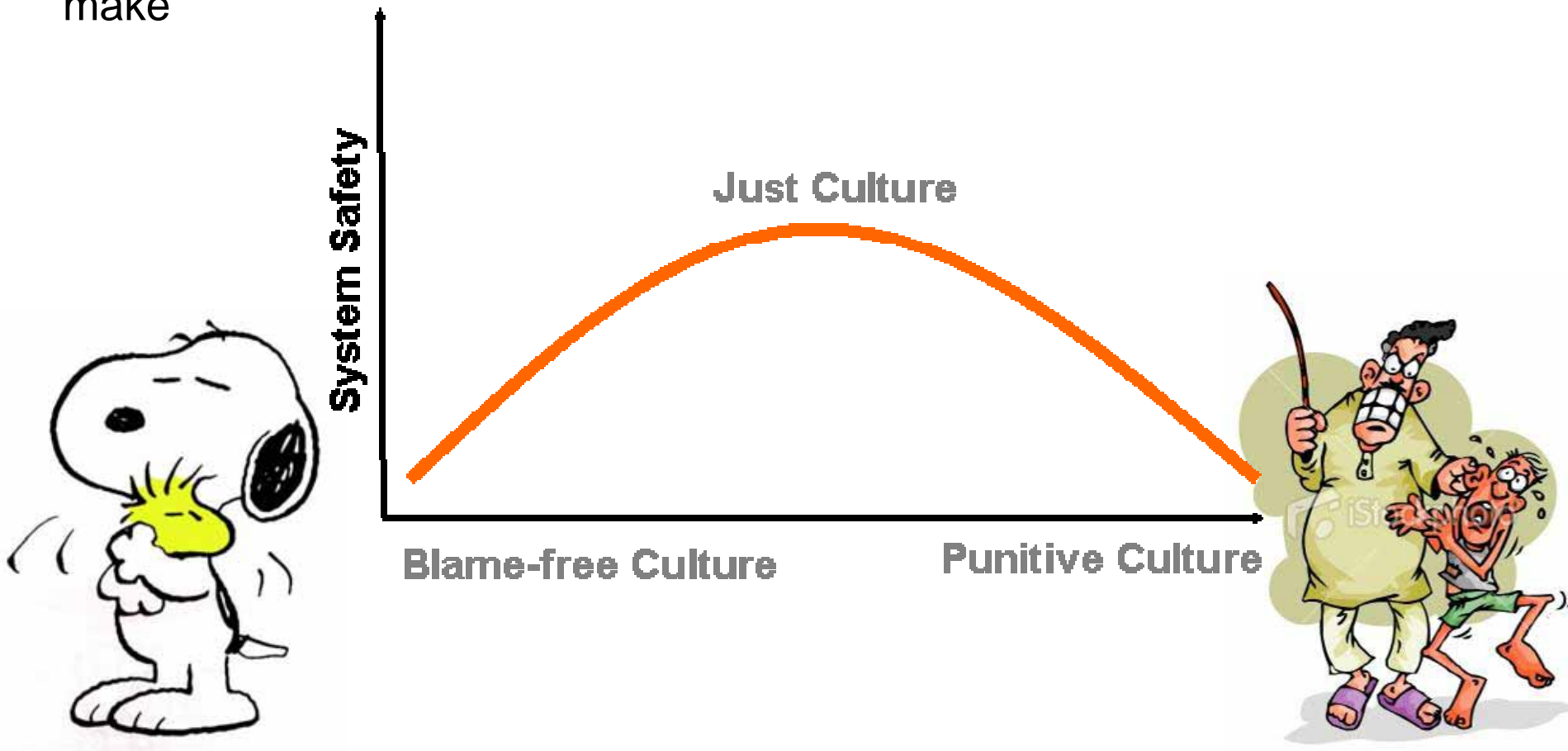


- **Just Culture**
- **NTS in assessment evaluation**
- **Facilitated Debriefs**
- **Evidence based training**

## The Goal of a Just Culture is to:

- encourage people to be open about mistakes so they can be learned from
- whilst at the same time holding employees accountable for the choices they make



# People are both our greatest asset, and our biggest risks.

Two things we can do to manage human risk :

Designing resilient  
systems

Influence  
behaviours

Just Culture

Safety Management System

Errors or risky behaviours of a few employees occasionally cause whole institutions to fail...

## 1 - 5 Grading System Supported with Performance Markers

Technical Performance	Non-Technical Performance
Manipulation (MAN)	Situational Awareness (SA)
Autoflight Management (AM)	Decision Making (DM)
Standard Operating Procedures (SOP)	Teamwork (TW)
Non Normal Procedures (NNP)	Leadership and Managerial Skills (L&M)
Knowledge (KNO)	

## GRADE 5 RAW COUNT: SIMULATOR

CAPT

TECHNICAL						NON-TECHNICAL			
PERIOD	MAN	AM	SOP	NNP	KNO	SA	DM	TW	L&M
Aug-Dec	12	2	4	4	3	8	2	1	2
Jan-Jun	11	5	9	0	4	2	1	3	3
<b>DELTA%</b>	<b>8</b>	<b>150</b>	<b>125</b>	<b>100</b>	<b>33</b>	<b>75</b>	<b>50</b>	<b>200</b>	<b>50</b>

FO

TECHNICAL						NON-TECHNICAL			
PERIOD	MAN	AM	SOP	NNP	KNO	SA	DM	TW	L&M
Aug-Dec	1	0	1	0	1	1	0	0	0
Jan-Jun	3	2	1	0	0	0	0	0	0
<b>DELTA%</b>	<b>200</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>100</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Examiner Inter-rater Reliability

Examiner	Total Events	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	MEAN
1	10	0	0	15	115	23	4.05
2	3	0	1	7	37	3	3.88
3	0	0	0	0	0	0	0
4	4	0	2	14	45	3	3.77
5	2	0	0	1	18	13	4.38
6	4	0	0	14	42	8	3.91
7	2	0	0	12	20	0	3.63
8	2	0	1	8	21	0	3.67
9	0	0	0	0	0	0	0
	27	0	4	71	298	50	

## Key Areas for going forward

- Improve use of markers
- Improve capture and transmission
- LOSA Training for Flight & Cabin Crew Assessors to enhance observation skills



## **A journey of self discovery**

("Balanced and Objective")

**Displays ability to self critique,  
self awareness,  
perception and recall**



*What went well & why?*

*What didn't go so well & why?*

*What indicators did you notice?*



## Gaining world wide support

- EBT will deliver operational relevance
- Tailored training and assessment design to closely meet the organisations operational needs
- Will enable greater operational relevance in training and assessment design
- Our needs could be different to yours (operationally)