

What's in the news this month?

It's almost Christmas and hopefully we have good times to look forward to in 2022. In this final edition of Together4Safety Air Ops News:

- The importance of compliance, effective risk management and safety culture in “Staying Safe”.
- What's coming in 2022 on the Safety Promotion front.
- The EASA report on Socio-economic factors in aviation safety – and how we can start to apply them to the day-to-day realities of aviation personnel.

Plus the latest acronym of the month and the usual updates on everything from EASA including rulemaking updates, the EBT Webinars, upcoming events and a new update on artificial intelligence.

Before we start, all the team at EASA would like to wish you a Merry Christmas and a Happy New Year. We would especially like to thank the many organisations and individuals who have collaborated with us during 2021. There are too many to name without the risk of leaving someone out. Thanks to you all for your time and support.

Finally, a huge thanks to you for engaging with our work. Without you, there is no conversation just us talking.



Staying Safe – its all about compliance, SMS and culture.

At the end of November we completed the “Stay Safe” part of the ongoing Ramp-up Campaign. We had a great live Webinar with some great guests covering major airlines, airports, accident investigation and the maintenance community. You can look back at the recording of the webinar on the [Together4Safety Youtube](#).

The most important question from these conversations is what practical things you can use within your own day-to-day operations. “Stay Safe” has 3 basic messages that ultimately underpin the basic elements of safe and effective operations. This also formed the heart of discussion in the live webinar with our strategic leaders and operational experts. You can see these 3 elements below and at any time you should be thinking about how your things are going in relation to each one.

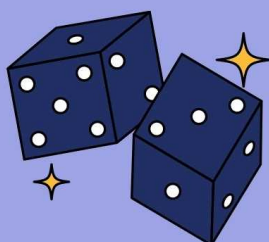
COMPLIANCE

Encouraging people to follow recognised processes, procedures and practices.



RISK MANAGEMENT

Knowing your risks and mitigating them effectively as part of a resilient management system.



CULTURE

Setting a culture of trust that encourages reporting and for people to talk openly about safety and wellbeing.



Compliance:

This is most basic part of the safety puzzle. Many rules and regulations are the result of lessons that others have paid with their lives over the history of aviation. Particularly when things are difficult and challenging, like the situation many of us find ourselves in right, encouraging people to following rules, processes and procedures is a key part of staying safe.

However, there is of course a caveat to this. Slavishly following processes without having a questioning culture is not necessarily a good thing either – it's a difficult balance. Many things have changed in our operations during the pandemic so its important to consider how the rules are applied to specific activities or operations and particularly whether they are fit for purpose. Encourage conversations about where things can be improved. People are more likely to follow a process if it works in everyday operations.

Risk Management:

Another thing history has taught us in the aviation community is that compliance alone is not enough ensure safe and effective operations. We need to be constantly aware of where the risks are in our day-to-day operations. From our different “Conversation Aviation” podcasts and webinars we have learned that every organisation is in a unique situation – hence the need to really understand the risks you face and then mitigate them effectively.

The challenge of course is to really know what your risks are. While you can model and map the different activities your organisation performs to identify risks, it is vital that you encourage your operational staff to act as hazard hunters who are able to report hazards and not just occurrences when bad things happen. Also, when your staff tell you something you might not like the look of, do you investigate effectively to look for risk mitigations. Remember from your Human Factors training to look beyond the individual to find effective ways to improve safety.

Culture:

At the heart of safe and effective operations is a positive safety culture. Does your organisation seek to have a culture of trust that enables staff to talk openly about anything that impacts safety? How does the organisation react when they do? There are many parts to safety culture and they can take a long to be effective but destroyed with a single action.

Ideally you should encourage reporting of hazards as well as things that go wrong. You should also encourage day-to-day conversations about safety challenges between operational staff (as teams) and also between staff and operational managers. It is also vital that your senior leadership buys into this and shows their support through their everyday actions. Finally (for now, because we could talk about this forever) its important also to consider the wellbeing of all personnel as part of your safety activities. Wellbeing and psychological safety has a direct impact on the way people are able to perform their jobs so this is very important.

