



Civil Aviation
Authority



Just Culture

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**EC Regulation 376/2014 on the Reporting,
Analysis and Follow Up
of Occurrences in Civil Aviation**

Entry into Force May 2014
Applicable from 15 Nov 2015

Occurrence Reporting Legislation in the EU

EC Directive 2003/42 → EC Regulation 376/2014

- The Directive and corresponding national legislation only identified individuals who should report occurrences; pilots, engineers, ATCO etc.
- The role organisations play in enabling reporting and using the information to improve safety is not reflected in the Directive
- The Regulation now defines organisational responsibilities in line with Safety Management System principles

EC Directive 2003/42 → EC Regulation 376/2014



Supporting Safety Culture good practice

- Reports were not always utilised by organisations to identify safety interventions
- Requirements for organisations to analyse and follow-up reports now included
- Organisations also now need to provide employees with information concerning the analysis and follow-up of occurrences

Feedback!

What's 'Mandatory?'

- Implementing Regulation 2015/1018 defines occurrences considered as 'Mandatory'; divided into 5 annexes for clarity:-
 - Annex I – Operation of the aircraft
 - Annex II – Technical conditions, maintenance and repair
 - Annex III – Air navigation services and facilities
 - Annex IV – Aerodromes and ground services
 - Annex V – Aircraft other than complex motor powered aircraft including sailplanes and lighter than air vehicles

- Don't forget 'Voluntary' reports

EC Directive 2003/42 → EC Regulation 376/2014



Definition of Just Culture introduced

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

What is a Just Culture?

Cultivating an atmosphere where people have confidence to report safety concerns without fear of blame. Employees must know that confidentiality will be maintained and that the information they submit will be acted upon, otherwise they will decide that there is no benefit in their reporting.

Errors and unsafe acts will not be punished if the error was unintentional. However, those who act recklessly or take deliberate and unjustifiable risks will still be subject to disciplinary action.



Organisation collects and analyses relevant data, and actively disseminates safety information.

Organisation is able to learn from its mistakes and make changes. It will also ensure that people understand the SMS processes at a personal level.

Organisation and the people in it are capable of adapting effectively to changing demands.

Not entirely a new idea

A fault revealed voluntarily will be treated leniently but a fault concealed may lead to serious consequences for the workman, not to mention the pilot

Hurricane production
1940



EC Directive 2003/42 → EC Regulation 376/2014



Organisations must implement a just culture

*Each organisation established in a Member State shall, after **consulting its staff representatives**, adopt internal rules describing how **'just culture' principles are guaranteed** and implemented within that organisation.*

Employees and contracted personnel may report to the Member State alleged infringements of these rules.

Whistleblowing!

EC Directive 2003/42 → EC Regulation 376/2014

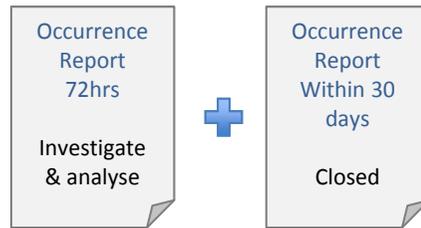
National databases only contain initial reports, few updates

- The majority of occurrence reports were not updated after the reporting organisation had investigated
- Initial reports have to be submitted within 72 hours so are usually very brief resulting in poor quality data if not updated
- Where an actual or potential safety risk is identified by the reporting organisation they must follow up within 30 days to the NAA
- If the 30 day update has not closed the occurrence the final analysis should be provided within 3 months – in principle

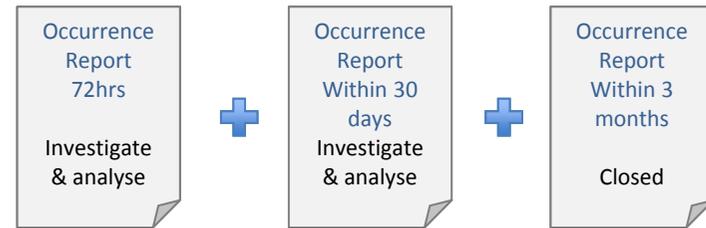
How many updates to the CAA?



1



2



3

National databases only contain initial reports, very few updates

- To enable efficient information exchange reports sent to the CAA should be compatible with ECCAIRS, either by:-
 - The organisation's database being capable of producing an appropriate ECCAIRS format report.
 - using the CAA online system

- See IN-2015/117

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Information Notice

Civil Aviation Authority

INFORMATION NOTICE

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Applicability:	
Aerodromes:	All Aerodrome Licence Holders All Aerodrome Operators All Ground Handling Organisations
Air Traffic:	All ANSPs
Airspace:	All NATMAC Representatives
Airworthiness:	All Airworthiness Organisations and All Part-M Subpart G Continued

Just Culture should enable open reporting
leading to learning and improvement

Questions?