

# CANSO View on Just Culture

on behalf of CANSO  
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# Scope

- **Definition & Overview**
- **Legal Framework**
- **Organisations**
- **Actors**
- **Where Just Culture Fits**
- **Regulations & EC Initiatives**
- **Reporting**
- **ATM Partners**
- **External & Internal Just Culture**



## Definition & Overview

# Just Culture

**... means a culture in which front-line operators or other persons are not punished for actions, omissions or decisions taken by them that are commensurate with their experience and training, but in which gross negligence, wilful violations and destructive acts are not tolerated;**



## Definition & Overview

**A Just Culture plays a vital role in a successful safety culture by encouraging employees to report safety incidents and hazardous conditions. This information enables the proactive identification of safety-related problems and allows for the identification of safety trends. A critical part of Just Culture is also the responsibility to be consistently intolerant of wilfully reckless behaviour. Adopting a clearly defined Just Culture programme and policy will benefit each Member's safety management strategy**

# Legal Framework



# Legal Framework

**EU Parliament**





# Organisations



**ECA** Piloting  
Safety  
European Cockpit Association

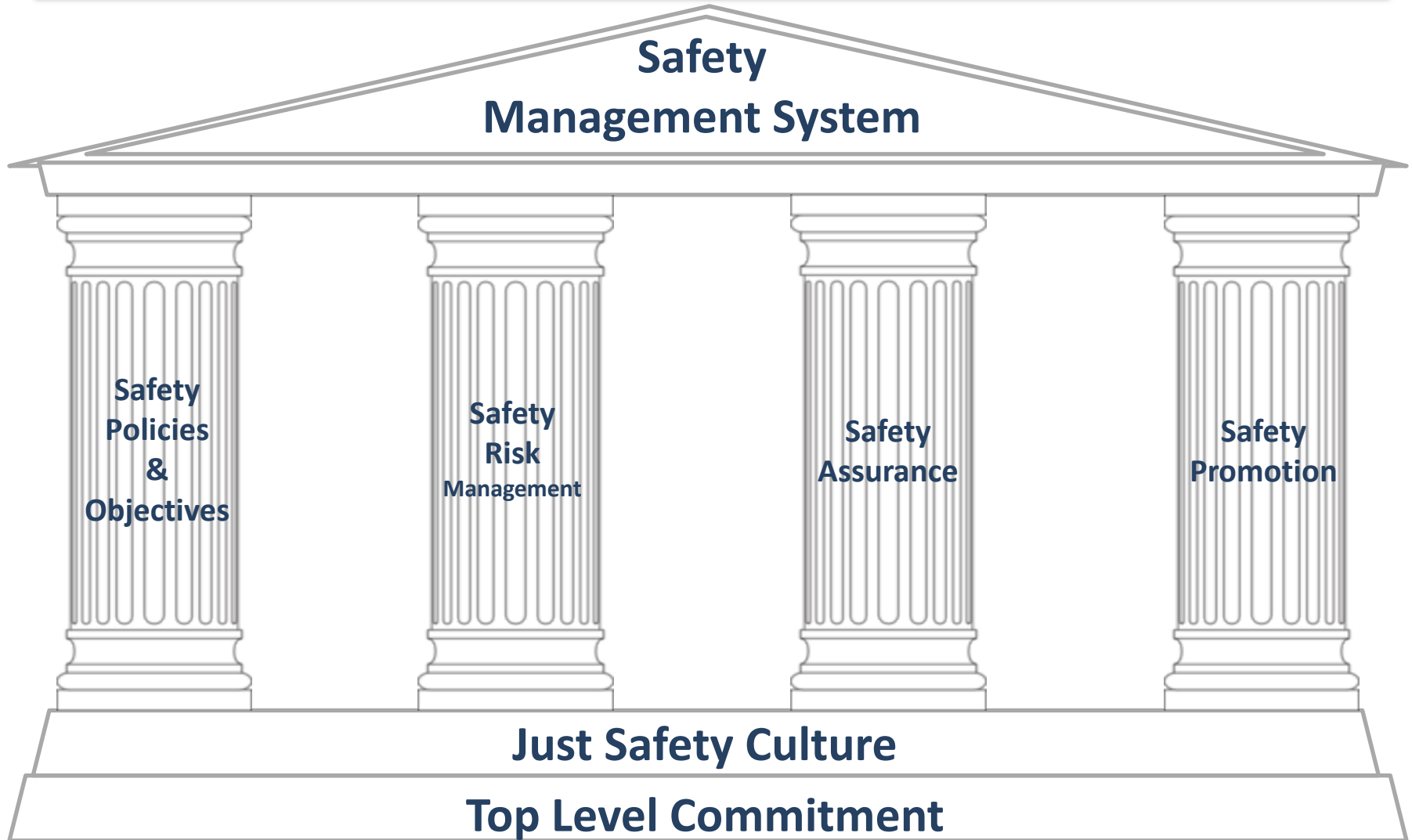
etc., etc., etc..

