## Reporting and Safety Management

The Uses and Benefits of Voluntary Reporting Programs in Aviation

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### Reporting and Safety Management

- A reflection of the commitment of management.
- A reflection of engagement of employees.
- An important source of safety assurance information.
- A source of awareness and understanding.
- What people see, every day, doing the work.

#### **An Essential Part of Safety Culture**

#### **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



#### **Just Culture**

- Just culture does not condone deliberate or negligent behaviors – clear standards...
- But not a flow chart to assign when and who to blame.
- Just culture is based on accountability.
  - Rearward looking blame and retribution vs...
  - Forward looking:
    - Just culture recognizes systemic effects.; Active participation in problem solving;
    - Taking responsibility in the process of correction.
  - "Giving Account" admitting need for improvement.
  - Active participation in restoration corrective action.



#### **TWA 514**

- Dec 1, 1974, flight to Washington Dulles (IAD).
- Misinterpreted approach procedure, descended early.
- CFIT, 92 fatalities.

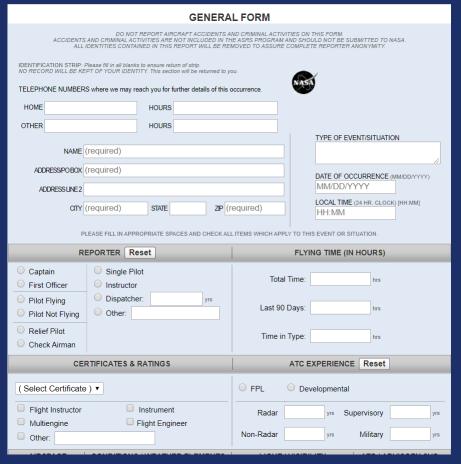


Federal Aviation Administration

#### **Findings and Action**

- Another U.S. airline was aware of the problem – reported in internal system.
- U.S. Congress took action and provided for funding.
- U.S. FAA initiated reporting system.
- Data management given to National Aeronautics and Space Administration (NASA) to maintain trust with reporters.
- Limited immunity to reporters.

### **ASRS Input**



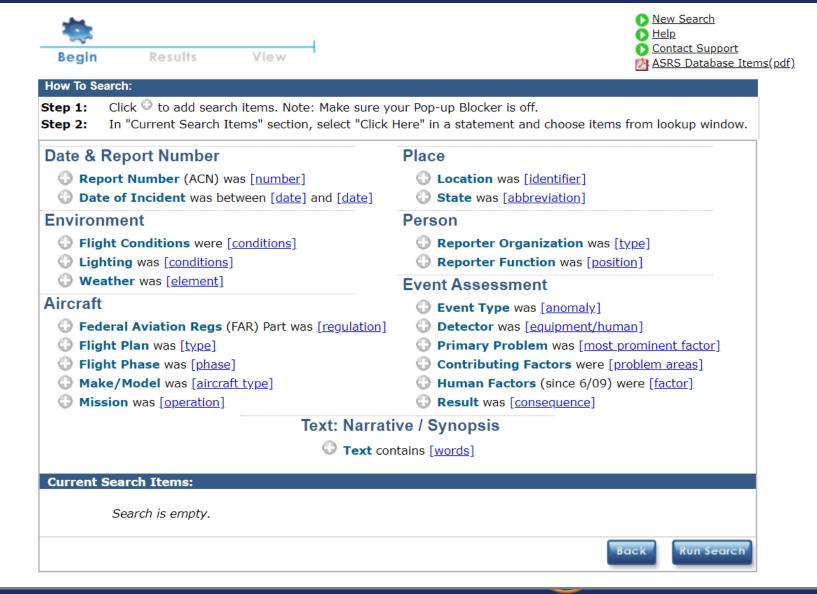
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**Online** 

Mail In



#### **Database Search**



### **ASRS Take-Aways**

- The need for mutual awareness.
- The need for information sharing and communication.
- The need for trust in reporting.

