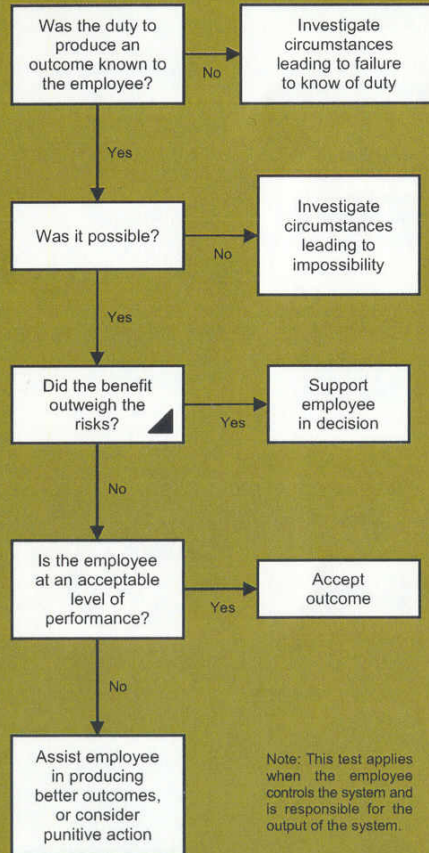




The Just Culture Algorithm

Simplified Version
www.justculture.org

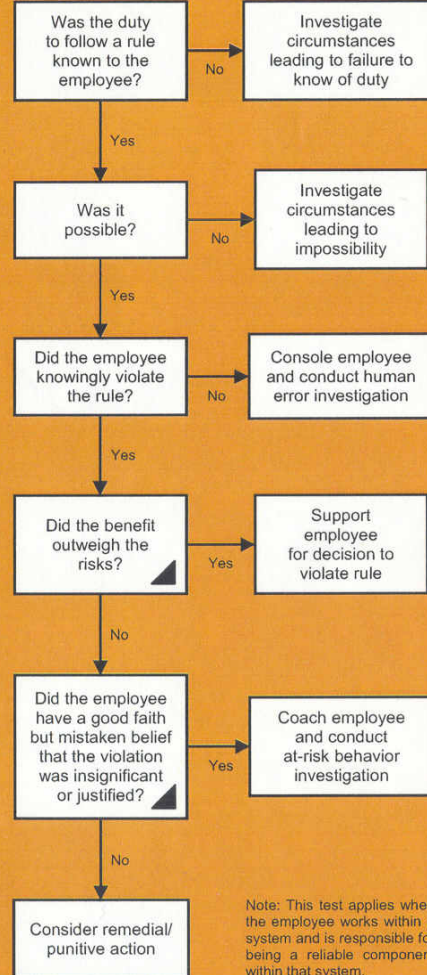
The Duty to Produce an Outcome (system under control of employee)



Note: This test applies when the employee controls the system and is responsible for the output of the system.

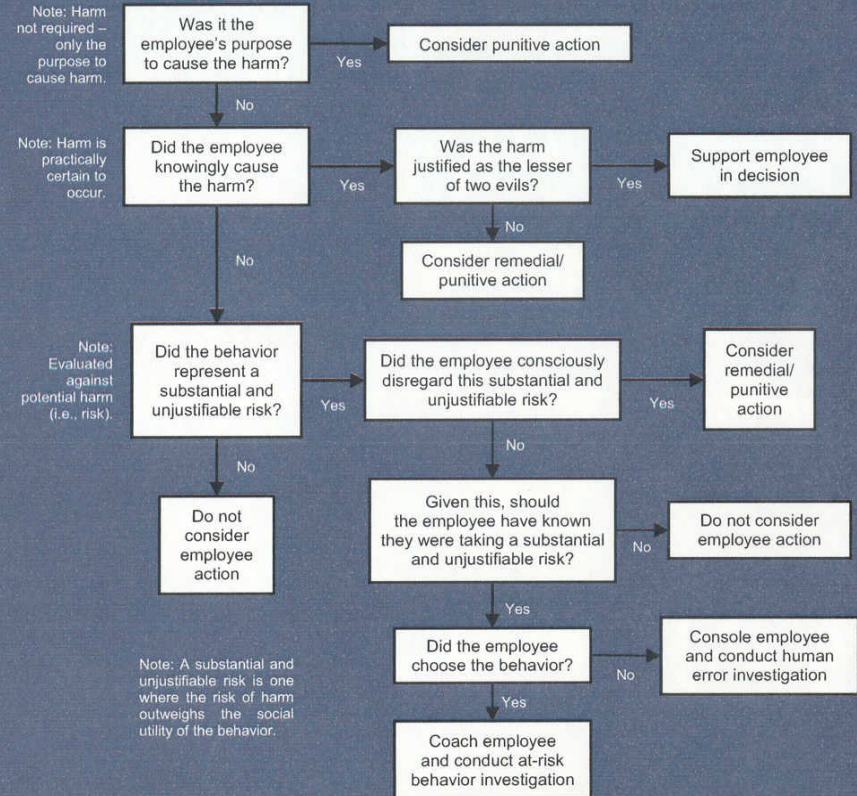
▲ Burden of production falls on employee

The Duty to Follow a Procedural Rule (system controlled by the employer)



Note: This test applies when the employee works within a system and is responsible for being a reliable component within that system.

The Duty to Avoid Causing Unjustifiable Risk or Harm



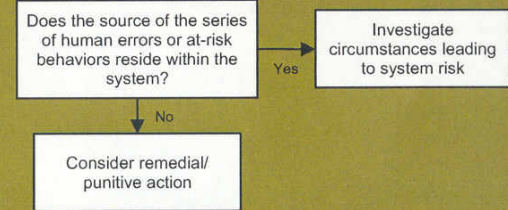
Note: Harm not required – only the purpose to cause harm.

Note: Harm is practically certain to occur.

Note: Evaluated against potential harm (i.e., risk).

Note: A substantial and unjustifiable risk is one where the risk of harm outweighs the social utility of the behavior.

Repetitive Errors or At-Risk Behaviors



System Test

