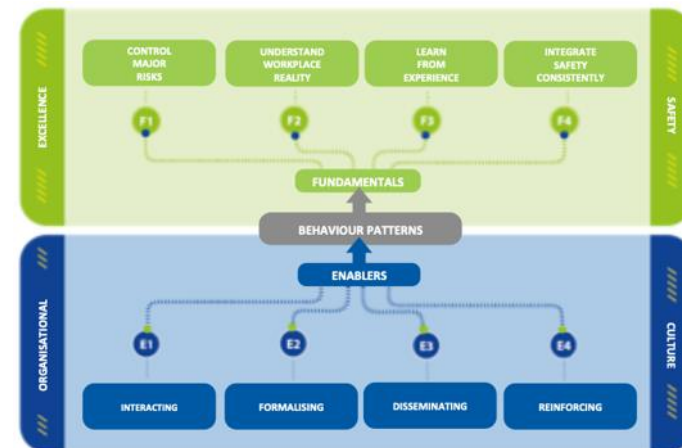
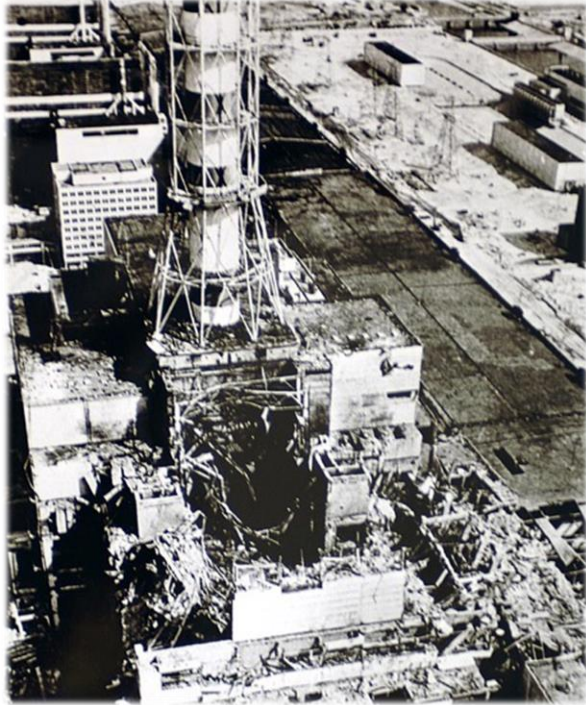


# Introduction to the European Railway Safety Culture Model

Grégory Rolina, Programme Manager  
19 May 2020



- **Background**
- **Model Specifications**
- **Design Process**
- **Model Building Blocks**
- **The Attributes of a Positive Safety Culture**
- **Current and Future Developments**
- **Conclusive Remarks**
- **Q&A**



**Chernobyl  
1986**



**Challenger  
1986**



**Clapham Junction  
1988**

*To an observer B,  $A^*$  is a **model** of an object A to the extent that B can use  $A^*$  to answer questions that interest him about A*

Minsky 1965



- Apply to any type of railway organisation or authority
- Distinguish and articulate two concepts
  - Organisational culture
  - Safety
- Balance between pragmatism and oversimplification



Human and  
Organisational  
Factors  
Task Force



Three meetings in 2018 to issue a first version of the model





**Workshops**  
(IT, EL, ES, NL)



**Safety Culture Assessment**  
(Nordjyske Jernbaner – DK, ADIF – ES)

## Design Process Pilot

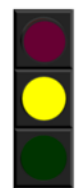
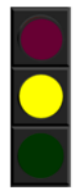




### Full scale pilot on the EU model

- Workshop for Traficom inspectors

### 3 pilot organisations

- Volunteered to participate
- Different field
- Different size
- Steering groups
- Workshop: all organisations participating

F1. Ennakoiva turvallisuuden ja riskien hallinta	F2. Työpaikan todellisuuden ymmärtäminen	F3. Jatkuvan oppimisen edistäminen	F4. Turvallisuuden yhdistäminen liiketoimintaan
			

