



AVIATION SAFETY ADVISORY PANEL MEETING AGENDA

Location:	CASA Canberra Office – Boardroom, Level 3, 16 Furzer Street, Phillip
Time:	Thursday 23 November, 12:00 – 17:00 AEDT

Items

Opening	MEETING DECLARED OPEN	<i>Chair</i>
0.1	Acknowledgement of Country	<i>Chair</i>
0.2	Update from the Director of Aviation Safety	<i>Ms. Pip Spence</i>
Item 1.	REVIEW OF ACTION ITEMS <i>Action register and updates</i>	<i>Chair</i>
Item 2.	PRIORITY SAFETY MATTERS <i>Agenda items brought forward by CASA or members relating to safety issues where action is considered necessary.</i>	
Item 3.	STRATEGIC SAFETY INITIATIVES <i>Discussion of broader strategic safety initiatives to provide advice to the CEO/DAS on their prioritisation.</i>	
3.1	Aviation Policy Unit (2:00 PM)	CASA
3.2	CASA's Regulatory Sandbox (3:30 PM)	CASA
Item 4.	EMERGING RISKS AND AREAS OF INTEREST <i>Aviation safety related emerging risks or areas of interest for discussion and/or notice.</i>	
4.1	Workforce Planning (2:30 PM)	CASA
4.2	Update from the Department (3:00 PM)	DITRDCA
4.3	Colour Vision Deficiency (Verbal update)	CASA
Item 5.	PROJECT PROPOSALS AND UPDATES <i>Proposals to commence activity on a significant piece of work (including Technical Working Groups (TWG), etc).</i>	
5.1	CASA General Updates (Standing Agenda Item) <i>Flight Operations Suite Forward Regulatory Program RPAS/AAM Regulatory Roadmap Preliminary Consultation Results</i>	CASA
5.2	Request to establish a TWG for Obstacle Limitation Surface Modernisation (4:00 PM)	CASA

Item 6. OTHER BUSINESS

6.1 Secretariat Update (Standing Agenda Item)

ASAP Secretariat

Item 7. NEXT MEETING

Chair

Item 8. CLOSE

Chair

OPENING

The meeting was opened at 12:06PM.

The Chair welcomed Aviation Safety Advisory Panel (ASAP) members to the third ASAP meeting of 2023 and acknowledged the Ngunnawal people, the traditional owners of the land on which the meeting was held.

The Director of Aviation (DAS) Safety, Ms Pip Spence addressed the ASAP. She thanked Mr John Gissing and Dr Tarryn Kille for their work on the ASAP as they depart this year.

The DAS discussed the results of the recent International Civil Aviation Organisation (ICAO) audit and specifically in reference to the Civil Aviation Safety Authority's (CASA's) workforce planning, requesting feedback from the ASAP on Industry perspective on CASA's workforce. She suggested there are sectors of CASA's work that could be taken over by industry to the benefit of both. The DAS informed the Panel that the draft report of the ICAO audit is impending, with a final report expected in March 2024.

The DAS noted the ongoing review of the Australian Transport Safety Bureau (ATSB), the Australian Maritime Safety Authority (AMSA) and CASA being conducted. The review will focus on the funding models of the agencies.

The DAS advised the Panel of CASA's overall priorities, with specific mention of the Minister's Statement of Expectations and CASA's Corporate Plan. The DAS stressed that CASA wishes to be the best regulator it can be and relies on industry consultation and feedback to prioritise the most vital issues. She also noted that the Department is making progress on discussions around data sharing with MITRE, a US based firm specialised in aviation data sharing.

A Panel Member raised a query regarding how industry can provide feedback to ICAO regarding CASA's audit and questioned the areas that ICAO marked CASA down on. The DAS identified the areas that the ICAO audit score fell due to an increase in CASA's focus on outcomes-based regulation which is slightly less compatible with ICAO's highly stringent assessment rubric regardless of the outcomes that the systems provide. A CASA representative noted that ICAO auditors were sympathetic to CASA's position and processes but had to follow the prescriptive nature of the ICAO audit.

