大灣區航空
GREATER BAY AIRLINES

Integrating STAMP Principles Into Your Organization

29 Sep 2025

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Introduction

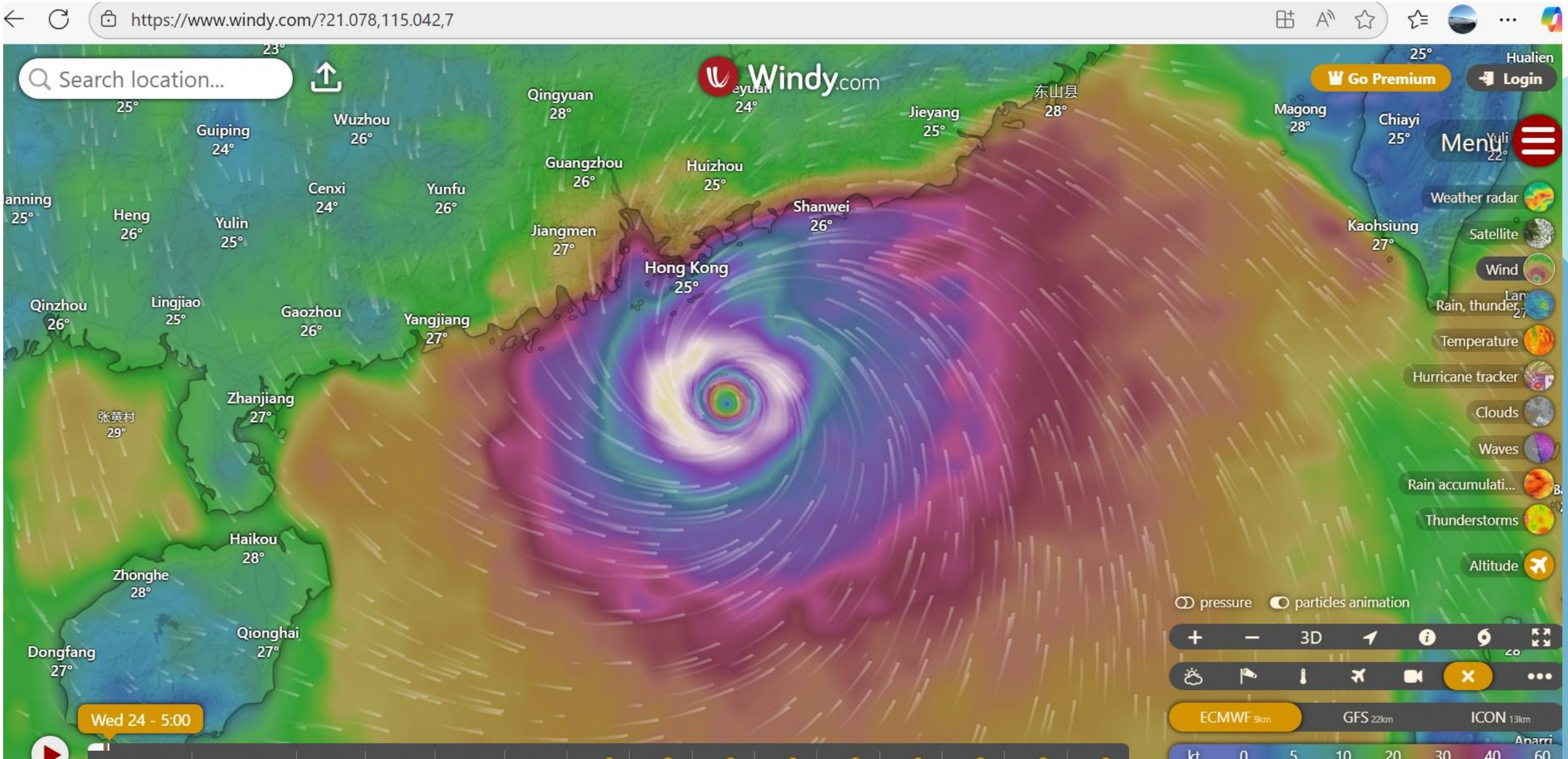


10 years military pilot
- Australia Mirage III
- Fighter Weapons Instructor
- US Navy F-18
- Test flying

