



# AVS FLYER

News for FAA Aviation Safety (AVS) Employees

Edition 4 Issue 1: January 3, 2013



Federal Aviation  
Administration

## Peggy Keeps You Posted

I want to thank the AVS Telework Team for the great work they did this past year. The team presented their findings to me and the AVSMT for implementation of an AVS telework program. Both AVS managers and employees viewed telework and the AVS Proof of Concept (PoC) very favorably. However, before we move ahead with an organization-wide telework program, there are a number of issues the PoC discovered that will need to be addressed.

The issues uncovered fall into six buckets—labor relations; tracking and reporting; FAA-wide guidance gaps; IT; communications; and training.

One example is our existing labor agreements don't require employees to record telework hours, which is essential for AVS to meet its reporting requirements. And managers want to use Sametime as a communications tool for teleworking employees, and that currently isn't a requirement in collective bargaining agreements.

There are also problems with CASTLE that must be resolved for AVS to record, track and report on telework. We would also need additional IT functionality to load personal printer drivers on FAA computers if we decide that teleworking employees need to be able to print and scan from home. And, both employees and managers have told us they need more training to increase their level of comfort with telework.

There are gaps and inconsistencies in the FAA Human Resources Policy Manual at the Agency-level, too, so we're looking at supplementing that guidance with AVS-specific requirements. These are just a few of the many issues AVS must tackle and resolve before we can launch a solid, robust telework program in AVS.

The good news is that we're making progress to address some of these implementation considerations. John and I agree that telework improves productivity and enhances the work/life balance for AVS personnel. So I've approved the permanent appointment of [Paul Holbert](#) as Telework Management Officer for AVS. Paul now works in AQS-300, and will continue to lead the program working closely with AQS Director [Pam Hamilton](#), who replaced Ray Towles as the AVS Executive Sponsor for telework.

So Paul and the Telework Team will continue to iron out these problems. This was, after all, the whole point of the AVS Telework PoC—to identify and resolve as many challenges to productive telework as possible *before* AVS fully dives in.

I've asked Paul to present draft telework program guidance to the AVSMT in April. In the meantime, you can still telework per the telework agreement you signed with your manager. And watch the Flyer for regular updates on the AVS Telework Program.

## AIR SMS Project Sets Stage for a Better Future

AIR established a Manufacturers' Safety Management System (MSMS) team in 2009 to learn how a Safety Management System (SMS) is applied at design and manufacturing organizations. The team launched a pilot project in 2011 to help the FAA better understand how design and manufacturing companies use SMS in order to provide better oversight of the companies' SMS. The MSMS team wrapped up its work last month and summarized what it learned from the eleven companies who participated in the project.

"We learned that the companies have many, but typically not all elements in place to address proposed SMS standards," said MSMS Team Lead [Jeff Duven](#). "In many respects this mirrors our AVS experience with SMS to date. We have a strong safety culture and extensive processes to address specific safety responsibilities, but sometimes process development didn't consider an overall systems safety approach."

Similar to the AFS SMS pilot project involving air carriers, air operators and repair facilities, the AIR MSMS pilot included companies ranging from aircraft manufacturers to system suppliers, and varying in size from small to large. These projects illustrate AVS efforts in response to an International Civil Aviation Organization (ICAO) requirement that aviation authorities establish SMS requirements for product and service providers.

For the MSMS, each company picked an operational area to examine providing insight into how company practices incorporate SMS principles, or the company picked an area to improve through the embodiment of SMS principles.

The companies are seeing the benefits of a more holistic approach to safety management according to MSMS team members from the Safety Management Design and Analysis Branch and other AIR divisions and directorates. Two areas in which companies are making improvements include the clarity of management safety objectives (policy, processes, and resources), and in employee reporting. While all companies have some provisions in these areas, they are typically limited in scope and depth, and lack a means to determine effectiveness.

Although the MSMS pilot is now complete, the FAA will continue to support pilot project companies as they improve their safety processes. In addition, findings from the MSMS pilot project will be provided to a recently established Aviation Rulemaking Committee tasked with looking at SMS and how it may apply to design and production approval holders.