We could talk about these topics forever and of course we cannot cover everything in less than one page but hopefully it gives you some useful things to think about in your own operation. There might be things in what you've read that you disagree with, this is why open conversations about safety is so important across the industry. You'll hopefully be pleased to hear that we will be doing a lot of safety promotion in this area during 2022, but more of that a little later on.

What's Coming in 2022?

You might wonder where the EASA Together4Safety programme of safety promotion and “conversations” comes from? The topics that we cover are the result of the European Safety Risk Management (SRM) process that involves the in-depth analysis of accidents, occurrences and safety risks by the EASA Safety Intelligence Department in collaboration with the industry partner in the Collaborative Analysis Groups (CAGs).

The result of this SRM process are the actions that you see in the European Plan for Aviation Safety (EPAS). The EPAS is published in January each year and we will have lots more information about the new version at the start of 2022. For now, its useful for you to know that the EPAS includes various types of safety actions including the traditional Rulemaking Tasks (RMTs) that you will likely be familiar with, as well Research (RES) actions. Unsurprisingly we focus our efforts on the Safety Promotion Tasks (SPTs) in the EPAS.

We have some very important topics coming your way in 2022. We will be covering some of these as part of our “Conversation Aviation” cycles to promote topics of a more strategic nature. Other topics will be covered via articles on the Air Ops Community, in this Air Ops News and then in all sorts of other ways including videos, interactive presentations and webinars to name just a few.

So what topics can you expect to see next year? Here are the main ones (there are others that you will be able to read about once the new EPAS is published in January):

- **Effective SMS Implementation (SPT.057):** A great deal of our focus will go towards talking about effective SMS implementation. We will have a number of “Conversation Aviation” cycles covering the basic principles of SMS, safety leadership and culture, safety policy and objectives and many others practical topics to help you with your everyday safety challenges.
- **Human Factors (SPT.0115):** A new task for 2022 will build on the global work in the ICAO Human Performance Manual for Regulators to expand the scope of the existing Human Factors (HF) competency framework for inspectors to cover all categories of regulatory staff. Expect to see us talking a lot about HF this coming year.
- **Continuation of the Ramp-Up Campaign (SPT.0122):** With the continuing evolution of the pandemic, the Ramp-Up Campaign is officially now an EPAS task and will support the industry for as long as its needed.

- Evolving High Profile Safety Issues (SPTs for Air Ops, Aerodromes, ATM and Maintenance): One of the joys of Safety Promotion is that it enables us to react to changing events to quickly promote anything that impacts safety. Within the EPAS we have a number of SPTs that help us cover any situation that might need to be discussed in 2022 that we hadn't planned in advance. Flexibility is the key to safety effectiveness.
- Other Topics: Fatigue Risk Management (FRM), Flight Data Monitoring Pre-Cursors and Language Proficiency.

There are also a number of SPTs that support the implementation of new or updated EASA Rules. A great example this year has been the series of webinars on Evidence-Based Training (EBT). For 2022 there will be a focus towards supporting the Apron Management Services and Runway Safety, on which we hosted webinars in November. We will also be continuing work on EBT with a 5th Workshop in March and also supporting implementation of Fuel/Energy Planning and Enhanced Flight Vision Systems (EFVS).

The EASA Socio-Economic Report

Part of the EASA Basic Regulation ([Art. 89 of Regulation \(EU\) 2018/1139](#)) requires EASA to publish every 3 years a review "which shall give an objective account of the actions and measures undertaken, in particular those addressing the interdependencies between civil aviation safety and socio-economic factors".

This report, [published on the EASA Website](#) on December 10th, 2021 examines the safety implications of socio-economic factors in the areas of Employment and Working Conditions, Health and Lifestyle and Education. It identifies a number of specific actions and measures in each area, but also highlights that the "Safety Management System" and "Human Factors" approaches provide generic mitigations to some socio-economic factors.

