

SMS Town Hall [SEC=OFFICIAL]-20260529_085945- Meeting Recording

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● **Gavin Sephton** started transcription

SLIDE 1

Hamson, Joshua SQNLDR 0:14

HS Alright, it's pretty much 9 o'clock.

Welcome everyone to DASA's DAVNOPS Town Hall on the DASR Safety Management Systems Transition. This is the third town hall that the Safety Management Systems team or SMS team has presented this year since the introduction of the new DASR SMS regulations and guidance material. My name is Squadron Leader Josh Hamson, and I will be presenting today. We've also got off to the side Wing Commander Brian Brown, also known as Bomber, who is DD SMS, to take questions. And let's kick into it. First of all, some basic admin. Please remain on mute unless you are speaking or asking a question. We do have designated question slides, so please hold on to your questions until then, unless it's very pertinent. This presentation will be made available through the DASR SMS webpage within about a week after this presentation. If you have specific questions that don't apply to the majority or a significant part of the audience, please hold on to them, send them through to the DASA ASMS inbox. The contact details will be in the final slide. This is my face. Hello. To save bandwidth, I will be turning off the camera shortly, but I just wanted you to see me as a human being. And I will now throw over to DAVNOPS for an introduction.

SLIDE 2

Pausina, Nicholas GPCAPT 1:55

PG Hey, thanks Josh. And thanks Bomber and the SMS team for pulling this together again. But more importantly, thank you to the safety community for dialling in and taking the interest in these transition town halls. And hopefully we're providing some good guidance and some good information for you as you progress down the path

of your transition from the previous DASR SMS to the updated DASR SMS. We're almost approaching the halfway mark with regards to the transition period. So I'm anticipating that in all good change management processes that the safety teams out there and the teams involved in their QMSs have started your change management work. You've got a plan in place and that transition plan is enacted and you guys are working, beavering away towards making sure that you meet the requirements of the new regulation by February next year.

I just want to also open with just to provide you all some awareness that on Monday afternoon, we had all the accountable managers meet for a convocation up at Glenbrook. It was tied in with the Air Command Board that was run. That was the first time that all the accountable managers of the Defence Aviation Safety Program came together in a small forum to talk about a number of the issues going on inside the program. They had a briefing from the DEF AA (Chief of Air Force), you would otherwise know him, about his expectations and some of the things that are concerning him within the safety program. But predominantly what we talked about were two main themes that have been raised and been ongoing across the safety program over the last 12 months, which is the QMS SMS reviews that DASA is running in concert with the aviation FEGs and MAOs as well as what's happening in regards to deliberate risk management and risk management skills, particularly around deliberate and immediate risk management. So there were some really good discussions held there and I'm sure the accountable managers will come back to the respective safety cells and have a conversation around that even if it's down through your DLCs and your safety teams. So some good conversations there, some good progress being made with regards to the SMS and QMS reviews that are happening. And certainly for those MAOs that are coming up on the schedule, please look to engage in those.

Hey, as we move forward with these town halls, there's only so many times that we can hop up in front of you and tell you that the regulation is changing. So with the view to the future town halls, we're certainly open for ideas on what we might be able to do, but the SMS team have taken the lead on looking at providing some briefings on some focal areas associated with the regulation and how you might be able to progress and look at developing things. The guys today will talk to some of the performance indicators and what you could potentially do with regards to creating your performance indicators. And then as we move into next month's SMS

Town Hall, we'll look at focusing again on another area of the regulation to provide some guidance and some pointers and that type of stuff.

I won't hold the floor much longer. I'll hand back over to Josh, but again, I just want to reiterate, thank you for joining in and, you know, spending the time. Please engage with questions. Don't just sit there with a bunch of questions and not put your hand up and ask them. Trust me, if you're thinking of a question, someone else in the audience is thinking of 1 as well, and they just love you to ask yours. So don't be shy, put your hand up and get involved. All right, that'll do for me. Back over to you, Josh. Thanks.

Hamson, Joshua SQNLDR 6:04

HS Thank you, Sir.

SLIDE 3

All right, we'll quickly open with the aim. So as part of our commitment to the SMS transition and change management plan, the aim of these monthly town halls is primarily to engage the aviation safety community, that's yourself, on February 2026 release of DASR SMS and what that transition period entails. These town halls are designed to provide you with updates on the progress of SMS transition, provide some education and training, as briefly mentioned just before by DAVNOPS, on general SMS principles that you may want to include whilst reviewing your SMS documentation. If you have a question, please wait until the appropriate question slide. The brief is expected to last about 30 minutes. That'll leave 30 minutes at the end for Q&A. So there should be plenty of time to cover that.

SLIDE 4

Quickly to the scope. So we will continue to keep the same upfront part of these town halls, just in case there are late comers to the SMS transition or newly posted in people who need to get up to speed quickly on this. So we will be starting with material that you may have already seen before. That includes covering the Advisory Circular (AC) 001/26, which is the DASR SMS transition and change management arrangements. I'll quickly point you to where the DASR SMS changes took place. We'll have a discussion about the transition timeline. I will go through the steps that

you will have to take to demonstrate compliance and as well as a quick chat about the withdrawal of the DASM. In addition to that, we've taken the front foot and decided to include themes from oversight and enforcement as the additional topic for this presentation. This will cover some of the observations of DASA's auditors when looking at SMSs and talk about what you may want to do or look at when you're updating your SMS documentation. The briefing will also close with a quick status update on DASA GR40, which is occurrence reporting.

