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# **Airbus SMS Competences & Skills**

## **A Corporate Strategy**

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# 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



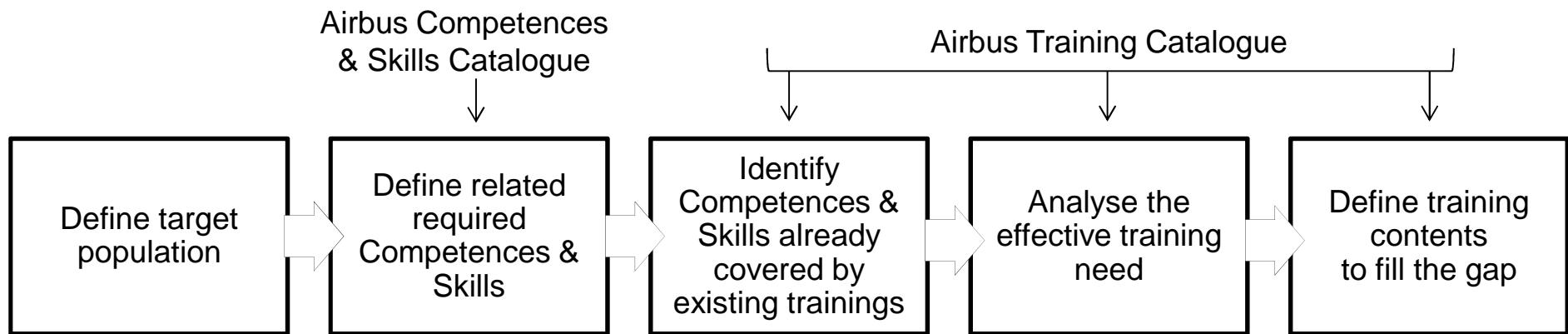
## Impact on Airbus SMS

inconsistency between SMS requirements and Airbus organization

Combining local & global approaches

# Definition of training strategy

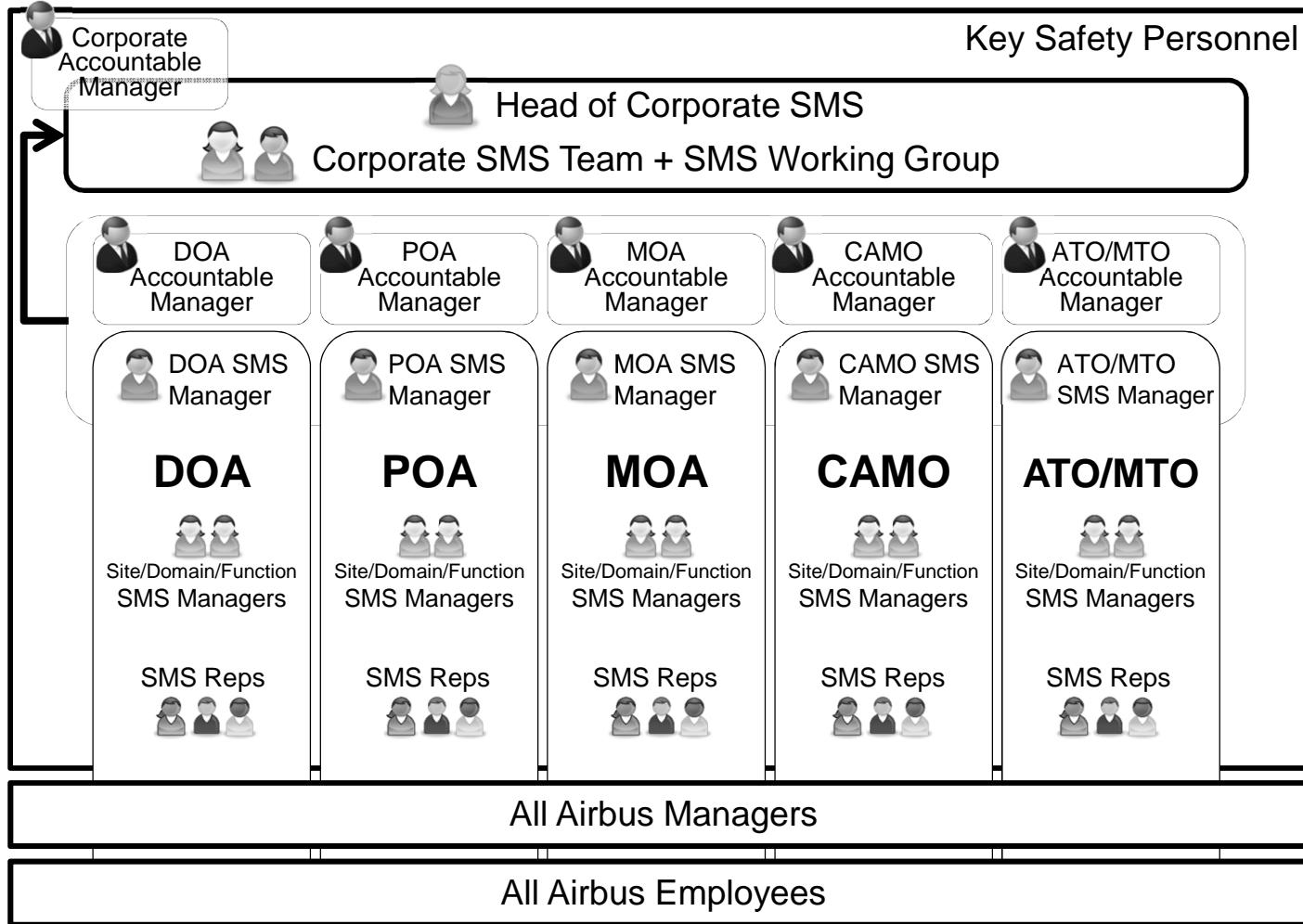
SMS training strategy must be consistent with the overall Company training strategy



