

Code of ethics for CASIs





CE-3

State system & functions

Annex 19 Appendix 1




3.3 The State shall ensure that personnel performing safety oversight functions are provided with guidance that addresses ethics, personal conduct and the avoidance of actual or perceived conflicts of interest in the performance of official duties.

Conflict of Interests


- ❑ Israeli aviation industry is the main resource pool for CAAI CASIs (Current / past employees)
- ❑ Avoiding conflict of interests is crucial to ensure-
 - ❑ Unbiased, impartial decisions
 - ❑ Public Trust in the civil service
- ❑ COI is objective, not subjective
- ❑ General governmental approach and guidance material (Attorney General, Civil Service Code)

CAAI Mechanism for avoiding COI



- Identifying the relevant positions with potential COI
- Defining rules of thumb in COI – restrictions on involvement in tasks 
- Managing COI during the recruiting phase 
- On-going COI management 

Code of ethics

- Limitation on acceptance of gifts or presents
- limitation on participation in corporate events that include material benefits
- Code of on-site conduct - restrictions on socializing with the regulated individuals during specific inspection/certification missions
- Training 
 - Restrictions on participation in training conducted by regulated entities (rare exceptions – at CAAI expense, with explicit legal approval on record)
 - Participation in regulated entities training activities only during surveillance of training programs
 - Dedicated simulator training for OPS CASIs contracted by the CAAI independently

Code of ethics



International travel arrangements & accommodations

- Fees and DAS for certification activities are defined in the regulations (also regulated by the Ministry of Finance)
- AOC holders obliged (by ANR) to carry CASIs for route (cockpit & cabin) and station inspections
- CAA is the sole coordinator of international travels (flight, hotel, ground (public) transportation)
- financing of CASI travel activity not by CAAI - requires special review and approval from the legal advisor (no legal prevention due to “proper administration” and “integrity” considerations)

Ethics training & guidance material



- Dedicated ethics training
 - Mandatory to all CAAI employees
 - Conducted by the legal department
 - Curriculum includes
 - Civil servant legal status
 - Disciplinary liability
 - Criminal liability
 - Civil liability
 - Special issues: gifts & presents, COI, interactions with court of law
- Guidance material – general guidelines by CSC + dedicated GM by the CAAI



End



Rules of thumb in COI



Current partial employer –

CASI cannot be involved directly/indirectly in matters pertaining to his or her “private sector” employer



Former employer -

CASI cannot be involved directly/indirectly in matters pertaining to a former “private sector” employer for a defined period after terminating employment with the employer (1 -2 years)

CASI cannot be involved directly/indirectly in matters he or she were involved with within a previous private employer vis a vis CAA - **forever**

Future employer –

Cooling period of 1 year for prospective employers under the CASI oversight responsibility

Government compensation during cooling period

Rules of thumb in COI

- ❑ **Family and friends –**
CASI can't be involved directly/indirectly in matters pertaining to family and friends



Managing COI in the recruiting phase

- Candidate answers detailed questionnaire to identify potential COI issues (past / current employers, investments interest, political connections)
- legal advisor review and consultation with direct supervisor
- Legal advisor prepares “avoiding COI arrangement” when applicable
- CASI candidate signing of the COI arrangement - a pre condition to employment in CAA
- Signed COI arrangement is available to the public upon request



On-going management of COI



- ❑ Revisiting specific COI arrangement in case of -
 - ❑ change of position in CAA
 - ❑ change in the “private sector” employer
- ❑ Addressing public complaints - the dilemma in dealing with unsubstantiated complaints
- ❑ Limitations on employment of employees that are family related



ICAO Doc. 8335



“6.2.2 CAA inspectors may obtain aircraft type qualifications through courses conducted by aircraft manufacturers, approved flight schools or airline operators' training courses. As a general rule, it is not desirable for the CAA inspector to obtain qualifications from an operator under the CAA inspectional jurisdiction. The maintenance of an inspector's pilot qualifications may, if necessary, be carried out using approved flight simulation training devices when such a procedure is approved by the DGCA.”

