



EUROPEAN AVIATION SAFETY AGENCY
AGENCE EUROPÉENNE DE LA SÉCURITÉ AÉRIENNE
EUROPÄISCHE AGENTUR FÜR FLUGSICHERHEIT

**ES²-WS2-12- Just Culture Time to
deliver**

Just Culture in the EASA context - EASA standardisation inspections

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Overview of the session

- Just Culture in the EASA context
- Standardisation visits' approach to Just Culture



EASA

- Agency of the EU established in 2002
- Based in Cologne, Germany
- 27 EU Member States + 4
- Regulation (EC) No 216/2008

"Establish and maintain a high uniform level of civil aviation safety in Europe"

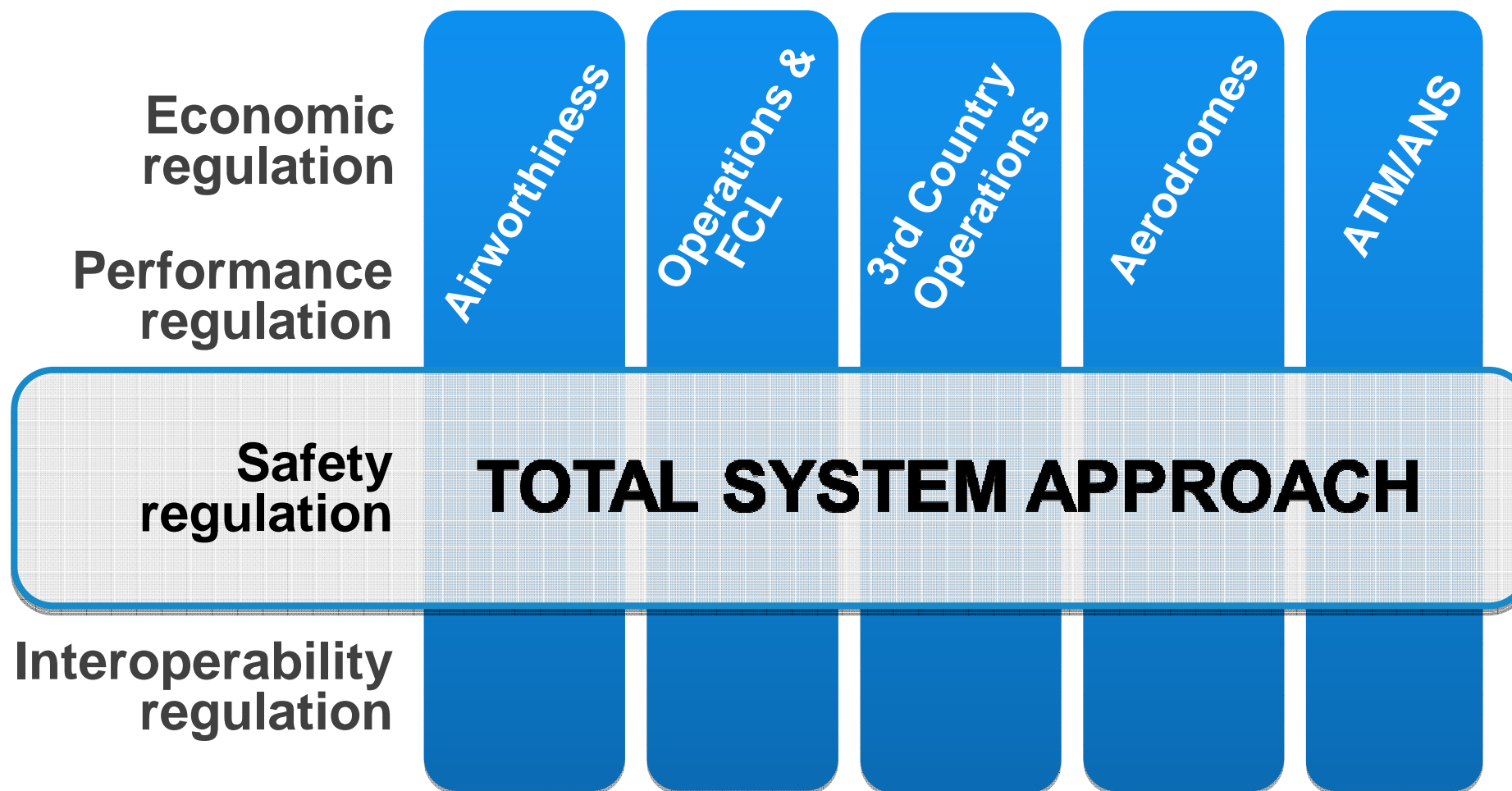


Scope of the EASA system





Regulatory philosophy





EASA core functions

➤ Rulemaking

- assists Commission in the preparation of EU law
- issues CSs, AMCs and GMs for the application by MS of EU law

