



BLUE MED FAB Just Culture Declaration

July 8, 2021

Safety is paramount both for the Aviation Industry and for the entire society.

It is of utmost importance to highlight that business comes together with fostering Safety. The maintenance and the improvement of Safety are therefore not only a legal requirement but also the responsibility of each and every person.

To be safe, an Aviation Stakeholder requires an effective reporting system in which any event that affects or could affect aviation safety is fully and freely reported in a timely manner with the aim of allowing its adequate investigation and analysis, the mitigation of its related risk and the dissemination of lessons learnt.

In order to ensure an effective reporting system in BLUE MED, it is desirable that the Aviation Organisations should have in force the Just Culture principles which may guarantee the effective maintenance and the continuous improvement of safe aviation operations within the FAB.

The aim of this Just Culture Declaration is to support, at the BLUE MED FAB level, the maximum level of compliance with the requirements issued in the European Parliament, Commission and Council Regulation 376/2014.

The Just Culture Declaration contains a set of key principles that should be implemented by all BLUE MED FAB Stakeholders in their own safety management system and on the occurrences reporting system developed according to their internal rules.

This Declaration highlights some aspects that all BLUE MED FAB members consider necessary to be encouraged and to be adopted with reference to Just Culture principles.

The signatories agree to continue to work together to develop guidance and industry best practices material to assist Just Culture implementation by stakeholders in the various aviation sectors.





KEY PRINCIPLES

Foreword: it is acknowledged that human performance combined with unwanted and unpredictable systemic influences may also lead to an undesirable outcome.

Human error is not a cause but a symptom and safe operations are based on effective training, operational expertise, effective procedures, monitoring and taking the required actions to improve and correct where necessary.

However, the human element is still, and often the last, safeguard against organisational, technical or procedural failures or shortcomings.

In this regard, the voluntary signatories of this Declaration, will encourage their respective Organisations and their own individual members to implement and continuously improve an effective Just Culture within the BLUE MED FAB.

The stakeholders, which operate within the BLUE MED FAB, agreed on the following Just Culture key principles:

- 1. Safety is paramount.
- 2. Managers, professionals, and other staff should act in the interest of safety with the support of their Organisations providing appropriate environment, tools, training and procedures.
- 3. Stakeholders know that their staff might face situations in which, despite their expertise, experience and abilities, their actions might produce an undesirable outcome.





- 4. The occurrence analysis should not focus on individual responsibilities or blame culture and, for this reason, safety investigations should not emphasise the outcome of a safety issue but should rather assess individual responsibility only to determine if actions or omissions were commensurate with experience and training.
- 5. Positive behaviour should be fostered.
- 6. As per EU Regulation 376/2014, except in case of deliberate and unacceptable behavior or unlawful act should be proved, reporters and anybody else mentioned in the safety report have to be protected from any adverse consequences.
- 7. Stakeholders should encourage the effective implementation of Just Culture principles at all levels, promoting mutual trust, respect, support, and cooperation among all involved entities.
- 8. Stakeholders should develop internal policies to establish what is considered as unacceptable behaviour according to EU Regulation 376/2014 and should develop internal processes for the management of safety data, including the protection of the reporter and all other relevant information shared, to improve the safety performance of the overall aviation system.
- 9. In order to foster a climate of mutual trust and confidence, stakeholders should support staff involved in judicial procedures which may be initiated by State authorities as a consequence of a safety occurrence.
- 10. To implement an effective Just Culture environment, it is necessary to go beyond the mere publication of Just Culture Policy and Rules.
- 11. Stakeholders, at all levels, should be fully aware of their responsibility regarding Just Culture and should promote and monitor its maturity within all the Organisations involved.





SECTION SIGNATURES

AS WITNESS:

The Parties have caused this **BLUE MED FAB Just Culture Declaration** to be duly signed by the undersigned authorised representatives in separate signature pages the day and year first above written.







DCAC

Signature

HEwghor

Name: Panayiota Georghiou DEMETRIOU Title: Director Date: 22/7/2







DCAC

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Name: Nicos NICOLAOU Title: COO Date: 22/7/2021







HCAA

Signature

Name: Georgios DRITSAKOS Title: Governor Date:28 July 2021

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HCAA/ANSP (HANSP)

Signature

Hawar Spin

Name: Despoina PAPANDREOU Title: Head of ANSP Management & Development Division Date: 101912021







ENAC | Ente Nazionale per l'Aviazione Civile

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Name: Alessio QUARANTA Title: Director General Date: 20/07/2027







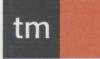
ENAV

Maura-

Name: Maurizio PAGGETTI Title: COO Date: 21 / 07 / 2021







Transport Malta

Civil Aviation Directorate | Transport Malta

Signature

Name: Capt. Charles PACE Title: Director General for Civil Aviation Date: 21 July 2021

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MATS | Malta Air Traffic Services

Signature

M. Cho

Name: Dr Ing. Kenneth CHIRCOP Title: CEO MATS Date: 22/07/2021

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ATCEUC | Air Traffic Controllers European Unions Coordination

Signature Liduch Saviautoui

Name: Giancarlo SAVIANTONI Title: Executive Board Officer Date: 21 July 2021







ETF | European Transport Workers' Federation

Signature

Name: Eoin COATES Title: Head of Aviation Date: 29/07/2021

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IFATSEA | International Federation of Air Traffic Safety Electronics Associations

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Name: Costas CHRISTOFOROU Title: IFATSEA Director Europe Date: 22 | 7 | 2021