

Claire PELEGRIN
Head of Corporate SMS

Airbus SMS Competences & Skills

A Corporate Strategy

SMICG Industry day

Cologne 22/05/2015

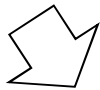
SMS challenge for Airbus : industrial & regulatory contexts

Industrial context : Airbus as a single company

- Wide range of aviation activities design, production, training.... covered by various approvals (DOA, POA, MOA, ATO, ...)
- An international scope
- Legacy organization & ways of working

Regulatory context

- Organized by aviation activities approvals (DOA, POA, MOA, ATO, ...)
- SMS regulations with different timings



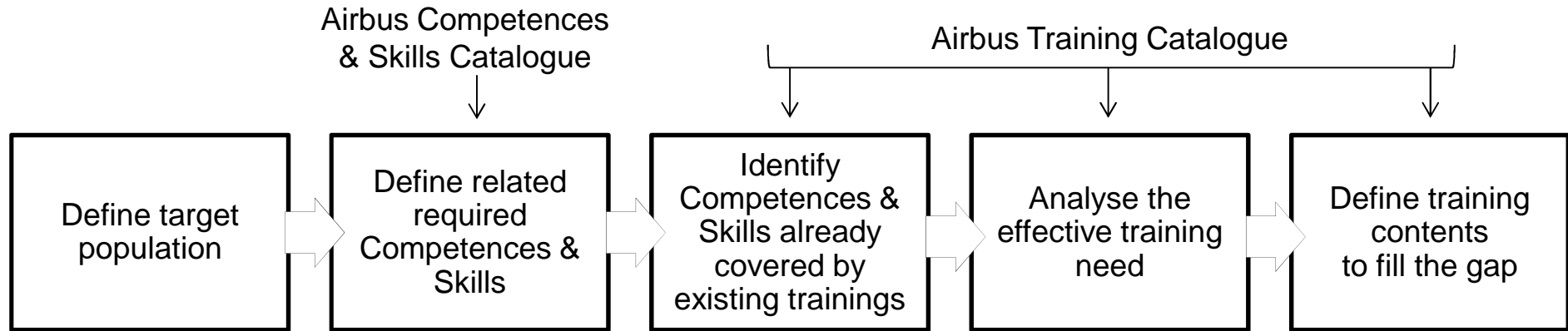
Impact on Airbus SMS

inconsistency between SMS requirements and Airbus organization

Combining local & global approaches

Definition of training strategy

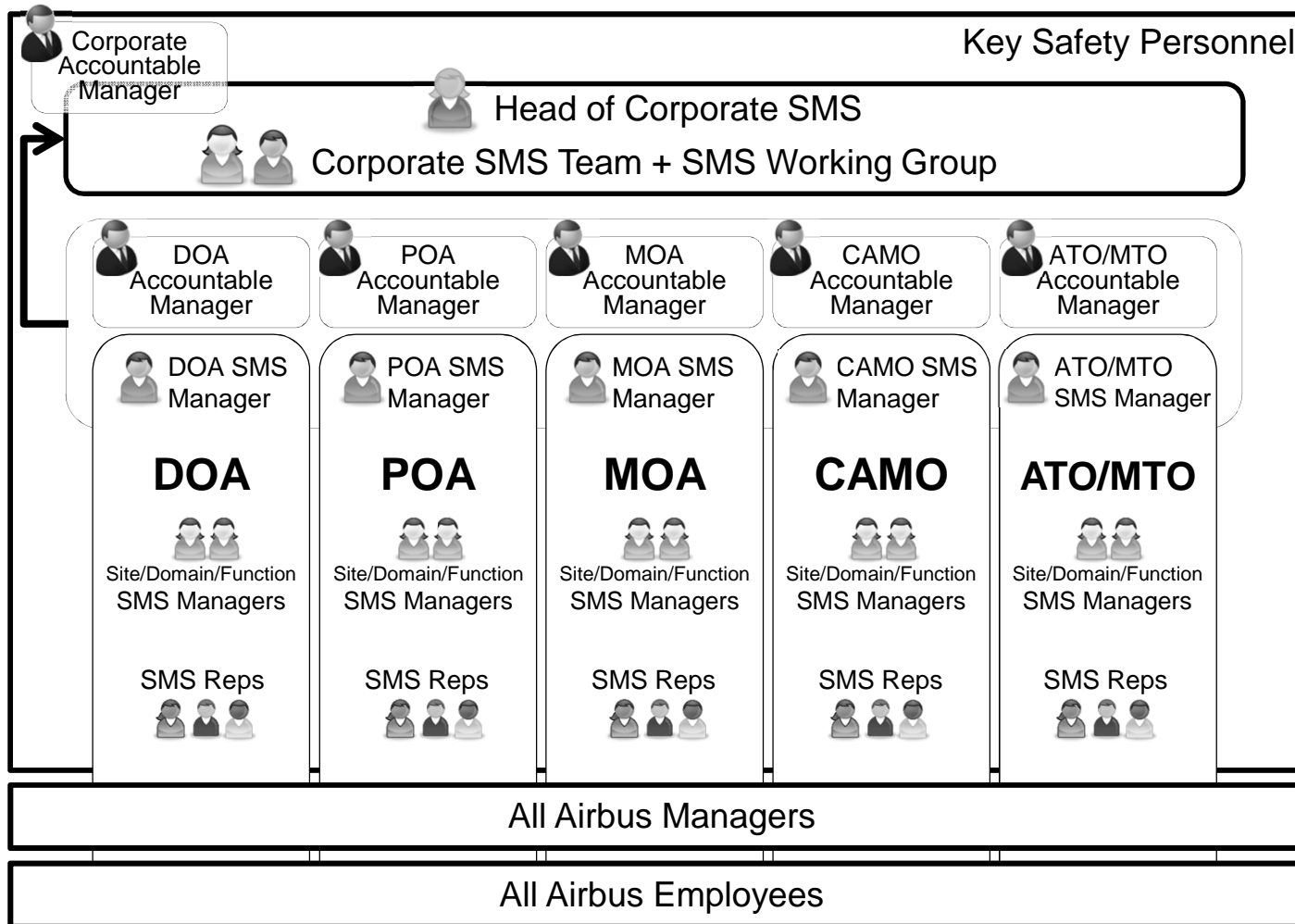
SMS training strategy must be consistent with the overall Company training strategy



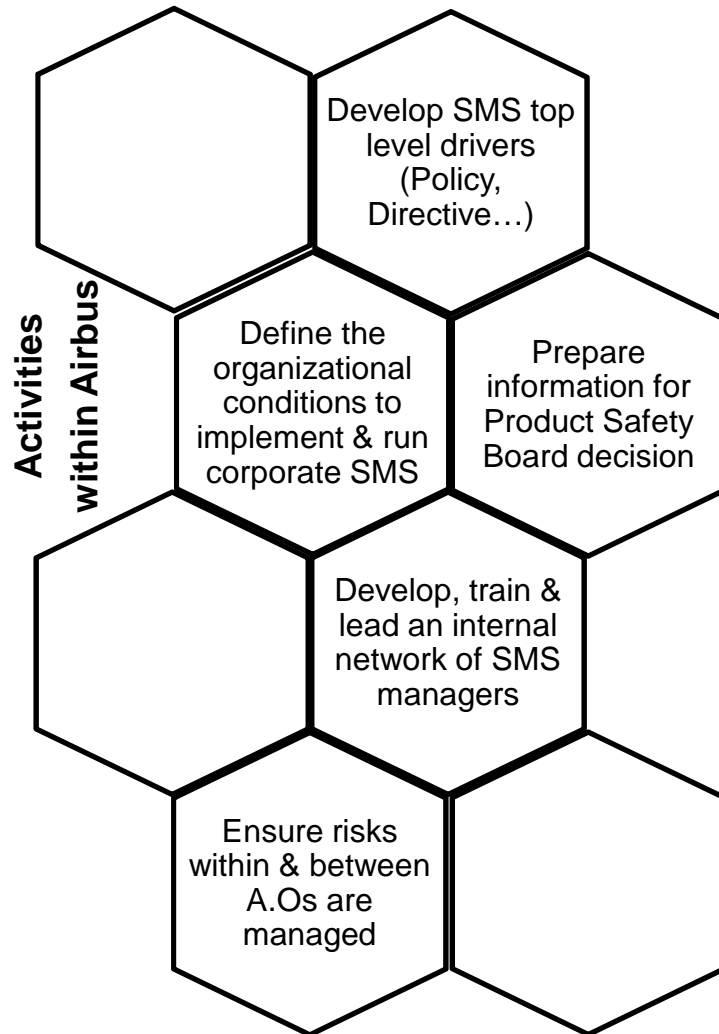
Training deployment success relies on internal Key Safety Personnel