➤ Standardisation

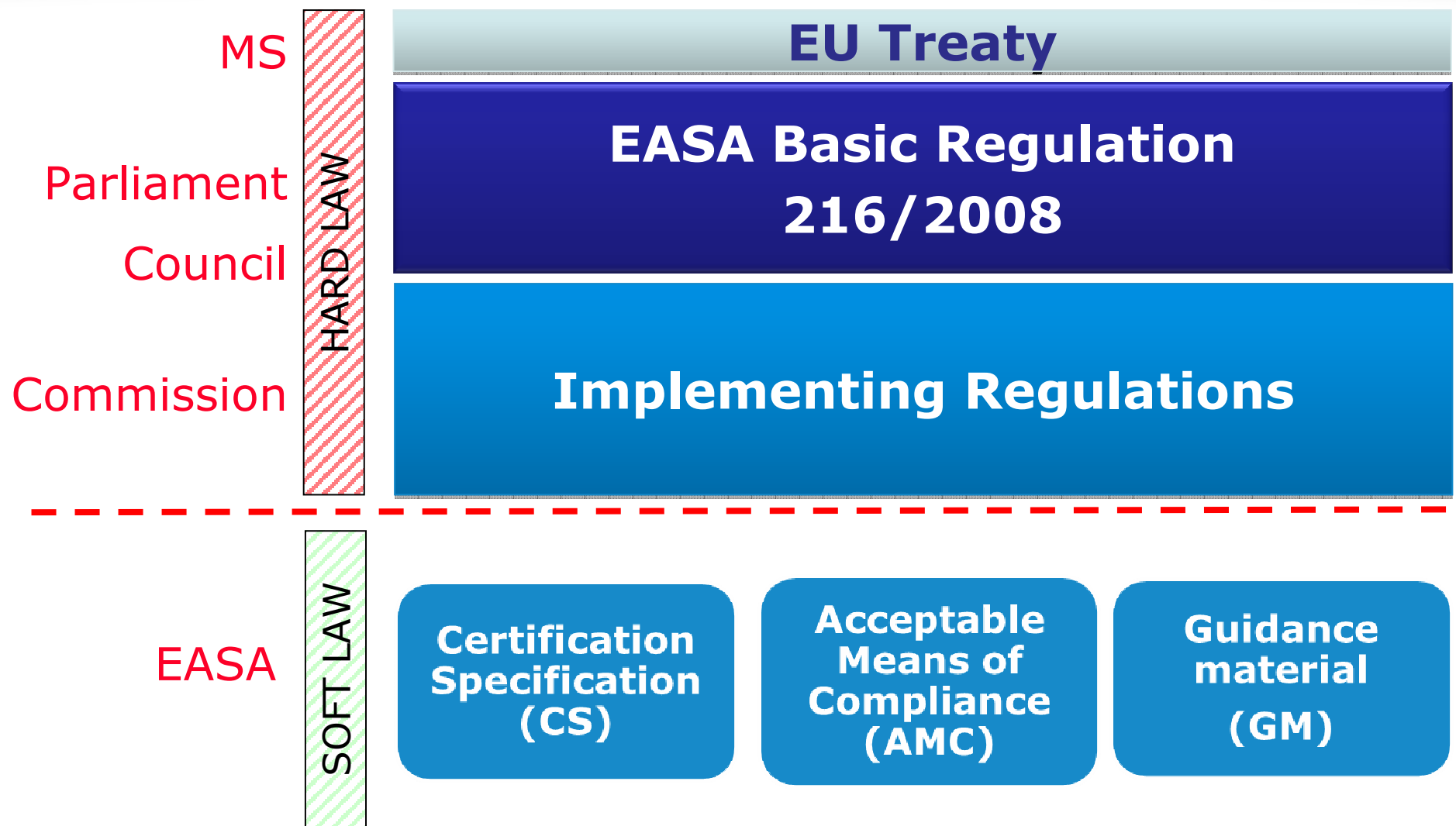
- supports the Commission by monitoring implementation of EU law by MS via standardisation inspections

➤ Certification

- Issue of certificates and approvals, and oversight competence



Regulatory Structure





Where does Just Culture come in?