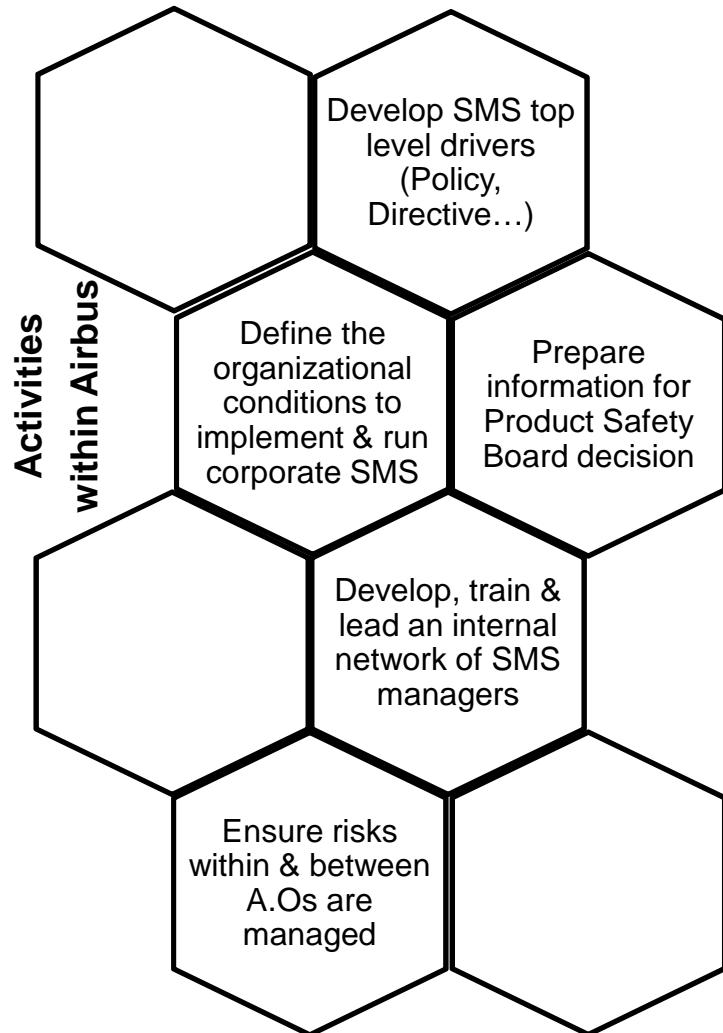
Training deployment success relies on internal Key Safety Personnel