**Regulatory Oversight**  
(FI, IE, CH)

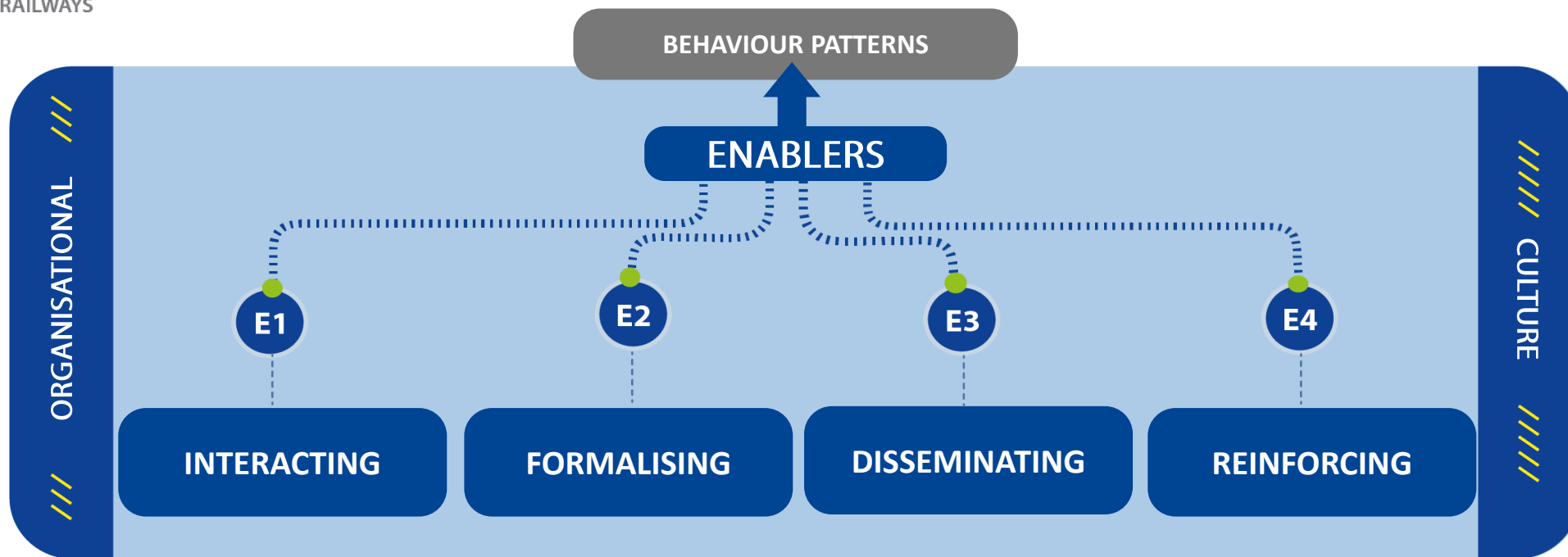


## BEHAVIOUR PATTERNS

Shared behaviours (what we say and do)  
encouraged or discouraged, inadvertently or intentionally,  
by people or systems over time