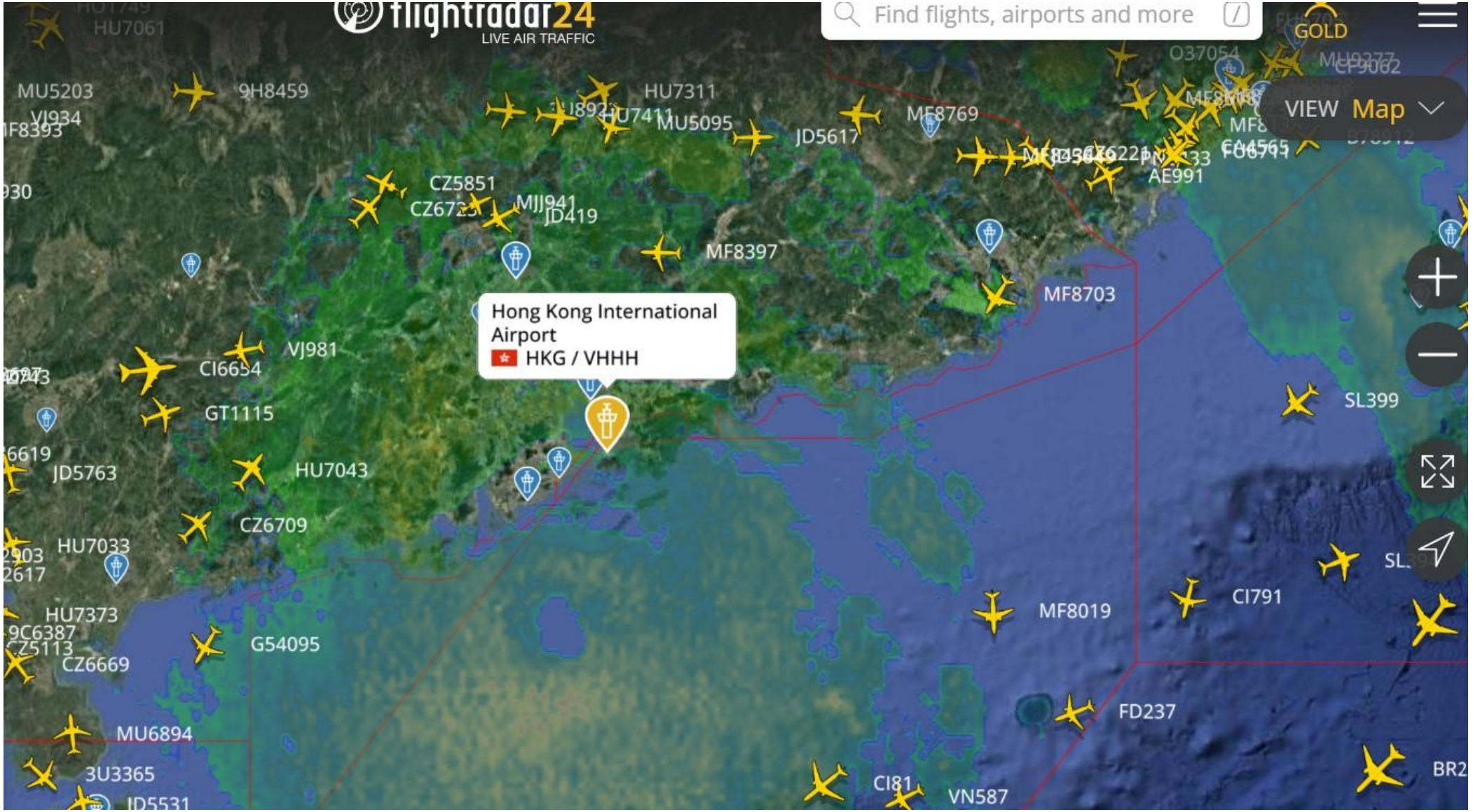
38 years airline pilot/manager:
- Chief Pilot
- Chief Training
- Director Flight Ops (throughout Covid)
- GM Safety
- COO

