Assurance	Management of Change Safety Reporting, Investigation and Improvement [sub-element 8.2] Safety Interfaces
4	Safety Assurance	Operational Safety Surveys and SMS Audits
	Safety Culture	Safety Culture (Appendix A, sub-element 13)
	Risk Management	Fatigue Risk Management

Safety Policy **(1)**

Safety Accountability **(1)**

Incident Investigation **(2)**

Safety Promotion & Training **(2)**

Safety Risk Management **(3)**

Management of Change **(3)**

PATHWAY TO PARTICIPATION (P2P)

13 Study Areas (EUROCONTROL/CAN SO SOE in SMS Assessment)

1. Development Of A Positive And Proactive Safety Culture

2. Safety Policy (**ICAO Element 1.1**)

3. Safety Accountabilities (**ICAO Elements 1.2 And 1.3**)

4. SMS Documentation (**ICAO Element 1.5**)

5. Safety Interfaces

6. Safety Risk Management (**ICAO Elements 2 And 3.1.1**)

7. Fatigue-related Risk Management

8. Safety Reporting, Investigation And Improvement (**ICAO Element 1.1.1c**)

9. Coordination Of Emergency Response Planning (**ICAO Elements 1.4**)

10. Operational Safety Surveys And SMS Audits (**ICAO Elements 3.2 And 3.3**)

11. Management Of Change (**ICAO Element 3.2**)

12. Training And Education (**ICAO Element 4.1**)

13. Safety Communication (**ICAO Element 4.2**)

Safety Policy

Safety Accountability

Incident Investigation

Safety Promotion & Training

Safety Risk Management

Management of Change

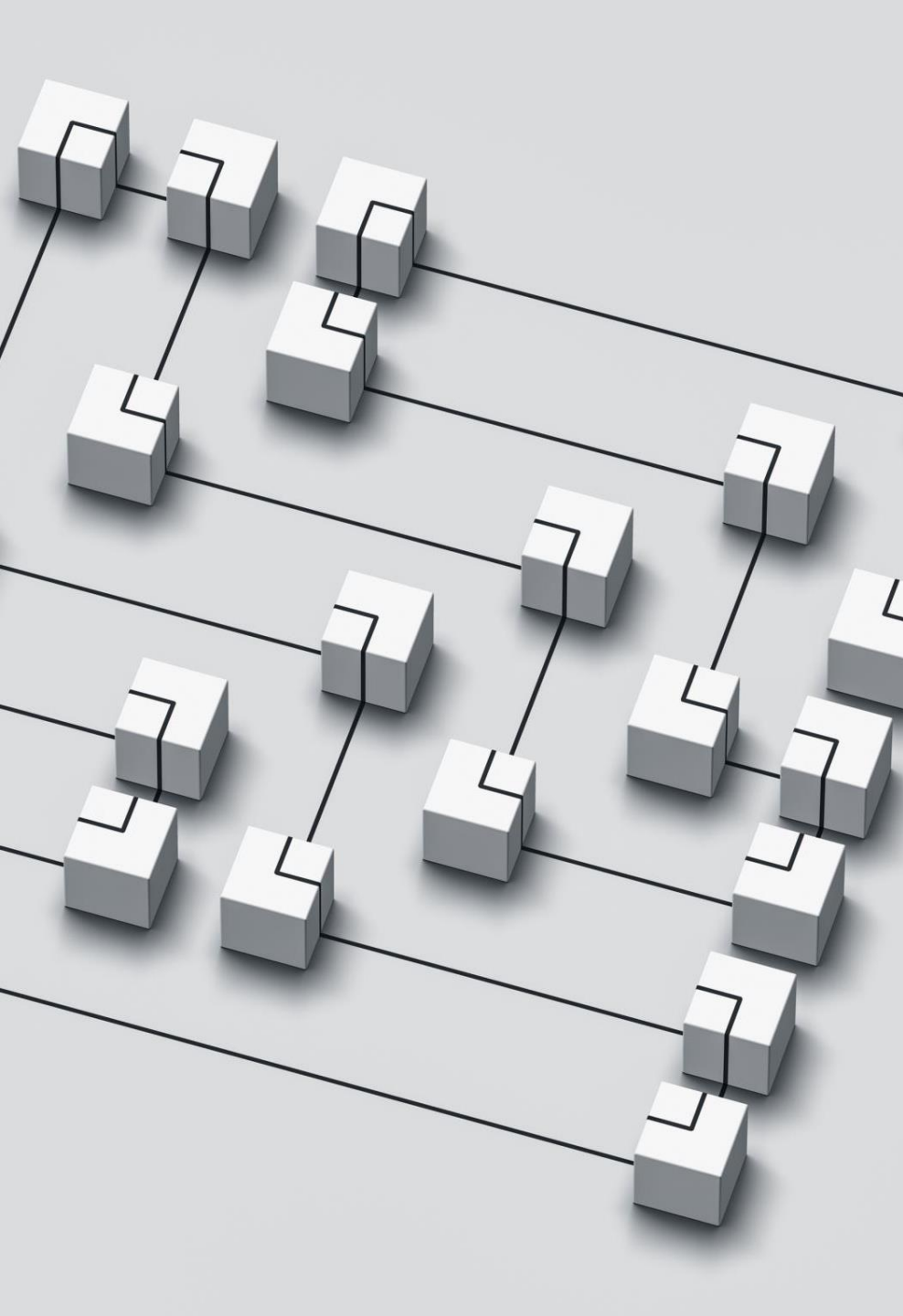


PATHWAY TO PARTICIPATION (P2P)

Where can I find the P2P Worksheets?

Non-member ANSPs, send request email to: safety@canso.org

CAN SO members can access:
<https://canso.org/document/pathway-to-participation-tools/>



Safety Investigations



Sub-Focus Area	Guidance - What and How	Operational Practices - How Others Did It	Benefit of the Implementation	Resources Needed to Implement and Keep It Working	Evidence (Proof We Have It Implemented)
Investigation Policy & Framework	Develop an ATS incident investigation policy aligned with ICAO Annex 19 SMS principles, ensuring a learning-based, non-punitive approach.	ANSP 1013 integrates ATS occurrence investigations into their SMS, ensuring proactive safety risk management.	Ensures alignment with ICAO Annex 19 SMS principles, fostering a proactive safety culture.	Internal investigation policy, SMS framework, and compliance with regulatory SMS requirements.	Published ATS investigation policy, SMS documentation, and evidence of alignment with Annex 19.
Occurrence Classification & Reporting	Implement a severity-based classification system (e.g., EUROCONTROL RAT or ICAO severity definitions) to ensure investigations are proportionate to risk.	ANSP 1013 applies a structured occurrence classification system based on risk and severity to determine investigation depth.	Improves prioritization of safety occurrences, ensuring resources are directed towards higher-risk events.	Occurrence classification matrix, risk assessment tools, and standardized reporting mechanisms.	Occurrence classification reports, severity risk assessments, and proactive safety trends analysis.
