Agenda HOF Conference 2026

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Wednesday 4 November - 4 November 2026

12:30 - 13:00

Welcome light lunch

13:00 - 13:10

Introduction

13:10 - 15:10

Session 1 – From research to practical implementation

13:10 - 13:50

Let’s improve daily operations with more structured HOF integration – Experience from other sectors

Drawing on field projects in nuclear operations, construction sites and transport, ICSI shares how Human and Organisational Factors (HOF) can be embedded into daily operations. We present concrete changes: field visits turned into dialogue on work-as-done, briefings that address uncertainty and workload, and systematic debriefs of routine and degraded situations. We discuss implementation challenges and the key role of frontline managers, for whom HOF can become a practical everyday tool.

Speakers

- Benjamin Razaiarisoa Safety Culture & HOF Expert ICSI This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 13 November 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.

13:50 - 14:30

When the rules changes meaning - Testing the path from dangerous goods duties to operational decisions

From RID Chapter 1.3 training to defensible operational decisions: two illustrative railway scenarios show how SNRF (Semio Normative Resonance Framework) and the SNRM (Safety Rule Reception Model) model trace meaning across working languages, signs and handovers in international teams. Practical tools connect duty, decision authority and evidence. A proposed pilot tests training transfer through teach-back, unfamiliar scenarios and observed practice.

Speakers

- Darius Alexander Kardas DGSA CSO Poznan University of Technology CogniCore Research Institute This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 13 November 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.

14:30 - 15:10

DLR's programme on better integrating HOF in automation - Practical example with the Auto Cargo project

This joint OTIV and DLR presentation covers why how HOF activities fit within the whole development process of an innovative system, including the design phase to follow design and ergonomic norms as well as gathering feedback from end users during a one-year trial phase in real conditions.

Speakers

- Geoffroy Sion Engineering Manager OTIV This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 13 November 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.
- Niels Brandenburger Scientific Staff German Aerospace Center (DLR) This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 13 November 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.

15:10 - 15:30

Coffe break

15:30 - 17:55

Session 2 – Integrating safety culture strategy into operation

15:30 - 16:10

Leading safety – Turning culture into action

Spreading safety culture among train drivers and train managers, supporting their expected behaviours in operational situations in which they can make a difference, through a specific playbook that will guide them in the execution of daily safety mindset and behaviours.

Speakers

- Fabio Sgroi Health and Safety Manager Italo - Nuovo Trasporto Viaggiatori S.p.A. This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 13 November 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.

16:10 - 16:40

H2OF: the SEW Method as a lever for the HOF and 5X5 implementation

This study presents the results of the SEW method carried out in 2026, five years after the first study (2021), with the aim of assessing the effectiveness of the mitigation measures introduced between 2021-2026.
What are the key findings?
Despite the improvement in the level of safety culture (+12%), organisational vulnerabilities and a form of ‘emotional detachment observed in some groups pose a risk of deterioration.

Speakers

- Andrea Giaccherini Trasporto Ferroviario Toscano This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 13 November 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.
- Giovanni Costanza Contract Teacher Sapienza Università di Roma This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 13 November 2026, this content

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16:40 - 17:20

From a safety culture strategy to everyday operational safety - Embarking new train drivers at Nordjyske Jernbaner

We have introduced a new assessment tool for evaluating new trainees. It is based on desired personal competencies and behavioural indicators, with focus on actions, including proactive behaviour, and a clear distinction between actions and attitudes. These elements are gathered in a structured assessment form that supports consistent and systematic evaluation. Initial feedback has been positive, and the form is considered a useful tool for dialogue and evaluation after each completed duty work.

Speakers

- Maria Fonseca Jürgensen Safety Manager NordjyskeJernbanerA/s This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 13 November 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.
- Johannes Flyvbjerg Jakobsen Safety specialist NordjyskeJernbanerA/s This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 13 November 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.

17:20 - 17:55

Panel discussion

All persons from session 1 and 2.

Speakers

- Clarisse Lagaize Davoine Project Officer - Human and Organisational Factors (HOF) Programme manager ERA This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 4 November 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.