SLIDE 5

All right. So first up, in April this year, Advisory Circular 001 2026, the DASA SMS Transition and Change Management Arrangement was released. This plan, this was intended to establish a change management plan to support the aviation safety community and I strongly encourage any of you who haven't read it to go online and have a read. It includes some of the intent behind the DASA SMS change and how we plan to support you through the transition period. Of particular note from this AC, DASA has committed to taking the following actions. All right, we will be conducting monthly SMS town halls. Now that we have thoroughly covered transition content for two going on three of these presentations, we are looking for community engagement to determine what are your sticking points and what additional things you want included in the SMS town halls. So they can provide improved education and training going forwards. From mid last year, DAVNOPS FLTOPS team has been conducting SMS/QMS reviews and workshops with MAOs to help them get their SMSs and QMSs up to speed. We have produced a number of education training pieces to support the transition period. This includes a frequently asked questions piece, which is updated each time we receive new questions. That is available on the DASA SMS website. These town halls are also a piece of education training. We also have developed Volume 3, Chapter 14 of the DASPMAN, which contains 129 pages of guidance material for also to assist you with SMS. There is a change management plan attached to this transition period. And just down the bottom, obviously one of the most significant changes that you will notice when reviewing the DASA SMS update is that it now includes DASM content, so that's both AMC and REG-like material. And also the DASM guidance material has been transferred into the Volume 3. I will talk about this in a later slide, but I just wanted to let you know that there is a cross-reference matrix if you want to know where a paragraph of the DASA was gone

or what's being done with it, there is a live document on the DASA SMS webpage to support that.

SLIDE 6

So quickly, DASA SMS updates were carried out on the 27th of Feb this year to DASPMAN Volume 2, so those are the regulations, and AMC (acceptable means of compliance). This, as I just mentioned, was mostly a big combination of DASA type material all in one place now. I strongly recommend you go and read the regulations and AMC. There are also additional AMC for non-ADF organisations where there are ADF specific requirements. So those two different AMCs where that applies. For DASPMAN Volume 3, which is the guidance document for the Defence Aviation Safety Program, recently released and now fully hosted, no longer a PDF. So that's updated numbering as well. Volume 3, Chapter 14 is live. It's called Safety Management Systems. It contains 129 pages of guidance material, combining information from the DASA, information from previous guidance material for the DASA or SMS, as well as information that is currently in AC 003/18, which is the risk management in the Defence Aviation Safety Program.

SLIDE 7

So with the transition timeline, this is contained within the advisory circular as well. There is a 12 month transition period effective from the 27th of Feb 26, concluding on the 28th of Feb 2027. During this period, there is an expectation that organisations look at the new SMS regulations and AMC, that they plan their transition and update where necessary their SMS documentation, their expositions, their handbooks, and then send through these attestations of compliance to DASA where we can then provide that feedback. You can make those changes and we can hopefully have everyone transitioned by 28th of Feb 27. That is the current plan. We are three months into that timeline so far. So as DAVNOPS mentioned at the opening, for many of you, you should be, you know, you should have a plan, have spoken with your desk officers in DASA and be on the way.

SLIDE 8

We will require you to demonstrate compliance to the new DASA or SMS. What does this really require you to do? First of all, make sure you engage with DASA early, that is your desk officer. Find out what the timeline is, what the expectations are of what you have to deliver. I will have another slide after this to talk about 21s and 145 and M organisations. But your desk officer is will be helping you, helping guide you through this process. Second, please familiarize yourself with the DASA or MS. Although the content or the expectations and requirements for safety management systems have not changed, the combination of the DASM requirements into the DASA SMS means that it does look quite different. So get familiar with the current regulations, get familiar with the AMC. They will come into effect from Feb next year. The SMS team has also released a updated PSOE tool, so that's Presence Suitable Operating and Effective Evaluation Tool, to assist you to conduct a gap analysis of your SMS, find out where you need to update things or what you need to add, what you need to change. There is an important point. So for some organisations, this transition will be relatively low drag, but for some organisations, it will be significant. And part of that will depend on how much an organisation has previously relied on external references to the DASM, external references to AC 03/2018, which is the risk management in the Defence Aviation Safety Program. If you have a lot of reliance on these two external artefacts, you're going to need to internalise that. And that's part of what you'll need to update in your SMS documentation. So make sure you plan that transition. Once you've updated your SMS documentation and artefacts, then you need to submit your compliance evidence to DASA. For MAOs, for Aerodromes, for ANSP, please contact your desk officer to understand the process for this. The next slide, I will just quickly talk about airworthiness organisations in DASA 21 and what the requirements are for them.

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Again, I'm going to caveat that with. Speak with, speak with your desk officer. Not every organisation is the same, so this is a typical process, but it may not be exactly what suits your organisation. So from DIA and DCA in Melbourne, we have received the following information. So for the transition process for your organisations, that's DASA 21, 145 and M. We are expecting you to review and update your extant SMS documentation. That's handbooks, expositions, and your underlying artefacts and policies and procedures for compliance with the new SMS requirements. So you're

aiming to comply. The changes that are made to these documents need to then be assessed. If they are significant or major, then you will need to, as per the DASA for changes to those documents, you'll need to submit the appropriate form. Look at the table on the right. You've got DASA form 2 for your Ms and 145s. You've got 82, 51 and ADC for your subparts of 21. If it is non-significant or minor, then you have, depending on what your process is written down in your handbook, you can approve that internally, but you still need to provide copies of the of your updated SMS documentation to DASA.