Qualifications:
- Dip. Business HKU
- MBA U of Michigan
- Leadership Coach
- Check Airman
- Test Pilot

Typhoon Ragasa 24Sep25



Typhoon Ragasa 24Sep25

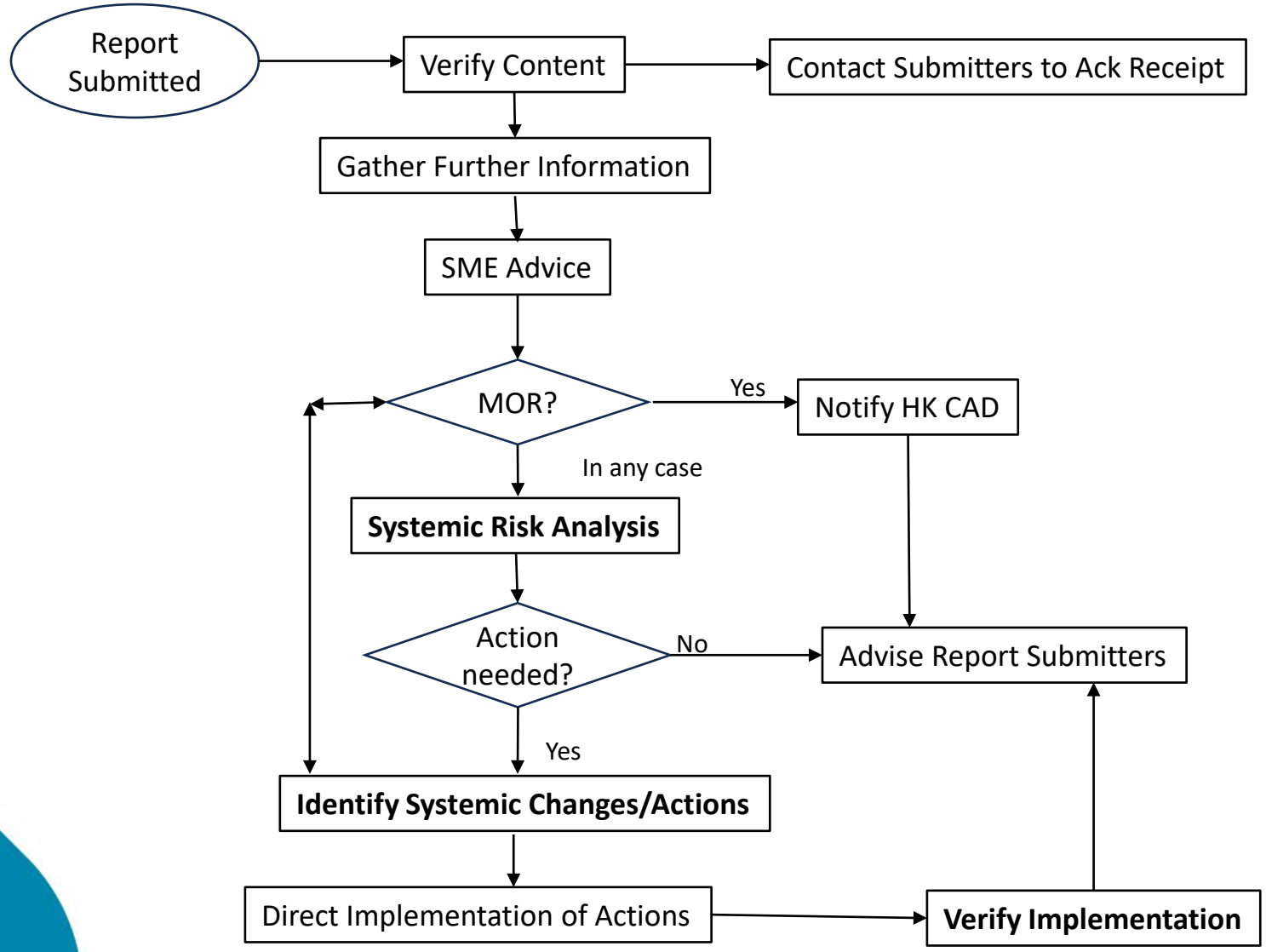


The 3 Legs of an SMS



1. Safety Management Structure
2. **Safety Culture**
3. Safety Information System

SMS Structure – Safety Report Processing