#### **Aviation Safety Action Program (ASAP)**

- Information to Action.
- First trials in mid 1990s.
- Internal to airline.
- Limited immunity to reporters.
- Event Review Committee (ERC):
  - Employee representation (Union)
  - Regulator (FAA)
  - Company
- ERC determines root cause and designs corrective action.

#### **ASAP Details**

- ASAPs are approved for specific employee groups to ensure understanding of issues.
  - Pilots
  - Maintenance technicians
  - Dispatchers
  - Flight Attendants
  - Load Planners
  - Ground service personnel
- ASAPs may be integrated into operator's SMS.

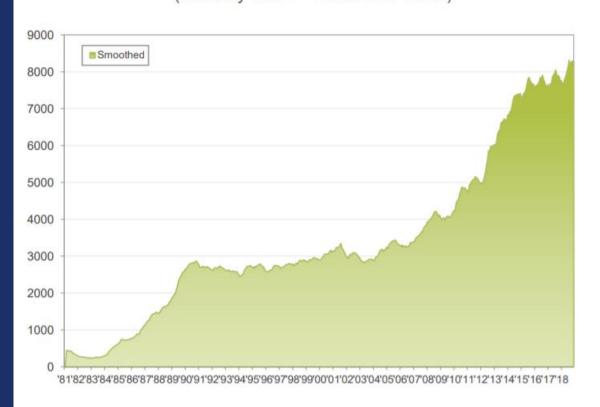
### **ASAP Today**

- Number of programs:
  - 284 operators have ASAPs
- Additional reporting to ASRS and ASIAS:
  - Collective information across the system
  - Voluntary transfer of de-identified data ASAP->ASRS
  - Special studies by ASIAS/MITRE
- ATSAP: reporting in FAA Air Traffic Organization.
  - Similar process as ASAP
- ACSF joint ASAP for small operators.

#### **ASRS** Report Intake

#### **Monthly Report Intake**

(January 1981 - December 2018)

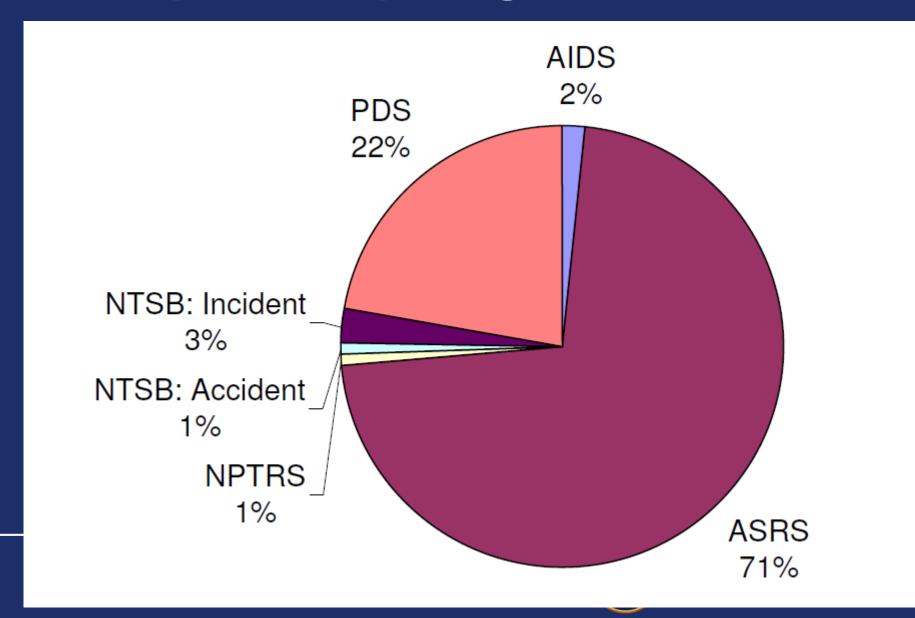


- Total Program
   Report Intake =
   1,625,738
- Total Report Intake for 2018 = 99,010
- Averaging 8,251 reports per month,
   396 per working day

