



SAFETY BULLETINS

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MESSAGE FROM ACCOUNTABLE MANAGER

Despite facing unprecedented crisis due to pandemic of COVID-19 it is my immense pleasure to see that Manang Air has been able to continue its publication of Safety Bulletin 2021. I am delighted to introduce my first issue as an Accountable Executives of the Company.

We are striving hard and doing all possible efforts to move the organization to the best of its available resources without compromising the safety of helicopter as usual.

COVID-19 has brought many challenges and opportunities. It is expected to continue to impact on operations for some unpredictable time. Our priority, as always, is to ensure the well – being of staff, travelling partners, and aviation personnel. I believe that evolving opportunities enable us to focus on areas we can improve upon and allow us to respond more effectively.

We are very thankful to all the Aviation stakeholders and our own enthusiastic manpower that have supported to stand firm since the beginning of the pandemic in 2020.

Mr. Rom Harsha Shrestha
Chief Executive Officer
(Accountable Manager)



ABSTRACT

This bulletin is an effort to communicate the safety information. The regular publication is an effective contributor for the safety enhancement in the aviation.

On behalf of Manang Air, we would like to thank all aviation stakeholders for valuable feedback and suggestions to enhance safety in company operations.

PROMOTING, MAINTAINING AND SUPPORTING MENTAL WELL-BEING IN AVIATION DURING THE COVID-19 PANDEMIC

The COVID-19 pandemic, with all its associated consequences, has had a significant impact on the mental health and well-being of both passengers and aviation personnel, which could impact operational safety. It is the responsibility of all aviation stakeholders to play a proactive role in maintaining aviation safety while preventing the transmission of COVID-19 and safeguarding the health and safety of aviation personnel and passengers.

... (Continued in page 2)

ARE YOU A COMPETENT ENGINEER??

By: Digamber Rajbhandari

We can find Engineering societies and semi government owned institute in several developed countries which has established engineering competency tool that is designed to identify the level of knowledge in the specific areas of the engineers. These tools are adopted for the assessment and evaluation of the employers by many organizations during the recruiting process or promoted or to further enhance the organizational goals. In the context of Nepal, we have a body called *Nepal Engineers Council* which has not yet practiced to conduct assessment of all the engineers' qualification or their enrollment to any kind of services in a recognized organization.

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Note: The Safety Reporting Form is available at www.manangair.com.np for any kind of safety issues.



PROMOTING, MAINTAINING AND SUPPORTING MENTAL HEALTH

.... (Continued from page 1)

- **PRINCIPLES TO SUPPORT AVIATION PERSONNEL AND PASSENGERS:** Aviation personnel shall practice self-care in all dimensions including health & nutrition, regular exercise, obtaining sufficient sleep, practicing mindfulness, reducing stressors, engaging in healthy behaviors and regular interactions with a personal support network and seek support pro-actively to maintain well-being and encourage fellow employees to seek support as needed.
- **CREATING A POSITIVE SAFETY CULTURE THROUGH PROMOTING PERSONAL WELL-BEING AND PUBLIC SAFETY:** WHO defines health as a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. Mental health is further defined as a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.

The Mental Health & Well-Being of those who work in safety critical environments within the aviation industry is pertinent. It is essential to promote psychosocial safety of persons working within the aviation industry to support the safety goals and the needs of its stakeholders and the public.

Aviation is a high risk, high reliability, safety critical industry. Poor health may pose a risk to the safety of the system and the public. The safety management system is intended to support the identification of hazards and the mitigation of risks associated with the potential outcomes of hazards. The effectiveness of an SMS depends on a positive safety culture and an environment which supports the health and performance of all persons working within the aviation industry.

Without a psychologically safe environment, aviation personnel will be less willing to divulge the impact of stresses and demands and ensuing consequences on their health, well-being and performance for fear of stigma and other repercussions. This in turn will have an adverse impact on Operational Safety. A basic need of every individual is safety, including feeling safe at work.

- **LEVELS OF CARE IN THE MENTAL HEALTH AND WELL-BEING SPECTRUM:** Mental Health and Perceived Sense of Well-Being focus on factors that support mental health and well-being rather than focus on factors that cause disease.

Self-care is a critical component of maintaining mental health and a sense of well-being at all points on the spectrum. Self-care is “the ability of individuals, families and communities to promote health, prevent disease, maintain health, and to cope with illness and disability with or without the support of a healthcare provider”.

Self-care is a critical component of well-being and supports personal health in all dimensions (i.e., physical, mental and social well-being).

