Execute Just Culture . . . UNSAFE ACTS ALGORITHM

- Were the actions as intended? NO → Evidence of illness or substance use? NO → Known medical condition? NO → Were the consequences as intended? YES → NO → Substitution test? (Could someone else have done the same thing)? YES → History of unsafe acts? YES → Blameless error NO → Blameless error, corrective training, counseling indicated

- Were the consequences as intended? YES → NO → Evidence of illness or substance use? YES → Known medical condition? YES → Were the consequences as intended? NO → Substance abuse without mitigation NO → Sabotage, malevolent damage YES → Substance use with mitigation NO → Substitution test? (Could someone else have done the same thing)? YES → System induced violation NO → Substitution test? (Could someone else have done the same thing)? NO → Possible negligent behavior YES → Possible reckless violation

- Were procedures available, workable, intelligible, correct and routinely used? YES → Deficiencies in training, selection, or inexperienced? YES → Blameless error NO → Blameless error, corrective training, counseling indicated

- Deficiencies in training, selection, or inexperienced? YES → Blameless error NO → Blameless error, corrective training, counseling indicated