Transforming the CAA to a performance based regulator

Carl Christian
Safety Programme Manager
26 April 2015
The UK CAA approach on how we have prepared our staff for Performance (Risk) Based Regulation and the challenges we have encountered
Transforming the CAA to a performance based regulator
Training

F5 – Field Force Fit for the Future
  Soft Skills Training

PBR team x 19

Practical Tools Training
  How to apply the PBR toolkit

PBR Phase 2 training
  Practical application of PBR

Introduction to PBR
  2.5 Overview of Training

An overview of PBR
  1 hour introduction to PBR
Competencies - CAA Inspector role specific competency framework for roles undertaking direct oversight responsibility

- Working in a Matrix
- New Technologies & Continuous Improvement
- Project Management
- Data & Information Management
- Systems Performance Based Regulation
- Regulatory Context
- Project Management
- Commercial & Financial Awareness
- Enforcement

Transforming the CAA to...
We are being specific about the fact we are addressing organisational culture

- We need to understand the basic underlying concerns that result in culture
- We are defining culture by;

The deeper level of basic assumptions and beliefs that:

1) Are shared by members of our organisation
2) Operate unconsciously
3) Define in a basic “taken for granted” fashion an organisation’s view of itself and its environment
4) Are seen as important to ensure the success of the organisation.
Challenges

- Reliance on compliance
- Allowing time for transformation to PBR
- Obtaining acceptance of the principles
- Providing the right support, training and guidance
- Turning theory into practice
- Resource to support the development of PBR
Merci Beaucoup

Transforming the CAA to a performance based regulator