



Presented by

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# JUST & FAIR APPROACH WITHIN THE SNCF GROUP

## BACKGROUND

In 2015, SNCF has launched a major safety program called **PRISME** (Proactive, Risks, Interfaces, Simplification, Management & Equipment) to improve its overall safety performance. The program included the Just & Fair approach.

## AN APPROACH SUSTAINED BY THE SNCF'S HOF NETWORK

As part of the PRISME program, SNCF has created a professional network of HOF referents and correspondents. As HOF specialists, they have an important role to play in the deployment of the different steps of the Just & Fair approach.

## THE JUST & FAIR 5 KEY STEPS

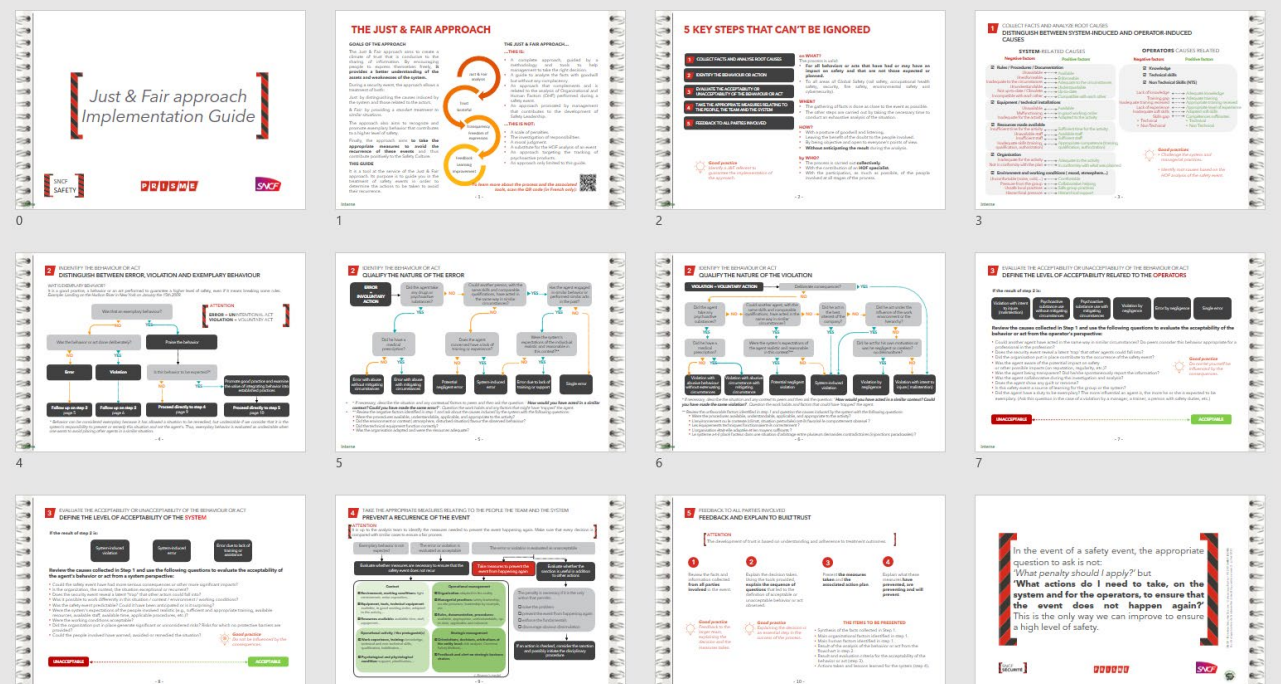


- 1 COLLECT FACTS AND ANALYZE ROOT CAUSES
- 2 IDENTIFY THE BEHAVIOR OR ACTION
- 3 EVALUATE THE ACCEPTABILITY OR UNACCEPTABILITY OF THE BEHAVIOR OR ACTION
- 4 TAKE THE APPROPRIATE MEASURES RELATING TO THE PEOPLE, THE TEAM AND THE SYSTEM
- 5 FEEDBACK TO ALL PARTIES INVOLVED



## TEMPLATE OF THE SNCF'S JUST & FAIR BOOKLET

Just & Fair approach helps SNCF to get a **better understanding of its system's strengths and weaknesses**, by allowing operational staff to express themselves freely and providing managers with useful and important information. In addition, the work carried out strongly contributes to **enriching one of the 7 characteristics of the SNCF's Safety Culture model**.



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