This is part that is so important. These factors need to be managed effectively at organisational level by considering their impact on human performance. Again, we will be talking a lot more about the link between wellbeing, psychological safety, risk management and SMS in 2022 so join the discussions and conversations. The report includes follow-up actions which will be presented to and discussed with the Agency Advisory Bodies (Member States and Industry) during the first quarter of 2022.

It's worth mentioning here that our [Wellbeing Resource Hub](#) is still available on the Air Ops Community as well as our [Human Factors Refresher Training](#). Check them out and share with others who might need them – they are free resources for everyone.

Upcoming Events from EASA and our safety partners

EASA Events - click on the links to register and find out more. All EASA Events are free.

- 24 March: [5th EBT Webinar](#).

Safety Partner Events

- Resilient Pilot [Wednesday Webinar series](#).

The latest EASA Updates and Rulemaking

We also have a few EASA updates to tell you about:

- Following the 4th EBT Webinar on December 7, 2021 you can watch the presentations back on the [EBT page on the Air Ops Community Site](#).
- [EASA releases its Concept Paper 'First usable guidance for Level 1 machine learning applications'](#).
- [EASA publishes proposal for implementation of U-space in Europe](#).
- Easy Access Rules on [Air Operations](#) and [Aircrew](#).

Acronym of the Month – What is an SPT.

We love a good acronym at EASA. If you get confused by all the different TLAs then don't worry, we've got you. Hopefully you picked this one up already in this month's news – SPT, or Safety Promotion Tasks. These are the Safety Promotion actions in the EPAS (European Plan for Aviation Safety) that is at the heart of our work with Together4Safety. Here is just a selection of the work in 2021 across the full range of domains of Air Ops, Drones, General Aviation and Rotorcraft.

Air Ops, Rotorcraft, GA and Drones

Ramp-up Campaign and Safety Week



conversation aviation

European Rotors and Global Collaboration



GA Season Opener Skydiving and the Aviator's Club



Safe and effective drone operations

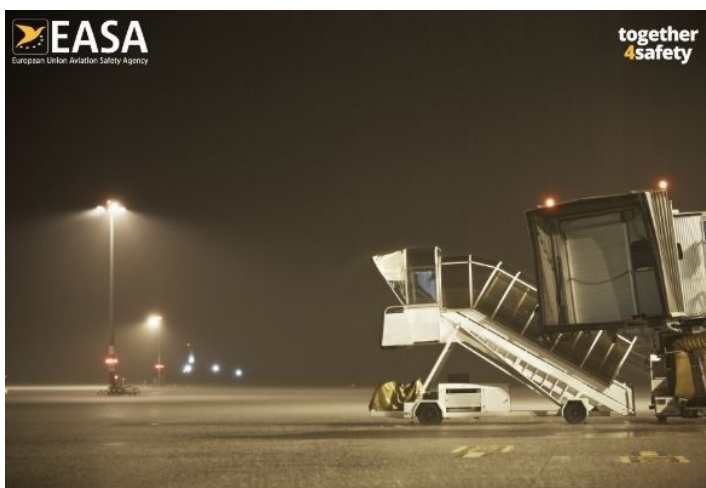


We're Recruiting

If you are interested to join the EASA team of passionate, multi-national experts supporting the safety of European aviation check out our [latest open vacancies on the EASA website](#).

The last song for our Together4Safety Spotify Playlist is.....

Well, we spent quite a while thinking how to close out our 2021 [Together4Safety playlist](#). We wanted to bring the feeling of togetherness and community while also giving huge credit to the many of you that will be working over the holidays, perhaps in bad weather in the middle of the night. With that in mind, for all the night shift ground handlers our first song is the epic 3AM Eternal by KLF. Then to round things off with Jet Airliner from the Steve Miller Band. Here's wishing everyone all the best for the holidays, wherever you are and hope you all get to spend some time with loved ones.



Whether you are working the night shift over the holidays or heading home to spend time with loved ones, stay safe and enjoy the last songs on this year's Safety playlist.

And keep the safety conversations happening as often as you can.