



Ministry
of Defence

Air Command Secretariat
Spitfire Block
Headquarters Air Command
Royal Air Force
High Wycombe
Buckinghamshire
HP14 4U

Ref: 2019/11437

[Redacted]

4 November 2019

Dear [Redacted]

Thank you for your e-mail of the 5 October 2019 requesting the following information;

I am currently studying for a degree in Organisational Capability Development. My chosen research topic for my final dissertation is in relation to the effectiveness of Generic Human Factors Training in the Royal Air Force. In order to fully inform my analysis, I respectfully request your support to determine answers to the following questions:

- 1. When was formalised Human Factors Training initially introduced to the Royal Air Force and who (trade/branch) was required to complete it?*
- 2. When did Human Factors training become mandatory for all Royal Air Force Personnel?*
- 3. When was Human Factors Training incorporated into Phase 1 training?*
- 4. What are the current Human Factors Training Policies for Royal Navy, Marine and British Army personnel?*
- 5. What percentage of Royal Air Force Human Factors Instructors/Facilitators are from Aircrew, Engineer or BM/ABS trades/branches?*
- 6. What percentage of Human Factors reports, since training became mandatory for all RAF personnel, have been non-aviation related?*

I am treating your correspondence as a request for information under the Freedom of Information Act 200 (FOIA)

A search for the information has now been completed, and I can confirm that some information in scope of your request is held. I will answer each of your questions in turn.

1. Human Factors training was first introduced into the RAF following the Hadden-Cave report in 2008/2009 and was aimed at Aircrew, Air Traffic Controllers and Engineers Trades and Branches. Human factors training was directed at those branches / trades that may have a direct impact on Air Safety.
2. Human Factors foundation training was mandated for all RAF personnel in 2012.

3. Human Factors training was incorporated into Phase 1 training for both Airmen and Officers in approximately 2014.
4. Across the Armed Services, each service has a different interpretation of the Military Aviation Authority Regulations that state Human Factors and Error Management training should be given to all those within the Defence Aviation Environment. As of November 2017, the RAF delivers Human Factors and Error Management training to all personnel, this includes everyone in or related to the RAF Area of Responsibility as outlined in the policy document Air Publication 8000. Navy Command personnel complete an introduction to Human Factors training delivered by a qualified Human Factors Facilitator as outlined in policy document Book of Reference 10 0802 c. The Army deliver Human Factors training during basic and/or single/joint service training as outlined in policy Regulatory Article 1440. Continuation training is delivered every subsequent two years.
5. I can confirm that information is not held in the format that you have requested. It is not a mandatory requirement for information to be recorded on the currency of this qualification.
6. There are no such reports, however this information may form part of other types of safety report i.e. Defence Air Safety Occurrence Report (DASOR).

However, Under Section 16 (Advice and Guidance) in relation to question 5, it may be helpful for you to know that Human Factor Facilitators are personnel who have completed a Human Factors Facilitators course at the Defence Human Factors Training School at RAF Cranwell (Facilitators who deliver foundation training must also hold a minimum of a Phase 3, Defence Train the Trainer qualification). Under current regulations a facilitator is required to deliver at least 1 Human Factors session every 6 months for their qualification to remain current. However, I can advise you that there are 74 personnel within Battle Management/ Aerospace Battle Management, 267 personnel within Engineering and 159 Aircrew personnel who are able to deliver Human Factors training subject to their qualification being current.

If you are not satisfied with this response or wish to complain about any aspect of the handling of your request, then you should contact us in the first instance at the address above. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal process has been completed. The Information Commissioner can be contacted at: Information Commissioner's office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>

Yours sincerely

Air Command Secretariat