



BEA

Bureau d'Enquêtes et d'Analyses
pour la sécurité de l'aviation civile



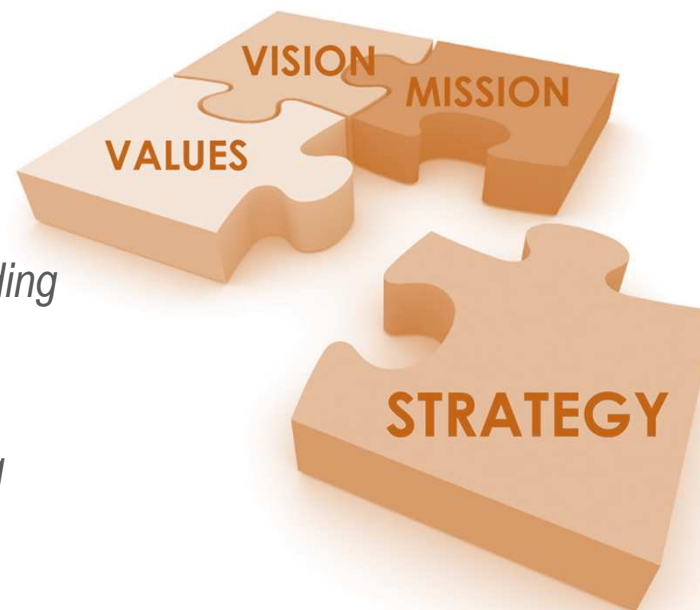
www.bea.aero

ITSA 2018
BEA 2017 Strategic Plan Review
Rémi Jouty, Director



Focus:

- *Investigators technical competences and training*
- *Investigation method*
- *Implementation of reg 996/2010 (in particular regarding traceability of evidences and interaction with judicial authority)*
- *Management of portfolio of investigations, (including scope and timing) and of investigators workload ?*



- 2 High profile major investigations :

24 July 2014 Air Algerie flight 5017 (MD83) accident in Mali, 116 fatalities

24 March 2015 Germanwings flight 4U9525 (A320) in the French Alps, 150 fatalities

- Significant BEA participation in other high profile accidents :

July 2014 ATR72 Taiwan

December 2014 Air Asia A320 Indonesia

February 2015 ATR72 Taiwan

October 2015 Metrojet A321 Egypt

- 2015 new general aviation investigation policy :

Investigation of fatal microlight accidents (33 events)

Simplification of some non fatal general aviation investigations

- New management staff (Director, head of investigations, secretary general,...)



- Major investigations reports (Mali, Germanwings) published and presented to families
- Record high number of investigations opened in 2015 (157)
- Record high number of investigation reports published in 2016 (152)

- Significant stress on all BEA staff
- Investigators complaining :
 - Workload, shifting priorities
 - Excessive management interference
 - Insufficient management support
 - Lack of internal communication
 - Unclear procedures
- Constructive attitude of « union's representatives »

EMPLOYEE ENGAGEMENT



- **Difficulties:**
 - How to get all staff to actively participate and how to involve intermediate management staff ?*
- Support of a consultant
- Several preparatory meetings with top management team

- **March 2017 > One full day meeting with all management staff :**
 - *4 working groups to prepare 4 projects (identified areas of potential change)*
 - *It was also made clear that core aspects related to the BEA mission could not be changed*
- **May 2017 > One full day meeting with all BEA staff (3 projects addressed in sub-groups) & two half day wrap up meetings with management team**
- **Feb 2018 > Strategic Plan document published. Action plans related to the 4 projects being defined**

BEA Strategic Plan 2018-2022 Content



Continue to improve aviation safety and keep the public's confidence by means of its safety investigations and studies carried out in an independent, effective and impartial manner.



Contribute to the quality and objectivity of the investigations carried out abroad in which the BEA participates, at least with respect to the French entities involved

