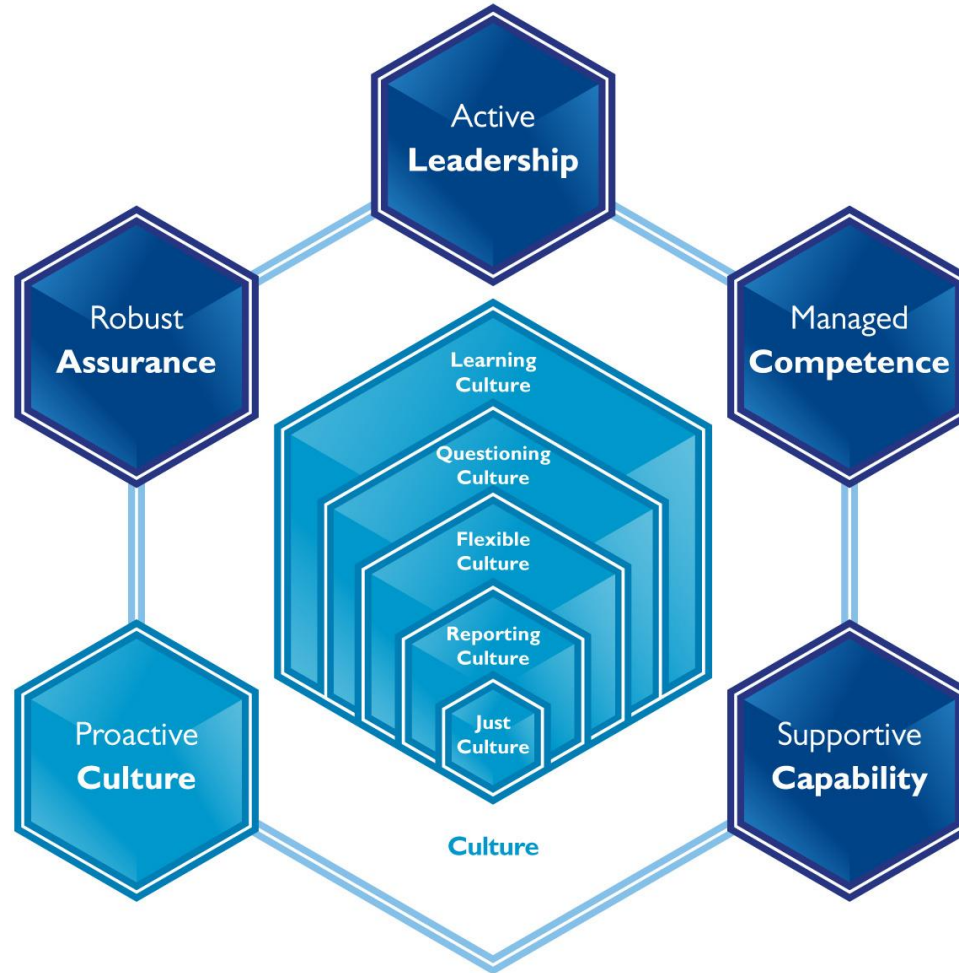


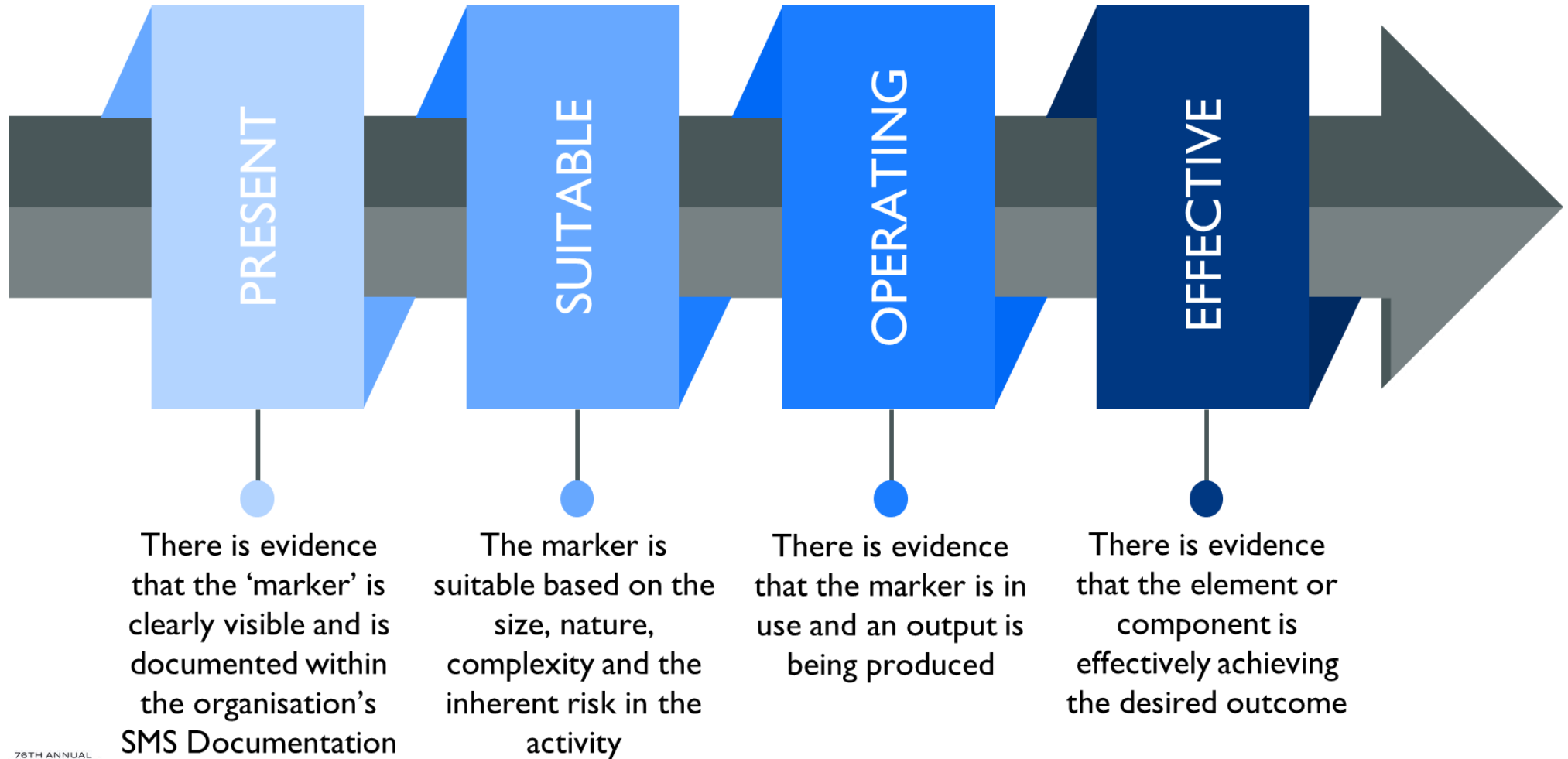
# **What really is Safety Culture (and can it be measured?)**

