



PUTTING YOUR SAFETY PROGRAM ON THE MAP!



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North America

June 3, 2013
Philadelphia

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BOMBARDIER
the evolution of mobility

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Overview

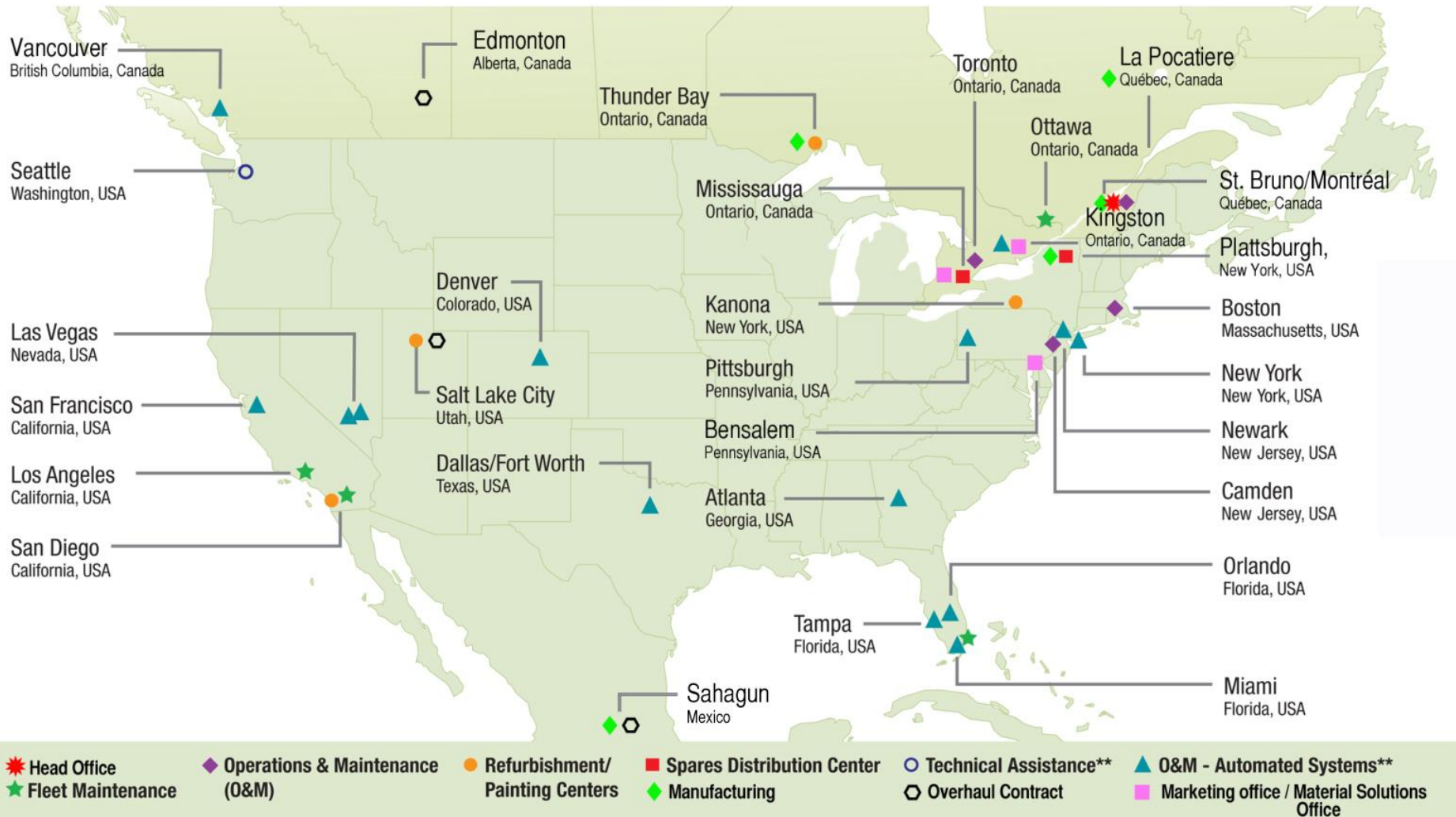


71,700 employees on five continents

80 production and engineering sites in 26 countries



BOMBARDIER TRANSPORTATION IN NORTH AMERICA



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MAP-21

Moving Ahead for Progress in the 21st Century

Transforming the Way we Build, Manage, and Maintain our Nation's Transit Systems



§ 5329. Public transportation safety program

(1) IN GENERAL.—Effective 1 year after the effective date of a final rule issued by the Secretary to carry out this subsection, each recipient or State, as described in paragraph (3), shall certify that the recipient or State has established a comprehensive agency safety plan that includes, at a minimum:

(A) a requirement that the board of directors (or equivalent entity) of the recipient approve the agency safety plan and any updates to the agency safety plan;

(B) methods for identifying and evaluating safety risks throughout all elements of the public transportation system of recipient;

(C) strategies to minimize the exposure of the public, personnel, and property to hazards and unsafe conditions;

(D) a process and timeline for conducting an annual review update of the safety plan of the recipient;

(E) performance targets based on the safety performance criteria and state of good repair standards established under subparagraphs (A) and (B), respectively, of subsection (b)(2);

(F) assignment of an adequately trained safety officer who reports directly to the general manager, president, or equivalent officer of the recipient; and

(G) a comprehensive staff training program for the operations personnel and personnel directly responsible for safety of the recipient that includes:



(i) the completion of a safety training program; and (ii) continuing safety education and training.



Safety Culture Defined:

It is how the organization behaves when no one is watching.