# Actors





# Where Just Culture Fits



# Where Just Culture Fits



# European Regulations

## Regulation (EU) No. 376/2014

### ➤ Improve safety by:

- Reporting
- Collecting
- Storing
- Protecting
- Exchanging
- Disseminating and
- Analysing

### ➤ Safety information relating to civil aviation

# European Regulations

## Regulation (EU) No. 376/2014

### Article 16 Protection of the Information Source

- De-identification of information
- No instituting proceedings, except gross negligence and wilful misconduct:
  - *Without prejudice to applicable national criminal law*
- Use of reported information: not against reporters
- No prejudice by employer or organisation
- Organisations: internal rules on JC
- MS body for implementation of protection and JC
- Protection of whistleblowers against Article 16.11

# EC Initiatives



- Roadmap
- JC Declaration for industry and organisations (1/10/2015)
- Guidance Material
- Next steps: Industry network for GM

# ATM Partners

- **Positioning ATM perspective**
- **Inclusion of employer and employee in discussion**



# ATM Partners



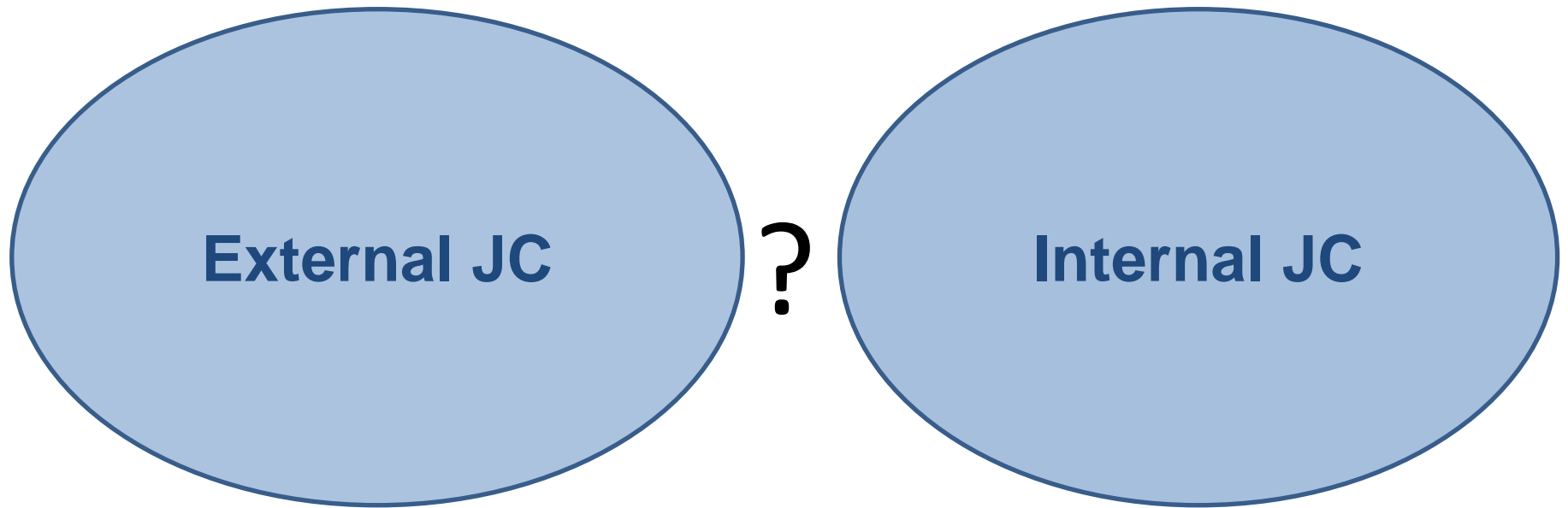
# External JC v Internal JC



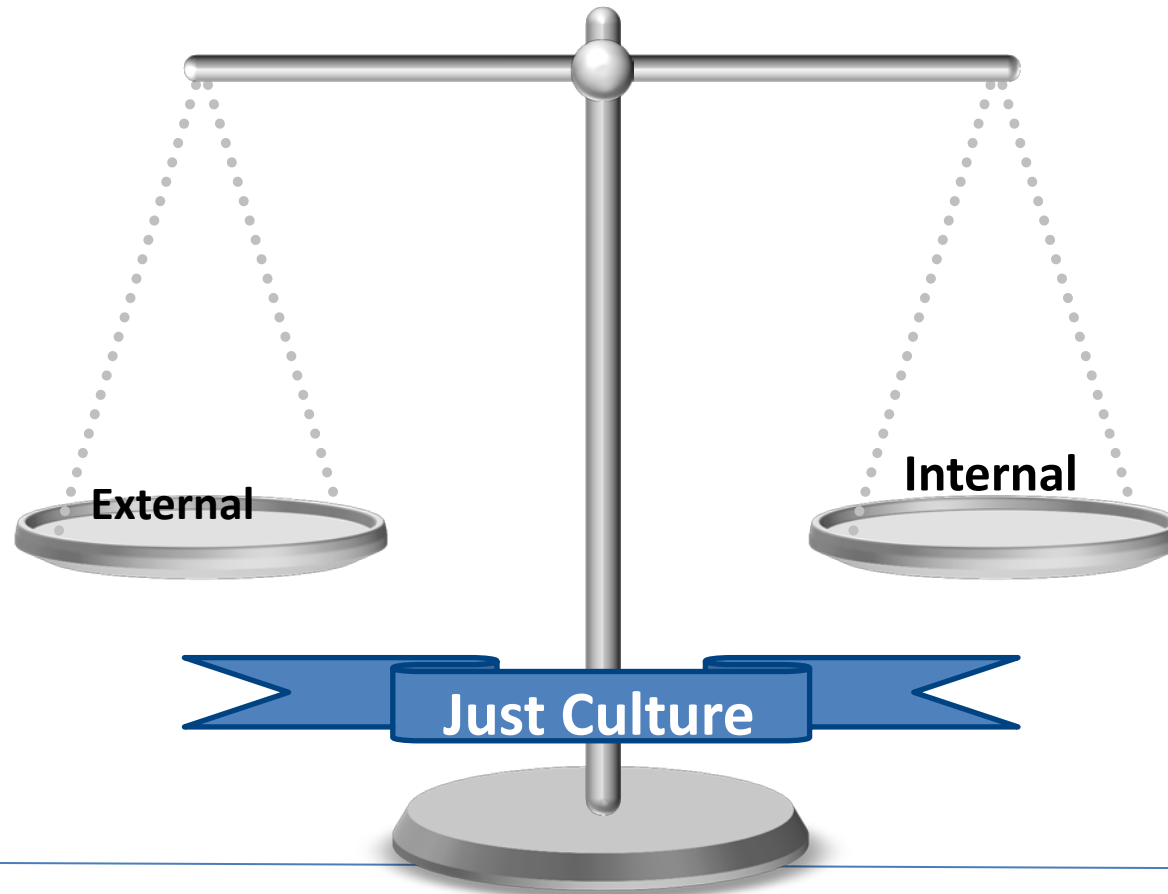
**External JC**

**Internal JC**

# External JC v Internal JC



# External JC v Internal JC



# External Just Culture

## External JC and Eurocontrol

- **Courses for the judiciary**
- **Awareness campaigns**
- **Work with the judiciary to change laws.**



# Just Culture for AIM, an Issue?





# Thank you !!!