Agnew & Daniels 2010

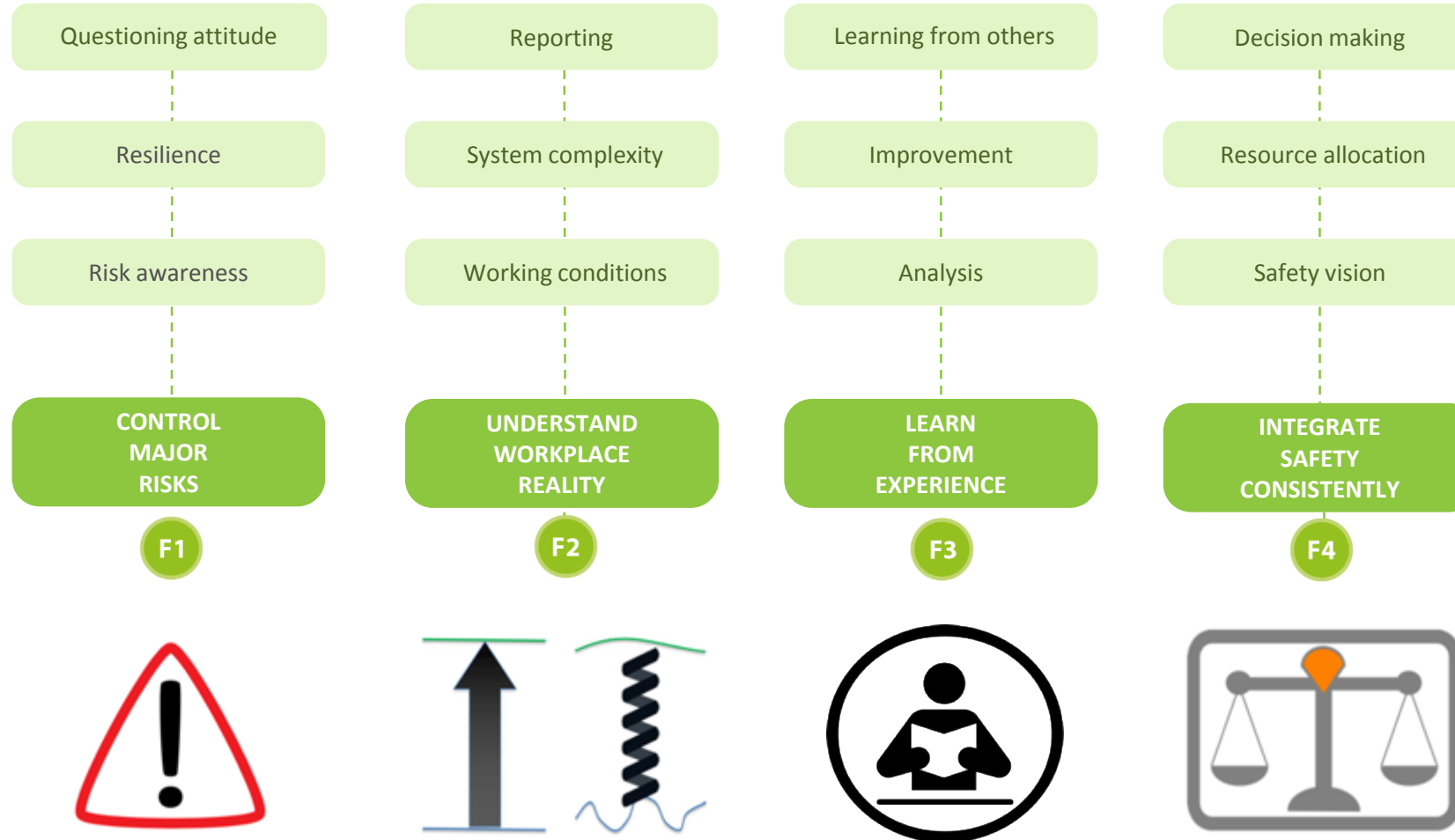