Definition of Target Population

Target Population for SMS training in line with Corporate Safety Governance



Competences & Skills Management



Who ? **Corporate SMS Team**

Competences & Skills

• **Manage the SMS**

- Know Airbus organization, actors, risks
- Be aware of human performance impact on safety
- Know SMS regulation & anticipate regulatory evolutions

• **Manage safety risks**

- Understand the impact of organizational aspects on risk management and safety
- Anticipate aviation threats & impact of any change
- Know & implement risk management

• **Develop & deliver a training course**

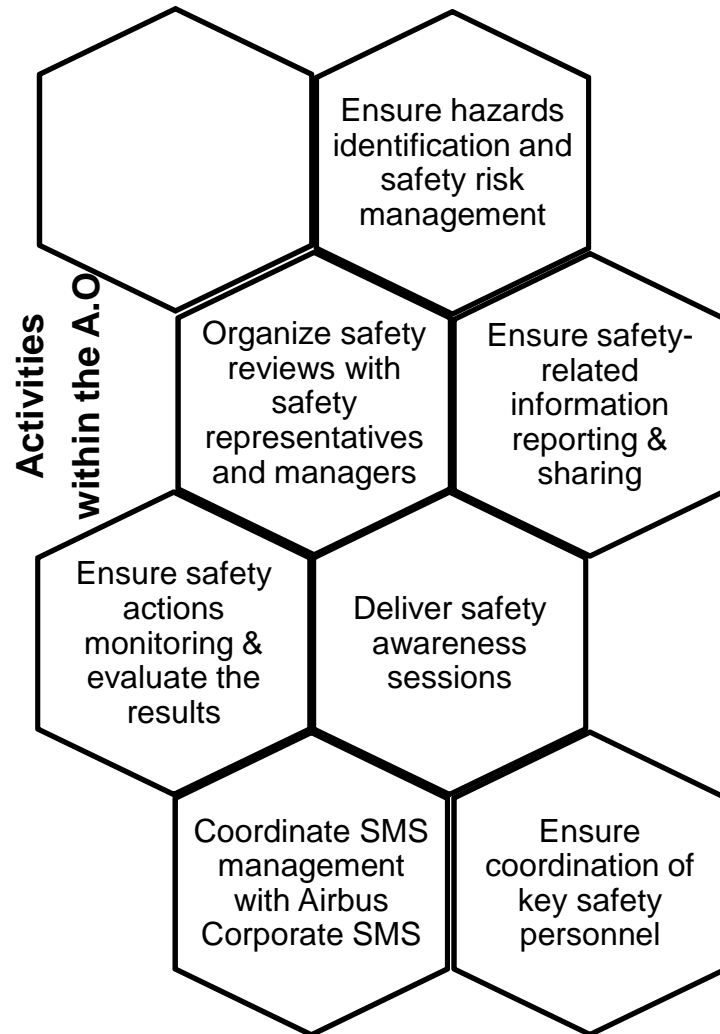
- ...

How ?

- Training for SMS Managers
- Involvement in Working Groups
- Attendance to conferences, symposiums...

A.O: Approved Organisation

Competences & Skills Management



Who ? **Approved Organisation SMS Manager**

Competences & Skills

• **Manage the SMS of the A.O**

- Know A.O organization, actors & risks
- Be aware of human performance impact on safety
- Know SMS regulation & anticipate regulatory evolutions applicable to the A.O

• **Manage safety risks of the A.O**

- Understand the impact of organizational aspects on risk management and safety
- Anticipate aviation threats & impact of any change
- Know & implement risk management

