



Employee Involvement in FOD Prevention

Jack Barrie

Boeing Commercial Airplanes

Involved Employees are Committed Employees

Com-mit'ment:

1. To be responsible for. 2. To entrust and
consign. 3 To pledge (oneself) to a position.

- Commitment we made:
 - when we chose this profession
 - to the build process
 - to our customers
 - to the FAA
 - to the flying public, who put their trust in us every day

**The problem of FOD cannot be solved
in the boardroom or in the office of
the CEO or wing commander.**

Or at this conference.

It's up to the employees

They own and operate the build and maintenance processes.

Motivation and Education

Potential consequences of FOD:

- Aborted flights
- Cost of damage
- Cost of flight or operations disruption
- Catastrophic FOD event



When employees have this information, they will be prepared to find solutions.

An Employee-Owned and Administered Program

The people who are responsible for clean-as-you-go, FOD prevention, and tool control should design and own the FOD prevention plan.

FOD for Thought

- Program began in 2004
- Focals or FOD specialists volunteered for each crew
- Focals began to conduct monthly meetings, keep minutes, report back to crews
- Focals wrote their own responsibility, accountability and authority document

FOD Focal Responsibility

- Initiate and write incident reports
- Develop and initiate awareness campaign
- Communicate with other FOD focals
- Communicate to crew about how to report FOD
- Develop and implement tactics to reduce FOD

FOD Focal Accountability

- Provide feedback to customers and suppliers on status of product
- Follow up on chronic FOD findings
- Provide feedback to the crew

FOD Focal Authority

- Adhering to the chain of command, represent the crew and organization when dealing with customers and suppliers
- Initiate and file an incident report when the product is received in an unacceptable or superior condition
- Participate in corrective action plan with supplier

Aggressive and Regular Product Receivals

- Employees inspect products arriving in their area
- They collect FOD data
- They bag and tag FOD as a visible metric
- The incident reporting system is transferred from management to employees

Results

The new receival process

- **Opened up communication upstream and downstream**
- **Built co-operative relationships with other organizations**
 - Translated into a downward trend
 - Empowered and motivated employees
 - Includes celebrating success with suppliers

Training Curriculum

- Monthly training
- Discussion of FOD incidents
- FOD awareness videos

Aircraft familiarization: Examine objects and where they were found on receipts, to establish potential impact on the aircraft

Collaboration With Boeing Commercial Airplanes FOD team

- Focals:
 - Members of BCA FOD team
 - Observe, participate, provide policy input
 - Travel to different sites, take part in FOD sweep, exchange ideas
- Great morale builder and motivator

Tool Control Processes

- Developed by employees – we created it together
- Used available resources
- Brought out imagination and ingenuity
- Generated positive energy
- Proved that the people who do the work can develop workable solutions

