



## The Human Factors Manifesto

The term 'The Human Factor' has been used within the outdoor sector for some time. For many the term is associated with the performance of mountain professionals in avalanche terrain.

Summer or winter, activities in the mountains are delivered by people. Professionals who make sure that things go well the vast majority of the time, even when faced with changeable weather and conditions.

Despite this the mountains remain a potentially risky place to work. If you are reading this as a mountain professional, you may feel this more than most. You are after all tuned into the hazards that you experience in the mountains.

We all have an essential role to play when it comes to enhancing safety, and that is what the Human Factors Manifesto is about.

Goals of The Human Factor Manifesto:

- To encourage the development of Human Factors tools and behaviours in the outdoor sector to reduce the likelihood of accidents and increase safety.
- Encourage greater use of Human Factors principles to help mountain professionals do the right thing, in the right place at the right time, with the right people.

The Human Factor Manifesto is a series of commitments made by people. These people are most likely to be mountain professionals or their employers, who believe in developing skills to improve the safety of their teams.

Details of the Human Factors Manifesto can be found online here at:

<https://mountainassurance.co.uk/human-factors-manifesto/>

## Four Commitments

1. **Commit.** A commitment to develop the skills for optimum performance (Non-technical Skills). These are the social and cognitive skills that are required alongside mountaineering skills for optimum performance. These are situational awareness,

decision-making, leadership, teamwork, communication, cognitive readiness and task management.

2. **Embed.** To embed Human Factors principles into day to day work from the ground up. For example, encouraging the use of clear communication and better briefing to ensure that tasks are completed in an integrated manner.
3. **Support.** Support other mountain professionals who have been involved in incidents and accidents. When reviewing events do so with reflection and learning in mind, without attaching blame or malice.
4. **Accept.** Using a Human Factors lens means accepting and considering different perspectives of work in the mountains. What people are being asked to do (the task and its characteristics), who is doing it (the individual and their competence) and where they are working (the organisation and its attributes).

### **Who is it for?**

Mountain professionals – individual Mountaineering Instructors, Mountain Guides and associated business, companies and providers.

### **What it isn't**

Accreditation, a code of practice, qualification or kitemark. Neither is the Human Factors Manifesto attempting to be any sort of association or union.

### **Sign up to the HF Manifesto**

If you think that Human Factors are important to the work of mountain professionals then consider [signing up to the manifesto](#). In doing so you are aligning to the four commitments above. You will be listed [\[here\]](#) and you are welcome to share the HF Manifesto logo which will be sent via email.

Please don't be anonymous, please demonstrate your support. If you include an organisation, company or provider when signing up this will also be listed, so please do check that you have the authority to do so.

Most importantly these ideas do not happen by accident, they rely on people. People that are prepared to demonstrate their support and commitment, especially in the outdoor community where we work from the ground up.