SLIDE 10

Just note, the DASM will be formally withdrawn from the 28th of February, 2027. We need to restate this every single month because it is something that will happen early next year. Until then, the DASM continues to be the corporate solution that you can use during the transition period. It is also important to note that no information from the DASM will be orphaned. It has been redirected to either the DASR SMS regulations and AMC, that's Volume 2, DASR SMS guidance, Volume 3, our web pages. Also your reporting and investigation content is going to DFSB's future manual. The Defence Flight Safety Manual is the current name for it, but keep an eye out for that one too. So you will still have all of the required information that you need to implement and maintain your SMS. The DASM to DASPMAN Volume 2 and Volume 3 Cross Reference Matrix, which I mentioned previously, is your tool to understand what's happened to the content in the DASM. If you open it up and have questions about it, feel free to contact our team at DASA.asms@defence.gov.au. Similarly, if you identify any issues with the DASR SMS, that's the AMC and regulations itself, standard procedure for recommending a change applies. That's a Form 111, which you can obtain through the DASA website. If you have suggestions, improvements or questions about the DASPMAN Volume 3, again, just email us, we can update that one internally because it is guidance material. When you have these questions, remember that there is an FAQ, so that's frequently asked questions document on the DASA SMS website, which can help support you.

SLIDE 11

As mentioned, DASA SMS website. If you go on to our externally available website, you go regulated areas, safety management systems and scroll down, you'll be able to find recordings of all of the town hall videos, transcripts and presentations, the FAQs and the cross-reference matrix. If you have issues accessing any of these resources, again, please feel free to contact us on that email there.

SLIDE 12

All right, on to the additional topic for today. Whilst you are reviewing and updating your SMS, this is a perfect opportunity to also fix potentially not so great parts of your SMS. And to do that, we had a chat with several auditors within DASA, that's DCA, DIA and DAVNOPSs to find out what some common themes were in less effective areas of SMS implementation. And just to raise them here. So you can see up there on the slide, key safety personnel, safety performance indicators, SMS/QMS integration, and management of change are all topics that were common themes across the board. I will go through these one by one now.

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First of all, key safety personnel. There is a general, so our auditors have noticed that there's a general trend for key safety personnel to be inexperienced. That's either their junior or they're not the correct location or, you know, background education. They quite often have not yet completed their training or all the training that should be required of them, or they're poorly resourced. This is especially the case in ADF organisations due to posting plots, due to, you know, fights with your career management agencies to get the right people. Either way, a general trend, your system is only as good as the people that run it. So the idea is that your people need to be trained, they need to be resourced, and they need the experience. So when looking at your system, it is recommended that you consider just how comprehensive your handovers and takeovers are for your USO positions. This is critical for allowing them to continue to be able to maintain the same level, the same standard for your safety meetings, for your AHRBs, your WASCMS and the like. This should contain a comprehensive document, documentation pack, as well as, you know, understanding what your on-the-job training and handover period is. Another tip for any new aviation safety officers or safety officers that are coming to the

organisation, try and get their training done early. On the DASA SMS webpage, that's the same one that was pointed to beforehand, there is also a training and education matrix, which points out the DASA provided courses that you should be getting for your people. So you can see there that for a lot of the ASOs, they have a fairly large amount of training available and that they should be doing. From there, you can then engage external providers for additional SMS training. Make sure you allocate the time to any new starters and key safety personnel to learn SMS requirements and responsibilities. It's tempting to let them get straight into the job and start working to it, but there is a lot of information to absorb here and that needs to be included in those handover takeover processes. Resourcing of positions. There is some general comments from auditors that some organisations, their key safety personnel are reservists with not enough days, it's a secondary duty with not enough time to provide the correct amount of oversight and support. Just be sure that when you have those key safety positions, that they are resourced effectively. A final note, establishing position prerequisites can help guide you to get the right people for those positions. If you get a person that has the wrong background, the wrong experience, the wrong training, not interested into a key safety role that will affect how effective you are.

SLIDE 14

Next is Safety performance indicators. This is related to element 3.1, safety performance monitoring and measurement under the DASR SMS. This is an area that gets a lot of discussion. And currently our auditors have commented on safety performance indicators being frequently lagging rather than leading. So rather than having a good mix of process and outcome based indicators, so process being leading and outcome being lagging. We see a lot more of just what the outcome is. Also, on top of that, a lot of the SPIs that are established and used by organisations tend to lean towards tracking compliance with requirements rather than tracking the performance of your control measures. Keeping on top of the effectiveness of control measures is the core goal of safety performance monitoring and measurement. Compliance is important because that indicates how effective the system is, but it's about getting the mix right, rather than going too far one way or the other. There are also organisations where just safety performance indicators are generally absent. This is a really important part of your safety assurance, part of your feedback mechanisms

to make sure that all of your hazards are correctly identified and all of your risks are effectively managed. So getting this right is really important for long-term effectiveness of your SMS. Over on the right, you can see the definitions for safety performance indicator, right? So we're talking a data-based parameter used for monitoring and assessing safety performance. For safety performance indicators, you may want to apply, you may select the most important ones to you and apply to them a safety performance target. This target ties indicators to objectives. And that's really important. Targets can change over time because obviously you aim to get better or you aim to improve, or you aim to maintain. But assigning a target to an indicator is the key way that you can push the SMS, the safety performance indicators, and link them with your objectives. For some indicators, you may want to establish trigger conditions. Now, by that, I mean in our guidance material, we call them performance criteria bands. What it is essentially is there will be some indicators where you don't care about them until they get past a certain point or they get below a certain point. And that's okay, as long as you define it. And then you actually can trigger an action to deal with it when it becomes an issue. So this is, if you know that you are going to have a particular type of incident at a certain frequency, you may just go, look, it's going to happen at roughly this. If you set performance bands around that and for one month or 1/4 it goes above that, then it can get flagged and now it becomes an indicator of interest rather than always looking at it. Now, this topic, although DAVNOPS did say that we'll be talking about safety performance indicators and targets, this topic will actually be revisited in a future town hall with a more dedicated session. So please keep an eye out for that one. We will be letting you know the topic when we release our SMS news breaks. Just again to note, when it comes to safety performance monitoring and measurement, there is no one size fits all solution. There is plenty of guidance material, however. Please have a look at Volume 3, Chapter 14. They have put together a lot of information in there. If you're then still interested to learn more, ICAO recently released its Safety Intelligence Manual, which directly deals with this entire topic. So that's Doc 10159, link provided there. You can view it through their e-book reader online. Same thing with the appropriate chapter in 9859, which was the original safety management manual.

