

# Procedural Intentional Non-Compliance (PiNC)

## Breaking The Rules

Don Lambert

# Welcome



# Hughes 269B



Atlanta Air Maintenance\*  
Executive Helicopters\*  
Hughes Helicopters\*  
MBB Helicopters\*  
Eurocopter/Air Bus  
Bell Helicopter  
CJ Systems Aviation Group\*  
Air Methods

PiNC ?



Full Disclosure  
I stole some of my material  
from

Roger Baker, President  
Safety Focus Group LLC

&

David L. Huntzinger  
PhD, CSP, FRAeS

and others

# Kinds of Rules

- Personal rules, moral compass
- Company rules, employee hand book
- Regulatory rules
  - Federal
  - State
  - Local
  - Industry standards

# Research shows

Once you start deviating from the rules, you are almost **twice** as likely to commit an error with serious consequences!

NTSB Reports



# Why do we break rules?

1. Takes too much time
2. I don't agree with the rules
3. Peer pressure
4. Everyone else is doing it
5. I don't know or understand the rules

# Why do we break the rules?

6. I want to help the company/me

7. Get-er done mentality

8. The FAA didn't say I could not

9. Rules are for other for the other guys

10. No one is watching or people are watching

Can you think of some others!

# BO 105



# Examples

# AS 365





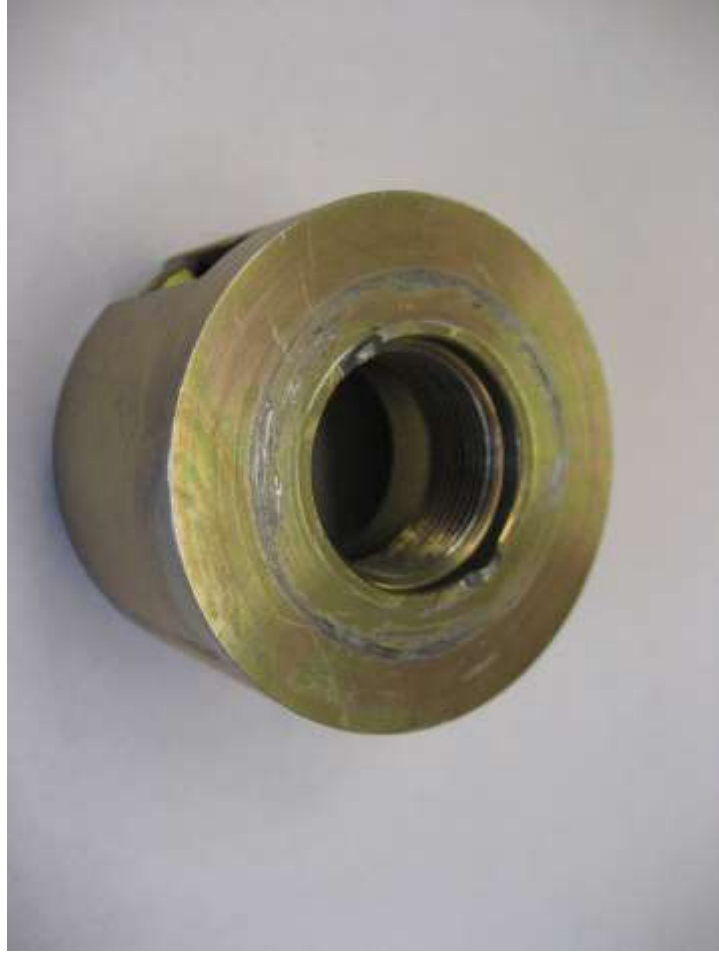




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# PiNC

Does non compliance always cause a incident?

No

Does non compliance always add risk !

Yes

# How do we fool ourselves ?

- I Never had an accident
- I am Just going to do it this one time
- I am confident in my skills
- The circumstances justify my actions
- What example am I setting

# How do we stop breaking rules?



# Ideas

- Fully support safety and compliance culture
- Enforce all the rules
- Train everyone the same way
- Identify the rule breakers in your organization
- Do not reinforce the rule breakers actions
- Investigate all the reports/ rumors

# When its hard

- Knowledgeable
- Skillful
- Some folks just don't belong
- Nice guys

# AS 355





# If all else fails

- Cause a some pain
  - Written reprimand
  - Compensation reduction
  - Demotion
  - Position change
  - Termination



# Questions



Before



After