

Making the railway system
work better for society.

European Rail Safety Days

Alfandega Congress Centre, Porto, Portugal

Workshops

Workshop #1 – How just is your safety culture?

When things are going as planned and business is as usual it is not difficult to keep an open mind and practice a 'just culture'. However, when facing undesirable events and pressure is abundant, how will people in the organisation behave? This could be a stress test for a culture for safety and reflect the organisation's dominant notions about people and safety and how to combine the two. In this workshop participants will explore and discuss this important challenge.

Dr. Frank Guldenmund is a Dutch psychologist working in the field of safety for nearly 30 years. Safety management, safety culture and people's behaviour regarding safety have been on his mind ever since.

Workshop #2 – Learning from and acting upon the first European Rail Safety Climate Survey

Safety climate surveys are useful tools to better understand the safety culture. Their strength mostly relies on the capacity to generate quantitative analyses at a large scale. If well disseminated, they may also be a powerful initiative to raise safety awareness among staff and managers. Nevertheless, survey results are just one piece of the puzzle, as questionnaires only capture perceptions. Building a relevant and effective action plan to enhance the safety culture requires more efforts and investigation. This workshop aims at learning from and acting upon the first implementation of the European Rail Safety Climate Survey (ERA-SCS). It welcomes representatives of organisations that have partnered up with the Agency in the context of the ERA-SCS, who will be asked to share their experience and how their organisation benefits from the survey results.

Zsófi Berkes works as the Safety Culture Coordinator at ÖBB and is based in Vienna. She is a psychologist with experience in the application of Human Factors in aviation and rail, including Human Factors Assurance, Incident Investigation, Training Delivery, Non-Technical Coaching, and Process Development.

Dr. Grégory Rolina is programme manager at the European Union Agency for Railways. He has been leading the safety culture programme since 2017. He has a broad international experience working with safety culture and human and organisational factors in nuclear power plants and high-risk industries.

Workshop #3 – Take ownership to influence organisational and safety culture

How to continually improve the safety of complex socio-technical systems? What are the most effective ways to enhance awareness and accountability for safety issues in our daily routines? Over the years, it has been observed that every individual, with his/her professional attitude, has a significant impact. During the workshop, participants will get acquainted with an approach called “Safety Culture in Circles” which aims at better understanding the factors that might impact the safety culture. This methodology, implemented by KSU (Kärnkraftsäkerhet och Utbildning AB) in the Swedish nuclear industry, is based on Dr Edgar H. Schein’s research on “Organisational Culture and Leadership” and WANO “Traits of a Healthy Nuclear Safety Culture.”

Regina Celia Scheer is a Brazilian and Swedish citizen. Since 1999, she has been engaged in the international nuclear business industry participating in human performance, organisational and safety culture events. In these areas, she has developed and implemented tailored training programmes and workshops in Europe and South America.

Workshop #4 – Coaching: Know Yourself – Self-Awareness for Strong Leadership

As strong leaders we must know and understand ourselves, to be able to let grow others. This starts by understanding our strengths and weaknesses, by knowing what we strive for and what we are good at. In this context, participants will have the honour to meet a part of themselves called their “Inner Saboteur”, who wants us playing small, hidden away from being powerful and authentic. Taming our saboteur will help us to move from a victim mindset to an active, self-responsible role and become great and charismatic leaders.

Lydia Haferburg is a Slovak-German senior executive coach and mentor. Based in Paris, she is specialised in leadership tools, team coaching and intercultural communication. More info:

<https://www.linkedin.com/in/lydiahaferburg/>

Workshop #5 – How to integrate Human and Organisational Factors in railway investigations?

The objective is to share with participants the content and approach of a new training on Human and Organisational Factors (HOF). Participants will discover how the integration of HOF into the safety management system can be facilitated from an investigator's perspective. An overview of the training, a few examples, a video and, at least one complete exercise will be addressed. The workshop will be participative and interactive.

Fabrizio Carpinelli is working at the European Union Agency for Railways. He is a project officer with a background of occupational psychologist and years of practical experience in human and organisational interactions within railway systems.

Workshop #6 – What to consider when developing organisational just culture?

The workshop includes examples of the positive effects of a mature organisational just culture and will facilitate group discussions on a case study implementation of just culture in Irish Rail, covering both the railway undertaking and the infrastructure manager. Participants will discuss a particular phase of implementing a just culture. Information on the planned roadmap in Irish Rail will be provided and participants will be invited to critique the approach, using their own experience to highlight strengths, challenges and gaps. The output of the workshop will therefore be a solid roadmap to implementing just culture in the railway context which participants can bring back to their own organisations.