"This project represents an important step in developing a stronger understanding of how a systematic approach to safety management--the essence of SMS--can enable safety improvements," said AIR Director [Dorenda Baker](#). "This important investment will help us determine how to proceed with SMS rulemaking with the goal of improving safety through a more structured way of addressing safety responsibilities."

## Meet PEL Cohort 8 Participants



Participants and their managers kicked off PEL Cohort 8 at the AVS PEL Individual Development Plan Workshop held on November 13-14, 2012. (l. to r. 1st row) Rhonda Maloney, AFS; James Foltz, AIR; Deputy Associate Administrator John Hickey; Salli Rowe, AFS; Hatice Baser, AIR; (l. to r. 2nd row) Maryann Carr, AFS; Thomas Nicholas, AFS; William Whiteside, AOV; Vanessa Blacknall-Jamison, AFS; and Nicole Mikel-Brumfield, AIR. Not pictured: Ricky Susee, AFS.

## FAA Redesigns Mechanic and Repairman Certificate

Beginning this month, the FAA's Civil Aviation Registry will issue mechanic and repairman certificates honoring aviation pioneer Charles Taylor, the first aviation mechanic in powered flight.

Taylor designed and built the first aircraft engine used by the Wright brothers. His mechanical skills contributed to building and maintaining other early Wright engines and airplanes. Taylor became a leading mechanic in the Wright Company after it was formed in 1909, and also worked for the Wright-Martin Company. In 1936, Taylor and Orville Wright helped Henry Ford plan, move and restore the Wright family home and one of the Wright Cycle Company bicycle shops as part of Ford's heritage village about great Americans in Dearborn, MI.

The FAA's prestigious annual [Charles Taylor Master Mechanic Award](#) recognizes individuals who have exhibited professionalism, skill, and aviation expertise for at least 50 years in the aircraft maintenance profession as master mechanics.

Since 2003, all airman certificates have been made of composite plastic—incorporating security and tamper resistant features. They include background images of the Wright Brothers, the 1902 Wright glider, and a Boeing jet aircraft.

The FAA requires all mechanics and repairmen still holding paper certificates to exchange them for the new plastic ones no later than March 31, 2013.

## We Want to Hear From You

Do you have news, information, or an activity you want to share? Did you notice something the *AVS Flyer* didn't cover, but should? We want to hear from you! Email your ideas, input, and suggestions to [AVSInternalComms@faa.gov](mailto:AVSInternalComms@faa.gov).

## Challenger Centers Invite Students to Fly



In the aftermath of the 1986 Space Shuttle *Challenger* accident, family members resolved to create a living memorial to the *Challenger* crew. They created the [Challenger Center](#), a [network of space science education centers](#) around the world to increase student interest in the sciences, mathematics, and technology; to improve students' knowledge and problem-solving skills; and to teach students to think critically, and to work in teams.

"I recently visited the Challenger Learning Center in Columbia, SC, early one morning before the children arrived for class," said AFS Manager of the National Simulator Program Harlan Sparrow (AFS-205). "My sister had told me about the Center, but you have to see it to appreciate what they have done."

Richland County School District One joined the national Challenger network establishing a Challenger Learning Center in 1996. The Center has served more than 75,000 students from all over South Carolina and parts of Georgia since that time. The students participate in simulated space missions spending half of their time in Mission Control where they conduct research, analyze data, and advise astronauts in the Space Station about tasks that need to be done. Then, entering the Space Station through an airlock, the students construct a motherboard for a probe, calculate the launch trajectory of the probe, monitor the life support systems on board the Space Station, and use robots to conduct research.

While at the Center, students can fly in computer-based flight simulators, or see an ePlanetarium show. The Center provides more than inspiration; its Aerospace Education Program guides students of all ages aiming to prepare them for South Carolina's expanding aerospace and aviation market.