**National laws
& o**

**Regulation
(EEC) No
3922/
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Regulati
No 859**

**Directive
2003/42/EC**

**Regulation
(EU) No
996/2010**

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**Regulation
(EU)
691/**

**Regulation
(EC) No
216/2008**



JC elements in the EASA context

Regulation
216/2008

“EASA
Basic
Regulation”

Article 15 - Information network

- Commission/EASA/NAAs
- Dissemination to interested parties

Article 16 Protection of the source of information

- Information provided on voluntary basis = protection of source
- No proceedings against the source of information if reported voluntarily, without prejudice to criminal law and if no gross negligence
- Protection of incident reporting by employees
- Caveat: no prejudice to national rules related to access to information by judicial authorities



EASA's role?



EASA core functions

► Rulemaking

- assists Commission in the preparation of EU law
- issues CSs, AMCs and GMs for the application by MS of EU law

► Standardisation

- supports the Commission by monitoring implementation of EU law by MS via standardisation inspections

► Certification

- Issue of certificates and approvals, and oversight competence

20-21 Sep 2012

JC Workshop, Istanbul

6

- Prepares draft legislation & issues guidance to implement EU law
- Monitors implementation of EU law MS
- Handles safety information



Key messages

- Establish a common understanding of Just Culture elements
 - Objective: achieve an effective JC environment
 - Elements of JC already in place
- Through
 - Legislation
 - Sharing of experience and information
 - Practice and learning
- EASA plays a role as a part of building a JC environment
 - Help build a future JC environment
 - Monitor and enforce the existing and future JC environment



Standardisation

ATM/ANS Standardisation Inspections:

- Started in Jan 2012, follow Regulation (EC) 736/2008
- EASA qualified Team Leaders + Team Members from MS
 - Pre-visit Questionnaires, Checklists, Evidences
- 13 inspections in 2012, 14 in 2013 (including follow-up)
- Findings followed by Corrective actions
- EASA may raise Supplementary Reports
- Enforcement by the Commission
- Geographical scope: 44 EASA States
- Includes verification of Performance scheme Safety KPIs



SKPI verification methods

Three basic auditing methods:

Light : verification through desktop audits based on available documentation (e.g. evidences provided to EASA, information published by NSAs and ANSPs on their web sites) + clarification on the phone (interviews)

Trustful : verification through desktop audits + reports on closure of Corrective actions (further verified during follow-up inspections)

Thorough : verification during regular Standardisation inspections using Checklists for NSAs and ANSPs substantiated by Findings and Undertaking Non-compliances (UNCs)



Verification of JC Questionnaires

- AMC/GM developed by EASA
- On-line Just Culture Questionnaires
 - Collected on annual basis
 - Updated prior to each Standardisation inspection
- Light + Trustful desktop verification every year
 - For all 44 EASA States
 - Team of EASA, NM and PRU experts
- Thorough verification only during EASA inspection
 - Not all the States
 - Supported by face-to-face interviews with all stakeholders
 - Based on evidences



Verification of JC Questionnaires

Using Standardisation Checklists:

- Structure of checklists for NSA:
 - LEG/REG
 - ORG
 - Initial Oversight
 - Ongoing Oversight
 - PEL
 - RSC
 - MOR

- Structure of checklists for Undertakings:
 - ANSP (ATS/CNS/AIS/MET/TOs)



Preparation for EASA verification

What has been done so far:

- Checklists matched with JC questions
 - Not all of them can match with EU regulations
 - Some of them can be matched with ICAO requirements
- The rest of the JC questions added to the Checklists
 - mostly to part LEG/REG and MOR
- Constraints:
 - No finding can be raised with regard to JC questions (legal limitations)
- But answers and evidences can be verified at all levels