Dr. Nora Balfe is a human factors specialist at Irish Rail. She has over 15 years of experience in human factors spanning the rail and aviation industries, academia and regulation. She is a visiting researcher at Trinity College Dublin and a Chartered Member of the UK Institute of Ergonomics and Human Factors.

Kim Drews is project officer at the European Union Agency for Railways, working primarily with Safety Culture and Human and Organisational Factors for the last five years. His main experience comes from more than 30 years within the railway domain, mainly within infrastructure maintenance.

Workshop #7 – Influencing safety culture: how regulatory oversight can have a positive impact

Safety authorities, through their routine activities and interactions with operational organisations, unmistakably influence the development of safety culture. Nevertheless, recent research carried out in various sectors has identified different approaches. The workshop will introduce in a pragmatic way, several “regulatory oversight strategies” to be implemented by national safety authorities to positively impact the safety culture of railway undertakings and infrastructure managers. Participants will be invited to discuss these strategies from their own perspective, whether they belong to a rail or a regulatory organisation.

Anthony Byrne is a civil engineer with 20+ years railway experience in both the UK and Ireland. As a Principal Inspector at the Irish NSA, Anthony is responsible for the team of Inspectors conducting supervision and also participates in international cooperation. In 2019 Anthony obtained a master’s degree in Ergonomics / Human Factors from Loughborough University.

Beatrijs Claeys worked several years in the railway sector in which she took up different operational positions related to railway safety. From 2004 onwards she works within the Belgian National Safety Authority (DRSI), where she performs supervision activities. As a senior auditor she cooperates with the different account holders in order to ensure a harmonized application of DRSI’s maturity model “safety management practices”.

Nathalie Namavar is working on the Agency safety culture programme. More specifically, she focuses on regulatory oversight in relation to safety culture. She also supports the classification and analysis of NIB accident investigations and the topic of organisational culture. She’s got a few years of operational experience mainly developing and improving safety management systems.

Workshop #8 – Safety critical components: issues and methodology

This workshop aims at discussing a common understanding of the requirements in the European legislation on the concept of safety critical components, as well as practical arrangements to fulfil them in a proper way. The discussion will focus on safety critical components on board of railway vehicles (subsystem rolling-stock, control command and signalling on-board and energy on-board).

Giuseppe Ragusa is an Italian engineer from TRENITALIA. He has worked for many years in management of RAMS in railway vehicles purchasing contracts. Since 2010 he has been involved in the standardisation on safety and maintenance for railway vehicle at national and European level with a solid background in the European legislation and different cooperation with CEN/CENELEC, CER and ERA. He is currently acting in TRENITALIA Technical Department as Project Officer for the certification of the entity in charge of maintenance.

Nathalie Duquenne is an engineer in industrial engineering and computer science. She worked for 11 years in the French Institute of Transport and took care of the safety assessment of track-guided transport systems. She has been a project officer at the European Union Agency for Railways since 2007, working on accident investigation, the common safety method for evaluating and assessing risks, and with certification of the entities in charge of maintenance.

Workshop #9 – Risk assessment, interactive demonstration of practical application

The workshop will demonstrate how risk can be assessed depending on different perspectives. It will start with an interactive discussion between two actors on a practical case. To emphasise that there is not only one correct outcome for the risk assessment, this interactive discussion will extend to the group, to reflect as many positions as possible for risk control. Risk assessment is a team project and the results depend on the circumstances of application and costs of various options for controlling the identified risks.

Marc Geisler is a lead safety engineer from DB Systemtechnik, Germany. Marc has worked as a Safety Expert in all railway subsystems since 2002. Marc is currently acting as Head of the AsBo at DB Systemtechnik in Germany and as Technical Manager for Railway Approvals Ltd. UK.

Olivier Castellani is a French engineer from SNCF which worked for 11 years as a RAMS expert in the Rolling Stock Engineering Center. Since 2015, he is a project manager for the homologation of trains in foreign countries.

Both Marc and Olivier took part in the issuing of the common safety method (EU Regulations 402/2013 and 2015/1136) and to the update of the CENELEC standard on RAMS: EN 50126.

Workshop #10 – Human and Organisational Factors toolkit for change management

This participative workshop explores the challenge of integrating HOF in change management and risk analysis. Participants will consider their own approach to HOF integration in all projects and explore suggested tools and techniques for making a difference to human and organisational performance.

Clarisse Lagaize Davoine and Jayne Yeo are project officers working on HOF topics at ERA. Clarisse is a safety expert with experience with a national railway regulator and in task analysis and health and safety within an RU and IM whereas Jayne is an organisational psychologist with a background in competency management, behaviour change and human resources.