



## Safety Management System

# Safety Bulletin

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## Safety Policy Commitment

The GFA President, who is Board Chairman, has signed a new GFA Safety Policy Commitment, attached below, for reference by members, clubs, regional associations, GFA departments, executive and board.

This document is a one-page summary statement of GFA and Gliding Australia's commitment to safety outcomes, principles, risk-based systems, standards, continuous improvement, resourcing, culture and behaviour to achieve better safety outcomes. It also refers to commitments to support reporting, emergency response, safety reviews, and key factors describing our risk appetite.

### WHY IS THIS IMPORTANT?

The commitment describes how we wish to do safety, better, collectively! It reinforces our intent to work with clubs and members, giving highest priority to not harming members, other airspace users and the public, minimising fatal and serious injury accident rates, operating responsibly and safely in a multi-user aviation environment, and cultivating a positive safety culture that encourages open reporting within a just culture.

This statement of safety policy commitment is also a foundation component of the GFA Safety Management System (SMS). A revised SMS is being developed now, part of our transition to becoming a CASA Approved Self-administering Aviation Organisation (ASAO) under Civil Aviation Safety Regulations (CASR) Part 149.

The importance of the new SMS is such that it will be promoted to publication later in 2022 as the GFA Manual of Standard Procedures (MOSP) Part 5 Safety Management System. It will therefore be an authoritative reference, part of the GFA Exposition, under Part 149.

Best practice for all organisations is to have a safety policy commitment, signed by the Accountable Manager. Clubs are encouraged to develop safety policy commitments along similar lines, tailored to their local environment, signed by their President and shared with members, in advance of the revised SMS.

A.R. (Drew) McKinnie  
GFA Safety Manager  
9 February 2022

Attachment: GFA MOSP Part 5 SMS Policy Commitment SMS 002 Version 1, 09/02/2022

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## GLIDING FEDERATION OF AUSTRALIA BOARD CHAIR AND CEO SAFETY POLICY COMMITMENT

The Gliding Federation of Australia Inc, trading as Gliding Australia, an Approved Self-Administering Aviation Organisation, supports clubs and members in pursuing safe and enjoyable sporting aviation with a simple vision – **ONE TEAM – ONE SPORT – ONE GLIDING.**

**Our purpose** is to provide a safe environment for all people to experience the thrill of gliding, provide opportunities and foster excellence in all areas of the sport whilst recognising our responsibility to the wider aviation community. We wish members to achieve lifelong enjoyment through development, inclusion, training and leadership.

**This means doing the right things, to high standards, the right way. The right way means the safe way, in a recreational and sporting aviation environment, with volunteer participants.**

**Commitment:** We are genuinely committed to safety. We do not regard safety as an add-on, rather as an outcome of our collective activities, at national, regional and club levels. We achieve safety through our commitments to resourcing and doing the right things in airworthiness, training, operations, sporting events, administration, member care, all specialist aspects of our sport.



**Culture:** We wish to cultivate and embed a positive safety culture in gliding activities, encouraging free and open reporting within a just culture, with open discussion of safety feedback to members and clubs. We encourage members to seek improvements and support high standards of airmanship, airworthiness, training, operations in the air and on the ground, personal behaviour, and positive example. We communicate and share our best insights.

**Risk:** Risk management principles and processes are not encumbrances. They are intrinsic to departmental and club processes, developed over decades through hard-won experience with attention to professionalism in gliding operations and airworthiness. We strive to minimise the risks associated with gliding operations to reasonable levels, so we can enjoy freedom to fly in shared airspace, whilst protecting the wellbeing of members, other airspace users and the public. We support use of Threat and Error Management in mitigating risks. We share obligations to report and address hazards.

**Policies and Processes:** We are all bound by rules, regulations, standards and obligations to operate as responsible, risk aware aviation participants. We seek to simplify their application wherever possible. We expect GFA members to know and understand them, appropriate to their

respective roles and responsibilities. If we find rules and processes prevent safety outcomes, we must raise those concerns to responsible officers and departments, preferably with proposed remedies. Wilful rule violations and workarounds are contrary to positive, just culture. We willingly support reporting processes.

**Skilling and Resourcing:** Gliding is a great sport, made possible by teamwork and club support. At national and club levels, we strive to ensure that skilled and trained people, information, processes, resources are available to implement safe operations. Accountabilities and responsibilities for flying safety are defined at all levels.

**Errors:** It is vital to acknowledge the inevitability of some human errors, that we sometimes make mistakes. They should be openly admitted, with responses tailored to better prevention, stronger defences against adverse consequences. We must learn from mistakes, talk openly about how we can “do safety better”.

**Reporting:** This means all members supporting a safety occurrence reporting and analysis system, that monitors trends and actions, provides safety awareness feedback and education to members. This in turn drives improved operational and airworthiness safety systems and processes, informed by occurrence investigations and member feedback. We acknowledge that occurrences may be driven by pilot and member errors, sometimes exacerbated by external, systemic, organisational and cultural factors.

**Emergencies:** With the best will in the world, things can still go badly wrong. Gliding is an inherently dangerous recreational aviation activity, with obvious risks. We have responsibilities to plan for emergency events, to be best prepared to respond and minimise adverse consequences. We support emergency response planning at national and club levels, including supervisors at operational level.

**Reviews:** We support and implement safety audits and reviews, ensuring risk mitigation actions are taken. We must continuously monitor and review our safety performance, adjusting our practices and controls. We encourage all members, clubs and GFA officials to exercise vigilance, counter complacency, support safety awareness, for our mutual benefit.

**Key Factors:** GFA gives highest priority to not harming members, other airspace users and the public, minimising fatal and serious injury accident rates, operating responsibly and safely in a multi-user aviation environment, and cultivating a positive safety culture that encourages open reporting within a just culture.

**STEVE PEGLER**  
President, Chair GFA Board  
9 February 2022