Students learn about weather, the properties of air, and the physics of flight. Introductory engineering courses give high school students exposure to electrical and civil engineering through Project Lead the Way, and aerospace engineering courses are being added this year.

"Even after forty years as an aviator, I was still excited to see what this was all about," Harlan said.

\*With excerpts from an article published in *Palmetto Aviation*.

## 10 Questions with AVS Privacy Manager Kelly Batherwich of Burlington, MA



Kelly Batherwich and her "runaway groom," Rob.

- Q.** How long have you worked for the FAA?
- A.** I started in 2001 as a student. I've always had an interest in aviation. I have family members who work at the FAA, and I've always been told what a great Agency it is.
- Q.** How would you explain your job to someone you never met before?
- A.** My job is to work with IT System Owners and the Business Owners to make sure that they are following proper privacy guidelines, following the FAA Privacy Order, and that we're taking the proper security precautions on systems and information we manage by conducting Privacy Threshold Assessments and Privacy Impact Assessments. Also, we're working to reduce and eliminate the unnecessary use of Social Security Numbers in our systems. AVS has a Privacy Sharepoint site in the works that will have Privacy Points of Contact and key privacy information. Part of it will be open for everybody, and a small portion will be for Privacy Key Personnel only.
- Q.** What do you like best about your job?
- A.** I enjoy working with IT to get a better idea of how privacy and IT work hand in hand, and learning about the systems since I don't have an IT background.
- Q.** What's the most challenging thing about your job?
- A.** Keeping up to date on everything. There's so much information, and things are changing all the time. There are so many new initiatives that trying to learn and keep up with changing times is a challenge.
- Q.** What do you know now that you wish you would have known when you started working for the FAA?
- A.** I wish I had more information about the Thrift Savings Plan (TSP) when I first started. Had I started to invest in the TSP when I first started, I'd be a lot better off. If I had more information at a young age about the importance of TSP and retirement, that would have been better.
- Q.** As a child, what did you want to be when you grew up?
- A.** I wanted to be a musician. I don't even have a talent, but as a kid I had an acoustic guitar and an electric guitar and I always walked around trying to be a rock star.
- Q.** What's the best advice you have ever received?
- A.** When I was thinking about my career path, my family said government is the way to go, and it's worked out for me. Even though I'm not an engineer developing Airworthiness Directives, I'm part of aviation safety. It's the privacy end, and I'm still helping the public.
- Q.** What's your favorite movie?
- A.** *Practical Magic* with Sandra Bullock and Nicole Kidman. I liked the family part. Even though the two sisters were completely different, they always helped each other out. I'm a big family person. I liked their family bonding, and how close they were.
- Q.** What's your favorite vacation spot?
- A.** Nashville, Tennessee because I love music. I love all types of music. If there is creativity in it, I like it. We stayed in an RV park outside of Nashville, and every day drove into Music Row and hit a local dive bar for the music scene. Everybody was so amazing. The performers on the street were so good you would think they should have a CD. That's how good the music scene was in Nashville. I loved the Country Music Hall of Fame, too. It was amazing to see.
- Q.** People would be surprised to know that...
- A.** I drive a sports motorcycle—a Buell—which was Harley's version of a sports motorcycle.

## Rules Published

**Policy Statement on Occupational Safety and Health Standards for Aircraft Cabin Crewmembers (NPRM).** This policy statement will enhance occupational safety and health in the aircraft cabin by establishing the extent to which the Occupational Safety and Health Administration (OSHA) requirements may apply to the working conditions of aircraft cabin crew while they are onboard aircraft in operation. Published December 7, 2012.

To read more about the published rules, visit the Federal Register website at [www.archives.gov/federal-register](http://www.archives.gov/federal-register).

## TAKEOFFS & LANDINGS (December 2-15, 2012)

### Retirements

#### AFS

Sydney M. Buff, Aviation Safety Inspector, St. Ann, MO, 30 years

Daniel M. Roller, Aviation Safety Inspector, Oklahoma City, OK, 30 years

\*Organizational information derived from the Federal Personnel and Payroll System (FPPS)