A panel member highlighted a recent paper put forth by Australian and New Zealand at ICAO on the topic of outcome-based regulation impacting the way audits are assessed.

1. REVIEW OF ACTION ITEMS

2021-4/1

The Chair noted that a CASA representative will discuss this item with the ASAP in Agenda Item 3.2.

The Chair queried whether there had been any other innovations to encourage aviation safety made by CASA. A representative advised that CASA is working hard to promote the role of safety managers in the aviation industry. Additionally a CASA representative mentioned the work of the Aviation Safety Advisors and the place for alternative means of compliance.

The Chair noted that the recent improvement to the flow of communication between industry and inspectors has shown promising results so far.

The ASAP elected to close this action item.

2022-1/4

The Chair sought further information regarding the work CASA has undertaken with the Flight Safety Foundation on CASA's mental health strategy. A CASA representative discussed the work that has been undertaken, starting with a trial with Air Traffic Controllers, he mentioned the importance of a careful approach with this initiative. The Panel discussed the importance of creating an environment needs to be created that encourages honest self-declaration of mental health issues with appropriate support available for those who need it.

The Chair suggested that formal policy would be a stronger starting point for these initiatives, allowing them to be informed by the policy rather than the other way around. A CASA representative discussed the difficulties with stringent policies specifically regarding neurodiversity, as there are many shades of grey to attempt to cover in the policy. A panel member questioned the availability of new tools for aiding in the assessment of neurodivergent pilots.

The ASAP recommended CASA to continue to update the ASAP on this matter and **elected to keep this action item open for further updates moving forward.**

2022-3/4

CASA is to respond to the advice on airspace matters shortly after the ASAP 2023-3 meeting. A CASA representative noted that the Aviation Green Paper would also have an impact on airspace matters.

The ASAP has elected to keep this action item open pending reply to the advice.

2023-1/1

The Chair discussed the concept of an industry Expert Reference Group (EIRG) and a potential flaw in the idea, that industry members had previously provided similar services as paid consultants, rather than volunteers.

The Secretariat suggested that there is upcoming work on Human Factors and Fatigue in 2024 which may provide a good test case for the EIRG concept. They also noted the crossover between a EIRG and a Technical Working Group (TWG). -A CASA representative suggested that the DAS had floated the idea of a EIRG tasked on Flight Operations Regulations transition. The proposed group would be significantly less formal than TWGs.

The Chair discussed the origin of the idea, stemming from Subject Matter Expert (SME) views on CASA's work on Human Factors. He also discussed the issue of project officers seeking out like-minded SME's and considering it proper consultation.

The Chair has elected to keep this action item open for further work on a concept between the Chair and the Secretariat.

2023-1/4

A CASA representative discussed matters relating to CASA's Aviation Policy Unit (APU) with the Panel in agenda item 3.1.

CASA acknowledged the APU is one of many ways that CASA's priorities are determined and is intended to work in concert with the GA workplan and CASA's Forward Regulatory Program. CASA agreed to provide a more exhaustive list of the APU's priorities in future updates.

The ASAP elected to close this action item, noting an update on the APU's work is a standing agenda item.

2023-1/7

The Chair discussed the purpose and origin of the idea to establish a CASA-approved Head of Operations course and advised that the Regional Aviation Association of Australia (RAAA) had been involved. The Chair noted that progress of the course was pending resourcing from CASA.

The Panel discussed the extent of resourcing to be provided by CASA noting it lacks capacity to develop course content but would be able to approve proposed course material. A panel member suggested that industry would need initial input from CASA to begin to develop course content to make sure gaps were identified.

The Panel discussed the existence of standardised material for assessors and whether these were publicly available for industry. CASA advised that it was in the process of publishing its Protocol, Principle, and Worksheet (PPW) suite on its website.

The Panel discussed the accessibility of the course amongst the different sectors of the industry outside of the membership of the RAAA, and it was suggested that the course be promoted by CASA and industry associations. The ASAP supports progressing this initiative given the benefits to the broader aviation industry.