Safety culture leverages 4 key areas for success:

- Leadership - leaders who lead by example 
- Powerful Systems, Processes and Program
- Employee Engagement that gets everyone on-board
- Safety Key Performance Indicators –health of the system 



Preventative Safety Culture:

At Bombardier, we have further defined our safety culture with our leaders and are working towards a preventative safety culture.

We are moving our focus and reactions from Trailing/Lagging to Leading Key Performance Indicators.

Leading Indicators Defined:

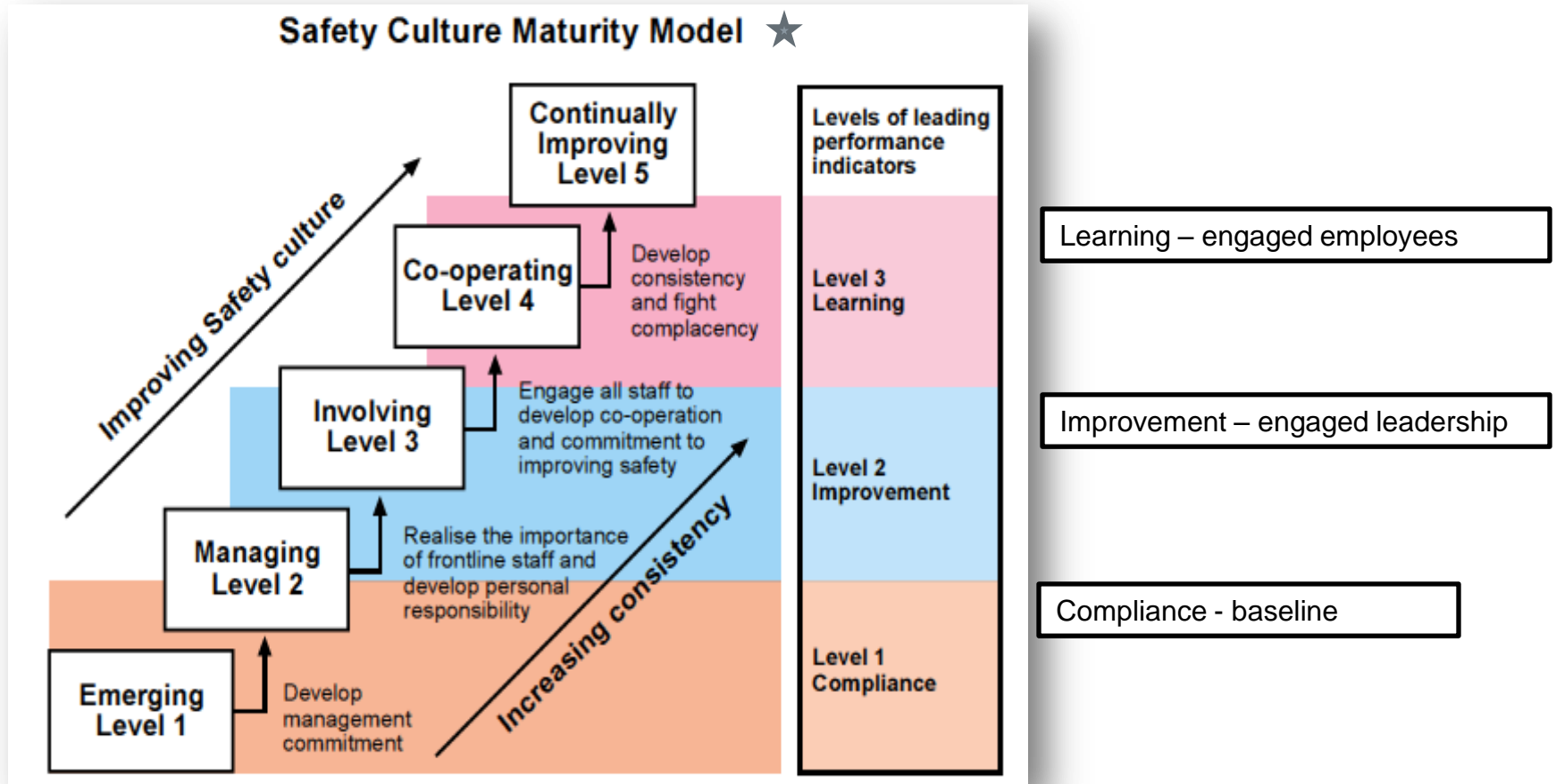
It is the measurement of preventative / proactive activities
the organization takes to prevent accidents / incidents.

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Selection of Leading Key Performance Indicators



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Selecting the right measures

Examples of leading indicators in safety(workplace):

- Safety system audits
- Near-miss responses
- Safety communications
- Safety committee activities
- Job safety analysis
- Safety climate/perception surveys
- Observed safe behaviors
- Relevant and effective safety training





Level 2 – SCMM – Engaged Leaders

LEADING

Safety Tours/Inspections by Leadership

Safety Observations by Employees

HSE Training Hours

Risk Assessments & Mitigation

Efficiency Testing

Employee Engagement Surveys

Lessons we are learning:

- Not just about achieving numbers – quality versus quantity
- Key are the actions arising out of these activities
- Intensity & focus
- Customize no one approach is best



What about the trailing indicators?



- Revealing safety improvement opportunities
- Trend analysis
- Prioritizing safety initiatives
- Confirming intervention effectiveness
- Regulatory statistics

The health of your program / system should be determined by a combination of leading and trailing indicators

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Visibility

Success for our Safety KPI's

Ownership



Walk the talk



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MAP 21

Pros

- Funding linked to safety program / performance
- Focus Continuous Improvement / Proactive
- Leadership involvement

Cons

- Compliance (another regulation)
- Cultural change takes time



Thank you

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