SLIDE 15

The third audit topic, topic raised by our auditors was about the integration of SMS and QMS. Now, up front, SMS and QMS do not need to be integrated. There is no requirement to integrate your SMS and QMS. That said, like what's written in our website, they are both still requirements of your organisation and they share similar structures. There may be efficiencies to integrate parts of them or fully integrate them. Depends on your organisation. It depends on your structure. It depends on what you do. The main comment from our auditors around the integration of SMS and QMS is that organisations need to be very conscious and deliberate with how they integrate their SMS and QMS. So that means documenting how they link together and where they don't. If you don't document how they integrate, then language, discussions, positions, roles, and responsibilities may start to become confused. Examples of how they may be integrated may be as simple as keeping them completely separate except using the internal audit function of one to audit the other and vice versa. Or perhaps for some organisations, they also like to completely sit their SMS under their QMS. It is up to you how you integrate, but the key point of this slide is make sure that you're consciously and deliberately understanding and determining how you're going to integrate the two. Don't just let them flop around and hope that they integrate in the ways that you hope. It's not going to work well. All right you can read more on this topic. It's both covered in the Volume 3, Chapter 14. So again, it's in our guidance, as well as the ICAO Doc 9859.

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Final theme from our auditors was around the management of change. The management of change, which is element 3.2 of the DASR SMS, is often overlooked or has very limited implementation in SMSs. This is not ideal, because the management of change shouldn't be an afterthought. It is a significant part and contributes in a major way to your safety risk management process and your hazard identification. It is essential for organisations to consider how they identify and define hazards associated with changes to personnel, location, and equipment and more, there is an excellent list of changes that you need to be considering in the updated DASR SMS AMC. Highly recommend you go and have a look at that. This topic will be revisited in a future town hall. I believe it is the next town hall because it is essential to get right and is an essential part of your risk management and hazard identification. In the meantime, please see the guidance material on this subject in

the Volume 3, Chapter 14, as well as 9859 SMS Manual. And as I said, the AMC and updated DASR SMS really ties this in to hazard identification and effective risk management. So please go and have a look at that. That's it for the O&E themes. Hopefully you've got a few questions to ask after this session and we'll be happy to answer. So, over to questions.

SLIDE 17

Brown, Brian WGCDR 2 32:33

B Thanks, Josh. I'll jump in there as well. When Commander Brian Brown, Bomber, Deputy Director of Safety Management Systems. If you do think of any questions after this presentation, you're welcome to reach out to our DASA inbox or give us a call. We are available for engagement. Or place, if you don't want to come off mute or raise your hand to ask a question, you can always put your question into the chat as well. So we'll wait a moment.

I've got one there from Martin. For the ATS stations, is there a standardized format or guidance on what's expected, aiming to align Air Command ATS stations if possible? We don't have a dedicated form at the moment. It is something that we will be looking at. I will be engaging with my DG and putting out a minute or a form of correspondence to the MAO AMs. I hope to have something in place by that stage. So I will engage with you, Martin, and also the other environmental commanders and organisations through the desk officers or even the SMS QMS reviews and we'll come up with a way of doing that. Thanks for the question.

Drew, Martin WGCDR 34:00

DW Yeah, copy, thanks for that bomber. And for the Air Command guys online, we'll try and put out some guidance to you once we get that just so that we can standardise as much as possible those submissions to DASA, just so they're not reinventing the wheel for every attestation and that should streamline the stuff. So hopefully that helps out for everyone. I know we've been a bit cold on what's expected at the moment, but yeah, once we get those answers, we'll push something out so that everyone's doing something that's similar, not the same, but makes the life a bit easier for everyone.

B **Brown, Brian WGCDR 2** 34:29

Yeah, thanks. Alright, we'll pause for a moment and see if there's any other hand-raising or questions that people want to raise.

M **McIntosh, Andrew PLTOFF 6** 34:45

Morning Sir, ma'am, all. Just a quick question regarding the community engagement. You mentioned earlier that you'd try and get out to all the accountable managers while they went up to Glenbrook. Is there any scope for DASA to actually come out to the RAAF bases themselves to discuss with SMS teams through the change management process?

B **Brown, Brian WGCDR 2** 35:11

So at the moment, we're engaging through the SMS/QMS reviews. We don't have any intentions to do a roadshow through the air bases or the Army or Navy bases either. We are open to engaging. We've got another three SMS QMS reviews. AFTG is the next one off the ranks, followed by FAA and then ACG. So we can, when we do those engagements there, we can engage with the FEG headquarters and get them to reach out and see if there's time to do a sit down meeting, of course. But at this point, no, we don't have any plans to go around any of the air bases outside of that.

M **McIntosh, Andrew PLTOFF 6** 36:11

No worries, thank you very much, Sir.

PG **Pausina, Nicholas GPCAPT** 36:11

I'll just chip in on that Bomber. Group Captain Pausina DAVNOPS. If there's a swell from the, you know, from the accountable managers, from the MAOs and the service providers that you would like us to do that, please reach out. It will certainly give me the justification to go, obviously, to my boss to request us to go and do exactly that. So whilst, you know, I'm not actually funded for that type of thing right now, given the nature of this and the importance of it, I would certainly contemplate that. You know, for example, if you know SRG and ACG from Williamstown wanted us to come up there for a couple of days to sit down and actually go through this with them, you're both in the Len Waters building, you know, actually putting a couple of guys in the car and driving them up there is not a great cost to the organisation

considering the benefit that you get back. So, look. Please, if that's the case, you know, have your DLCs or whoever reach out, they can reach out direct to me. And if you want to request that, then we can look into it.