Ian Holder  
Managing Director

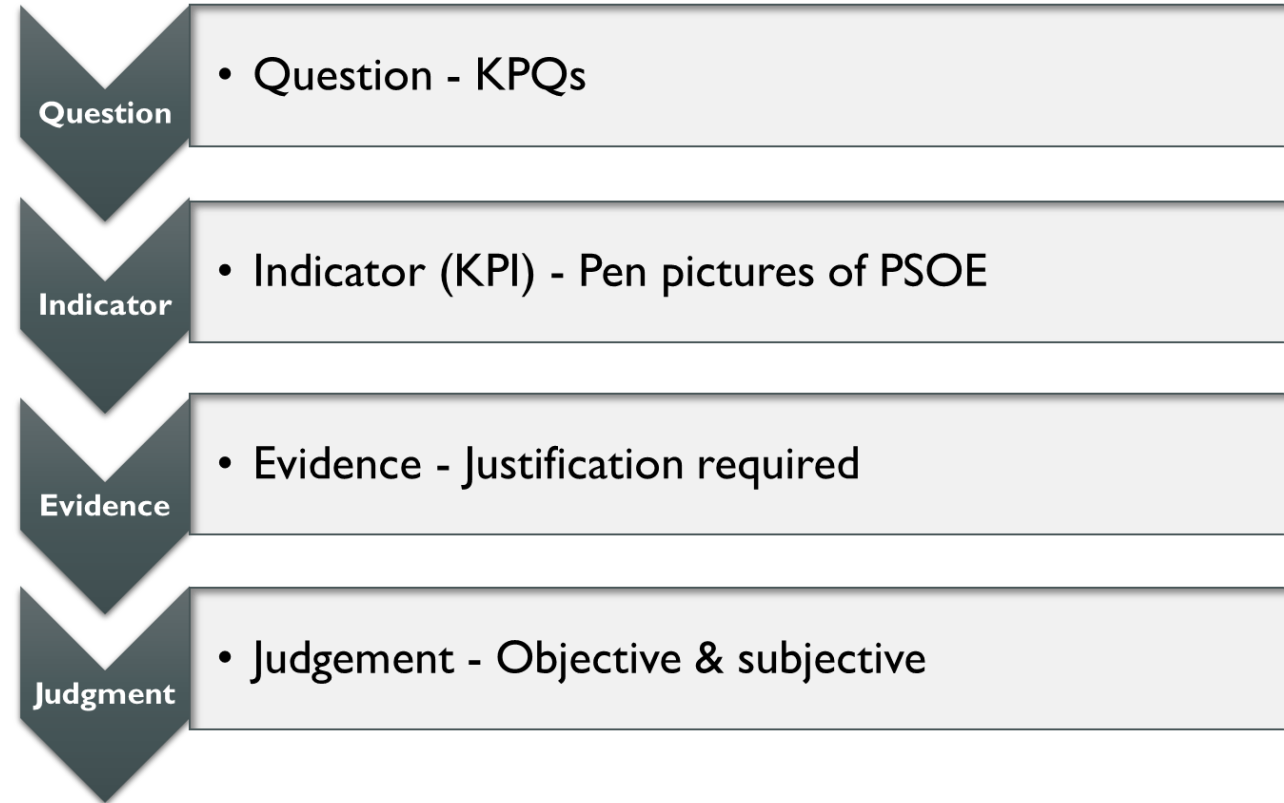
# Safety Culture Components



# Safety Culture Measurement