Investigation Process & Methodology	Define a structured investigation process that includes root cause analysis, human factors assessment (e.g., HFACS), and systemic safety improvements.	ANSP 1013 recommends the use of HFACS for human factors analysis, promoting learning rather than blame.	Enhances root cause analysis, leading to systemic safety improvements and operational risk reduction.	Investigation process guidelines, trained investigators, and human factors analysis methodologies.	Documented investigation reports, root cause analysis records, and internal safety review findings.
Investigator Competency & Training	Ensure investigators receive SMS-based occurrence investigation training, focusing on risk identification rather than regulatory enforcement.	ANSP 1013 mandates training programs for all safety investigators.	Develops investigator expertise, ensuring findings translate into meaningful safety enhancements.	Dedicated training programs, SMS investigator certification, and recurrent training initiatives.	Training completion records, investigator competency logs, and SMS-based investigative workshops.
Use of Safety Data & Analysis	Leverage surveillance data, flight data monitoring (FDM), and operational reports to proactively identify trends and prevent recurrence.	ANSP 1013 uses advanced analytical tools to enhance trend analysis.	Facilitates proactive risk management through data-driven insights and leading indicators.	Innovative data analysis platforms, access to operational data, and assessment software.	Safety performance dashboards, risk trend analysis reports, and proactive hazard identification metrics.
Stakeholder Involvement & Communication	Establish transparent communication with internal and external stakeholders, ensuring findings lead to system-wide safety improvements.	ANSP 1013 ensures collaboration between ATCOs, airlines, and regulators in occurrence reviews to foster shared learning.	Strengthens stakeholder trust and cross-industry collaboration, improving safety outcomes.	Stakeholder engagement protocols, structured safety communication processes, and industry collaboration tools.	Stakeholder meeting records, safety information-sharing logs, and cooperative industry safety initiatives.
Corrective Actions & Follow-Up	Develop a structured corrective action tracking process to monitor the implementation and effectiveness of safety recommendations for improvements.	ANSP 1013 maintains a corrective action tracking system that integrates safety improvement initiatives into operational policies.	Reduces recurrence of safety occurrences through a structured improvement feedback loop.	Corrective action tracking system, performance monitoring tools, and SMS safety performance indicators.	Corrective action implementation logs, follow-up audits, and operational safety improvement reports.
Just Culture & Confidentiality	Integrate Just Culture principles into investigations, ensuring a balance between accountability and learning. Maintain confidentiality to encourage reporting.	The ANSP 1013 promotes Just Culture through confidential occurrence reporting, balancing transparency with accountability.	Encourages voluntary safety reporting and promotes a non-punitive, learning-focused investigation approach.	Confidential reporting mechanisms, Just Culture policy integration, and legal protection for reporters.	Anonymous reporting data, Just Culture case study reviews, and internal employee safety perception surveys.