Just Culture web interface

JC Test - Windows Internet Explorer provided by European Aviation Safety Agency

http://com/index.php

JC Test

JC Test

A test of the JC survey

0% 100%

Policy and its implementation

Section 1 Policy elements related questions

* **P.1** Is there an explicit Just Culture policy which is formally endorsed by management and staff representatives and made public?
Choose one of the following answers

☐ Yes

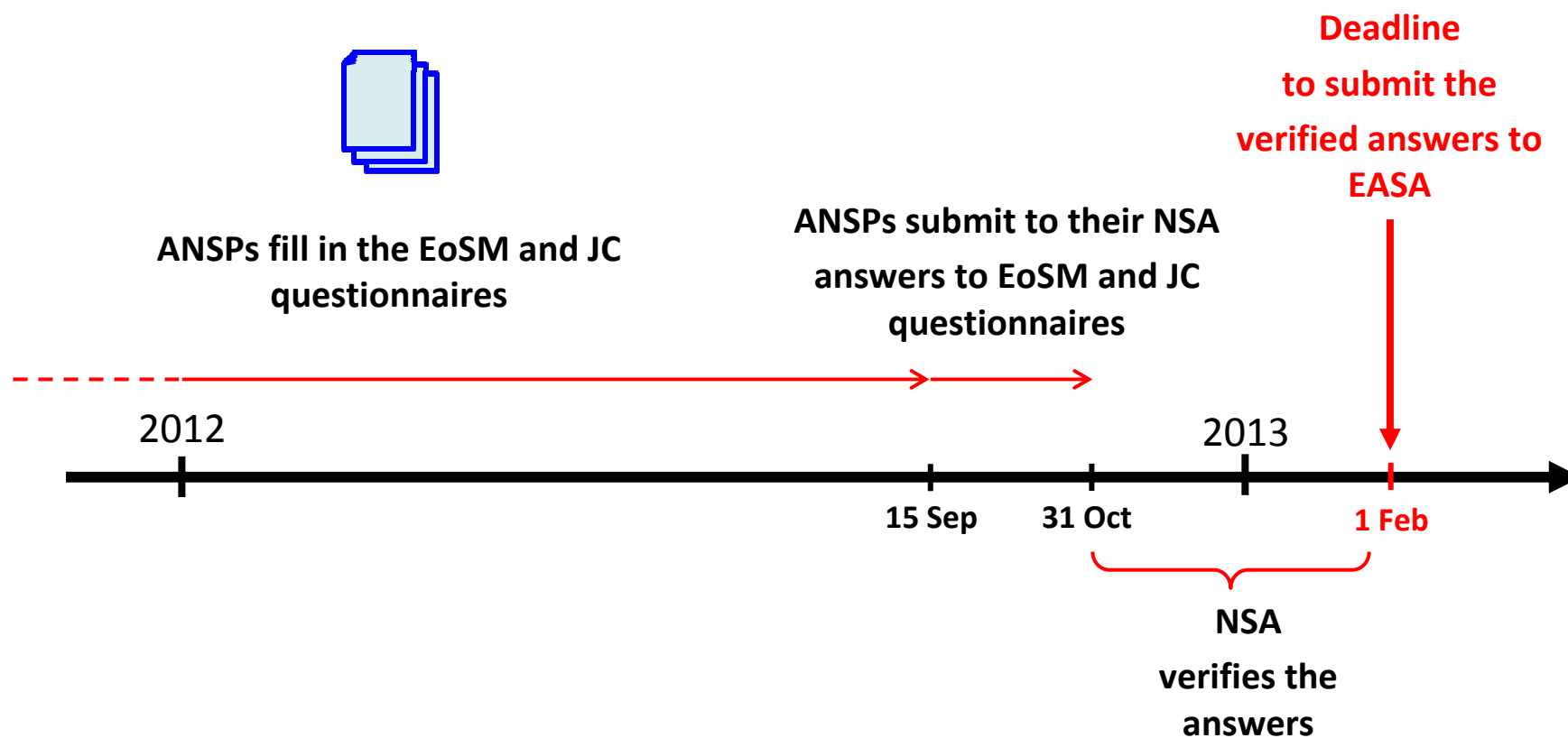
☐ No

? Each question can have an individual help message with links, images, etc.