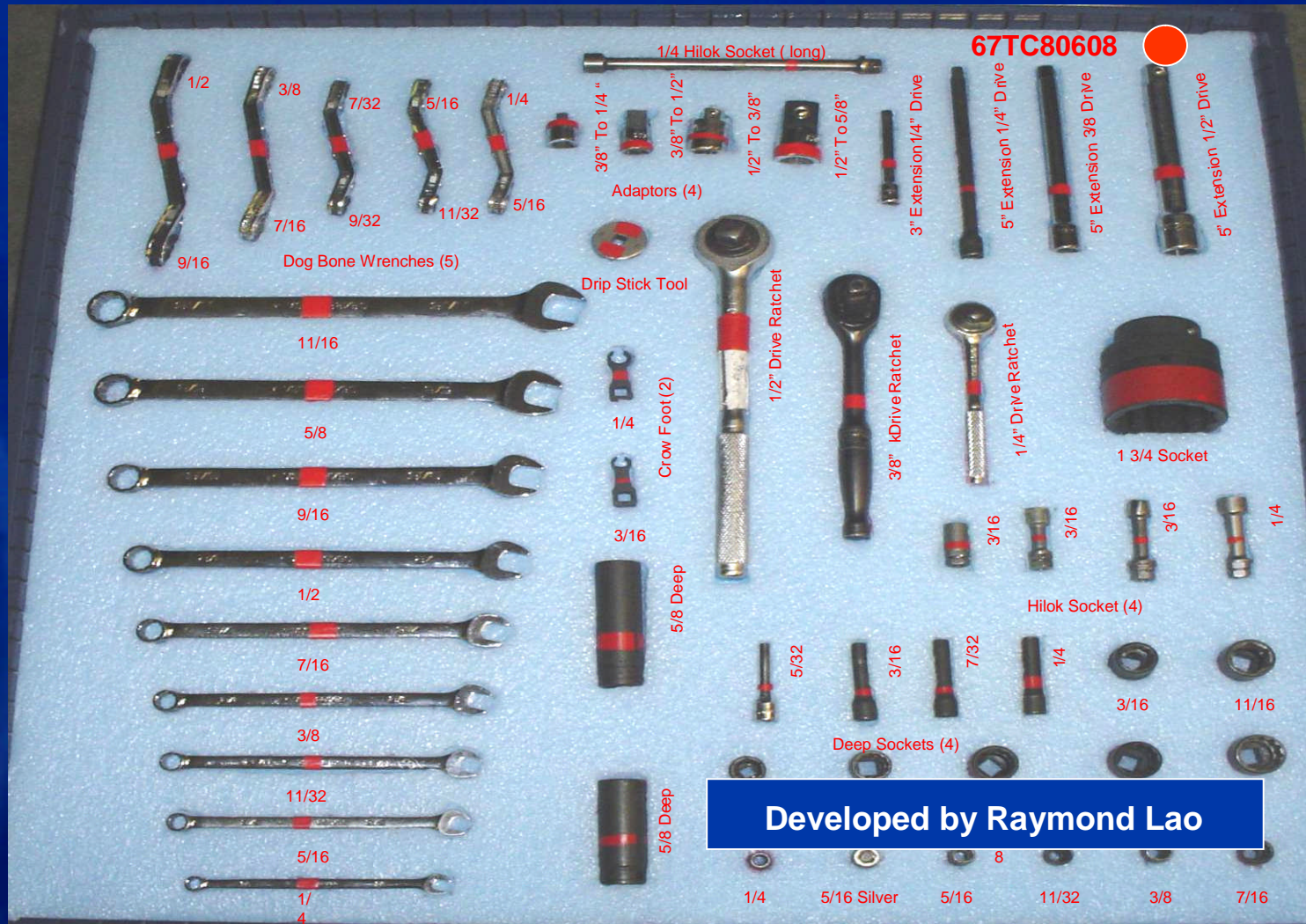
Employee-Designed Tool Control System 747 Tank Closure Area



