



ICAO

**SIXTEENTH MEETING OF THE ASIA PACIFIC REGIONAL
AVIATION SAFETY TEAM (APRAST/16)***Bangkok, Thailand, 17 to 18 March 2021 on Virtual Platform***Agenda Item 5: Presentations – State / Industry / ICAO****STRENGTHEN BEHAVIOR AND DISCIPLINE CONSTRUCTION OF AVIATION
SAFETY STAFF, BUILD A POSITIVE AND JUST SAFETY CULTURE***(Presented by P. R. China)***SUMMARY**

CAAC continues to improve the behavior and discipline construction of the safety involved staff with Three Reverences (reverence for the lives, reverence for the regulations and reverence for the duties) as the core, standardize and optimize their working behaviour and discipline, promote the building of a positive and just safety culture, so as to improve the safety governance system and facilitate the modernization of the governing capacity. CAAC is willing to exchange with other Asia-Pacific countries on the concepts and methods of the discipline construction and culture improvement, and study together with ICAO on the methods and standards for building a safety culture.

1. INTRODUCTION

1.1 ICAO Annex 19 Version 2.0 requires the countries to develop a positive safety culture, so as to promote effective safety management through SSP and SMS.

1.2 CAAC prioritizes staff behaviour and discipline construction, and promotes Three Reverences (reverence for the lives, reverence for the regulations and reverence for the duties) among aviation safety staff, helping to consolidate a positive and just safety culture.

2. DISCUSSION

2.1 Safety is the most critical basis for the operation and development of civil aviation industry, and aviation staff are the carriers and guarantee for achieving safe operation. CAAC continues to promote the working style and discipline construction of the safety involved staff with Three Reverences as the core, standardize their working behavior, so as to develop a positive safety culture and facilitate the steady and effective development of the industry.

2.2 The working behaviour and discipline construction was first carried out among the flight crew. In 2018, CAAC issued the Advisory Circular titled “Working Behaviour and Discipline for Flight Crew”, which formulated the discipline standards for pilots in the entire operation and intended to improve the professionalism of pilots. On this basis, in 2021, Implementation Guidance for Flight Crew Behaviour and Discipline Management was issued by CAAC Central and Southern Regional Administration as a pilot. The guidance laid out the quantitative assessment for pilots behavior on

operating, training, daily operation, management and instruction. A misconduct list is also made to regulate the working behavior.

- a) On-flight. Apply for the flight crew. Include operational supervision, consequential event analysis and operational quality tracking.
- b) Operation. Apply for the flight crew. Include pre-flight, in-flight, and post-flight behavior monitoring.
- c) Training. Apply for the flight crew. Include simulator and theory training monitoring.
- d) Daily behavior. Apply for the flight crew. Including the daily events monitoring.
- e) Management. Apply for the operation supervision and management personnel, the pilot in command and flight instructors. Include work ethics and responsibilities monitoring.
- f) Instruction. Apply for the flight instructors. Include teaching methods and standards monitoring.

2.3 In January 2020, CAAC issued the Guidance on Steadily Promoting Working Behaviour and Discipline Construction for All Aviation Safety Staff, setting up a long-term mechanism for aviation staff behaviour and discipline construction. The behaviour and discipline construction was conducted within the whole industry and perceptions of reverence for the lives, for the regulations and for the duties were promoted, the civil aviation industry was controlled on a steady and safe basis and a sound safety environment was created while conducting regular Covid-19 epidemic prevention and control.

- a) Improved safety awareness and ensured the implementation of responsibility. The Behaviour and Discipline Construction was implemented from four aspects, including the main responsibility of aviation enterprises and the government, the responsibility of the principal leaders of the aviation enterprises and the government, the responsibility of operational staff and the responsibility of the supervision administrative institutions at all levels.
- b) Enhanced coordination and ensured sufficient support for the discipline construction. Studied on the possibility to establish coordination mechanism for different affairs among aviation enterprises, institutions, and administrative authorities in different regions. Developed discipline education in aviation colleges and universities, and promoted a quantitative behaviour and discipline assessment mechanism.
- c) Strengthened education to all aviation staff. Used richer and creative contents on more diverse activities to establish a long-term education mechanism.

2.4 All the CAAC regional administrations and operational institutions have established their own behaviour and discipline process in accordance with the Guidance on Steadily Promoting Working Behaviour and Discipline Construction for All Aviation Safety Staff. Concrete work has been done deeply and continuously in 2020, and fruitful results have been achieved. For instance, in the summer season of 2020, accompanied with the seasonal safety risk and pressure of work resumption after COVID-19 outbreak, we achieved a zero incident record caused by flight crew. The main safety indicators were better than those in the same period of previous years, laying a sound foundation for the safe operation of the whole year. The more important is, in face of Covid-19 and all other challenges in 2020, China's civil aviation industry achieved safety operation for "120+4" months, 89.43 million hours with transportation of 4.62 billion passengers. What's more, CAAC has created and continues to maintain another important historical record: 10-year rolling death toll per 100 million passenger kilometers has decreased from 0.0091 in 2010 to 0, and 10-year rolling major accidents rate per million

flight hours has decreased from 0.097 in 2010 to 0. The *Double Zero* performance has made the past ten years the best period in CAAC's safety record, and has also made important contributions to global civil aviation.

2.4 By the end of 2020, quantitative behaviour and discipline assessments have been completed on flight crew, maintenance staff, air traffic controller, flight dispatcher and airport security staff in northeast region, and fruitful results have been achieved.

- a) Regulation-breaking behaviors were significantly reduced. Since September 2020, human-factor events were decreased significantly month by month, which was even eliminated in December. In the fourth quarter of 2020, human-factor events decreased by 59% quarter over quarter and 55% year over year.
- b) The staff behaviour and attitudes have been improved. Some unprofessional working attitudes and behaviors have been resolved. A few excellent teams have emerged as a model to promote the construction.
- c) A positive and just safety culture has been built. The reverence perception was implemented into every position and team, and a harmonious and positive environment was formed.

2.5 In 2021, CAAC sets "regulation development and implementation" as the annual subject, and focuses on the typical problems summarized in six "NOs", which are No-regulation, No-implementation, No-compliance, No-punishment, No-responsibility and No-accountability. Trainings on the regulations and regulations were continuously strengthened, especially on those events which are frequently and easily to be violated, those issues which involve the key risks, those notification and advisories that are newly developed or revised, so as to constantly promote the behaviour and discipline construction of aviation safety staff with Three Reverences as the essential goal. The next step is to issue a Program on Civil Aviation Safety Behaviour and Discipline Construction, Publicity and Education, which will incorporate discipline management and SMS implementation, and enhance the planning, coordination, and effectiveness of safety promotion. The Program includes behaviour and discipline construction, safety publicity, training, and culture development.

2.6 The safety behaviour and discipline construction is fundamental to establish safety management and improve the overall personnel proficiency. It is also an important measure for the civil aviation industry to incorporate theory with practice, integrate duty responsibility with personnel ability. CAAC will continue to promote a positive safety culture by focusing on the behaviour and discipline construction.

3. ACTION BY THE MEETING

3.1 The Meeting is invited to:

- a) share with other Asia-Pacific countries on the concepts and methods to enhance behaviour and discipline construction of safety related staff and promote a positive and just safety culture; study with ICAO on the ways and standards of establishing a safety culture; and
- b) in consideration of the diversity of cultural backgrounds in the Asia Pacific region, gather information on the practice cases and safety assessment tools for safety culture development.