* **P.1j** Justification and remarks for selected answer (min 1 word, max 100 lines)

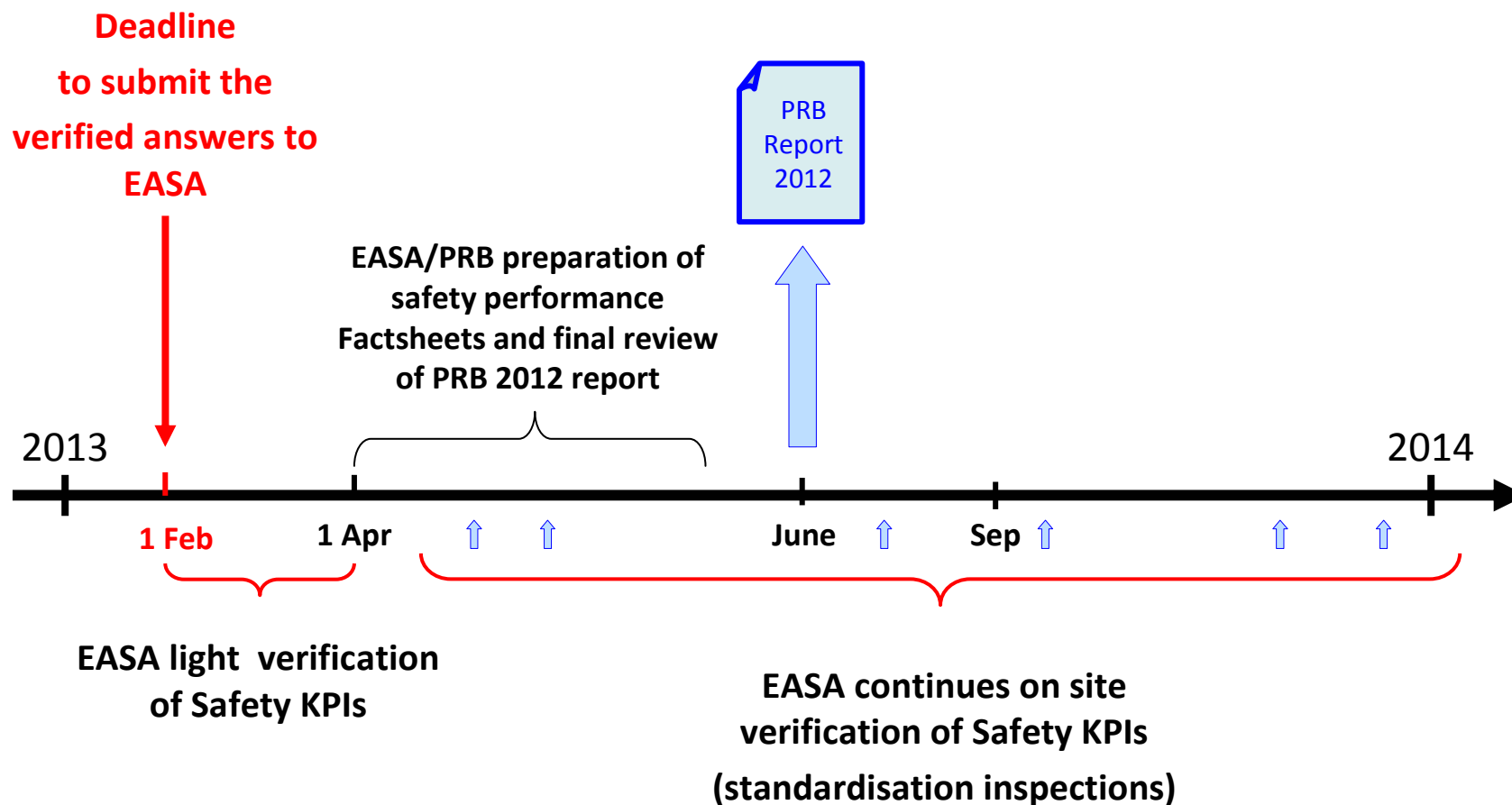


Just Culture verification by NSAs





Just Culture verification by EASA





Limitations

- Only a few audits can be counted for 2013, therefore EASA will start with:
- **Light verification through desktop audits based on available documentation (e.g. written evidences submitted to EASA, information published on Internet + clarification on the phone (interviews))**
- Later, based on audit results and other methods of verification will be added
- Results will be discussed at EASA Standardisation coordination meetings (together with other topics)



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Thank you for your attention!