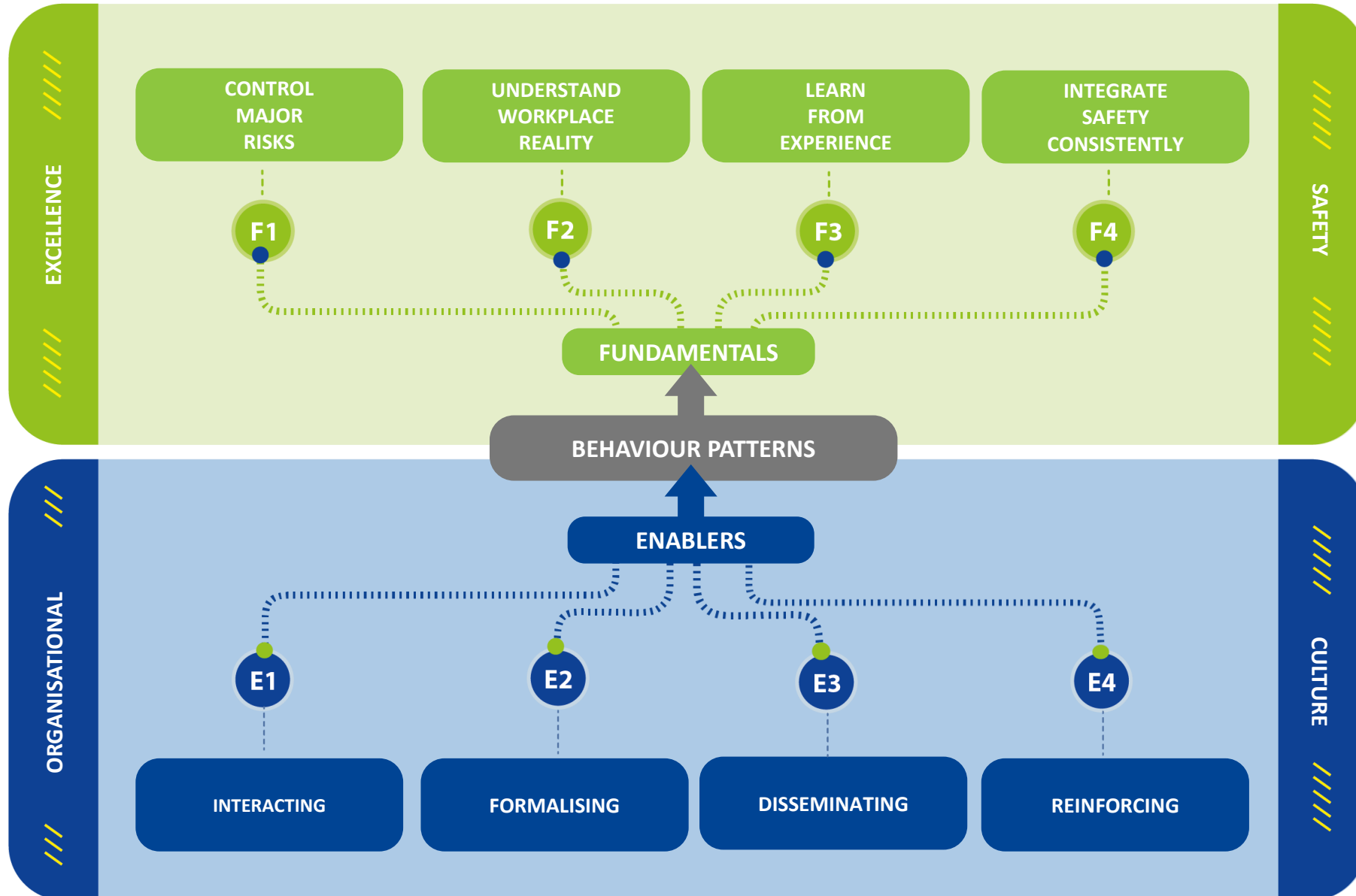
Adapted from Guldenmund (2015, 2018)