Employee-Produced versus Commercially Produced

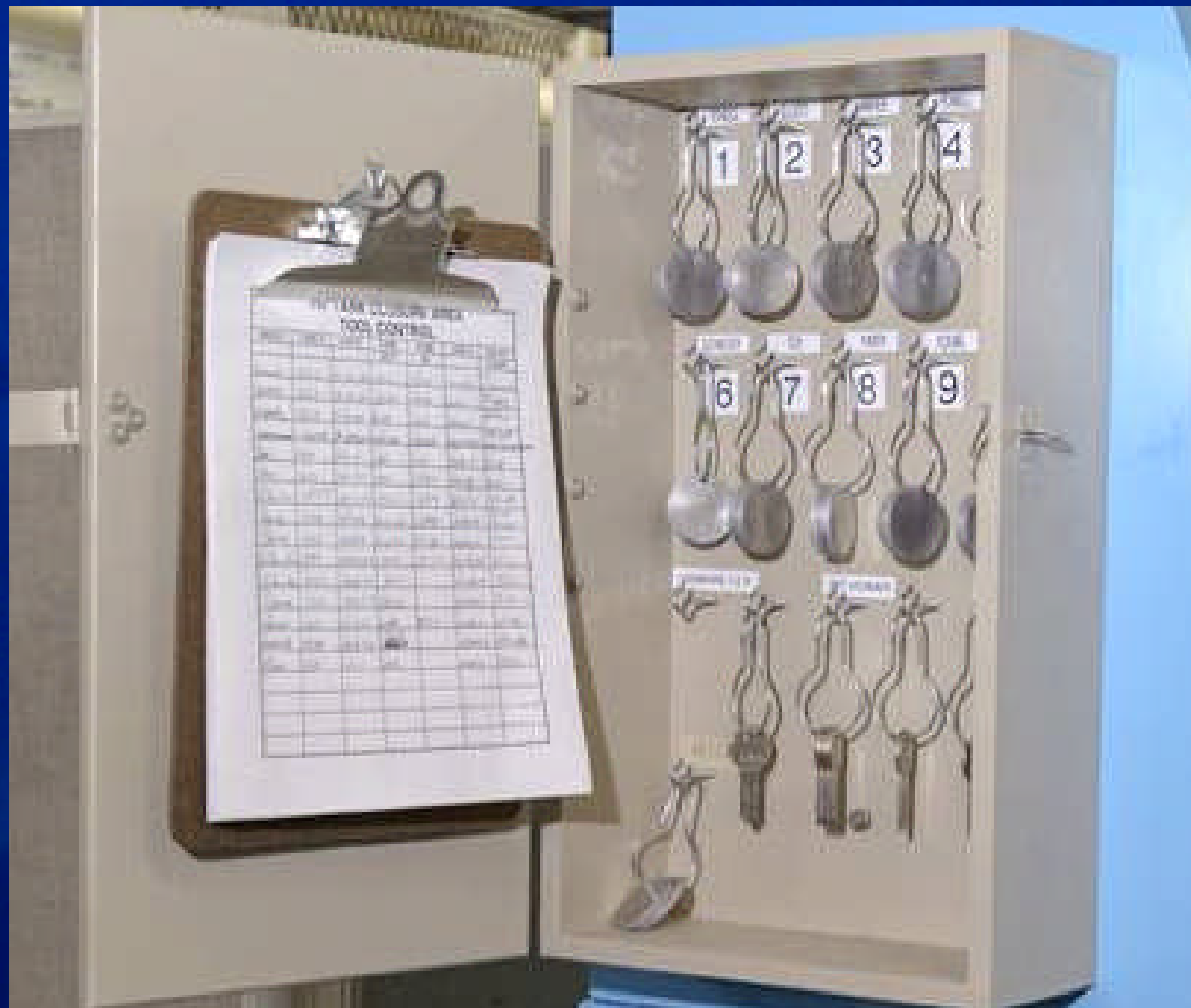


Individual Box 767 Tank Closure



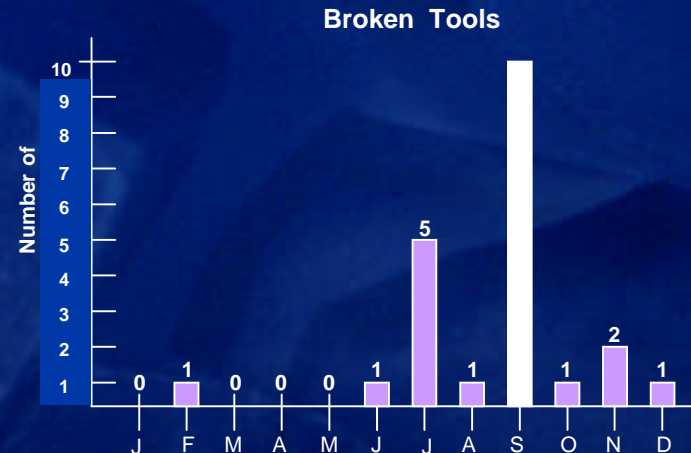
