

# Safety Catalyst Assessment Matrix (SCAM)

The Safety Catalyst Assessment Matrix (SCAM) is a tool for evaluating if the organisation possesses the necessary enablers, catalysts and foundational capabilities to effectively engage senior leadership and secure sponsorship for safety decisions.

It offers a structured evaluation of ten key areas that may require improvement.

Using the provided criteria, you can rate the organization's maturity level as 'Low,' 'Medium,' or 'High.'

## Scoring Instructions

For each of the 10 criteria, evaluate your organization's performance and assign a score between 1 and 3 as follows:

- **1 - Basic or Low Maturity:** If the organization has significant room for improvement in this area.
- **2 - Intermediate or Moderate Maturity:** If the organization is making progress but still has some way to go.
- **3 - Advanced or High Maturity:** If the organization excels in this particular criterion.

After scoring each criterion, sum up the individual scores to calculate the total score.

## Meaning of Total Score

- **30 - 49:** There are substantial gaps in various key areas, indicating a need for significant improvement in safety practices and decision-making processes.
- **50 - 69:** While some aspects of safety and quality management are in place, there is room for improvement in several areas.
- **70 - 90:** The organisation is well-prepared to engage decision-makers and make informed safety-related decisions.

	<b>1 - Basic or Low Maturity</b>	<b>2 - Intermediate or Moderate Maturity</b>	<b>3 - Advanced or High Maturity</b>
<b>1. Problem Solving</b> - The organisation is able to provide clear problem definitions for safety issues			
1.1 Clarity in identifying specific safety concerns or issues			
1.2 Factual information to support the nature and scope of the problem			
1.3 Forums to communicate problems to senior management			
<b>2. Identification of Root Causes</b> - The organisation is able to provide clarity and enforcement of root cause statements.			
2.1 Precision in identifying underlying causes of safety incidents			
2.2 Support of identified root causes by evidence and data			
2.3 Organization's commitment to addressing these root causes			
<b>3. Organizational Culture</b> - Assessment of the organization's culture (reactive vs. proactive).			
3.1 Extent to which			

the organizational culture promotes safety and quality			
3.4 Focus on proactive measures to prevent safety issues rather than reacting to them			
3.5 Alignment of organizational values with safety goals			
<b>4. Performance Indicators and Historical Data</b> - Availability of relevant performance indicators and historical data.			
4.1 Presence of safety performance indicators aligned with organizational objectives			
4.2 Access to historical data regarding safety incidents and trends			
4.3 Degree to which this data informs decision-making			
<b>5. Business Case Quantitative Implications</b> - Inclusion of quantitative implications in business cases (e.g., rework, production stoppage, investigation time).			
5.1 Ability to quantify potential costs and impacts of safety incidents			
5.2 Consideration of financial implications in			

safety business cases			
5.3 Incorporation of time-sensitive and cost-related factors			
<b>6. Alignment of Key Performance Indicators</b> - Alignment of safety-related KPIs with those discussed in finance or at the board level.			
6.1 Extent to which safety KPIs align with financial and board-level KPIs			
6.2 Clear connections between safety performance and broader organizational objectives			
6.3 Communication of these alignments to senior management			
<b>7. Customer Impact</b> - Assessment of whether costs are indirectly paid by the customer.			
7.1 Extent to which customer satisfaction and loyalty are impacted by safety performance			
7.2 Consideration of customer-related costs in safety investment decisions			
7.3 Measurement of			

customer impact and feedback mechanisms			
<b>8. Perception of Safety and Quality</b> - Evaluation of whether safety and quality are perceived as costs or tools for efficiency.			
8.1 Perception of safety and quality as investments in efficiency and effectiveness			
8.2 Degree to which these aspects are integrated into the organizational mindset			
8.3 Communication of the value of safety and quality in achieving business goals			
<b>9. Accountability and Responsibility</b> - Understanding of the level of accountability and responsibility in case of a negative outcome.			
Clarity of roles and responsibilities in safety and quality management			
Awareness of individual and collective accountability for safety performance			
Communication of consequences for failures in safety and quality			

**10. Business Ethics** - Assessment of the organization's adherence to business ethics and ethical decision-making.

Existence of a corporate ethics policy			
Adherence to codes of conduct, employee accountabilities, and responsibilities			
Promotion of ethical decision-making and its connection to safety, quality, and business performance			

Source: <https://aeroirene.substack.com/publish>



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