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CULTIVATING A JUST CULTURE: INITIATIVES AND CHALLENGES IN THAILAND

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IMPLIMENTATION OF JUST CULTURE



NCASB: National Civil Aviation Safety Board

SSP: State Safety Programme

TASAP: Thailand Aviation Safety Action Plan

AAIC: Aircraft Accident and Incident Investigation Committee

A group of wooden figures, representing people, are standing in a line on a dark surface. They are all facing towards the right. On the right side of the image, there is a small wooden easel holding a white card. The card displays a diagram of a network or organizational structure, featuring a central node connected to several other nodes, some of which are further connected to each other. The background is a dark, textured surface.

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- A close-up photograph of several colorful sticky notes (yellow, blue, purple, pink) scattered on a dark wooden surface. Each sticky note features a simple line drawing of a person. One prominent yellow sticky note in the foreground has the words "Workplace Culture" written on it in a casual, handwritten style.

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graph TD
 Q1[Has there a financial and/or non-financial interest for you?] -- YES --> Q2[Has there evidence related?]
 Q1 -- NO --> Q3[When the rules mentioned in the code of ethics?]
 Q2 -- YES --> R1[Savings or Attempted savings]
 Q2 -- NO --> R2[No/Nonexistent]
 Q3 -- YES --> Q4[In the circumstances, is it possible to avoid any conflict of interest?]
 Q3 -- NO --> R2
 Q4 -- YES --> Q5[Has the action intended to benefit the organization?]
 Q4 -- NO --> R2
 Q5 -- YES --> R3[Validation for organizational gain]
 Q5 -- NO --> Q6[Validation for personal gain?]
 Q6 -- YES --> Q7[Has the situation as such resulted in conflict of interest?]
 Q6 -- NO --> R2
 Q7 -- YES --> R4[Exceptional relation]
 Q7 -- NO --> R2

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- Adoption of structured models like Fair3 and Hudson's Model for determining culpability.

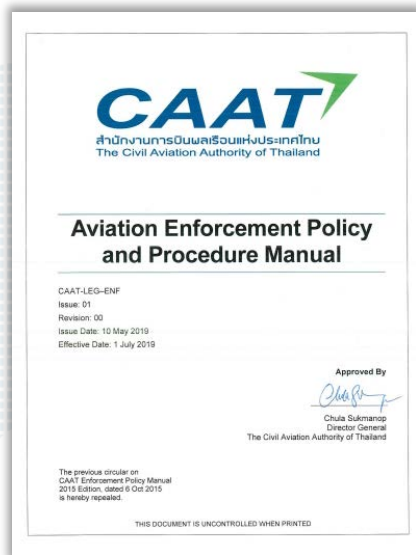
## JUST CULTURE IN THAILAND

- Carry out an investigation
- Classify the behaviours (Culpability)
- Apply the additional tests (substitution and routine tests)
- Determine accountability
- Enforcement decision making process (Chapter 6)



CAAT

This should deliver an environment of trust between individuals, organisations and CAAT and enable greater sharing of safety data and information.







**Thank you**