



Solenta Aviation Workshop (Pty) Ltd AMO 874

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4th ANNUAL NATIONAL SAFETY SEMINAR



SMS In Practice Within AMO

Scope

- **Implementation**
- **Goals**
- **Challenges**
- **Training Challenges**
- **Benefits**

SMS – Implementation

- Intensive research & training was required to be done by the Quality & Safety Department
- Developed a single system for both AOC & AMO – reference material ICAO doc 9859 and EASA requirements
- Small differences exist between AMO & AOC SMS - A shared database managed by an integrated safety committee
- Previously Maintenance Safety was predominantly reactive – the requirement came about to become proactive / predictive and establish a documented database system
- All staff members – FROM CLEANER TO CEO - needed to be trained on the SMS concepts
- A specific training syllabus for AMO was developed

To be Interactive, Practical & Continuous

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SMS - GOALS

- For all staff members to understand the concept of SMS
- To increase safety awareness – creating a safe workplace
- Create a Just Culture
- Get the Buy-in and commitment from all staff members – Cleaners, Office Staff, Engineers & CEO
- Ensure Compliance to regulations
- Set a standard for the industry

SMS – Challenges

- Understanding of the system – workable & practical implementation
- Structuring SMS to fit into the maintenance organization
- Buy-in and commitment from all parties
- Reporting system – practical, easy to use and quickly accessible forms
- Reporting culture – willingness to report
- Safety Culture – mind shift

SMS – Challenges Surmounted

- AMO SMS broken up into 3 categories – Occupational Health & Safety
Maintenance Safety
Human Factors
- These 3 categories are merged into 1 SMS system (1 Database)
- Human Factors is the variable/inconsistent factor requiring control by means of training & commitment.
- Introduction of Hazard, Occurrences and Confidential reports – via email or sms directly, send to Solenta Safety Committee for attention of the Safety Officer
- AMO training – Focused on Hazards and practical Hazard Identification & Risk Assessments
- Monthly Safety meetings at each base, during which the HIRA applicable to the base is dealt with

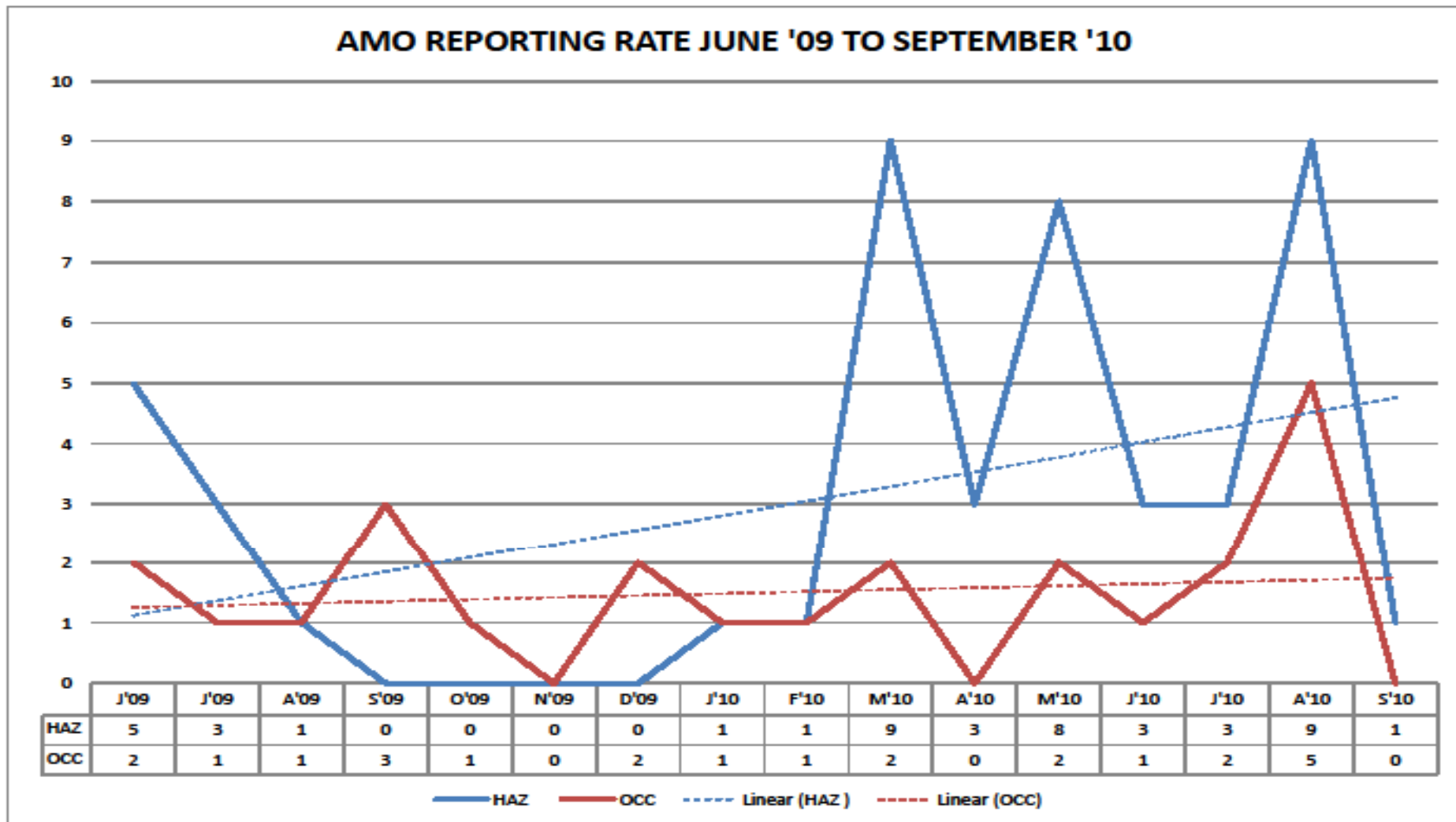
SMS – Training Challenges Surmounted

- Induction training – Basic safety principles are discussed before full SMS training
- Safety guide booklet containing all relevant safety information
- SMS Training - ICAO training material
- Reiterate the basics of SMS – What, Why & How
- Focused on Hazards & Hazard Identification & Risk Assessment (HIRA)
- Emphasis placed on the importance of reporting

SMS – Reporting Benefits

- Increase in reports has been noticed as per graph
- The trend lines indicate a steady increase in effective reporting since the SMS implementation and training conducted

SMS – Reporting Benefits



SMS – Benefits

- Proactive measures are implemented from lessons learnt, based on Hazard and Occurrence reports
- Enables the drive to be predictive
- A growing Safety Culture – everyone is striving to improve safe working conditions
- Engineers' mindsets are changing:
 - willingness and commitment to report
 - constantly looking for areas to improve
 - motivated to continually uplift standards – company & personal
- SMS - Speak the same language – throughout the Company as well as the Industry.