M **McIntosh, Andrew PLTOFF 6** 37:25
Awesome, thank you, Sir.

Brown, Brian WGCDR 2 37:27

B Yeah, thanks, Sir. Appreciate that. And obviously we're doing these monthly town halls as well. So if you want something that as a focused town hall, please reach out as well and we'll put something together.

Got another one in the chat, Daniel Scovell works in Edinburgh and Martin Drew works in Amberley, so they can sit down with reps there on most days if required as well. Thanks, Martin. I really appreciate that.

Note: WGCDR Martin Drew and SQNLDR Daniel Scovell are from HQAC A9.

PG **Pausina, Nicholas GPCAPT** 38:14
Alright, Bomber, do you want to do the update on GR40?

SLIDE 18

B **Brown, Brian WGCDR 2** 38:17
Yep, can I grab the next slide? Thanks. Okay, so some of the stuff that's really been sapping a lot of our time over the past five months is the GR40 requirements reporting update to the regulation. So we have, thank you very much for all those people that provided feedback on the MPA. We've incorporated that, we've collated the MPA comments together and we're currently working through the comment response document. We've got the Defence Aviation Safety Board to go to gain approval to publish and then through the DG for his final approval of the regulation. Currently, we're in the process of just responding to the comments in the comments response document, and then we'll go through another scrub of the regulation itself. Now, it's looking really good. The feedback has been positive and the points that people have raised are being considered and it's really improving the quality of the GR40 regulation. It may look different to what the NPA put out, but it will most likely

only be formatting in that. A lot of the comments were surrounding the Form 44 for organisations that don't have access to Sentinel. And then a couple of questions regarding about Sentinel Down reporting and then the access and the ERC tables, so the event risk classification tables. So the Form 44 and the ERC tables, they are controlled and owned by other directorates within DASA. So we're really focusing on the regulation itself and then we can engage and also continue to amend and tailor the Form 44s and incorporate the feedback on the ERC tables. So we do look like we are up against it. The DASB is due to sit next month or maybe early July. So we really do have our backs up against the wall to get this out on time and it may be a out of session release, but it will be released in the quarter three of this year because it supports DASA MS and the transition into Feb 27. Any questions on the GR40?

Maule, Rhuri WO1 41:38

MW Yeah, you got it pretty right. It's really here. Could you be able to explain the thought process to help us understand why the 21J would be using the defence harmonised risk matrix for doing our report or occurrence where everybody else is going to be using the normal PRL forms? Over.

Brown, Brian WGCDR 2 41:40

B Alright so I would have to defer to DIA in that space. I don't know if I've got any DIA people on board at the moment. If it's any DIA that can answer that question better than I can, can you please raise your hand? My understanding is the defence harmonised risk matrix, we're going through revisiting that at the moment because the risk matrix comes out of the WHS and the defence safety man and really that risk matrix needs to be contextualised for organisations. So I will be looking to removing the one in Vol 3 and also just pointing to the WHS risk matrix. Then organisations should, outside of the safety domain, be looked to contextualize that. Nigel. I see you've got your hand up. I'm hoping that you'll be able to answer it better than I can.

Nigel 43:24

N Yeah, so the thinking behind why we've used the DHRM or similar, which we'll move to after the NPA, is due to the ERC was not appropriate for what we want to see when it comes to reporting under 21A3A which is all about identifying unsafe conditions in the type design or production deficiencies. That's what Part 21 or DASA

21 is all about, maintaining the safety of the type design. And so we were looking for a risk matrix that was able to better describe that as the notifications came into the authority. So that's the expectation on our MTCH organisations and their supporting organisations to be able to characterise the risk against the particular parameters that we're, the dimensions that we're putting in those matrix, in that particular matrix, so as we can then understand where that sits on the particular spectrum against that type is on.

MW **Maule, Rhuri WO1** 44:33

Thanks, all. That makes a lot of sense. My only concern is with the army is that our 21Js sit and say dispose of like 1 entity which is the same people having different hats. Some are doing part-time functions, some are doing 21J functions, some are doing both at the same time. And the way it's written with the army, I suppose, it could be construed to dispose in the entirety of 21 J's and therefore they only use defence harmonised risk matrix. We actually should be only using it for the part 21 J functions and the remainder of the part in functions, they should be using the normal PRL and following that through that process. So it looks like for Army, they might be the potential for them to blend it together and just stick with one rather than another.

Nigel 45:26

N Yeah, look, in practice, what we'd be looking for is the PRL to really be categorising tangible events, failures, malfunctions, defects on the actual aircraft tails, whereas identifying unsafe conditions is all about what might be happening more latent in the design. And so therein is a lot more nuance when it comes to trying to identify potential unsafe design. So one very much for the case where you've got something that has broken and the perceived risk level that that might be in the immediate as opposed to something that might require more around trending of failure malfunction defect data.

Maule, Rhuri WO1 46:11

MW Makes sense, so thanks very much.

SLIDE 19

Brown, Brian WGCDR 2 46:15

B Thanks, Nigel, and thanks for the question, Rhuri. We do have a couple of other questions in the chat. At what level are attestation forms to be expected? Now, I, at DASA, expect it from the MAO, accountable manager and then in our assure function to the FAA. And then I would expect that the accountable manager will expect in his assure ensure function would expect it from the lower units.