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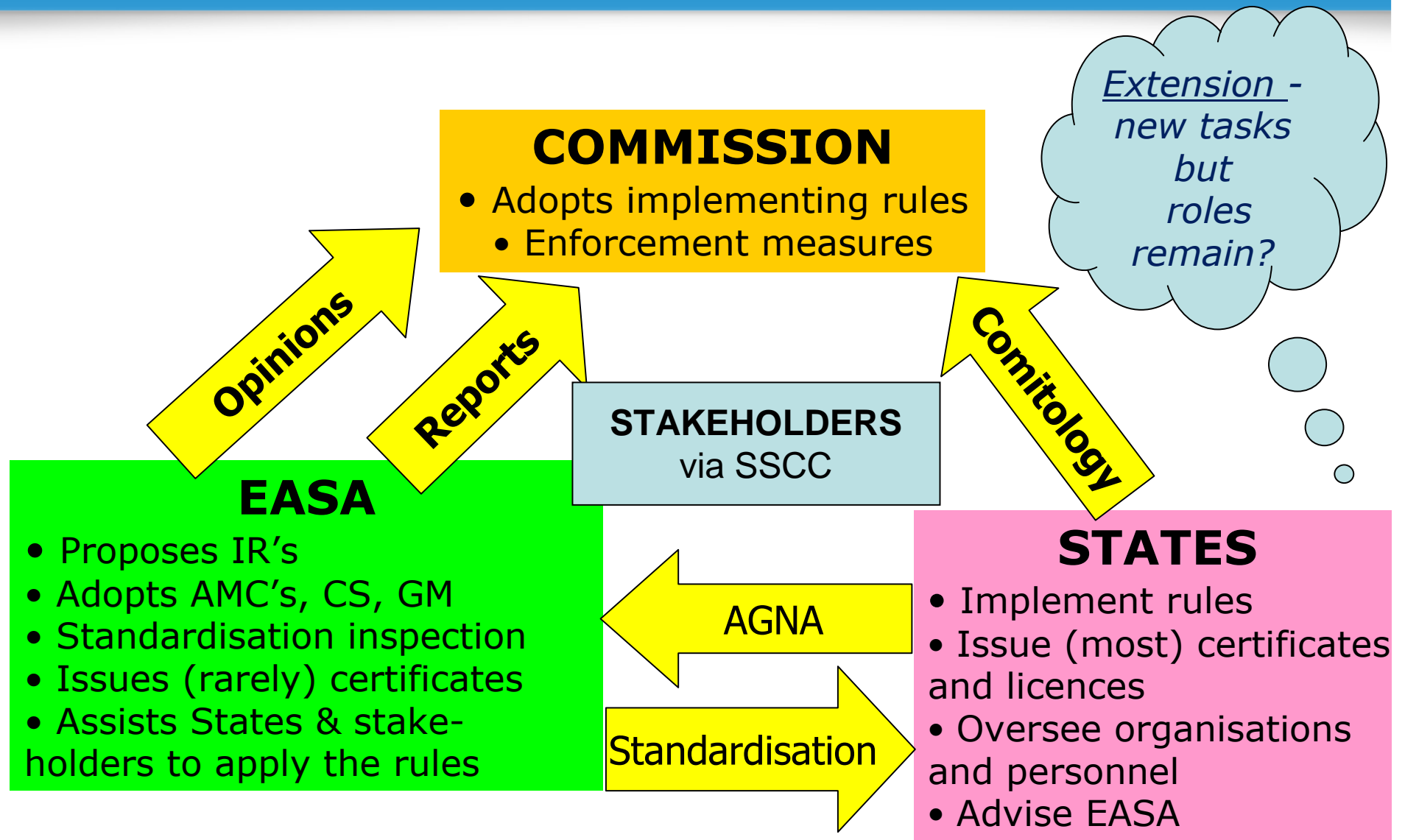


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Key players in the EASA system





EASA regulatory system

.Essential requirements

.Implementing Rules

.Certification Specifications

.Acceptable Means of Compliance

.Guidance Material

.Legislator

.EU

.Agency

.Binding

.Non-binding