

XV249 Human Factors Report. Recommendations Progress as at November 2008

Recommendation 33a

Aircraft availability requirements need to realistically account for the maintenance requirements of the aging airframe, the difference between the required and actual number of available skilled ground-crew and the availability of serviceable tools.

Progress

This recommendation is ongoing with No 51 Squadron carefully managing activity to ensure that task achievement is matched to resource.

Comment

- This recommendation is ongoing with No 51 Squadron carefully managing activity to ensure that task achievement is matched to resource. The Squadron has reviewed ground-crew shift patterns to minimise weekend work and ensure personnel are given appropriate rest and recuperation. Furthermore, manning has been increased within tools stores to ensure better management and availability of tools. Also, Air Command is developing a manpower placement plan to provide guidance on priorities for matching resources to task.

Recommendation 33b

Training should be scheduled so that it can be provided in a more conducive and safe environment.

Progress

This recommendation is ongoing with No 51 Squadron working to develop a more conducive and safe environment for training.

Comment

- No 51 Squadron is continuing to develop a more conducive and safe environment for training. It has reviewed its supervisory and management practices and discontinued the use of personnel files for engineering matters. It is nurturing an open culture through instigation of weekly engineering forums and re-invigorated the Quality Management System to ensure that it captures the ethos of spreading best practice and learning rather than being used as a vehicle for blaming personnel for mistakes. No 51 Squadron has also instigated individual Human Factors training for all Squadron engineering personnel.

Recommendation 33c

The Squadron safety and reporting culture needs to improve. If the file system has to be used it should only be used and 'sold' as a method for identifying individual training requirements and for monitoring overall Squadron wellbeing.

Progress

This recommendation is ongoing with No 51 Squadron working to improve its safety and reporting culture.

Comment

- No 51 Squadron continues to work to improve its safety and reporting culture – the key recommendation of the Human Factors Report. It has reviewed supervisory and management practices, instigated engineering forums, re-focused the Quality Management System, ceased use of personnel files for engineering matters and introduced individual Human Factors training. No 51 Squadron is working closely with the RAF Centre of Aviation Medicine throughout 2008, to continue to monitor improvements made in the Squadrons Human Factors culture.
- Air Command has also initiated the '*Can Do Safely*' Campaign to improve and sustain engineering standards and practices across the RAF. That Campaign will aim to sustain the RAF's 'can do' ethos, but provide additional knowledge, tools and a framework for its personnel to understand better the risks and manage safety more effectively. That Campaign will thus focus on cultural change within the operational environment.

Recommendation 33d

Team situation awareness needs improving. This may improve as a result of the above advice but this could be included as part of their core training and pre-shift debriefs.

Progress

This recommendation is ongoing with No 51 Squadron working to improve team situational awareness.

Comment

- No 51 Squadron continues to work to improve its team situational awareness through ongoing activity detailed in recommendations 33a, 33b and 33c.

Recommendation 33e

Improvements to design and procedures need to be made and these are summarised in Table 11:

Progress

Ongoing.

Comment

- The Nimrod IPT is working closely with the Nimrod Aircraft Engineering Development and Investigation Team (NAEDIT), and STANEVAL, based at RAF Kinloss, on this issue. If the need for additional risk mitigation through modifications is agreed to be necessary then this work is expected to produce design solutions in early 2009.