

The Tree of Safety

THE SAFETY VALUES TO GROW
A STRONG SAFETY CULTURE

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Our commitment for safety

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The importance of collaboration

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the procedures

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The importance of training
and a strong learning culture

**Human Values
Make Safety Values**
Many of our human values
are needed for safety

Write Between the Lines
The importance
of having clear
policies and procedures

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THE TREE OF SAFETY

Building a strong safety culture is both crucial and challenging. Ensuring that this safety culture will remain robust and keep growing over time, especially when onboarding many newcomers in an organisation, is a challenge in itself.

This material was prepared by representatives of airlines from the South Asia region in a workshop hosted by Airbus (April 2024) as part of the Destination 10X: Air Transport Safety Together initiative.

Thirty-three representatives from eight airlines agreed upon ten essential safety values for nurturing a strong safety culture. These are presented as «nutrients» to feed the roots of the «Tree of Safety».

This «Tree of Safety» may be freely used by any organisation for inspiration when working on our common goal: to reinforce our safety culture together, and engage everyone with safety across the air transport system.

1 - Always Keep Safety First

Our commitment for safety

All actors who are part of our system should commit to safety, knowing what is at stake and the consequences of an accident. Safety should always come first. It is important to prioritise resources to always ensure safety such as budget, workforce, infrastructure, equipment, and technology.

2 - See It, Say It

The importance of speak-up and the reporting culture

It's important to encourage people to report. We cannot act on safety risks if we don't know about them. Building a robust, user friendly and non punitive reporting environment is essential to enable the gathering of information, experience and data to define appropriate safety hazard mitigations.

To encourage speak-up and the reporting of safety issues or concerns, effective feedback is necessary for each report. To listen up, guarantee that there will be no repercussions where no wilful negligent behaviour occurred, and the recognition of good reporting, are the key factors that enable an effective reporting culture.

3 - No Shortcut for Safety

The importance of following the procedures

Following procedures in aviation and compliance with the rules is essential. Stick to the SOPs - it is the key to safety. The lessons learned of past incidents and accidents, and the know-how to avoid them from happening again, are built into these SOPs.

There are no shortcuts to safety, in fact, we are always looking to go the extra mile for safety whenever we can.

4 - Human Values Make Safety Values

Many of our human values are needed for safety

Safety relies on individuals, and this requires some strong human values such as humility to avoid being complacent. Reporting is essential for safety and this sometimes requires the courage to speak up. Management should listen-up, be just and fair and demonstrate empathy in cases of reporting in order to build trust with their employees.

To be ethical is to be transparent, honest and responsible. It is the ability to always do the right thing, even when no one is watching.

5 - Write Between the Lines

The importance of having clear policies and procedures

Policies and procedures need to be clear and concise to ensure they are followed correctly. They should not be ambiguous, or open to an individual's interpretation. This makes it easier to follow the rules and this reduces the risk of deviation from their intent, which will avoid facing potential safety risks.

6 - Sharing Is Caring

The importance of collaboration

We all need to work together for safety. Sharing knowledge, experience and learning from each other is essential. Collaboration helps us to come up with better solutions. Alone we can do a little, but together, we can do a lot! It is why we always need to nurture and expand our safety networks.

7 - Stay Ahead

The need to be proactive for safety

To strengthen our safety culture, we need to be proactive, more than reactive, in order to anticipate safety threats. We can define the appropriate mitigations and take the necessary actions in advance to decrease the risks of accidents.

8 - Learning Is Growing

The importance of training and a strong learning culture

Training is mandatory with the objective for each individual to be competent in their roles. In addition to the mandatory training, learning from each other is also essential. Sharing information and lessons learned is a powerful prevention tool for safety. A healthy learning culture is important. A curious mind is a growing mind.

The ability to not only learn from errors, but also from positive behaviors, can make a difference and prevent accidents.

9 - Going Beyond

Compliance is not enough for safety

Enhancing safety requires a constant effort to ensure continuous improvement of process, products and services. Nothing can be taken as granted. We need to constantly question ourselves about how we can go above and beyond for safety.

10 - Be a Leader, Not a Boss

The role of the leadership in safety

Leading by example is how to foster confidence in employees. Listen up is essential for leaders to build up trust and to encourage people to speak-up.

A leader will be accountable and to take ownership for the actions taken and the outcomes are the foundations to build a strong safety culture in any organisation.