How does this SMS transition change affect acquisition projects? Look, the SMS in itself, the outcomes focus hasn't changed. A lot of it is just making it more contemporary. There isn't any real additional requirements out of this, it is getting the DASA and separating the command accountable manager components out of that and also getting some of the regulation AMC guidance material all separated into their specific areas. Acquisitions, so acquisition projects come under CASG or the DEPSEC, so they're considered non-ADF. So in that space, you have the flexibility arrangements of AMC2 in a lot of the components of SMS, but you still have to have an SMS. You will still need to put forward an ASD station to say that you are compliant and then we'll go through and do our desktop assessment of that, make any suggestions for changes or improvements to ensure that it's robust. And then on our next O&E activity, that's when we'll get to conformance and effectiveness assessed. How will we measure the new SMS is actually improving operational safety, not just compliance? So that there is when we come out and do our O&E activities, where we will do operating and effective of the PSOE construct, so when we come out on our oversight and enforcement schedule, that's when we'll have a deep dive into approved organisations. Now, as we've also mentioned, SPIs, SPTs is an area for improvement in most organisations. A lot of them are just focusing on lagging indicators. So we will have a dedicated SMS town hall in the near future that will address that. And we are looking for an education and training campaign coming out of SMS to get some effective SPIs, SPTs. that will be measurable and show that the SMS of the organisation and the QMS of the organisation is improving. So we're hoping to uplift the organisations as a whole in that space.

Pausina, Nicholas GPCAPT 50:04

PG Hey, Bomber, I'll just jump in with a couple of quick comments there, just around all those questions. MTCH, sorry, yes, MTCH, we primarily deal with the MAO at the MAO level, so we are at the FEG level with regards to attestations and the expectation then is that the organisation's QMS and SMS is ensuring that the change

is being implemented through the organisation, obviously that they're responsible for, and our oversight and enforcement check or our audit will come and do exactly what Bomber said, which was do those operating and effective portions of the PSOE. PSOE being present, suitable, operating, effective. Okay, present and suitable is what the attestation is from our perspectives, with the organisation is telling us that they have all the elements there, they're attesting to the fact that it's been implemented and then we will come around and check. There's been some good questions from Rhuri there about the application in the 21 space. A lot of folks, certainly the operators amongst you out there are probably sitting there looking quizzically or thinking quizzically about this because there hasn't been a lot in the GR40 world for the operators. What you'll see is GR40 will point to Sentinel and ASR reporting, and that is reporting mechanisms with regards to our occurrence reporting. It's basically bringing that regulation up to date, which when the DASRs were released in 2016, basically put in against the current reporting for flight operations reporting to be issued. So we needed to make that contemporary. We needed to align to DASA SMS, which in the regulation speaks to a current reporting and safety reporting. So that was part of this change that we needed to do.

Yep, we've hit on that bit there from you, Ron. You asked the question about the contact for Army for this transition. We will deal with DOPOR and then DOPOR should be looking at doing that change through our Army Aviation Command. So they will act for Air Force. We generally work with the FEG A9 cells which are governed through the directors of logistics capability. For Navy, we will predominantly work through Deputy COMFAA in respect to, we'll talk to Sam, and he has the operational airworthiness team under him that will be doing this stuff. And as I said, for, you know, for Army Aviation, we'll go through DOPOR and then DOPOR will also work with the cam side of the house with regards to implementing the SMS piece in the airworthiness space as well. So that's generally how we work through, okay?

Bishop, Ronald Dr 2 52:59

B

Excellent. Hey, that's excellent. Thank you. And then I just had a quick question. I'm sure you've already identified this and it might not be for this context, but do you see any specific changes that you expect for the frontline personnel on the first day of

transition? Is there anything that's been looked at or are you looking for feedback from us to provide you with that? That's the question. Yeah.

Pausina, Nicholas GPCAPT 53:25

PG No, that's okay. It's a good question. So if you were to look at the four components and 12 elements of an SMS as listed in ICAO, you'll see that really hasn't changed. When you go into the AMC and the GM, there has been some changes. We've got, you know, what we're expecting to see for an ADF organisation and non-ADF organisations to make it clearer for both entities. That's a change. But, you know, with regards to safety management systems and conducting work safely, we're not expecting there to be a lot of change for folks. Okay.

Bishop, Ronald Dr 2 54:06

B Okay, yeah, no, that's great, because I'm sure everyone here can understand. We get to the first day and we go, oh, we didn't even think about that. This is affecting us on that. But no, that's good. It's good that, and it sounds like these town meetings could hash some of that out, especially as we get closer. I just, it was just a question.

Pausina, Nicholas GPCAPT 54:11

PG Yeah, it's a good question, Ron. Predominantly what's brought this change about, okay, comes back to the structure of DASA with DFSB and DASA. Obviously, DFSB is underneath DASA, okay, but it sits independently. Okay, it needs to be an independent investigator and it needs to have its own independence because we can't have them basically managing and having custodianship of the manual that they're investigating people on. So they need to in order to be independent. So that's the reason for the retirement of the DASA. Okay, we have to retire that such that everything associated with regulating the community comes under the regulatory parts of DASA. So, that's the reason for pulling all that safety management system material out of the DASA and putting it in the volume 3 was where that needs to go under the new DASPMAN. So predominantly, that's the big change. And for us, what we recognize is probably not so much in the tech space, but certainly in the flight operations space, a lot of SIs, a lot of OIP point to the DASA M as the means of compliance to the regulation. So they will need to go back through their OIP and unpick all the references to the

DASA and update it to where the new locations are. So that's what we, that's what I personally and what the team see is quite a significant body of work for folks.