• **Customize & deliver awareness sessions**

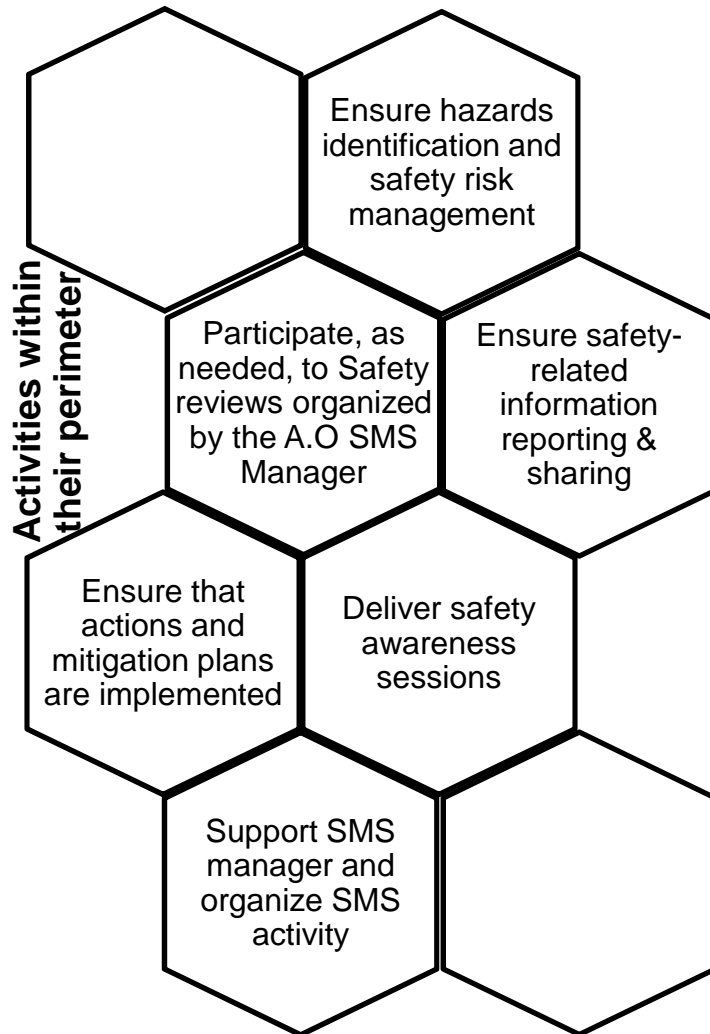
- ...

How ?

- Training for SMS Managers
- Risk Management Training

A.O: Approved Organisation

Competences & Skills Management



Who ? Site SMS Managers & SMS Representatives

Competences & Skills

- **Manage the SMS of their perimeter**
 - Know A.O organization, actors & risks
 - Be aware of human performance impact on safety
 - Know SMS regulation & anticipate regulatory evolutions applicable to their perimeter
- **Manage safety risks of their perimeter**
 - Understand the impact of organizational aspects on risk management and safety
 - Anticipate aviation threats & impact of any change
 - Know & implement risk management
- **Deliver awareness sessions**
- ...

How ?

- Training for SMS Managers
- Risk Management Training

A.O: Approved Organisation

Competences & Skills Management

Who ? **Airbus Managers**

Competences & Skills

- **Be aware of how decisions (even far from safety) may have an impact on safety**
 - What can be their role in safety ?
 - What could be the safety consequences of their decisions ?
- **Know SMS within their A.O**

How ?

- Training for SMS Managers
- Awareness for managers in a given part of the organization - on request

Who ? **Airbus Employees**

Competences & Skills

- **All Airbus employees involved in safety / operations shall be aware of SMS & Safety**
- **Be aware of safety :**
 - What is safety ?
 - What can be their role in safety ?
 - What could be the safety consequences of their actions ?
- **Know how SMS is implemented within their A.O**

How ?

- SMS awareness for employees delivered by SMS Managers
- Safety awareness E-learning modules for all employees

SMS Training Effectiveness

- Training course continuous improvement will be ensured through:
 - Risk Management Lessons Learned
 - Feedback from trainees (evaluation)

- The Safety Network will ensure:
 - Safety Data exchange
 - Key Safety Personnel empowerment

© AIRBUS Operations S.A.S. All rights reserved. Confidential and proprietary document. This document and all information contained herein is the sole property of AIRBUS Operations S.A.S. No intellectual property rights are granted by the delivery of this document or the disclosure of its content. This document shall not be reproduced or disclosed to a third party without the express written consent of AIRBUS Operations S.A.S. This document and its content shall not be used for any purpose other than that for which it is supplied. The statements made herein do not constitute an offer. They are based on the mentioned assumptions and are expressed in good faith. Where the supporting grounds for these statements are not shown, AIRBUS Operations S.A.S will be pleased to explain the basis thereof. AIRBUS, its logo, A300, A310, A318, A319, A320, A321, A330, A340, A350, A380, A400M are registered trademarks.