Panel members suggested that courses currently in use in industry may be appropriate to use as templates.

CASA will provide names of appropriate CASA contact points to industry in the coming weeks. **The ASAP elected to keep this action item open.**

2. PRIORITY SAFETY MATTERS

A CASA representative advised the Panel that data highlighted a recent increase in aviation accidents. In line with standard processes, CASA is analysing the data to determine whether there are any systemic issues that warrant further action. A CASA representative also acknowledged that airspace congestion is still a matter CASA is interested in. He also advised the Panel of the increase in CASA's surveillance activity in northern Australia through "ramp checks".

A panel member queried whether the Panel, and by extension industry, shared CASA's understanding of the contemporary risks to aviation safety. A CASA representative suggested that CASA could share its Aviation Safety Scorecard more regularly with the ASAP moving forward to ensure the ASAP has better visibility on where CASA is seeing the incidents and accidents occurring in industry.

Action/ Recommendation	The ASAP: Recommends CASA share its Aviation Safety Scorecard regularly with the Panel with a view to ensure a common understanding of the aviation safety risks.
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The Panel discussed non-compliance within certain sectors of the industry and whether there was scope for the ATSB to refer findings of wrongdoing to CASA as they become available. The Panel also discussed whether a culture of non-compliance and negative attitude towards CASA was endemic within these sectors. CASA stressed its need for concrete, targeted information on non-compliant operators, as the lack of which is often the limiting factor for CASA to take action on these issues. The Panel agreed that broader industry engagement on this matter would be of benefit, particularly to highlight the anonymous reporting process for non-compliant operators.

Action/ Recommendation	The ASAP: Recommends CASA connects with industry associations to enhance communication to their members on anonymous reporting of non-compliance, such as through their newsletters.
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The Panel discussed the challenges with informing the travelling public about the specific air operation they are on and the discrepancies between different aviation safety regulations that may apply to the different operations. As an example, the Panel highlighted the differences in standards for a scenic flight using a Cessna 172 (a passenger air transport operation) between a scenic flight using a retired military warbird (limited category aircraft operations). The Chair queried how CASA determines its surveillance activity. A CASA representative advised that CASA's new National Oversight Plan (NOP) had been implemented and suggested a more in-depth discussion with the ASAP on the NOP with a view for the ASAP to provide input on any gaps they may identify.

Action/ Recommendation	<p>The ASAP:</p> <p>Recommends discussing CASA's National Oversight Plan further with a view to providing input on any gaps that may be identified.</p>
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3. STRATEGIC SAFETY INITIATIVES

3.1 Aviation Policy Unit (APU) Work

A CASA representative outlined the processes of the APU and the current priorities of the unit. He discussed the work that was undertaken on passenger carriage in aerial work contexts. The APU found that the passenger carriage issue was not localised to the firefighting industry, and that the APU is approaching it through a more wide-reaching policy framework. He advised the Panel that the APU is meeting with relevant stakeholders, including firefighting operators and fire agencies.

A CASA representative discussed the attempt to streamline pilot training and the concept of recognising training undertaken in foreign states. He discussed the challenges with the current wording of the regulations. As an example, the CASA representative pointed to rules which state that training must be certified by EASA, as opposed to one of its specific member states. This representative also advised the Panel on the progress of the discussion paper on controlled airspace, indicating that the process has been positive and constructive so far.

3.2 CASA's Regulatory Sandbox

A CASA representative provided the Panel with an overview of CASA's regulatory sandbox and acknowledged the variety of different interpretations of a 'sandbox'. He discussed the models that had been trialled in other jurisdictions, including the UK's Civil Aviation Authority (CAA). This representative noted some of the downfalls found during the trials of other regulatory sandbox concepts internationally, and how CASA's version intends to avoid those same issues, as well as further improve on those models.

