Security Culture: Human Factors & Training

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Together we will

- Do the right thing
- Never stop learning
- Build collaborative relationships
- Respect everyone
The human factor – does it matter more now?

- Criticality of recognising needs of the workforce after seismic event
- Opportunity to integrate human factor more centrally – along with security culture

Discussion point: The impact of changed job roles – what impact have you seen?
Hygiene factors
- Quality of supervision
- Pay
- Company policies
- Physical working conditions
- Relations with others
- Job security

Motivation factors
- Promotion opportunities
- Opportunities for personal growth
- Recognition
- Responsibility
- Achievement

Job dissatisfaction
- High
- Low

Job satisfaction
- Low
- High

Not dissatisfied but unmotivated to improve
Training considerations

- Inclusion of security culture as a core element in all training
- Importance of linking to organisational values where possible
- May require upskilling of instructors
- Utilising existing resources
- Provision within NCASP

Discussion point: What challenges do you face in bringing security culture into core aviation security training?
Opportunity from crisis

• Assessing whether previous approach to security culture is still fit for purpose
• Opportunity to reset
• Analysing what can be done before/during restart
• Horizon scanning – challenges/opportunities
Any questions?

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