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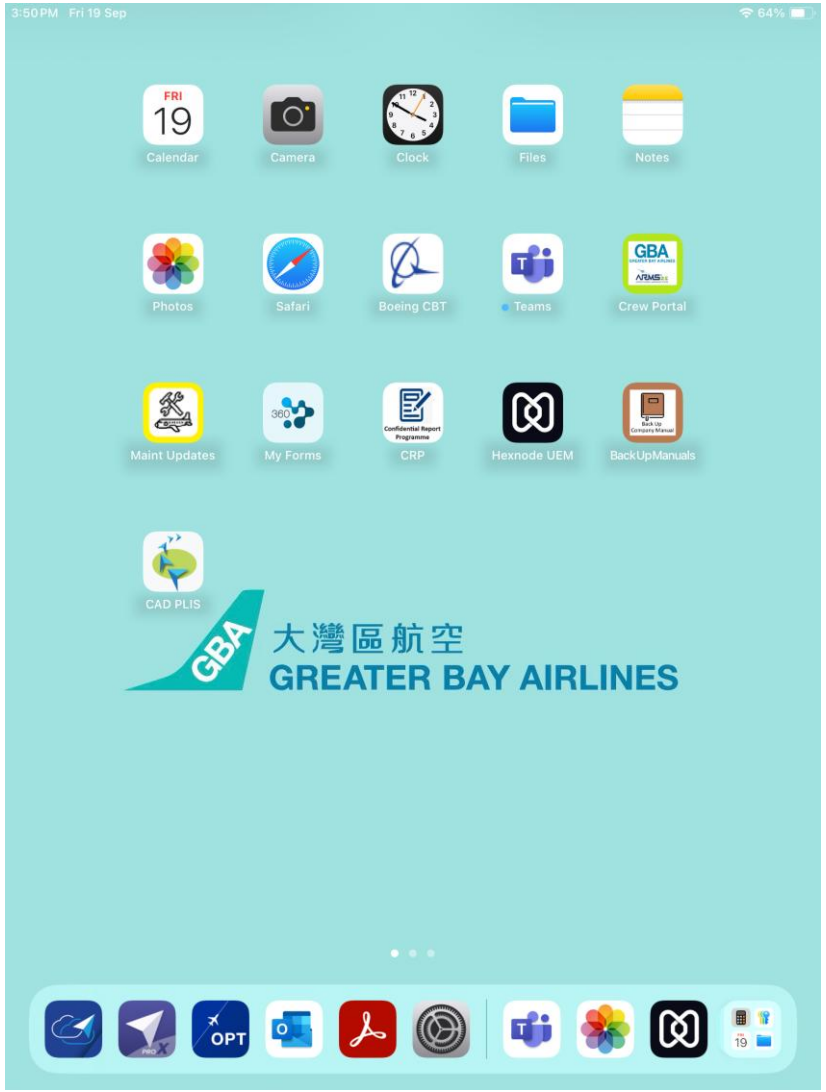
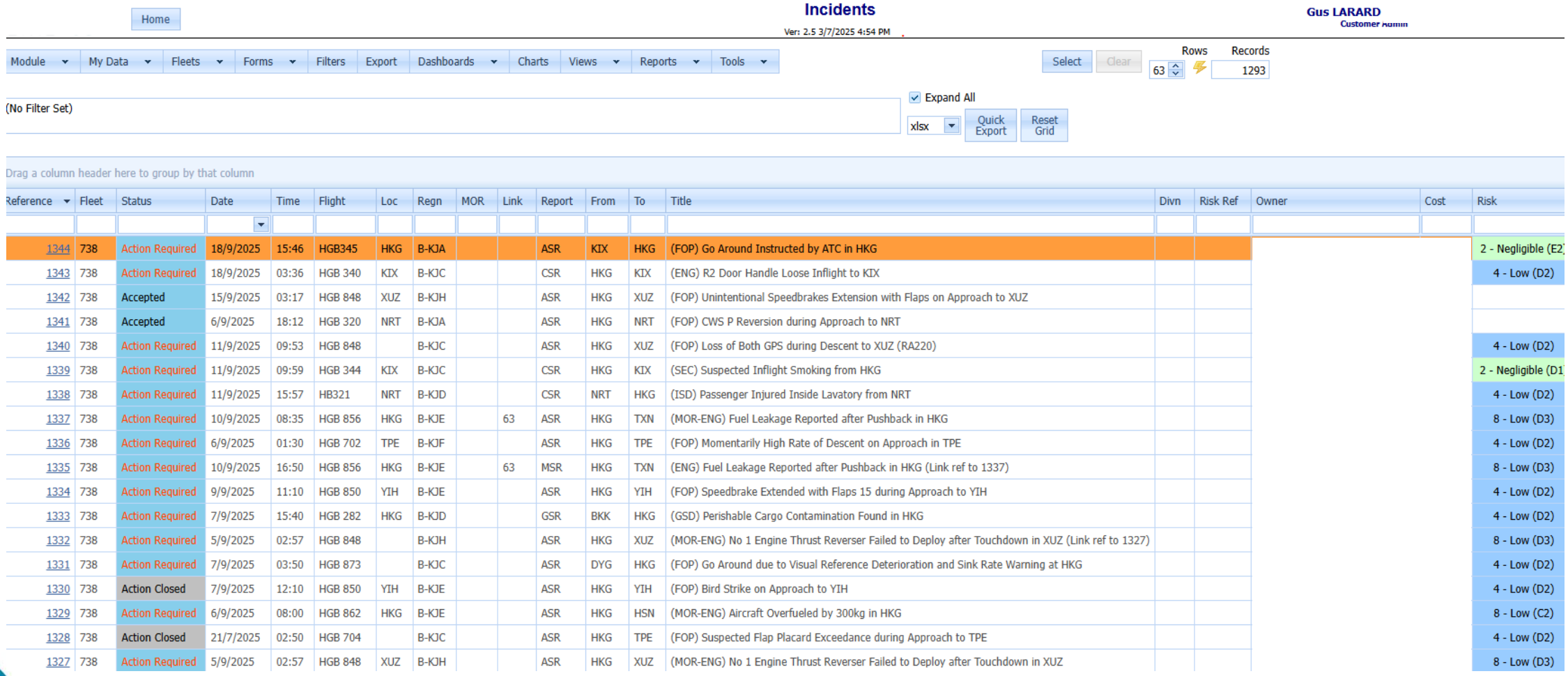
Report