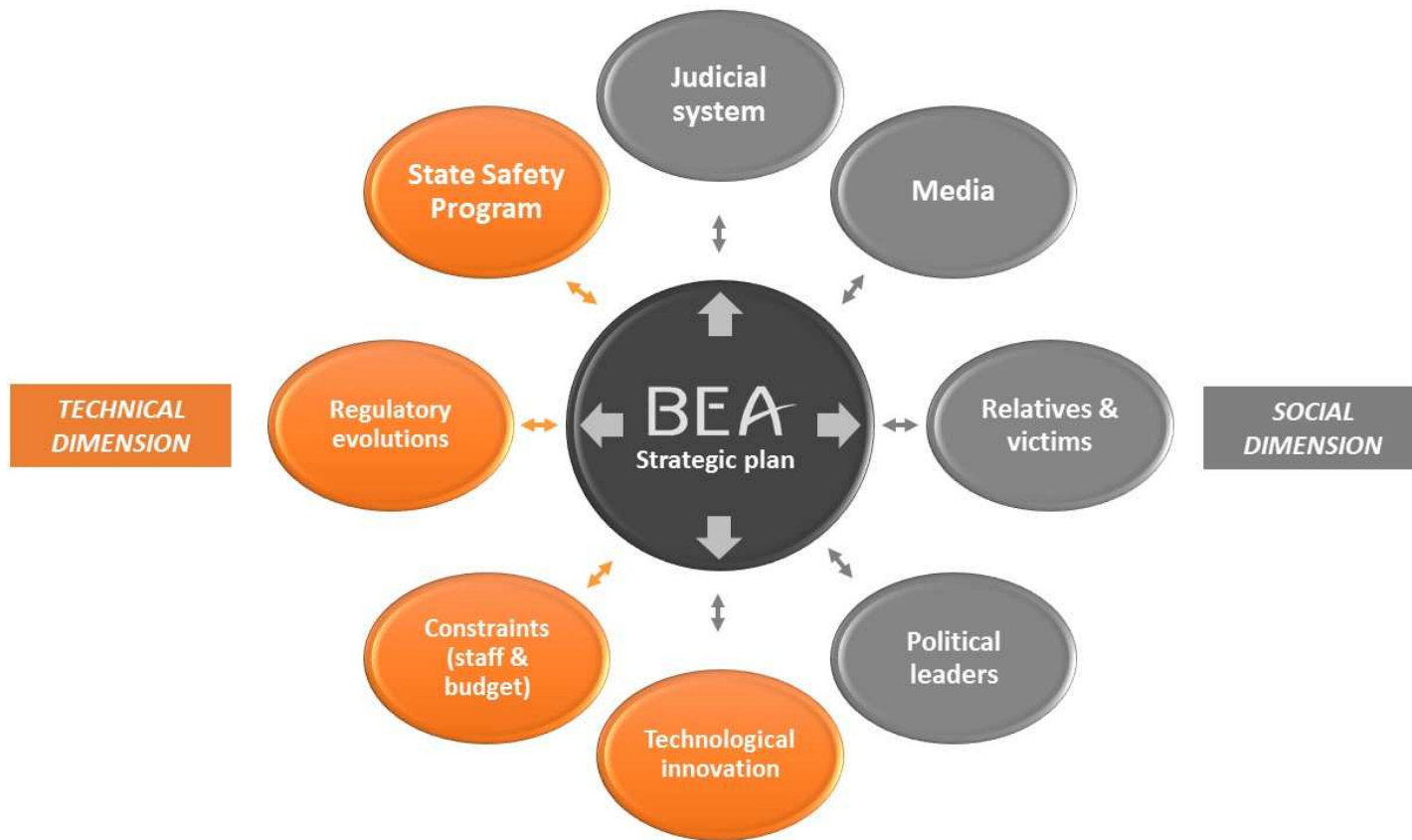


Capitalize and promote the safety data and lessons learned by the BEA to prevent future civil aviation accidents.

**OUR
MISSION**



Context



- *High competency and strong motivation of BEA staff*
- *Publish convincing reports tailored for its readers*
- *Have investigation capabilities that are recognized both at national and international levels*
- *Adapt to the SSP or SMS context in the prioritizing of risks*
- *Defend BEA resources (staff / budget)*



Values



4 Projects



*- A -
Live and work well
together*

*- B -
Improve the
structure of our
investigation
process*

*- C -
Optimize the
presence of the
BEA on the
international scene
by defining our
priorities in this
area*

*- D -
Optimize our
relations with the
DGAC*

Actions / Decisions

- New organisation for investigation department
- List of « top ten » ongoing investigations
- Better management of participation to foreign investigations. Identification of low priority events with reduced BEA involvement
- Improved and more frequent internal communication taking advantage of new intranet system (management meeting minutes, go teams, progress on significant investigations, foreign delegations visiting BEA,...)
- Clarify expectations with regard to staff availability outside normal working hours
- Review support functions for which we are in relation with the DGAC



Publication of the strategic plan

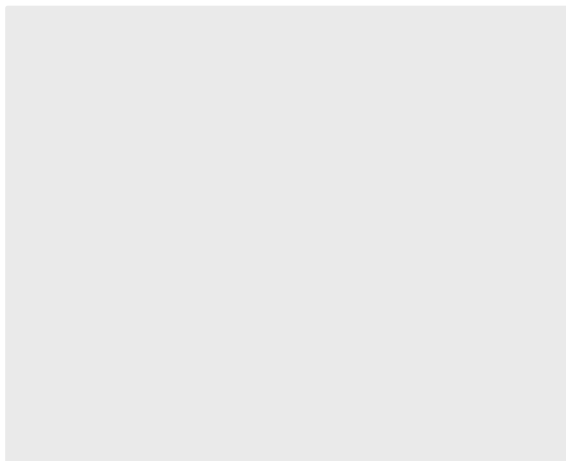


bea.aero > The BEA > our mission





BEA
Bureau d'Enquêtes et d'Analyses
pour la sécurité de l'aviation civile



www.bea.aero

Thanks for your attention