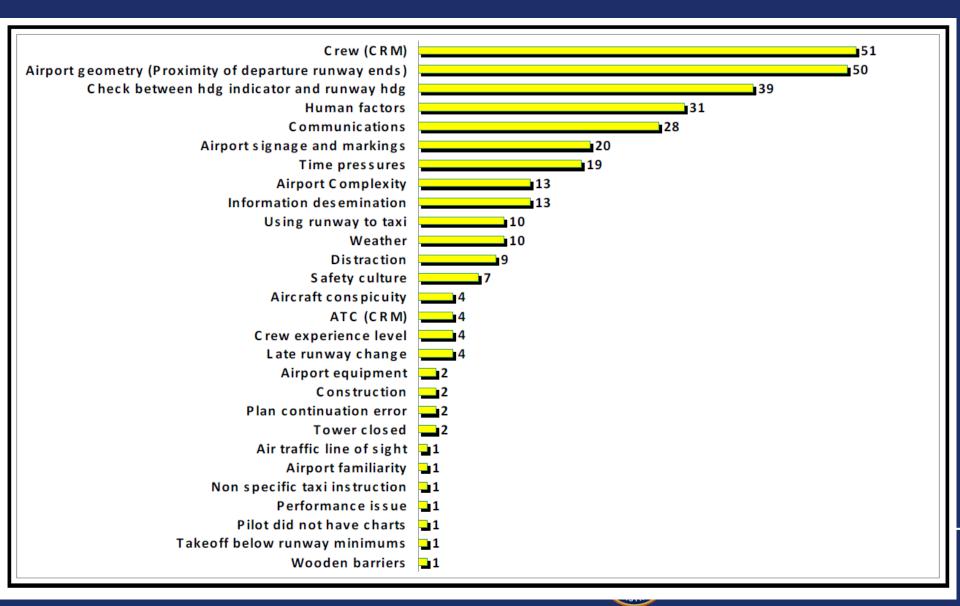
### **ASAP Take-Aways**

- A path to action.
- Focus on service provider's organization.
- Increasing empowerment, and engagement.
- Involvement of subject matter expertise.
- Commitment on the part of:
  - Regulator
  - Company Management
  - Employees

#### **Example: Comparing Data Sources**



### Sample Study: Wrong Runway



### Reporting in SMS

- SMS Safety Assurance meeting expectations:
  - Monitoring: Looking out for change
  - Auditing and Evaluation: verifying performance according to design
  - Investigation: Assessing failures and noncompliance
- Employee reporting: Filling gaps in expectations.

### FAA SMS Reporting Requirements

- SMS is required of U.S, airlines operating under 14 CFR part 121.
- A voluntary program is offered to service providers that are not required to have SMS.
- SMSVP Standard is identical to the regulation.
- The FAA SMS rule requires a confidential employee reporting system.
- ASAPs may be used to satisfy this requirement for affected employee groups.

#### Voluntary Disclosure Reporting Program

- VDRP for operators' compliance issues.
- Provides for:
  - Reporting
  - Tracking
  - Problem Resolution
- Several operators are testing use of SMS processes.
- Interfaces between VDRP and ASAP being considered.

### **FAA Compliance Program**

- Focus on identifying root causes and effective problem solving.
- Engagement of operators as active participants.
- Alternative to enforcement for those willing and able to return to effective compliance.
- Extension of just culture and open information exchange.
- FAA retains enforcement option where necessary.

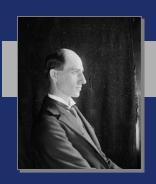
#### **Summary Take-Aways**

- Commitment of Airlines and Regulators to:
  - Reporting systems and promotion
  - Just culture for reporters
  - Engagement of employees
  - Action on identified hazards
- Involvement of subject matter expertise.
- Information communication and sharing:
  - Within Airlines
  - Across Airlines
  - Among States



# "Carelessness and overconfidence are more dangerous than deliberately accepted risk" Wilbur Wright, 1901

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Wilbur Wright gliding, 1901 Photographs: Library of Congress