The Panel discussed the ability for members of the industry to approach CASA with proposals that fit within CASA's regulatory sandbox model and, as an extension, how CASA would reach out to industry to seek engagement on issues that may warrant such a model without flooding CASA with frivolous enquiries.

A panel member suggested a program to encourage innovation from industry – a 'pitch session' – whereby submissions are requested to suggest new approaches to meeting regulatory requirements within parameters and entry requirements that are set by CASA. The Panel were enthusiastic in their support of this suggestion.

The ASAP will provide CASA with advice on parameters on such a program which will encourage innovative suggestions from industry and entrepreneurs.

Action/ Recommendation	<p>The ASAP:</p> <p>To provide CASA with advice that suggests parameters to use as a starting point for CASA to approach and encourage industry for submissions on innovations in aviation safety and regulation.</p>
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4. EMERGING RISKS AND AREAS OF INTERES

4.1 Workforce Planning

A CASA representative advised the Panel that CASA is developing a five-year strategic workforce plan. She discussed the need to look outside of CASA to deliver a comprehensive plan for the aviation industry. They stated that the first iteration of the five-year plan will be in place for commencement by July 1, 2024. She also discussed the focus on CASA's Aviation Technical Workforce, and the interactions with the ICAO audit findings.

A panel member commended CASA for its work and suggested CASA engage directly with major operators, such as Qantas, to understand their own workforce planning initiatives.

The Chair queried the 'end-state' of the plan. the CASA representative indicated that there was a vision of what CASA should be at the end of the plan, however acknowledged that the plan will be a living document and must be dynamic to stay relevant. The Chair also raised the interactions of succession planning as part of a workforce plan, noting that a large proportion of the technical aviation component of CASA's workforce are nearing retirement age.

A panel member noted that the emerging technology sector of the industry is not suffering the same skills shortage as the rest of the industry. The Panel noted that the skills of that sector are often transferrable to others, but there is a high level of enthusiasm in emerging technologies that is currently attractive to investors.

A panel member noted that the barriers against diversity in the workforce must be kept in mind, suggesting that women returning to the workforce after extended leave may be an important demographic to recruit from. Ms Crome informed the Panel that CASA had been exploring secondment programs for such demographics.

4.2 Update from the Department

A representative was welcomed by the Chair as an observer from the Department of Infrastructure, Transport, Regional Development, Communications and the Arts (the Department). They provided an update to the Panel, advising that the Green Paper was released for consultation on the 7 September 2023, and there have since been extensive stakeholder consultation processes. They informed the Panel that the White Paper is expected to be released in mid-2024 and she highlighted that the aviation workforce and skill shortages was a key topic within the Green Paper which may work to address some of these shortages.

They also informed the Panel that the Department has been working with industry to make progress on a UTM action plan, which is scheduled to be released shortly after the White Paper. She also outlined the review of transport agencies which includes CASA, AMSA and the ATSB.

4.3 Colour Vision Deficiency

A CASA representative outlined the history of CASA's handling of pilots with Colour Vision Deficiency (CVD) and discussed concerns on the administration of previous systems. He mentioned that there was brief hold on the issuing of full licenses for CVD pilots while there was an ongoing review of CVD processes. Work is ongoing to resolve the issue, mainly regarding what exclusions would be applied to those pilots who pass an operational exam. The representative noted that the only pilots impacted by this are new CVD pilots, no existing pilots have been impacted.

A panel member discussed the history of CVD issues in the Australian Administrative Tribunal (AAT) cases that CASA has been involved in, specifically cases which determined that colour vision is largely not relevant to a pilot's operational ability. They queried the purpose and safety case of the new clinical test, as it would immediately disqualify the vast majority of CVD pilots, regardless of their ability to fly safely.

The CASA representative suggested that more work needs to be done on the operational test for CVD pilots. The panel member suggested that the standards for operational testing in use in New Zealand would be appropriate for use in Australia.

