

European Just Culture Conference
Improving aviation safety by making a just culture work

Bucharest 19th and 20th June 2007

What is happening where and when?

ACI-Europe, AEA, CANSO, ECA, ETF and ERA have the pleasure to organise a European conference on Just Culture, jointly organised within the context of the European Social Dialogue, and with financial support from the European Commission.

The conference will be organised in Bucharest, Romania on 19 and 20 June 2007 and will be hosted by ROMATSA, the Romanian Air Navigation Service Provider (ANSP).

What is Just Culture?

For the purposes of this conference a 'Just Culture' is defined as:

"A culture where front-line operators or others are not punished for actions, omissions or decisions taken by them that are commensurate with their experience or training, but where gross negligence, wilful violations and destructive acts are not tolerated" (source: Eurocontrol workshop on Just Culture, 16th October 2006).

Just Culture leads to an atmosphere of trust in which people are encouraged (even rewarded) for providing essential safety-related information. (source :Social Dialogue ATM Work Group report on the implications of FABs, January 2007)

Just Culture is instrumental to become a learning organization as a prerequisite to an effective safety management system." (source: A roadmap to a Just Culture : enhancing the safety environment, First Edition, September 2004)

What is the European legal framework?

The Council Directive 94/56/EC of 21 November 1994 establishes the fundamental principles governing the investigation of civil aviation accidents and incidents. The Directive 2003/42/EC of 13th June 2003 on occurrence reporting in civil aviation continues beyond the context of Directive 94/56/EC.

The Directive 2003/42/EC goes further than the Directive 94/56/EC in its Article 9 that says that "Member States may {...} put in place a system of voluntary reporting". However, States are still free to adopt or not any mechanism for aviation personnel to voluntarily report safety occurrences or any non-punitive legal framework.

What are the objectives?

ACI-Europe, AEA, CANSO, ECA, ETF and ERA decided to join their efforts to organize this conference to address the legal and social aspects of Just Culture.

The European Commission's Directorate General Employment, Social Affairs and Equal Opportunities recognised the importance of this subject has granted this event financial support.

The conference will focus on **improving safety in civil aviation through:**

- **Mutual trust between staff and management and between aviation stakeholders and legal authorities.**
- **Promoting a just legal framework**
- **Demonstration of the benefits to aviation safety of a just culture**
- **Create awareness of the current status for just culture at a national level through partnership between aviation stakeholders and legal authorities**

An attendance of approximately 150 people is expected.

By focusing on both the social *and* legal dimensions of Just culture, the social partners wish to specifically draw the attention of aviation workers and management and also of the other key parties in the process such as the European Commission, the European Parliament, Eurocontrol, national Ministers of Transport and Justice and the press.

Draft Conference programme

TUESDAY, 19 June 2007 – Day One			
09.00	<i>Delegate Registration</i>		
09.30	<i>Official Conference Opening</i>	Aleodor Marian Francu	Director General ROMATSA
09.40	Introduction by Co-Chair		
	Francois Ballestero ETF, Political Secretary		Marie Desseaux CANSO, Director European Affairs
SESSION 1: SETTING THE SCENE <i>Chairperson: Marie Desseaux – CANSO, Director European Affairs</i>			
09.50	<i>Setting the scene</i>	Bill Voss	President & CEO Flight Safety Foundation
10.10	<i>Why aviation safety needs a just culture</i>	Marc Baumgartner	President & CEO IFATCA
10.30	<i>Learning organisations & safety management</i>	Anders Saetre	Manager Safety & Quality Systems, AVINOR Airports
10.50	<i>Removing the legal impediments and encouraging a just culture</i>	Job Brüggem	Safety Manager, ATC the Netherlands
11.10	Coffee Break		
SESSION 2: REGULATORY SESSION <i>Chairman: Neil Johnston</i>			
11.40	Directorate General Energy and Transport, European Commission	Roberto Salvarini	Head of environment & Air Safety
12.00	EUROCONTROL	Roderick van Dam	Eurocontrol, Head of Legal Service

12.20 Luncheon

SESSION 3: SOCIAL DIALOGUE

Chairman: (invited)

Increasing mutual trust between staff and management through Social Dialogue

14.00 *Employee's view* Jean Pierre Etienne President ETF

14.20 *Employer's view* (invited) AEA / ERA

14.40 *Introduction to Conference Market Place*

15.00 **'Interactive break out sessions'**

17.15 During the last session of the first day, the plenary group will be broken up into smaller groups. Each group will be visited by three different 'Moderators', who will be presenting one of the below three subjects:

1. *Removing the legal impediments and encouraging a just culture*
2. *Increasing mutual trust between staff and management through social dialogue*
3. *Building & Maintaining trust with the regulators through use of safety management systems*

The groups are invited to provide feedback, which is captured by the moderators and reported back to the plenary group during the first session of Day two.

19.00 Evening Dinner Hosted by ROMATSA

WEDNESDAY, 20 June 2007 – Day Two

Chairman SESSION 1: François Ballestero – Political Secretary, ETF

09.30 Report *1. Removing the legal impediments and encouraging a just culture*

10.00	Report	<i>2. Increasing mutual trust between staff and management through social dialogue</i>
10.30	Report	<i>3. Building & Maintaining trust with the regulators through use of safety management systems</i>
11.00	Coffee Break	
Chairmen SESSION 2: Marie Desseaux – CANSO, Director European Affairs		
11.20	PANEL	European Commission & Co-chairs
12.00	Joint Statement	
12.10	Close of Conference by Co-Chairs	
12.30 - 14.00	Farewell Luncheon	
Delegate departures		