JANUARY 2026

ALLIANCE AIR
NAYE DESH KI UDAN

FLIGHT SAFETY
NEWS LETTER / SAFETY BULLETIN

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NEWS LETTER/SAFETY BULLETIN ISSUED, UNDER THE PROVISION OF DGCA CAR SECTION 5 SERIES F, PART I – APPENDIX 'C'

IN FOCUS - EMPHASIZE ON JUST CULTURE

Description : One key to the successful implementation of safety regulation is to attain a "just culture" reporting environment within aviation organisations, regulators and investigation authorities. This effective reporting culture depends on how those organisations handle blame and punishment.

Only a very small proportion of human actions that are unsafe are deliberate (e.g. criminal activity, substance abuse, use of controlled substances, reckless noncompliance, sabotage, etc.) and as such deserve sanctions of appropriate severity. A blanket amnesty on all unsafe acts would lack credibility in the eyes of employees and could be seen to oppose natural justice. A "no-blame" culture per se is therefore neither feasible nor desirable.

What is needed is a "just culture", an atmosphere of trust in which people are encouraged, even rewarded, for providing essential safety-related information - but in which they are also clear about where the line must be drawn between acceptable and unacceptable behaviour.

There is a need to learn from accidents and incidents through safety investigation so as to take appropriate action to prevent the repetition of such events. In addition, it is important that even apparently minor occurrences are investigated, in order to prevent catalysts for major accidents. Safety analysis and investigation is a necessary and effective means of improving safety, by learning the appropriate lessons from safety occurrences and adopting preventative actions.

IN FOCUS - EMPHASIZE ON JUST CULTURE

It is therefore important that an environment exists where occurrences are reported, the necessary processes are in place for investigation and for the development of necessary preventative actions such as re-training, improved supervision etc.

Conditions for Just Culture : Under "Just Culture" conditions, individuals are not blamed for 'honest errors', but are held accountable for willful violations and gross negligence. People are less willing to inform the organisation about their own errors and other safety problems or hazards if they are afraid of being punished or prosecuted. Such lack of trust of employees prevents the management from being properly informed of the actual risks. Managers are then unable to make the right decisions in order to improve safety. However, a totally "no-blame" culture is neither feasible nor desirable. Most people desire some level of accountability when a mishap occurs. A "Just Culture" as an atmosphere of trust in which people are encouraged, and even rewarded, for providing essential safety-related information, but in which they are also clear about where the line must be drawn between acceptable and unacceptable behavior. Hence, a Just Culture supports learning from unsafe acts in order to improve the level of safety awareness through the improved recognition of safety situations and helps to develop conscious articulation and sharing of safety information. Consequently, a Just Culture can be regarded as an enabler, and even indicator of, (a good) Safety Culture.

IN FOCUS - EMPHASIZE ON JUST CULTURE

Statement Outlining Just Culture : People are understandably reluctant to report their mistakes to the organisation that employs them or the government department that regulates them. To encourage them to do so, these organisations should publish statements summarising the fundamental principles of a just culture which they will follow. Additionally, they must ensure that these principles are applied at all levels of their organisations.

Confidentiality : People are reluctant to draw attention to errors made by themselves or their colleagues, due to personal embarrassment. They must be confident that their identity, or the identity of any person implicated in the report will not be disclosed without their permission or unless this is required by law. An assurance should also be given that any subsequent safety action taken will, as far as possible, ensure the anonymity of the persons involved.

Punitive Action : A person who breaks the law or breaches a regulation or company procedure through a deliberate act or gross negligence cannot expect immunity from prosecution. However, if the offence was unpremeditated and unintentional, and would not have come to light except for the report, he/she should be protected from punishment or prosecution.

Loss of Licence : The circumstances of a report may indicate that the performance of an individual is below the acceptable level. This may indicate the need for further training, or even cancellation of an individual's licence. Such action must never be punitive.

