

Safety Spotlight Series: Unraveling Excellence - A Journey of Safety Transformation

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The ACSF Safety Spotlight series will delve into the remarkable journey of safety transformation with Luke Yosca, Vice President-Safety at CSI Aviation and other safety professionals. Each article will feature information that helps guide your safety management program preparation and implementation. Join us as we uncover the strategies and insights that led to extraordinary achievements in safety leadership and program development.

Article 1: Setting Up a Safety Program

From Vision to Action: Building a Culture of Safety

Explore the motivations behind establishing a comprehensive safety program in the aviation industry. Gain insights into the initial steps, challenges faced, strategies employed, and the role of tools like ACSF's SM ICG, [ASAP](#), [SMS](#), [MAP](#) and [IAS](#) in developing and implementing effective safety initiatives.

In the dynamic environment of aviation safety, establishing a robust safety program is not just a regulatory requirement but a cornerstone of operational excellence. Safety Management Systems (SMS) are a Risk Management Process that has been used (often by another name) in the military for decades.

SMS is divided into four building blocks or “Pillars” and are essential for a safety-oriented management system. They are Safety Policy, Safety Risk Management, Safety Assurance and Safety Promotion.

We spoke with ACSF member, Luke Yosca, Vice President-Safety at CSI Aviation, who shared valuable insights into the journey of setting up an FAA Part 5 Compliant safety program within their organization. Additionally, Keith Cianfrani (*MAS, CISM, CFI*) of Aviation Safety Consultants, LLC, contributed key factors to this article, enhancing our understanding of effective safety program implementation. Below are the key takeaways:

Motivation for Establishing a Comprehensive Safety Program

Our journey into safety transformation was primarily driven by a safety-conscious management team. Their foresight recognized the need for a more robust safety system, especially with the company's growth trajectory and the anticipated future mandate of FAA SMS Part 5 compliance.

Initial Steps and Safety Needs Assessment

Conducting a detailed gap analysis was crucial. While assessing safety needs and gaps, we focused on significant structural elements initially, paving the way for a more comprehensive SMS approach.

Defining Safety Goals and Objectives

Setting safety goals was relatively straightforward; however, the real challenge lay in fostering a reporting culture that aligned with these goals. It's not just about setting targets but about creating an environment where safety reporting is ingrained in everyday operations.

Structuring the Safety Program for Compliance

Aligning with industry standards and regulatory requirements was paramount. Our safety program integrated best practices and industry standards into our internal audit processes, ensuring compliance and continuous improvement.

Engaging Employees and Stakeholders

Active engagement through regular safety training and participation in audits was instrumental. We emphasized a high presence on the front lines and encouraged involvement in hazard identification and corrective actions.

Role of Training and Education

Training and education formed the backbone of our safety-conscious culture. However, continuous training beyond onboarding was essential to keep up with industry dynamics and ensure a well-informed workforce.

Key Components of a Successful Safety Program

Communication, participation, and data-driven decision-making were foundational. Our SMS's effectiveness relied heavily on accurate data input from frontline employees, enabling us to assess risks and implement corrective actions effectively.

Contribution of ACSF's Tools

ACSF's SM ICG, [ASAP](#), and [SMS](#) tools were indispensable throughout our safety program's development and implementation, providing valuable support in data management and analysis.

Addressing Audits and Compliance Challenges

When compliance challenges were encountered, proactive measures such as engaging third-party audits were taken to ensure readiness for inspections and long-term sustainability.

ACSF will continue our Safety Spotlight series as we delve deeper into the strategies and challenges of changing safety culture and achieving [FAA SMS Part 5](#) compliance in record time. If you would like further information about ACSF or our programs, please [contact us](#).