



# 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

A handwritten signature in black ink, appearing to read "Panayiota Georghiou". The signature is written in a cursive style.

Name: Panayiota Georghiou DEMETRIOU

Title: Director

Date: 22/7/21



**DCAC**

Signature

A handwritten signature in blue ink, appearing to be "Nicos Nicolaou".

**Name: Nicos NICOLAOU**

**Title: COO**

**Date: 22/7/2021.**



**HCAA**

Signature

A handwritten signature in black ink, appearing to read "Georgios Dritisakos". The signature is stylized and includes a long horizontal line extending to the right.

Name: Georgios DRITSAKOS

Title: Governor

Date: 28 July 2021



HCAA/ANSP (HANSP)

Signature

A handwritten signature in blue ink, appearing to read "Despoina Papandreou".

Name: Despoina PAPANDREOU

Title: Head of ANSP Management & Development Division

Date: 10/8/2021





**ENAC | Ente Nazionale per l'Aviazione Civile**

Signature

A handwritten signature in blue ink, appearing to read "Alessio Quaranta".

Name: Alessio QUARANTA

Title: Director General

Date: 20/07/2021



ENAV

Signature

A handwritten signature in black ink, appearing to read "Maurizio Paggetti".

Name: Maurizio PAGGETTI

Title: COO

Date: 21/07/2021



Transport Malta

**Civil Aviation Directorate | Transport Malta**

Signature

A handwritten signature in blue ink, appearing to read "Charles Pace".

Name: Capt. Charles PACE

Title: Director General for Civil Aviation

Date: 21 July 2021



**MATS | Malta Air Traffic Services**

Signature

A handwritten signature in black ink, appearing to read "H. Chircop". The signature is fluid and stylized, with a long horizontal stroke extending to the right.

Name: Dr Ing. Kenneth CHIRCOP

Title: CEO MATS

Date: 22/07/2021



**ATCEUC | Air Traffic Controllers European Unions Coordination**

Signature

*Giancarlo Saviantoni*

Name: Giancarlo SAVIANTONI

Title: Executive Board Officer

Date: *21 July 2021*



**ETF | European Transport Workers' Federation**

Signature

A handwritten signature in black ink, appearing to read "Eoin Coates". The signature is fluid and cursive, with a large loop at the end.

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



**IFATSEA | International Federation of Air Traffic Safety Electronics Associations**

Signature

A handwritten signature in blue ink that reads "Christoforou". The signature is stylized with a long horizontal stroke at the end.

Name: Costas CHRISTOFOROU

Title: IFATSEA Director Europe

Date: 22 / 7 / 2021