17:55 - 18:00

Closure of the day

18:00 - 18:45

Networking cocktail

Thursday 5 November - 5 November 2026

09:00 - 09:10

Introduction of the day

09:10 - 13:20

Session 3 – Practical HOF integration into a risk-based approach and continuous improvement

> 09:10 - 09:40
>
> #### The role of Common Safety Methods in the future EU safety framework
>
> Human and Organisational Factors are often discussed as a specific discipline, but how can they become a natural part of everyday safety management? This presentation examines the ongoing review of the Common Safety Methods and the role of HOF within the future EU railway safety framework. It will highlight practical challenges related to implementation, continuous improvement and safety culture, and explain how the CSM ASLP taxonomy could support both organisational learning and the proactive management of safety risks.
>
> Speakers
>
> - Stijn Michiels Project Officer ERA This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 13 November 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.

> 09:40 - 10:10
>
> #### Making hazards visible - How sleeper markings support safer shunting
>
> Making hazards visible is most effective when Infrastructure Managers and Railway Undertakings work together and involve end users from the start. Sleeper markings demonstrate how cross-organisational collaboration, combined with frontline expertise, can deliver practical safety improvements that benefit everyone operating in the yard.
>
> Early involvement of end users turns safety improvements into practical solutions. By engaging

shunting staff & train drivers in the design and testing of sleeper markings, hazards were made more visible, acceptance increased, and the final solution better matched operational realities.

Speakers

- Michaela Schwarz Expert Safety Culture & Human Factors Programs ÖBB Production GmbH This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 15 October 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.

10:10 - 10:40

Coffee break

10:40 - 11:20

5x5, towards excellence - Practical HOF implementation and data mining

Moving beyond single-event investigations, Infrabel uses HOF mining to identify systemic safety risks across multiple incidents. This presentation introduces our practical use of the 5x5 model and illustrates how individual HOF reports are aggregated to detect patterns linked to critical procedures and processes. Join us to explore how data-driven organisational learning can strengthen safety performance.

Speakers

- Tim Haesevoets Safety Culture Partners Specialist Lead Infrabel This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 13 November 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.
- Vincent Vanhoutte Manager of the Safety Culture division Infrabel This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 13 November 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.

11:20 - 12:00

Taking HOF and Safety Culture steps further: two new training courses to better manage psychosocial risks, and develop safety leadership

Two new training courses are introduced here. We explain their approach, content and provide a few extracts for illustration purposes. Psychosocial risks are of cross-functional importance in our railway organisations (for risk assessments, monitoring programmes, incident analyses, competence management,...) and especially when the expectations are high on staff with safety responsibilities... Safety leadership is one of the key elements of risk management, both in day-to-day operations and in organisational strategy or company decision-making. This is why ERA has continued to develop its approach to safety leadership training, with the second part of the course: the 5 principles that enable safety leaders to practise effectively on a day-to-day basis.

Speakers

- Fabrizio Carpinelli Project officer ERA This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 19 May 2025, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.

12:00 - 12:40

Reducing fatigue risk - Building a consistent fatigue management approach across borders

Management of fatigue is an essential component for ensuring the safety of our railways. However, there are inconsistent levels of understanding about the severity of fatigue risk, and the approach to managing this. Cultural differences, legislation in each country, and local union agreements add to the complexity of creating an approach that is consistent. Eurostar commissioned an independent review by Welbees to review fatigue risk for safety critical roles for staff based in France, UK and Belgium. This presentation will provide an overview of the issues faced, and the approach taken to create a prioritised action plan to address fatigue risk, and agree KPIs for ongoing monitoring.

Speakers

- Elaine Thompson Investigation and HOF Specialist Eurostar This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 23 October 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.

12:40 - 13:20

Panel discussion

All persons from session 3.

> Speakers
>
> - Clarisse Lagaize Davoine Project Officer - Human and Organisational Factors (HOF) Programme manager ERA This page was created in the context of an event organised by the European Union Agency for Railways. The information was provided at the time of the event and may not reflect the person’s current role or activities. Last updated on 4 November 2026, this content may no longer be fully up to date, and the Agency does not guarantee its accuracy or completeness.

13:20 - 13:30

Closure of the conference

13:30 - 14:00

Sandwich lunch