(Source: EB ICAO)

ARE YOU A COMPETENT ENGINEER??

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Normally designated as NSPE (National Society of Professional Engineers), most countries have an Engineering council, which practice a model with the introduction of Engineering Body of Knowledge, provides a common ground for developing the knowledge, skills, habits, motives, and attitudes necessary to practice as a professional engineer across engineering disciplines.

The competency model consists of five tiers outlining knowledge, skill, and abilities that may affect a major part of an engineer’s job which reflects on their job performance. Industry leaders, employers, educators, human resource professional, and practicing engineers can use the model to improve training, development, and experience.

Tier 1: Personal Effectiveness Competencies.

These are soft skills that can be developed within a person’s home, community, and workplace are personal attributes, such as being able to work effectively with others from diverse backgrounds, displaying strong moral principles and work ethic, and capability to new and changing circumstances.

Tier 2: Academic Competencies

This relates to competencies that are learned in an educational setting and applies to all industries and occupations. Competencies include science and math skills, critical thinking, and communication skills. The regulatory bodies may specify certain basic academics (or in some cases may require practical experiences) with relevant training to prove that they are eligible to perform their assigned responsibilities.

Tier 3: Workplace Competencies

This addresses interpersonal and self-management styles and involves the ability to work on a team effectively, needs of clients and stakeholders, effective managing of innovative thinking, and basic business knowledge.

Tier 4: Industry –Wide Competencies

This covers the knowledge, skills, and abilities that engineers can benefit from, regardless of sector. These competencies include understanding engineering fundamentals and their effect on society, design, professional ethics, and quality control and quality assurance.

Tier 5: Industry- Sector-Competencies.

This covers either an oral or written assessment of the engineers’ ability and their performance of the given responsibilities. The sector competencies normally apply to the areas where such engineers are assigned in very sensitive jobs which have direct impact on the environment protection, safety and safety and health hazard. While carrying such responsibilities, the engineer has to carefully take all considerations mentioned in regulatory requirements.



DECISION MAKING SINGLE PILOT

A safe flight relies on making the right choices. Decision Making is a major factor in aircraft accidents and incidents. Data shows that the majority of fatal accidents are attributable to decision errors rather than to errors of perception and action. It is therefore essential to make good decisions before and during the flight

The Pilot shall prepare the flight by thoroughly considering weather, airspace, airports, aircraft, fuel endurance and physical and mental fitness, etc. Once airborne, the pilot shall continually monitor the circumstances in order to maintain situational awareness and shall act accordingly.

- **Factors affecting decision making:** Some factors influence decision making such as time pressure, workload, competences and experience, fatigue and sleep deprivation, stress, and perception, awareness and understanding of the situation.

- **Decision making errors:** Some common errors are:

- Misinterpreting or misdiagnosing a situation.
- Underestimating risks or not managing them effectively.
- Taking risks in order to save time, please a passenger or the boss, reach an aerodrome before it closes, getting to the planned destination or returning home early, etc.
 - Pressing on when a situation degrades and gets worse, a human tendency

- **How to make good decisions:** Good decisions can be made and decision-making errors can be avoided by:

- Resisting pressures including from family and friends, boss, customers and from yourself! Never try to impress anyone!
- Plan your flight: pre-flight planning performed in a quiet environment allows producing a safe strategy for the flight. Plan ahead to select a safe route and establish decision points for each flight phase. Good pre-flight planning also reduces the workload once airborne. Have alternate plan but don't be overconfident and accept or take risks because there is an alternate plan. Practice contingency planning: "What if something goes wrong during the flight?"
- Set the personal minimums and stick to them: cancel or delay the flight if conditions are poor or degrading!
- Don't take chances! Risk taking makes accidents more likely to happen.

- **In Flight:** In flight, stay alert to changing situations and adjust your plan as the situation evolves.

- Refer to the aircraft Flight Manual and Standard Operating Procedures (SOPs).
- Use your prime resources: Radio, GPS, autopilot, and other technologies with safety benefits. Contact Flight Information Services (FIS) and Air Traffic Control (ATC) centers. Never hesitate to report if lost or experience a problem in flight and to declare an emergency!
- If the situation gets very bad, depending on fuel endurance and aircraft state return to base, divert to another airfield or Land & LIVE.

- **Aids to decision making:** There are various aids to decision making that you might find useful.

