



WORKING PAPER

ASSEMBLY — 38TH SESSION

TECHNICAL COMMISSION

Agenda Item 38: Other issues to be considered by the Technical Commission

**GUIDELINES FOR TRAINING PROGRAMMES ON THE
SAFETY MANAGEMENT SYSTEM (SMS)**

(Presented by the Bolivarian Republic of Venezuela)

EXECUTIVE SUMMARY

This working paper contains a proposal for the development of guidelines for training programmes on the Safety Management System (SMS) in the form of a standardized training package (STP), with the aim of enhancing safety, promoting an appropriate transition to the new framework for safety management, and achieving the effective implementation of the SMS across the industry.

Action: The Assembly is invited to:

- a) take note of the information contained in this working paper; and
- b) call upon ICAO to take the necessary steps to develop guidelines for training programmes on the Safety Management System (SMS) under ICAO auspices in the form of Standardized Training Packages (STPs).

<i>Strategic Objectives:</i>	This working paper relates to the Safety Strategic Objective.
<i>Financial implications:</i>	Not applicable.
<i>References:</i>	Doc 9859, <i>Safety Management System Manual</i> , Third Edition, 2013

1. INTRODUCTION

1.1 Improving safety and achieving an appropriate transition to a new framework for safety management requires the effective implementation of the Safety Management System (SMS) in the industry, on the one hand, and effective implementation by States of the State Safety Programme (SSP), on the other.

1.2 The effective implementation of the SMS and the SSP depends to a large extent on two basic factors: culture and training. In the area of personnel training, States have made individual and collective efforts in their regions, with support from ICAO regional offices, to train government officials and industry professionals through courses on the Safety Management System. However, as yet, there are no mechanisms for such training that have been standardized by ICAO.

(2 pages)

¹ Spanish version provided by the Bolivarian Republic of Venezuela.

2. ANALYSIS

2.1 Training is a response to the needs of organizations and institutions for skilled and productive workers who possess the theoretical and practical knowledge that renders productivity and high performance possible. Accordingly, a way must be found to equip staff with the knowledge, skills and attitudes they need to deliver optimum performance.

2.2 In view of the rapid adoption of the SMS, the aim is to foster a greater understanding of this specific type of training, given its big impact on effective implementation, which will be reflected in the selection of the most appropriate, effective and efficient solutions both by decision-makers and by service providers.

2.3 In order to achieve the objectives set in the ICAO requirements, courses on the SMS for aviation must be detailed and comprehensive; this means that the programmatic content or course syllabus should be drawn up on the basis of a clear methodology and using the most up-to-date procedures.

2.4 In the light of the foregoing, the purpose of this working paper is to advocate for the development of syllabuses for training on the SMS for the different categories of service providers so that effective implementation will take place with the necessary force to enhance safety and so that efforts will all be directed towards the same end.

2.5 An illustration of what is being proposed is to be found in the materials developed on AVSEC, which include a standardized training package (STP). The latter is nothing more than teaching materials validated in courses based on the relevant texts, which allow for the standardized training of personnel. These materials are based on clear principles relating to aviation security, thereby supporting the sustainable development of the latter.

3. CONCLUSION

3.1 Training initiatives are a tool for reinforcing any implementation process, and it is therefore important for ICAO to standardize training on the SMS since it is a mechanism for developing the knowledge, skills and attitudes necessary for the achievement of effective implementation and the enhancement of global safety and is, moreover, an essential tool for effecting positive change in organizations.

3.2 As far as risk management is concerned, today one must be proactive, not reactive, and one must make use of training mechanisms to enhance knowledge, results, and human and organizational development.