The Panel discussed the negative impacts to the mental wellbeing of pilots who feel that they may be at risk of having their medical certificates suspended or restricted and it was suggested that CASA should communicate clearly with timelines and outcomes to CVD pilots who may be in limbo. It was also suggested that any changes to the policy should be consulted with industry via a technical working group.

Action/ Recommendation	The ASAP: Recommends that CASA further consults with the ASAP on the draft CVD policy as it progresses.
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5. POLICY AND PROJECT PROPOSAL

5.1 CASA General Updates

A CASA representative provided an update to the Panel on the deferred provisions of the flight operations regulations and informed the Panel that CASA extended the time it had allowed the various transition phases to be completed and had taken a risk-based industry sector approach to what requirements need to be met by operators at different times throughout the transition. The Chair queried how CASA was going to ensure the submissions by operators were of an appropriate standard. They explained that, for the training and checking requirements, it will trial with the Part 121 operators in the first instance which will in turn assist the broader industry by developing a sample operations manual. CASA also advised the Panel that it was engaging with operators and associations to better understand what they needed.

The representative advised the Panel that CASA's Forward Regulatory Program has not been updated since it was last provided to the ASAP, noting that it will be updated alongside the GA Workplan in early 2024.

A CASA representative updated the Panel on the Remotely Piloted Aircraft Systems (RPAS) and Advanced Air Mobility (AAM) Strategic Regulatory Roadmap has not progressed substantially since the last update was provided, and advised the Panel that it is scheduled to be updated in early 2024.

5.2 Proposed for an Obstacle Limitation Surface (OLS) Modernisation TWG

A CASA representative informed the ASAP on recent changes made by the International Civil Aviation Organisation (ICAO) on Obstacle Limitation Surface (OLS) specifications and advised that the proposed changes will affect all aerodromes in Australia and globally. CASA proposed a Technical Working Group (TWG) to help steer its work on OLS modernisation and acknowledged the large body of work ahead, which they also informed the Panel that CASA had previously engaged with a group of relevant government and industry stakeholders on the topic and suggested the members of this group as the members of the proposed TWG. The Chair raised concern that the proposed membership is significantly larger than a typical TWG and suggested condensing the membership, with no more than one representative per organisation.

Action/ Recommendation	The ASAP: Recommends establishing a TWG to assist CASA in preparing for the implementation of Obstacle Limitation Surface (OLS) modernisation. To provide the Chair with nominations for the TWG, with CASA to revise its proposed member nomination list.
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6. OTHER BUSINESS

6.1 Secretariat Update

A CASA representative indicated that the Secretariat are finalising some governance documents by the end of 2023. He also discussed a shift of the focus of TWGs, whereby they move to being a shorter term, more task focused structure as they were originally intended.

The status of the active TWGs was discussed by the Panel, with the Chair noting that the Part 121 TWG had re-formed but had yet to be engaged. A CASA representative suggested that it would be utilised early 2024. The Chair also raised concern with the Part 105 Manual of Standards (MOS) TWG, noting that a lack of engagement from industry should not stop CASA from continuing its work on appropriate regulations and standards on matters outside of the Part 105 MOS.

Following the departure of a panel member and their appointment to the CASA Board, the Chair resolved to provide another member to participate in the ASAP Process Improvement Group.

Action/ Recommendation	The ASAP: Recommends an additional ASAP member participates in the ASAP's Process Improvement Group.
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7. NEXT MEETING

The next in-person ASAP meeting will be held on 14 March 2024.

8. CLOSING

The Chair of the panel thanked all Panel members, particularly departing members and guest speakers. The meeting was adjourned at 17:10

Patrick Murray

Chair

December 2023

CHAIR

Prof Patrick Murray AM

PANEL MEMBERS

Mr John Gissing

Dr Reece Clothier

Mr Mark Thompson*

Mr Ray Cronin

Ms Adrienne Fleming OAM

Ms Shannon O'Hara

Mr Stuart Aggs*

Mr Andreas Marcelja (CASA Representative)

Mr Joe Rule (CASA Representative)

**Denotes members unable to attend the meeting*

OBSERVERS

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