SMS Structure - Make Access to Reports Easy



SMS Structure – Use a System



Reference	Fleet	Status	Date	Time	Flight	Loc	Regn	MOR	Link	Report	From	To	Title	Divn	Risk Ref	Owner	Cost	Risk
1344	738	Action Required	18/9/2025	15:46	HGB345	HKG	B-KJA			ASR	KIX	HKG	(FOP) Go Around Instructed by ATC in HKG					2 - Negligible (E2
1343	738	Action Required	18/9/2025	03:36	HGB 340	KIX	B-KJC			CSR	HKG	KIX	(ENG) R2 Door Handle Loose Inflight to KIX					4 - Low (D2)
1342	738	Accepted	15/9/2025	03:17	HGB 848	XUZ	B-KJH			ASR	HKG	XUZ	(FOP) Unintentional Speedbrakes Extension with Flaps on Approach to XUZ					
1341	738	Accepted	6/9/2025	18:12	HGB 320	NRT	B-KJA			ASR	HKG	NRT	(FOP) CWS P Reversion during Approach to NRT					
1340	738	Action Required	11/9/2025	09:53	HGB 848		B-KJC			ASR	HKG	XUZ	(FOP) Loss of Both GPS during Descent to XUZ (RA220)					4 - Low (D2)
1339	738	Action Required	11/9/2025	09:59	HGB 344	KIX	B-KJC			CSR	HKG	KIX	(SEC) Suspected Inflight Smoking from HKG					2 - Negligible (D1
1338	738	Action Required	11/9/2025	15:57	HB321	NRT	B-KJD			CSR	NRT	HKG	(ISD) Passenger Injured Inside Lavatory from NRT					4 - Low (D2)
1337	738	Action Required	10/9/2025	08:35	HGB 856	HKG	B-KJE		63	ASR	HKG	TXN	(MOR-ENG) Fuel Leakage Reported after Pushback in HKG					8 - Low (D3)
1336	738	Action Required	6/9/2025	01:30	HGB 702	TPE	B-KJF			ASR	HKG	TPE	(FOP) Momentarily High Rate of Descent on Approach in TPE					4 - Low (D2)
1335	738	Action Required	10/9/2025	16:50	HGB 856	HKG	B-KJE		63	MSR	HKG	TXN	(ENG) Fuel Leakage Reported after Pushback in HKG (Link ref to 1337)					8 - Low (D3)
1334	738	Action Required	9/9/2025	11:10	HGB 850	YIH	B-KJE			ASR	HKG	YIH	(FOP) Speedbrake Extended with Flaps 15 during Approach to YIH					4 - Low (D2)
1333	738	Action Required	7/9/2025	15:40	HGB 282	HKG	B-KJD			GSR	BKK	HKG	(GSD) Perishable Cargo Contamination Found in HKG					4 - Low (D2)
1332	738	Action Required	5/9/2025	02:57	HGB 848		B-KJH			ASR	HKG	XUZ	(MOR-ENG) No 1 Engine Thrust Reverser Failed to Deploy after Touchdown in XUZ (Link ref to 1327)					8 - Low (D3)
1331	738	Action Required	7/9/2025	03:50	HGB 873		B-KJC			ASR	DYG	HKG	(FOP) Go Around due to Visual Reference Deterioration and Sink Rate Warning at HKG					4 - Low (D2)
1330	738	Action Closed	7/9/2025	12:10	HGB 850	YIH	B-KJE			ASR	HKG	YIH	(FOP) Bird Strike on Approach to YIH					4 - Low (D2)
1329	738	Action Required	6/9/2025	08:00	HGB 862	HKG	B-KJE			ASR	HKG	HSN	(MOR-ENG) Aircraft Overfueled by 300kg in HKG					8 - Low (C2)
1328	738	Action Closed	21/7/2025	02:50	HGB 704		B-KJC			ASR	HKG	TPE	(FOP) Suspected Flap Placard Exceedance during Approach to TPE					4 - Low (D2)
1327	738	Action Required	5/9/2025	02:57	HGB 848	XUZ	B-KJH			ASR	HKG	XUZ	(MOR-ENG) No 1 Engine Thrust Reverser Failed to Deploy after Touchdown in XUZ					8 - Low (D3)

Safety Culture is the Organization's Culture*



1. Culture starts with the **Accountable Executive**.

2. **Top down**.

3. Talk the talk, but also **walk the walk**.

*A safety culture cannot be effective unless it is embedded within an organisation's own culture (CAD 712 2.3).

Safety Culture – Write a Contract

"***no action will be taken against any employee who discloses a safety concern through the hazard reporting system,*** unless such disclosure indicates, beyond any reasonable doubt, gross negligence or a deliberate or wilful disregard of regulations or procedures"

CAD 712 App A



Safety Culture – Explain it Through Stories



Ask them to ***share their stories*** (especially their self reporting of mistakes)***.***

Publicly respect them for stepping forward.

Add positive feedback to their performance and reporting, along with any further Company advice.

“Be” Your Safety Culture



Cabin Crew Induction Class 16Sep25

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Thank you!