Bishop, Ronald Dr 2 56:03

B Yeah, that's my concern, but we already knew that was coming, so that's fine. Yeah, that I just want to I want to make sure that we don't get to the point where I'm now briefing the commander, the commandant here that that we can't do something in a month because of something we missed, but it sounds like there's plans in place. And I'll get smart on the references you guys sent through and yeah, see how it goes with the town meetings. I think this is a great idea, the town meetings, because this is what hashes all that out. So excellent there.

PG Pausina, Nicholas GPCAPT 56:40

That's exactly what we want you guys to do is ask these questions. Okay. Because we don't want people feeling like on the 1st of March next year, have I got something wrong? Am I not right? You know, am I less safe than I was yesterday walking out to the aeroplane to do something? And that should not be the case. So the real key here is the Q&A session like we've got going now, and we'll keep going as long as people need us to be here. You know, please ask those. Don't be shy to reach out to us through emails. And, you know, your question there about can folks come up and have a chat to us? Well, yeah, I understand that, you know, in some cases, there's only so much you can do over this sort of media. And every now and then it would be great just to go, hey, can we have the team come up? Because I can show them and I can contextualise it. So I get that piece and I will certainly look into it, particularly as we get towards the back end of the year with regards to if I have to send in one or two folks to locations that be that centrally or to bases to go and help out. All right.

B Brown, Brian WGCDR 2 57:49

Thanks, Sir. I'll just add to that as well that if you have a compliant SMS now, apart from updating your OIP so it doesn't point to the DASA and then it's contextualized for your organisation and the processes that you do. Your SMS is still going to remain compliant.

Bishop, Ronald Dr 2 58:12

B

Thanks so much for clearing that up. That's brilliant. That answered probably the next two questions I had. So thanks for that.

Brown, Brian WGCDR 2 58:17

B It's not going to stop you doing operations. The whole purpose of this regulation and my approach to this is that I'm not there to stop you doing anything. I'm just there to help you recognise what your hazards and risks are so that you think about it in a safe environment and then you put into place effective risk controls to be able to deal with something that may arise during those operations. So, we're not going to stop doing operations because of this.

Pausina, Nicholas GPCAPT 58:50

PG And the other piece to put in on this one too is with the attestation piece. The attestation piece isn't something that we at DASA have created out of nowhere. This requirement has come out of the MR H90 crash. It's one of the recommendations is in the airworthiness space. There's an attestation to a regulation change. Currently in the FLTOPS space, there isn't. And that was recognised by the investigation team as a weakness in the system. So we're slightly closing that up. We've done our review at our end. We know the work that we need to do. Now we're getting about doing that work. So, you know, whilst at the moment I can't tell you exactly what the flight ops attestation form looks like, that's because I've got about four worker bees at the moment putting that together and creating the solution.

Bishop, Ronald Dr 2 59:46

B I have one more general question and hopefully this will cover some questions from everybody else and then I'll pull back in. But my question is, what can we do as operators to help with this transition, this change to make it easier for you guys?

Brown, Brian WGCDR 2 1:00:05

B Good question. Look, I think it's just getting to it early, recognising what needs to be done and maybe putting in a task management plan, so part of a change management plan. Because if that there recognises what tasks need to complete, I think it makes it easier for the organisation to then go after those points. And then if you are ready to transition, please submit it so that we can go and do our due diligence of the desktop and go, 'yep, you're good to transition'. Because I've got,

what, 8, I've got what, 11 compliance checks to do at the back end of this year. And I've got a team of four. So in conjunction with everything else, we will probably dedicate at least a week to each compliance check and then provide feedback and also assistance in understanding where there's shortfalls or what needs to or doesn't need to be done. So, thanks a lot for that question.

Pausina, Nicholas GPCAPT 1:01:34

PG Another one in the chat there, too.

Brown, Brian WGCDR 2 1:01:34

B Yep, yeah, from the 81 wing MASO. I purposely did that in the DASA to DASA matrix because the Vol 3, it is aligned to the format of the regulation. So if you see it, if you have a question about the regulation in 3.1, you can just go to 3.1 in the Vol 3. Yes, I will start to look at providing some more updates to that. We're just a little bit short on resource at the moment, but in mid-year onwards, we should have some additional time where we can go through and provide some more fidelity in that matrix.

81WG MASO 1:02:25

8M Thanks, I appreciate that. Just one more question on that as well. So doing a bit of work around the SMS training and education requirements, the DASA provides annex 1A, which is just a table which gives us everything that we need to kind of, from a MASO perspective, to send out to SQN and say, hey, you need to make sure you've done this training and here's a PD code and all that sort of stuff. I'm struggling to find that anywhere within the new legislation and I was wondering if that kind of has been missed.

Brown, Brian WGCDR 2 1:03:00

B No, it's on, yep. So we will, it is on our SMS website. The exact same table has been updated and contemporized for SMS. So if you go to our SMS webpage, there is a link to the training matrix.

81WG MASO 1:03:18

8M Awesome, thank you very much.

Brown, Brian WGCDR 2 1:03:20

B We might have to look at providing a better link or a better clarity on that one.

81WG MASO 1:03:24

8M That's what, yeah, I was just, yeah, maybe within the actual matrix, maybe provide some reference links in there as well, that may be helpful.

Brown, Brian WGCDR 2 1:03:33

B Yep, yep. Got another one on the DASM used to provide KSP and essential essentially their duty statements. This hasn't transitioned to the regulations or the GM leaves up to the organisation to establish. Yep, I agree. And as part of a command structure. That's where that comes under. So the duty statements should be developed by the organisation and it's part of command. So the regulation doesn't put any requirements on command, but it puts requirements on accountable managers and then in their command positions, they should develop their duty statements. So each organisation should contextualise the position, safety position, through their duty statements. DASR SMS commonly references the accountable manager for various organisations in terms of risk retention, who is the accountable manager for 21J and MTCH, or is all risk retained by the MAO? So environmental commanders put out their risk retention matrix for who can retain risks at what level. And then the accountable manager has been just putting point to that. Now in the 21J or MTCH organisation, Nigel, are you still on? Yep, you are still on there. Would you be able to speak to that?