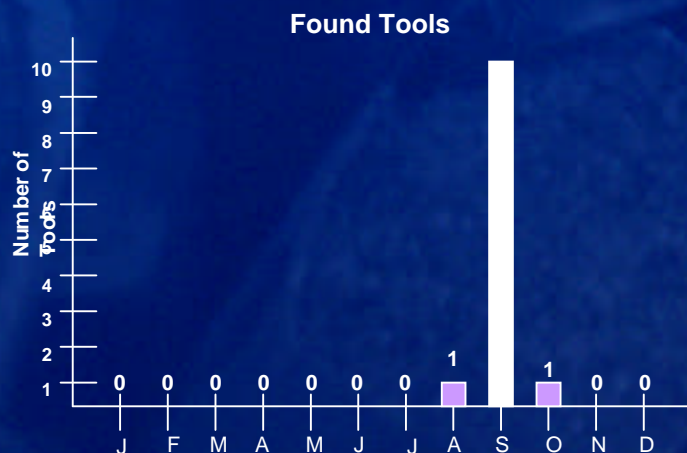
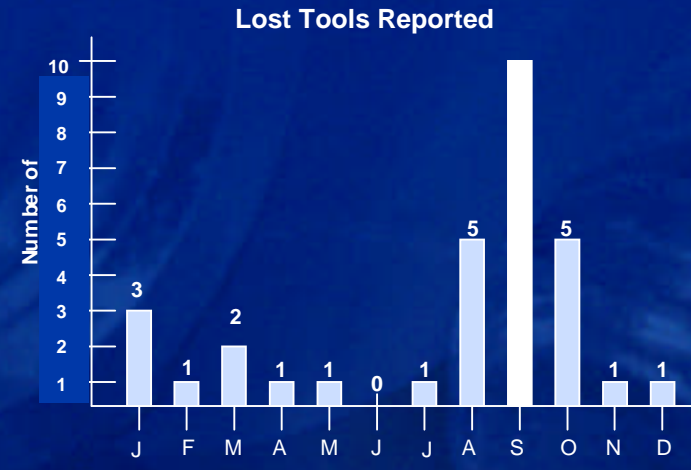
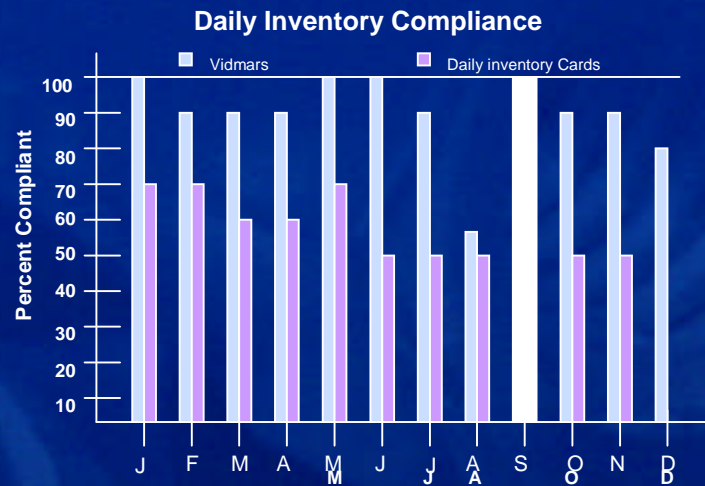
Developed by Raymond Lao