To access all worksheets, click: <https://canso.org/document/pathway-to-participation-tools/>

SOE IN SMS ASSESSMENT (FOR ANSPs)

What are the steps to get the Assessment done?

Step 1. Assign a Point of Contact (PoC)

- Assign a PoC for your ANSP.

Note: the PoC is not necessarily the Focal Point. The PoC will complete the survey, ensure submission and will liaise with EUROCONTROL/CANSO SMS Assessors.

Step 2. Sign up for the EUROCONTROL/CANSO SOE in SMS Assessment

- Email safety@canso.org – provide contact details (email and phone number) of the ANSP Point of Contact (PoC).

Step 3. Onboarding for New Participants

1. CANSO Safety Programme Manager and EUROCONTROL lead will reach out to provide initial guidance and answer questions.
2. ANSP's primary SMS SoE Assessor will schedule virtual meeting to provide detailed support (log-in, system overview, expectations).
3. Follow-up meeting with Assessor for further support.

Step 4. Access the Survey

1. The PoC will receive the confirmation email and access the assessment portal link.
2. Enter the provided credentials to log in.
3. Navigate to the "Start Assessment" section.

Need Help Logging In? Contact the support team, if you encounter any issues.

Step 1. Assign a PoC

Step 2. Sign up for the EUROCONTROL/CANSO SOE in SMS Assessment

Step 3. Onboarding for New Participants

Step 4. Access the Survey

Step 5. Complete the SOE SMS Measurement Assessment

Step 6. Submit the Survey

Step 7. Close-out Meeting with your Assessor

Step 8. Review Draft Report and provide comments

Step 9. Receive Final Report for your ANSP

Step 5. Complete the SOE SMS Measurement Assessment

Key Dates:
Survey Opens - **MAY 2025**
Submission Deadline - **TBA**

What to expect?

1. Assessment: Yes/No questions and self-assessment based on your ANSP's level of SMS implementation.
2. Questions cover the **13 Study Areas**.
3. Your EUROCONTROL/CANSO Assessor will be available to provide some guidance.

Step 6. Submit the Survey

How to Submit: Click "**Finalize & Submit**" once all sections are completed. You will receive a confirmation email that your responses have been recorded.

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PATHWAY TO PARTICIPATION (P2P)

The Power of Collective Action

Higher
Participation
SOE SMS
Assessment = Stronger Global
Aviation Safety

By achieving **100%** engagement, we build a unified, data-driven safety culture.

Each state's participation adds value to the industry and enhances collective resilience.

CALL TO ACTION!

Commit to Safety Leadership

- ✓ Take the first step – Identify element(s) of SMS elements you wish to implement.
- ✓ Access the **P2P worksheet** – Use the P2P tool to strengthen your foundation.
- ✓ Reach out to **CANSO Peers**.
- ✓ Finally, **PARTICIPATE** in the upcoming SOE in SMS Assessment.

BE PART OF THE
GLOBAL SAFETY EVOLUTION



QUESTIONS AND ANSWERS



THANK YOU

Safety@CANSO.org

CANSO

SHAPING OUR FUTURE SKIES