



# The **S.P.I.R.I.T** of AIC

The AIC's Foundational Values





# Mission Statement

The mission of the AIC is ‘not to apportion blame or liability’, but to improve air transport safety by investigating aircraft accidents and incidents to determine the circumstances and causes, and to work in collaboration with relevant parties to address safety deficiencies identified from the investigations.





# Vision Statement

To be respected nationally and internationally as a professional organisation dedicated to improving safety in aviation.



*“In aviation Safety we keep the bat straight - No friends, No Enemies, Just Facts”*

- ❖ **Safety First** - Safety is fundamental. Without fear or favour, we commit to investigating and reporting all forms of safety deficiencies whether in Design, Rules & Regulations, Standard Recommended Practices, Policies & Procedures or Human Conduct.
- ❖ **Our Mandate** - We commit to working with all stakeholders to improve and promote safety in aviation by encouraging the highest standard of safety in our line of work.
- ❖ **Keep the Bat Straight** - When safety is the subject matter, we will implement our mandate without fear of favour; we have no friends, no enemies – just facts.
- ❖ **Invest in Safety** – Investing in safety is not a cost – it is rather an investment for the future. We commit to investing in developing our capability and capacity to improve safety.



# Safety

We commit to a **‘safety first’** culture in the air transportation system which is vital for a healthy and thriving economy

## “Committed and Passionate about what we do to promote aviation safety”

- ❖ **Committed** – We are proud and passionate of the profession of aircraft accident investigation. We are devoted to the cause of the AIC to ensure highest standards of air transport safety is achieved
- ❖ **Professional Knowledge & Competence** – We are a team of experts in our respective disciplines working as a team of professionals. We respect individual disciplines but expect maximum and timely contribution from all for the common cause of the AIC.
- ❖ **Continuous Learning** – We are passionate and confident in our capabilities and abilities to do a great job every time. We will actively seek to enhance our knowledge and capabilities through receiving and giving feedback and engage in the continuous process of learning and growth.
- ❖ **Total Quality** – We are committed to excellence in all aspects of our work, ensuring a total quality culture is promoted and fostered in the AIC. Mediocre conduct and outputs has no place in the AIC. Getting it right, and in accordance with set standards, and on the first attempt every time.
- ❖ **Professional Courtesy & Presentation** – We are committed to carrying ourselves as professionals in personal presentation and pride with professional courtesy and respects.



## Professionalism

*“I am a Professional, working as part of a team of passionate professionals, all together working in a professional organization”*



## “Personal and Professional Integrity are important in our line of work”

- ❖ **Honest and Transparent** – We are honest and transparent in our actions and decisions. Being consistently honest, open and truthful is important for building good character in ourselves and developing the level of trust and confidence we need from our stakeholders.
- ❖ **Ethical and Merit-Based** – We commit to virtues of high ethical standards and merit-based decisions which are vital for promoting good governance culture in the AIC. We are committed to ‘walking the talk’ as far as our values are concern, and we commit to doing this even when we are alone.
- ❖ **Courage & Character** – We are a respectable unit committed to executing our mandate without fear or favour and in accordance with international best practice for aircraft accident investigation. The reports we publish including the safety recommendations are based on credible evidence resulting from our investigations.



# Integrity

*“Integrity is important both on a Personal and Professional organisational level. It defines the character of who we are as individuals and the image of the AIC as a corporate organization”*

“We are a responsible unit. We will conduct ourselves within the legal requirements”

- ❖ **Responsible** – We are the sole agency responsible for conducting investigations into aircraft accidents on behalf of the State for the purposes of improving safety in the air transport system.
- ❖ **Reliable** – We are a reliable Team of Professionals with a resilient ‘**can do**’ approach to situations. We strive to find the solutions required to address a situation and will do our utmost best to help achieve Team goals and address challenges as a Team.
- ❖ **Relevant** – We commit to making ourselves relevant as a professional Team of an Investigation Organisation applying ourselves with passion and commitment to the cause of the AIC.
- ❖ **Results** – We focus on results, therefore work with the end in mind. A safe air transport system that ensures safe passage of travelling public is our end goal.



# Responsible

*“We are a responsible Government Agency established to improve aviation safety through the effective implementation of State obligation to investigate to aircraft accidents in accordance with CAA Rules and ICAO Standards”*



“We are a responsible unit. We will maintain a high degree of independence and objectivity when investigating and reporting on an accident”

- ❖ **Independence** – Maintaining our independence is critical for the **integrity** of our investigation work and the integrity of the safety recommendations we provide as a result of our investigations. Independence in our line of work is critical for ensuring that our work is not subjected to undue influence that may compromise safety.
- ❖ **Impartial** - We are impartial and fair in the execution of our mandate. We carry out our responsibilities for investigating aircraft accident without **fear or favour** and in the greater interest of aviation safety. This is important for achieving safety for all.
- ❖ **Critical and Objective Mindset** – We encourage and apply a critical and objective mindset to our work. We are open to criticism as well as constructive feedback regarding our work and remain open to the review of our work when credible evidence or facts become available, without compromising on safety or our independence.



# Independence

*“We maintain our independence and impartiality during the investigation of accidents and serious incidents”*





- ❖ **Trust** – Trust is foundational. We accomplish our goals and sustain our progress through the trust, commitment and loyalty of our coworkers.
- ❖ **Confidentiality** – We are in a privileged position where we have access to information of different magnitude and importance from within the organization and from external stakeholders. We are committed to protecting our reputation by handling each information with due care and diligence.
- ❖ **Respect** - We respect our coworkers in regard to their individual strengths, talents and positions in the AIC and commit to according them the respect they deserve as members of the team. We all bring something to contribute to the sustainable success of the AIC and we respect that.
- ❖ **Synergy** – Our strength as a Team depends on being dependable; trustworthy; reliable; respectful; resourceful; resilient; engaging; encouraging; supportive; truthful; helpful; open to correction; open to learning new things. It is the synergy of diverse talents, strengths and professional discipline that makes the AIC an ideal place to work,
- ❖ **Collaborate for Win-Win** - We collaborate for win-win outcomes including holding each other to account for the sake of the team and for the good of the AIC. We celebrate successes together as a team and reflect on failures together as a team for the wider personal and organisational improvement.



# Teamwork

*“We are a team of ‘professionals’ coming together to combine our strengths and talents to form the synergy required to improve aviation safety”*