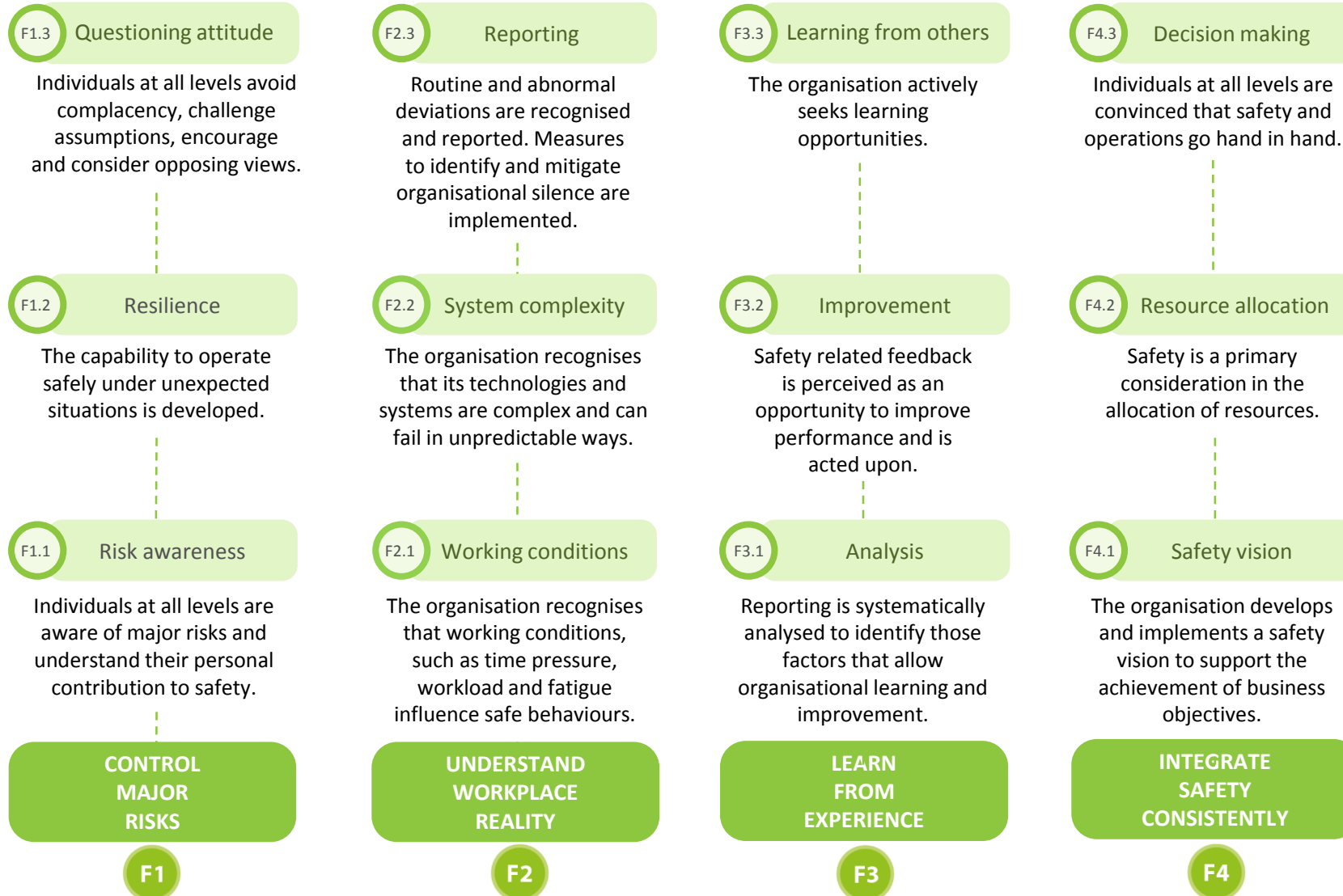
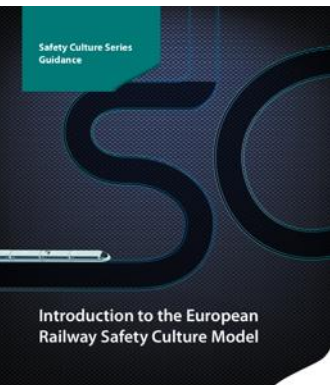
# Model Building Blocks Railway Safety Fundamentals