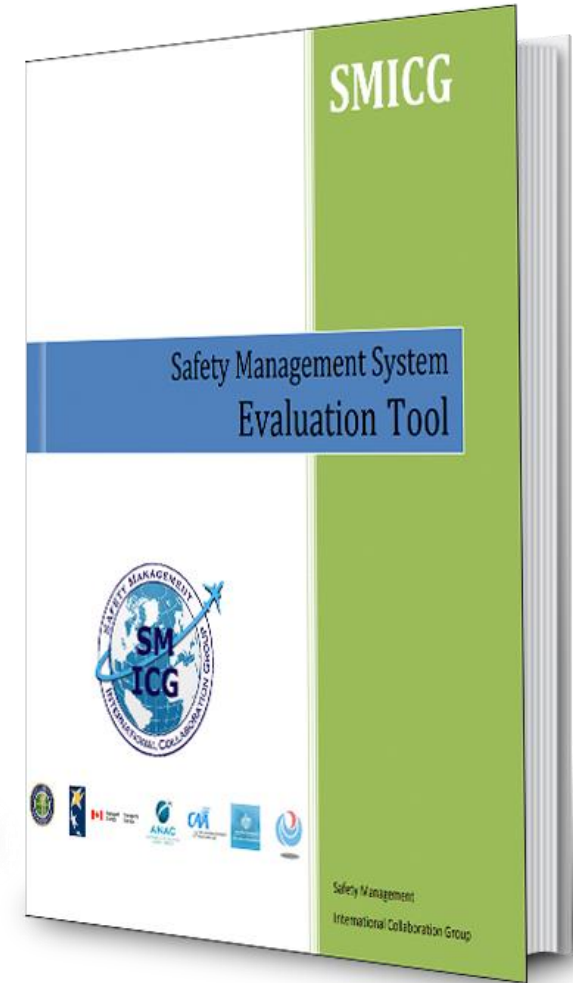
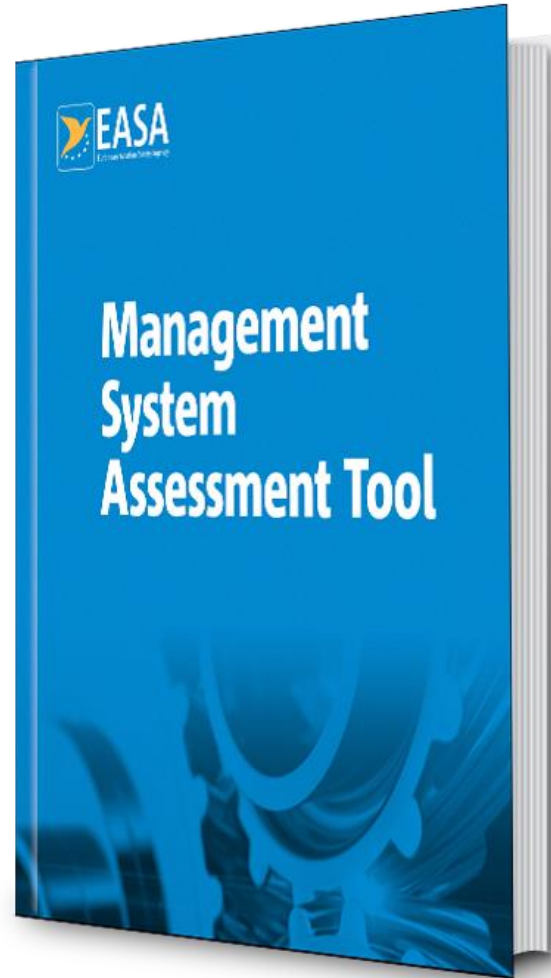
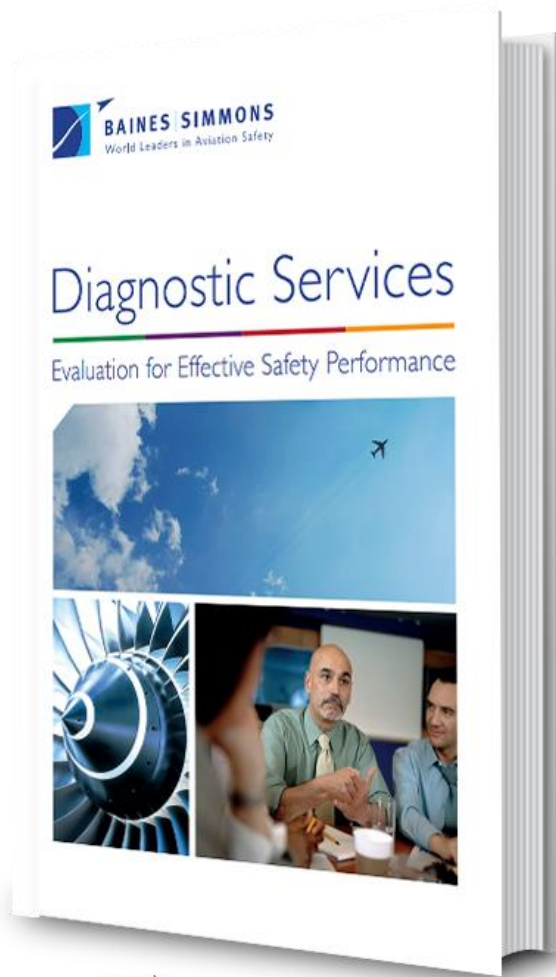
# Assessment Methodology