IN FOCUS - EMPHASIZE ON JUST CULTURE

Key Features for Developing and Maintaining a Just Culture : The following list outlines some of the key features that need to be addressed when developing and maintaining a Just Culture in an organization:

- Just Culture policy documented.
- Definitions agreed about what is "acceptable" behaviour, and what is "not acceptable". (Note: these will be specific to, and aligned with, values derived from national, organizational and professional cultures).
- Sanctions agreed for unacceptable behaviour.
- Process to deal with actions in the "grey area".
- Just Culture policy communicated throughout the organisation.
- Reporting systems linked to Just Culture policy.
- Fair treatment being applied.
- Breaches of the policy being monitored (e.g., error punished or violations excused).
- Reports being followed-up; actions taken to address error-producing conditions.

Just Culture Manifesto : The Just Culture principles need to reach every country and every industry to help making Just Culture a reality in all organisations and societies. The Just Culture Manifesto presents five commitments critical for the need to balance safety and the administration of justice and invites people who agree with the Just Culture principles to commit to them.

OPERATIONAL SAFETY/HAZARD REPORTING SYSTEM

Alliance Air has an Operational Safety/ Hazard Reporting system that is implemented throughout the organization in a manner that:

- Hazard reports are de-identified by safety manager

- Encourages and facilitates feedback from personnel to report safety hazards, expose safety deficiencies and trace safety or security concerns.

- Ensures mandatory reporting in accordance with applicable regulations.

- Includes analysis and management action as necessary to address safety issues identified through the reporting system following the procedure described in the SSP circular 1 of 2012.

Alliance Air encourages all individuals for reporting Mandatory, Voluntary as well as Confidential Reports in all operational area including Operations, Maintenance, Cabin Operations, Ground Handling, Cargo Operations, and Security etc.

OPERATIONAL SAFETY/HAZARD REPORTING SYSTEM

The reports can be of Proactive or the events that have already occurred will help us in to prevent accidents and incidents. If any individual notices a situation or an event which can potentially lead to an accident / incident, he/ she is encouraged to report the same.

The confidential safety reporting system is implemented throughout the company in a manner that encourages and facilitates the reporting of hazards or concerns resulting from or associated with human performance in operation. All employees shall report unpremeditated or inadvertent errors, safety hazards and safety risks or other potentially hazardous conditions timely for which no disciplinary or punitive action shall be taken unless such errors result from illegal activity or willful misconduct. The safety reporting systems are classified into two groups.

INTERNAL SAFETY AUDIT PROGRAM

The Flight Safety Department shall conduct periodic internal safety audit of the base and all operational stations of Alliance Air. These audits shall be convened by DGCA approved Chief of Flight Safety/ Dy. Chief of Flight Safety. The audit team shall comprise at least one member from operation (Pilot/First officer) and one member as an Engineer/Type Rated and undergone the auditor training. These audits shall be carried out as per Civil Aviation Requirements, Section 5 Series F part I, Para 6.2 (b), as well as in terms of ICAO Standards and Recommended Practices (Annex 6).

The purpose of this audit is to verify that operations are carried out in conformity with the safety requirements, and not merely to find faults.

If indeed something is found to be going wrong, the aim is to find Root Cause & to help correct it before it becomes a hazard.

INTERNAL SAFETY AUDIT PROGRAM

It is also ensured that positions within the organization that affect operational safety and security are filled by personnel on the basis of knowledge, skills, training and experience appropriate for the position.

During the safety audits of base station/ line station, all the departments at the station including outsourced agencies are checked for the Safety Management System implementation and effectiveness.

UPCOMING EVENT

ERP - Table Top Exercise
on
February 2026

OUR FLEET

ATR 72-600

ATR 42-600

HAL Do-228-201

JANUARY 2026

ALLIANCE AIR
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NAYE DESH KI UDAN

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Amrit Mahotsav

सादर/ Regards,

उड़ान संरक्षा विभाग / Flight Safety Department

एलाइंस एअर / Alliance Air

FLIGHT SAFETY DEPARTMENT, AAAL