Nigel 1:05:10

N Hey, Bomber, sorry, are you just able to give me that element again?

Brown, Brian WGCDR 2 1:05:14

B Yeah, so who is the accountable manager for a 21 J and MTCH? Or, yeah, when it comes to risk retention.

Nigel 1:05:24

N When it comes to risk, our Part 21s don't hold any risk. Their obligation and responsibility or their input into that is to provide the commander or the operator

who will hold the risk all the necessary advice so they can make an informed decision and retain that risk.

Brown, Brian WGCDR 2 1:05:51

B Yep, and the MTCH comes under a MAO, doesn't, doesn't it? So they just come under the MAO's, right?

Nigel 1:05:52

N No. I would say that they're removed from the MAO, certainly from a perspective of regulatory domains. But yeah, the idea that they will input into risk characterization, but not hold risk.

Pausina, Nicholas GPCAPT 1:06:19

PG Yeah, so the MTCH is the CASG function or the project function, they reside in the SPO normally. The CAMO obviously is within the MAO, so your 145 and 147 space,

Nigel 1:06:26

N Yes. That would be 145, 146.

Pausina, Nicholas GPCAPT 1:06:33

PG So, but the big thing is, is that really at the end of the day, the accountable manager, be that the MAO, generally holds the risk on the operation of the platform, which incorporates the factors associated with herb worthiness risk plus file ops risk.

Brown, Brian WGCDR 2 1:06:51

B Great, thank you very much for that.

Okay, Eli's question reference to the DASPMAN Vol 3, Chapter 7, support initial decision regarding the risk to continuing ADF operations. The operator should use the risk management process to their platform, usually defence harmonised risk matrix to make initial determination whether to continue operation. This is expected to be informed by knowledge of the event, the initial HRI. OK, so it is likely to take that good data, so that's also additional information for that previous question.

Pausina, Nicholas GPCAPT 1:07:32

PG Okay.

Brown, Brian WGCDR 2 1:07:33

B Thanks, Eli.

"Can we have a town hall with a spotlight on KSP including what is considered qualified, competent and experience for both uniform and defence contractors?"

Yep, we will definitely add that into our program for examples for a qualified safety manager and now the blending of uniformed civilian staff is tied to a qualification like Advanced Diploma of Safety. We'll take that on board and we'll definitely schedule a dedicated town hall for that. Thanks Aaron. Okay, thank you very much all for the questions. I'll leave it for approximately 10 seconds, see if there's any final ones in the room.

Pausina, Nicholas GPCAPT 1:08:39

PG We'll also give it a couple of minutes because I know there's a few shy people out there that don't want to ask their question in front of everybody else. So we'll call that an end to the town hall there folks. Thank you for your time and for those that have hung around for the additional 8 minutes, appreciate it. For those in the ACT, enjoy your long weekend. For those elsewhere, enjoy working Monday.

Brown, Brian WGCDR 2 1:09:05

B And just, yeah, next town hall on the 26th of June, last Friday of each month is when we're going to try and schedule these.

Thank you Rhuri.

Maule, Rhuri WO1 1:09:34

MW Hey, Sir, my question again is on like the suppose working as 21 J's and doing part-time functions. From what we discussed, I was just thinking, will they be doing the defence harmonised risk analysis for 21 J parts when it comes to fleet-wide issues, but when it comes to individual aircraft, they've been using the normal PRL and submitting ASRs. Is that right?

Brown, Brian WGCDR 2 1:09:59

B It looks like my counterpart has done the Harold Holt, so...

I will take that question on notice and I'll get the DIA, DCA to address it if that's okay.

Maule, Rhuri WO1 1:10:19

MW Yeah, so the follow up question for that is if we are going to submit ESRs, will there be sentinel works you have, obviously the person raises it, the reviewer and then the approving authority? Who would be the proven authority and dispose? Are we looking at the chief engineers?

Brown, Brian WGCDR 2 1:10:40

B Again, I'll have to take that question on notice. If you could put those questions through to me on the SMS inbox, and then I'll make sure that I get the right answers and get them to respond. Because one, the Sentinel one goes to Ryan Cooper and his expectations within, because he's the manager and owner of Sentinel. And then I'll get DCA to respond to the 21 organisation question.

Maule, Rhuri WO1 1:11:16

MW Yeah, I was just having a Doctor Bishop was chatting about, you know, when we start, is this all going to go swimmingly? And I've got a concern that I have to suppose are not 100% aware of exactly what they should be doing with each one and why, then it probably won't go swimmingly.

Brown, Brian WGCDR 2 1:11:36

B Yeah, and I expect some more in-depth questions coming up towards, as we get closer towards the end of the transition period and also in the GR40 space. So hopefully the new GR40 will come out and then with all the guidance material and and the supporting information that will make it clearer on what is actually required and how we go about doing it.

Maule, Rhuri WO1 1:12:09

MW Thanks, so I'll get you those emails. Any questions? Thank you.

Brown, Brian WGCDR 2 1:12:11

B Thank you very much.

Pausina, Nicholas GPCAPT 1:12:13

PG Yeah, thanks, Rhuri. We're not trying to, we're not trying to Skype off, mate. We're talking to two maritime navigators. So it's a little bit out of our wheelhouse.

Maule, Rhuri WO1 1:12:23

MW No worries, I'm happy to chat. Thank you.

Pausina, Nicholas GPCAPT 1:12:31

PG Okay, folks, enjoy the rest of your day.

Gavin Sephton stopped transcription