# Key Performance indicators

	<b>Present</b> Evidence that indicator is clearly visible and documented within the organisation's Management System [Policy & procedures]		<b>Suitable</b> Indicator is suitable based on size, nature, complexity of organisation and inherent risk in activity [Fit for purpose in context]		<b>Operating</b> Evidence that indicator is in use and an output is being produced [Tangible outputs]			<b>Effective</b> Evidence that indicator is effective and achieving the desired outcome [Outputs effective - C1]		
<b>PSOE SCORE</b>	1	2	3	4	5	6	7	8	9	10
<b>COMPLIANCE FRAMEWORK</b> How do you ensure your framework for compliance is accessible, practical & well-understood with clear ownership? What sort of relationship & engagement do you have with the regulator(s)?	Documentation detailing ..... ..... ..... .....	Documentation covering ..... ..... ..... .....	Compliance owners are ..... ..... ..... .....	Compliance framework is ..... ..... ..... .....						
<b>ORGANISATIONAL STRUCTURE</b> How is the organisation structured to support Air Safety? How do you ensure that lines of accountability & responsibility are clear & functional?	Documentation detailing ..... ..... ..... .....	Documentation covering ..... ..... ..... .....	Compliance owners are ..... ..... ..... .....	Compliance framework is ..... ..... ..... .....						
<b>PROCESS &amp; STANDARDS</b> How effective & user-friendly are your processes & standards? How are exceptions managed? How are interfaces clearly defined & being actively managed wrt safety?	Documentation detailing ..... ..... ..... .....	Documentation covering ..... ..... ..... .....	Compliance owners are ..... ..... ..... .....	Compliance framework is ..... ..... ..... .....						
<b>SYSTEM CONTROLS</b> What system controls are in place to ensure regulatory compliance oversight activities are effective? How is the management of change controlled within the SMS?	Documentation detailing ..... ..... ..... .....	Documentation covering ..... ..... ..... .....	Compliance owners are ..... ..... ..... .....	Compliance framework is ..... ..... ..... .....						
<b>MEASUREMENT &amp; REPORTING</b> What targets & KPIs have been set to measure how well the organisation complies with regulations? What data is collected & analysed & how is it reported to inform decisions?	Documentation detailing ..... ..... ..... .....	Documentation covering ..... ..... ..... .....	Compliance owners are ..... ..... ..... .....	Compliance framework is ..... ..... ..... .....						

# Assessment Tools



# Key Performance indicators



# Example

4 Systems and 5 Enablers %

