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## CAE “THUMBS UP” SAFETY AWARD

CAE is committed to achieving the highest level of safety by meeting or surpassing regulatory requirements, by auditing the safety implications of our activities, by identifying areas for improvement through incident reporting, investigation and risk assessment, and by encouraging the open and honest reporting of safety issues.

### **BACKGROUND INFORMATION:**

In furtherance of fostering a non-punitive, open reporting culture, CAE has created a CAE “Thumbs Up” Safety Award. The CAE “Thumbs Up” Safety Award is an award that has been created to further encourage, recognize and award those individuals that have demonstrated outstanding airmanship, excellent judgment, as well as an attitude and level of professionalism consistent with the highest standards of flying safety. Our primary objective is to foster a climate in which there is an open, positive attitude towards criticisms, comments and feedback from all levels of the organization, and provide a mechanism for constant improvement. Each student and staff member(s) has an obligation to our safety culture of reporting any observed hazards or occurrences that may affect safe operations, and as such allows us to be in a position to continuously evaluate, and enhance safety in our operational working environments.

### **RECOMMENDED ACTION(S):**

Therefore, a “Thumbs Up” Award has been created for both Student-Pilot(s) and Instructor-Pilot(s), respectively. For Student-Pilot(s), an individual may be selected and awarded once (1) per three (3) month period. For Instructor-Pilot(s), an individual may be selected and awarded once (1) per three (3) month period. As we would like to award and encourage all individuals whom participate in the safety culture of the organization, as we must differentiate those individual’s whom simply attend safety meetings and those who support the safety culture, it is most important to keep the prestige and value of such an award; and we therefore must limit the distribution to those individuals whom, through organizational consensus, is most deserving. Those individuals whom have been selected for such award shall receive a minimum of a CAE “Thumbs Up” Safety Award signed by the CAE Chief Safety Officer and ATO Safety Officer, as well as a CAE Global Academy lapel pin that may be worn as part of his/her uniform.

While the selection criterion for such an award is not absolute, one should consider other elements that may demonstrate or differentiate an individual’s traits from those of their peers. The list identified here-in may be considered as a beginning step from which your own organizational criteria could be created.

### **INSTRUCTOR-PILOTS:**

If an Instructor-Pilot doesn’t qualify at eligible time, having not met one of the pre-defined selection criteria, that individual must wait a minimum of three (3) months before becoming eligible once again.

1. Been an instructor-pilot within the organization a minimum of six (6) consecutive

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2. Attendance at CAE Safety Meetings and/or Briefings is greater than 50% (>50%).
3. Must be active in organizational safety reporting.
4. Must not have been involved in an accident or regulatory occurrence.
5. Students must not have been involved in an accident or regulatory occurrence.
6. Chief Instructors and/or Head of Training must be in agreement with the nomination.

#### **STUDENT-PILOTS:**

If a Student-Pilot doesn't qualify at eligible time, having not met one of the pre-defined selection criteria, that individual must wait a minimum of three (3) months before becoming eligible once again.

1. Been a student within the organization for a minimum of six (6) consecutive months.
2. Attendance at CAE Safety Meetings and/or Briefings is greater than 50% (>50%).
3. Must be active in organizational safety reporting.
4. Students must not have been involved in an accident or regulatory occurrence.
5. Chief Instructors and/or Head of Training must be in agreement with the nomination.

It is important to keep in mind that it isn't always what the Instructor-Pilot or Student-Pilot did do, but also what they didn't do: the instructor-pilot and/or student-pilot was not involved in an accident or regulatory occurrence, miss Safety Meetings or Briefings, and he/she reported safety concerns. Criteria such as those, as well as length of service and consensus among Chief Instructors, may all become criterion for being selected for such an award.

#### **SCOPE:**

CAE Global Academies

#### **FOR FURTHER INFORMATION:**

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