Employee-Developed Tool Checkout System



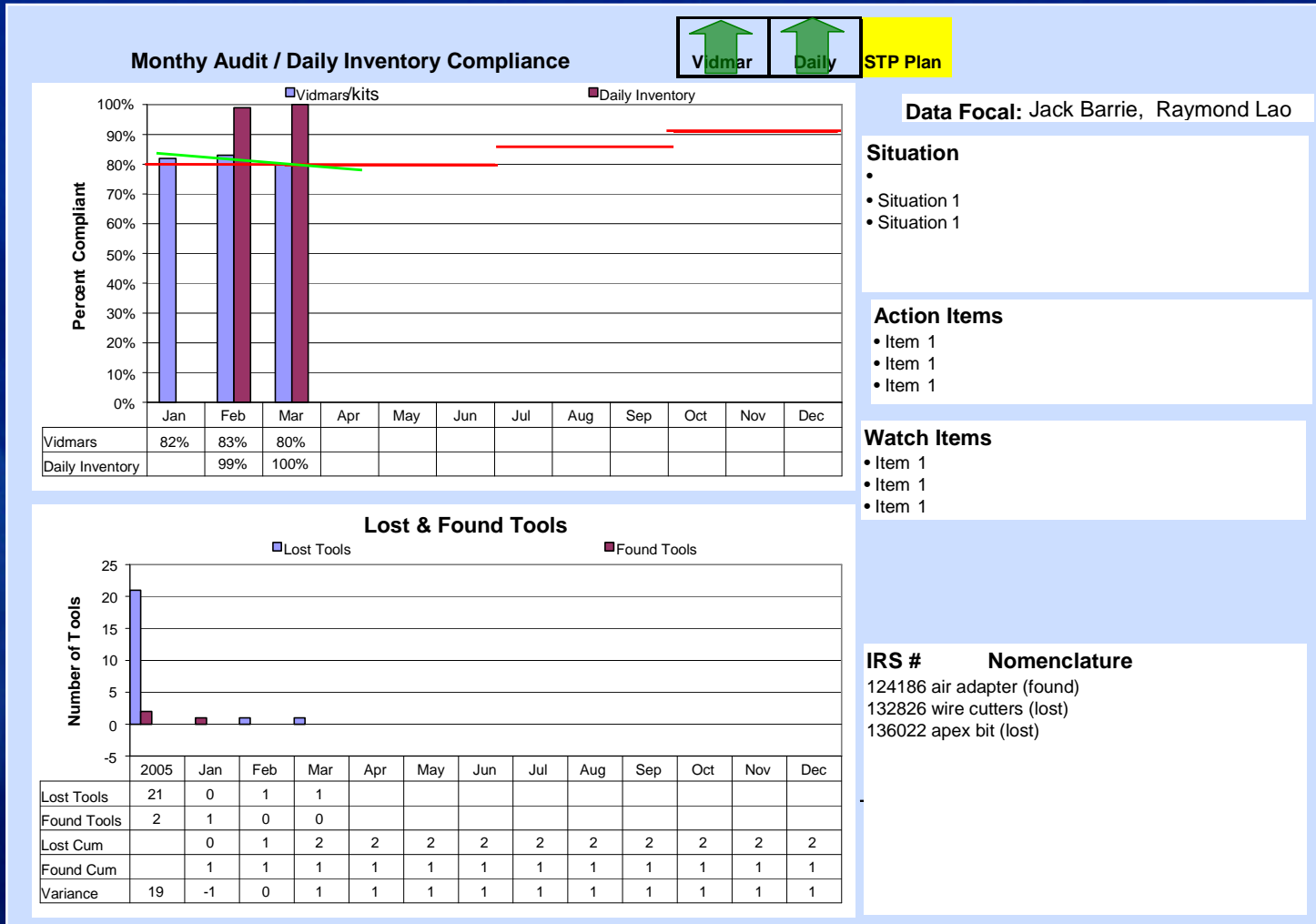
Employee-Developed Tool Accountability and Control Metrics

(Does not necessarily reflect actual data)



Employee-Developed 767/747 STP Tool Accountability and Control Metrics

(Does not necessarily reflect actual data)



The Power of Employee Involvement

- Own the process
- Inspire and drive the message
- Tap into their imagination, ingenuity, and energy
- Serve as consultants

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Pride

Integrity

Dedication

Responsibility