Remember the 5 P's: Prior Planning Prevents Poor Performance

FADEC (helps prioritizing tasks):

- **Fly the Helicopter:** Be aware of aircraft limitations and if the conditions permit, use all available aircraft automation systems.
- **Assess Situation (Risk and Time):** More time spent assessing the situation can lead to a better outcome. Try to avoid snap/quick decisions unless time available is very short
- **Decide on a workable option and refer to abnormal or emergency checklists:** Continue assessing the situation and action as the situation evolves (feedback loops).
- **Evaluate:** Consider your options, assess the pros and cons.
- **Communicate:** with ATC and also ground for collaborative decisions review and with other personnel as appropriate.

- **Hazardous attitudes and solutions:** Certain attitudes are known to lead to poor decisions. Know and recognize these attitudes in the persons and manage it safely.

- **Anti-Authority:** "Don't tell what to do!" This attitude is found in people who tend to regard rules, regulations and procedures as unnecessary burdens.
Solution: Follow the rules; they are that way for a good reason.

- **Impulsivity:** "Must do something now!" This is the attitude of people who frequently feel the need to do something, anything, immediately.
Solution: Not so fast. Don't rush into action: think first, and think twice!

- **Invulnerability:** "It won't happen to me." Many people feel that accidents happen only to others, but can't happen to them. Pilots who think this way are more likely to take chances.
Solution: Mind that that it could happen to you too!

- **Macho or egocentric:** "I can do it – I'll show them what I can do!" Pilots with this attitude often take risks to prove that they are good and to impress others.

Solution: Taking chances is foolish! Even improbable things can happen!

- **Resignation:** "What's the use?" Pilots with this mindset will leave the action to others and are likely to give up in case of an emergency.

Solution: React and never give up! There is always something you can do, uses all resources at your disposal.

- **Training:** A good pilot never stops learning. Here is some additional training that you might like to consider.

- **Threat and Error management (TEM) Training:** TEM training can be referred to as a form of 'defensive flying' for pilots. The objective of TEM is to manage in an effective manner the risks stemming from threats and errors to ensure a safe flight, prevent Undesired Aircraft States (UAS) and avoid that UAS result in accidents.

- **Decision Making Training:** As early as possible in their training, pilots should be made aware of the characteristics and limitations of human decision making. Trainers should emphasize the importance of maintaining Situation Awareness and of prioritizing responses to UAS

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MANANG AIR SAFETY ACTIVITIES

Manang Air has conducted various extra safety activities as below in 2020: -

- Safety Bulletin 4th Issue Published in 01st January 2020;
- Emergency Response Plan (ERP) Introductory Training conducted on 06th January 2020;
- Fire Exercise conducted on 07th January 2020;
- Approved Training Organization (ATO) Indoctrination conducted on 14th January 2020;
- Assessment of Trainee Pilot for ITR conducted on 15th January 2020;
- Safety Management System (SMS) Introductory Training conducted on 31st January 2020;
- Novel Corona Virus (COVID-19) Safety Briefing conducted on 04th March 2020;
- Flight Dispatcher Orientation-Refresher Course conducted on 16th March 2020;
- Hazard Identification and Risk Assessment for Flight Training conducted on 23rd March 2020;
- Monsoon Circular (11/2020) Briefing conducted on 21st June 2020;
- Pilot Briefing conducted on 22nd July 2020;
- COVID-19 Helicopter Operations & Emergency Evacuation Drill Exercise conducted on 05-07th August 2020;
- Concept of Quality Principle in Aviation Environment conducted on 30th October 2020;
- Familiarization of NCAR Part-145 conducted on 02nd November 2020;
- Familiarization of Human Factor Principle conducted on 03rd November 2020;
- Familiarization of NCAR Part-M conducted on 04th November 2020;
- Safety Briefing on Airlifting COVID-19 cases by Helicopter conducted on 03rd December 2020;
- Briefing & Demonstration on Airlifting COVID-19 patients by Helicopter conducted on 03rd December 2020; and
- Winter Precautions Briefing for Crews & Staffs conducted on 22nd & 23rd December 2020.

Safety Quotes

Every accident is a notice that something is wrong with men, machine, methods, or material - investigate - then act.

...Approval/Acceptance for Manang Air

1. Civil Aviation Authority of Nepal (CAAN) has granted permission dated 11th December 2020 to carry COVID-19 Patient by Manang Air Helicopters.
2. Civil Aviation Authority of Nepal (CAAN) has accepted Nominated Post Holder Mr. Rom Harsha Shrestha as Chief Executive Officer (CEO) /Accountable Manager of Manang Air on 21st December 2020.

MANANG AIR SAFETY ISSUES

Safety Reports-2020