# Definition of Target Population

## Target Population for SMS training in line with Corporate Safety Governance



# Competences & Skills Management



A.O: Approved Organisation

## Who ? Corporate SMS Team

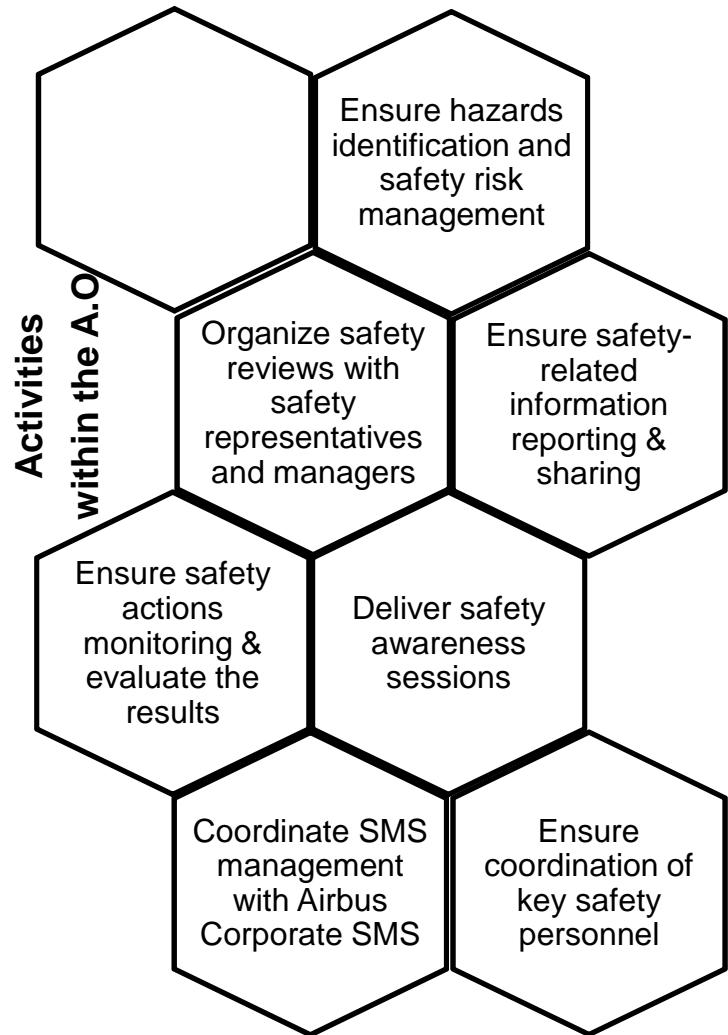
### Competences & Skills

- **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...

# Competences & Skills Management



A.O: Approved Organisation

## Who ? Approved Organisation SMS Manager

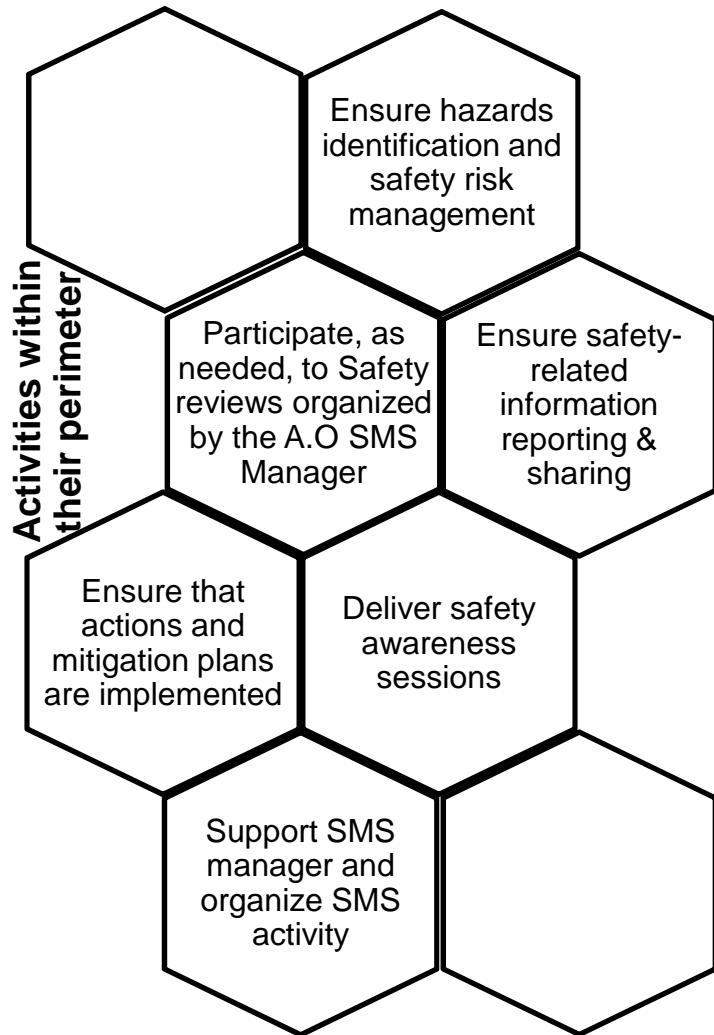
### Competences & Skills

- **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

# Competences & Skills Management



A.O: Approved Organisation

## 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

# 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

## 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 ?

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

## 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

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