# European Railway Safety Culture Model

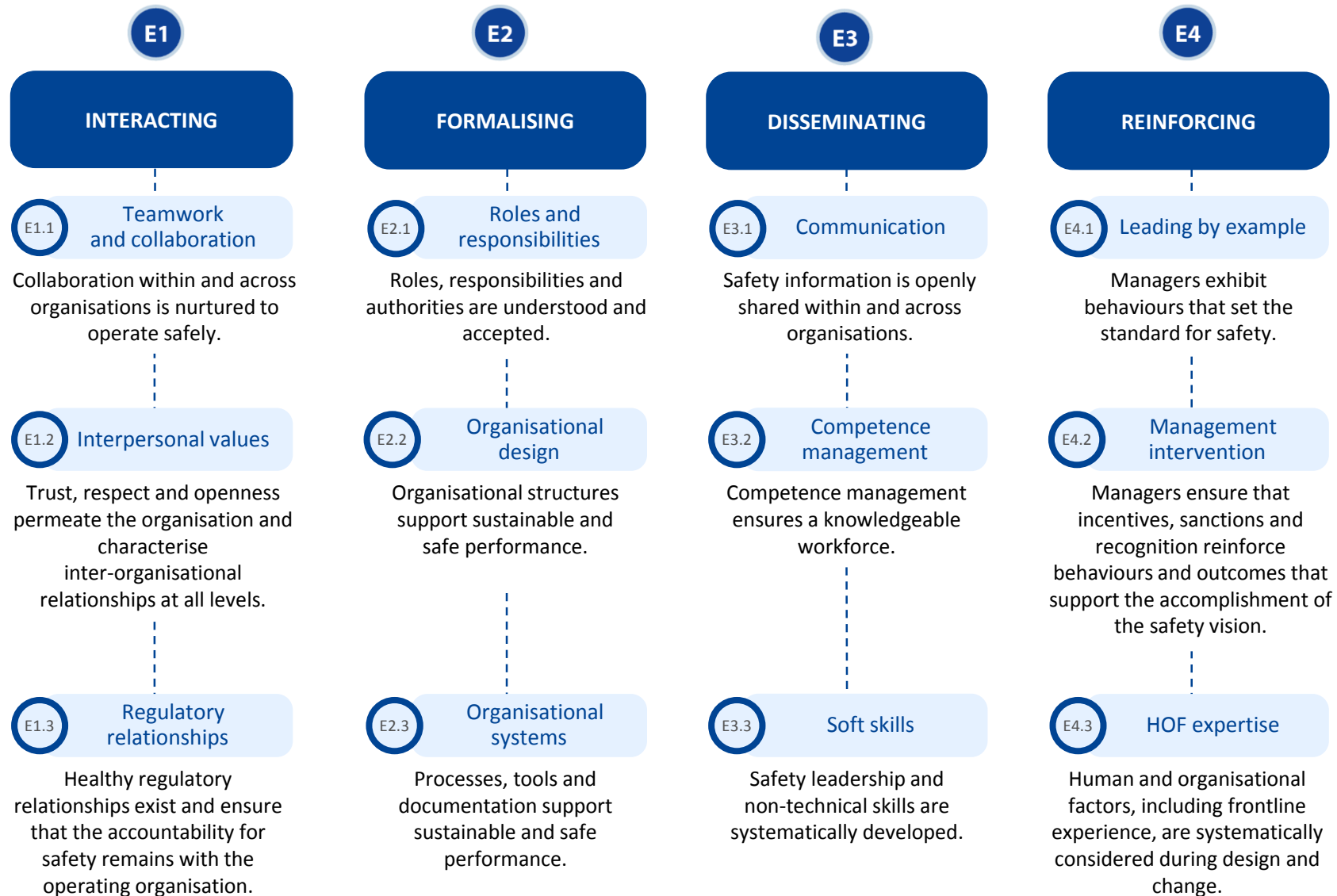


# Attributes of a Positive Safety Culture (1)

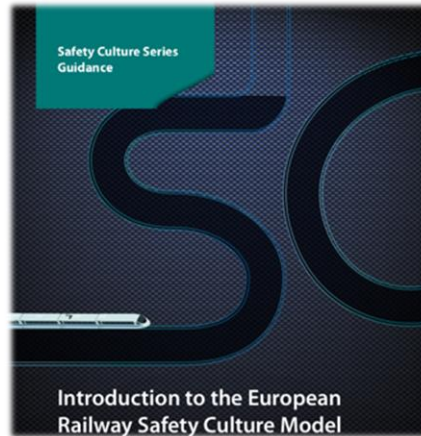




## Attributes of a Positive Safety Culture (2)



## Current and Future Developments



**Guidance**



**Training**

**Report**

**Dissemination**



- Safety culture assessment
- Cultural change strategy
- Peer review framework
- Regulatory oversight of safety culture
- European rail safety climate survey
- Safety leadership
- Just culture
- Human and organisational factors
- ...

## The European railway safety culture model

- Elaborated and tested with safety experts and rail professionals
- Articulates organisational culture with safety
- Addresses pragmatic company needs – still respects the complexity of culture
- Supports learning, cultural change and improvement strategy

## Conclusive Remarks



Visit our webpages

[www.era.europa.eu/activities/safety-culture\\_en](http://www.era.europa.eu/activities/safety-culture_en)

Contact us

[safetyculture@era.europa.eu](mailto:safetyculture@era.europa.eu)





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