

Flight Test Society of Australia

Incorporated in the ACT



GPO Box 2603
CANBERRA ACT 2601

CODE OF ETHICS

The Society

1. The Flight Test Society of Australia (*the Society*) was founded in 1986 and incorporated under the laws of the Australian Capital Territory in 1987. The Society is a non-profit organisation dedicated to the profession of flight test. The membership of the Society comprises professional aircrew, engineers, and others with direct interest and considerable experience in the professional domain of flight test. As stated in the Society's Constitution, the aims and objectives of the Society are:
 - 1.1. To promote the education of Society members, of other persons directly associated with aeronautical activities, and of the general public concerning endeavours particular to the profession of flight test.
 - 1.2. To promote the advancement of flight safety by providing a forum for expression of professional opinion on flight test activities in particular and flying operations in general.
 - 1.3. To promote technical advancement by providing for professional education through lectures, displays and presentations and by exchange of information to assist the development of improved flight test techniques.
 - 1.4. To promote sound aeronautical design and development.
 - 1.5. To broaden professional relationships among members and to maintain and increase the prestige, standing and influence of flight test personnel in aeronautical progress.
 - 1.6. To cooperate with any like associations, in particular the Society of Experimental Test Pilots and the Society of Flight Test Engineers, the Royal Aeronautical Society and other bodies as the Committee may decide.

Core Values

2. Flight test is a multi-disciplinary activity that requires application of the utmost in professional standards to safeguard against the inherent risks and to provide the highest quality information for decision-making. As proclaimed in the aims and objectives of the Society, we, the members of the Flight Test Society of Australia, are bound by a common commitment to promote excellence in flight test, and to facilitate its best practice for the common good. This commitment is based upon our shared core values of:

- 2.1. Safety Consciousness.
- 2.2. Ethical Behaviour.
- 2.3. Competent Performance.
- 2.4. Innovative Practice.
- 2.5. Purposeful Learning.
- 2.6. Equality of Opportunity.
- 2.7. Social Responsibility.
- 2.8. Unity of Direction.

Code of Ethics

3. This Code of Ethics has been developed to provide us, the Members of the Society, with a guide to the way that we will engage in the profession of flight test, and advance the aims and objectives of the Society, thereby achieving excellence in flight test.
4. Members acting in accordance with this Code will have the support of the Society. The manner and extent of the support will be determined on the merits of each case.
5. Excellence in flight test is judged not solely on the flight test products themselves, but also by the way that the flight test products are derived. As a multi-disciplinary activity, excellence in flight test requires inspired leadership and effective teamwork, combined with application of the utmost in contemporary professional standards.
6. As Members of the Society, we accept a personal obligation to our profession, other Society members and the communities we serve. Both individually and collectively we are committed to upholding the core values of the Society and to act in accordance with those values and the principles they represent, as expressed further hereunder.
 - 6.1. **Safety Consciousness.** To guard against the inherent risks associated with flight test and aeronautics more generally, we shall always hold concern for safety foremost in our minds; in particular, we will actively assess the risks of individual activities and reduce them as far as practicable.
 - 6.2. **Ethical Behaviour.** Individually and collectively we shall always place our responsibility for the welfare, health and safety of the community before any responsibility to sectional or private interests, or to other members. We shall avoid real or perceived conflicts of interest whenever possible, and disclose them to affected parties when they do exist. We shall not be apathetic to unethical behaviour by our colleagues and shall ensure that breaches of this Code are drawn to the attention of the Society and treated equitably but firmly.
 - 6.3. **Competent Performance.** Individually, we shall only offer services, advise on, or undertake flight test work within our respective areas of competence, and we shall practise our profession in a careful and diligent manner.

- 6.4. **Innovative Practice.** We take pride in and value the great advancements made in, and the benefits stemming from, the profession of flight test. We understand and appreciate that many advances and benefits come from the willingness to consider and introduce new or novel solutions, with due regard to safety and risk, and therefore we value and encourage such innovative practice.
- 6.5. **Purposeful Learning.** We respect expert opinion, and the existing body of knowledge that has been obtained, often at great cost. We shall share lessons learned openly and frankly, so that others, and we, do not to make the same mistakes again. We value highly the desire to learn and create. We shall assist colleagues in their professional development and support them in following this Code of Ethics. Through purposeful learning, we shall continuously strive to improve our professional practice and ourselves.
- 6.6. **Equality of Opportunity.** We shall treat fairly all persons regardless of such factors as race, religion, gender, disability, age, or national origin. We shall uphold, and act according to, the Universal Declaration of Human Rights.
- 6.7. **Social Responsibility.** We accept responsibility for our actions and shall practice and act in the interest of the community so as not to compromise the safety, health and welfare of the public. We shall disclose promptly factors that might endanger the public or the environment.
- 6.8. **Unity of Direction.** We shall respect the rights and opinions of the individual, whilst supporting the collective effort to promote flight test in accordance with the aims and objectives of the Society. We will act individually and collectively to inculcate these core values and ethics throughout the profession and the wider community of interest.

Breach of the Code

7. Situations may arise which present the member and Society with a significant ethical problem. Under the Code of Ethics, each member has a responsibility to ensure that any unethical practices or breaches of the Code are brought to the attention of those with direct authority to rectify the problem or, if the matters are not acted upon, to raise the matter elsewhere. A decision to raise a breach of the Code is a serious matter and the member or members must be aware of the personal burdens that may be involved.
8. Any breaches brought to the attention of the Society must be treated with equity and firmness. Given the sensitivities involved, the member or members accused of any breach must be given every opportunity to defend themselves and be provided with all relevant material, noting that confidentiality of the reporter(s) must be maintained, and the rules of privacy must be observed.
9. The member or members who believe a breach of the Code has occurred should bring any such breach to the attention of the Committee. If a Committee member is involved, the breach should be reported to a disinterested Committee member. The initial approach may be informal, but ultimately a formal (written) submission may be required.
10. Upon notification of a breach, the Committee shall convene an ad hoc Ethics Sub-Committee to investigate the reported breach and recommend a course of action. Members would normally be appointed to such a Sub-Committee on the basis of their disinterest and their respective areas of

expertise and competence, to ensure sufficient consideration of all relevant issues and factors involved with the reported breach. Members may decline to be appointed.

11. The instrument for convening the ad hoc Ethics Sub-Committee shall be in writing and include:
 - 11.1. A concise statement of the reported breach.
 - 11.2. Members appointed to the Sub-Committee.
 - 11.3. Terms of reference for investigating the reported breach and framing of recommendations for a course of action.
 - 11.4. Timings, resources and references.
12. Should investigation reveal that a breach has occurred, the Ethics Sub-Committee will report to the Committee, recommending action. Depending on the severity of the breach and mitigating circumstances, the Committee may decide to apply the following sanctions:
 - 12.1. An admonishment.
 - 12.2. A reprimand.
 - 12.3. Suspension of membership for a defined period.
 - 12.4. Expulsion from the Society.