Update: A New CRM Framework For New Zealand Military Air Operations
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Introduction

Vision

To produce a coherent, phased human factors programme for all levels of RNZAF aircrew training. This will result in shared human factors mental models, language and practices (philosophies, policies, procedures), in order to improve the operational effectiveness of military air operations.

Framework construction:

- Training packages for ab-initio aircrew students developed and embedded in primary courses.

- Currently four modules with about 90 minutes of theory each.

- Shared language and mental models are still a work in progress.

- Non-Technical Skills assessment still in progress.

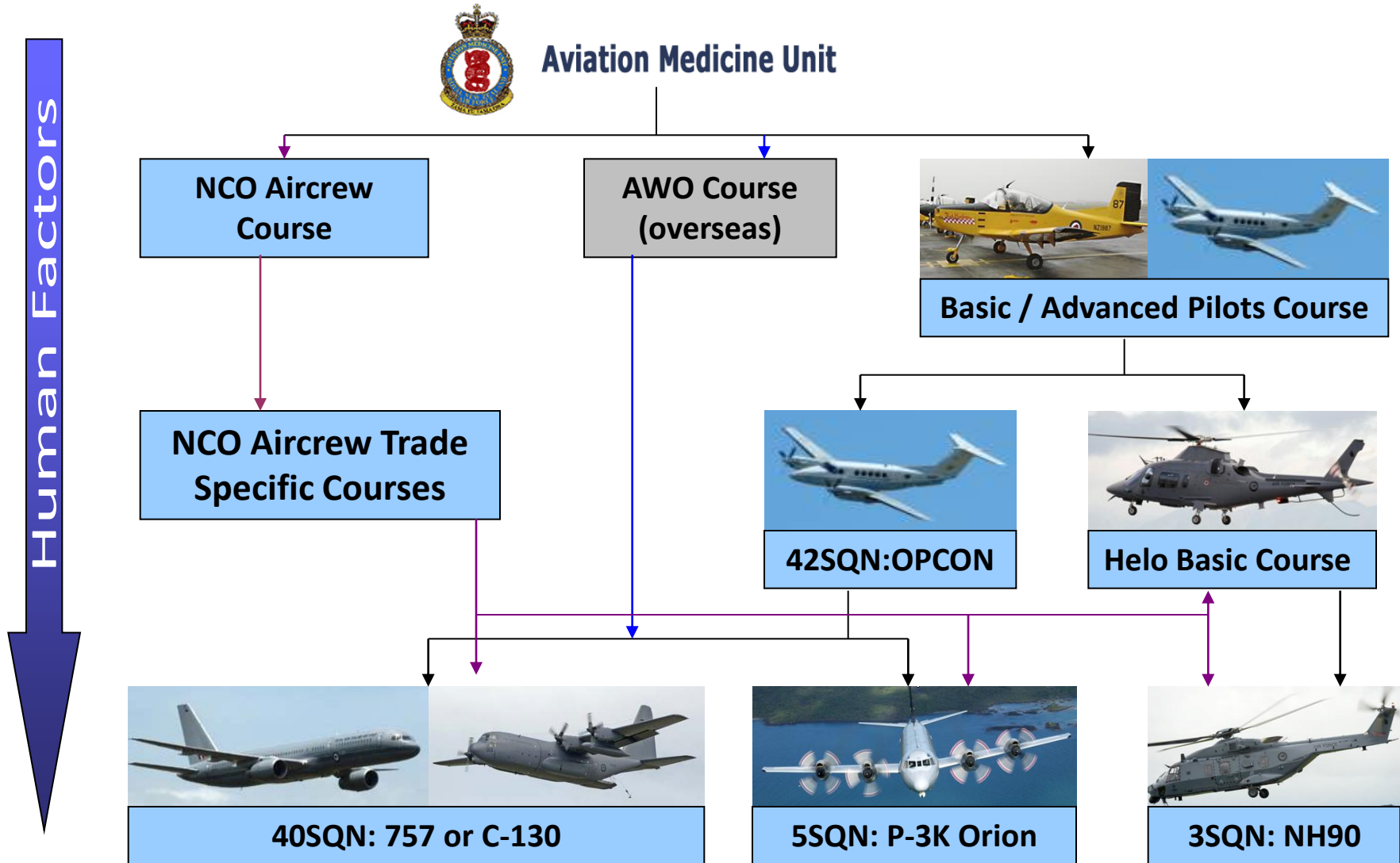- Continuing to monitor new research.

Embedding Effective CRM:

- Learning Manuals and Syllabus drafted.

- Ab-Initio and Instructor students both receiving training.

- Non-technical skills assessment development on-hold.

- Some HF input into analysis of Flight Safety Events

- Continuing to grow Aircrew to deliver content ... slowly!

What will this look like?

Human Factors

Aviation Medicine Unit

- **NCO Aircrew Course**
  - **NCO Aircrew Trade Specific Courses**
- **AWO Course (overseas)**
- **Basic / Advanced Pilots Course**
  - **42SQN:OPCON**
  - **Helo Basic Course**

- **40SQN: 757 or C-130**
- **5SQN: P-3K Orion**
- **3SQN: NH90**

How will we measure success?

- Qualitative assessment:

    - Common HF language used? ≈

    - Effective Sortie briefs? **?**

    - Senior Command happy? ≈

- Quantitative assessment:

    - Operating consistently within safety requirements? **X**

    - Reduced the occurrence of serious FSEs? **X**

    - Ongoing Flight Safety Climate Survey ✔

    - NTS Data from upgrades and check-rides. **X**

The Original Five Basic Tenets

- Human Performance

- Situational Assessment / Awareness

- Communication

- Decision Making and Threat & Error Management (TEM)

- Automation

Human Performance – Ab Initio

- Information Processing

- Cognition and Memory

- Attitudes and Expectations

- Workload management

- Self-Regulated learning

- Dealing with pressure and anxiety

Level One Packages:

- Situational Awareness / Assessment

- Communication

- Threat & Error Management

- Decision Making

Questions?