



Fatigue Risk Management Implementation Framework

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SAFETY SERVICES



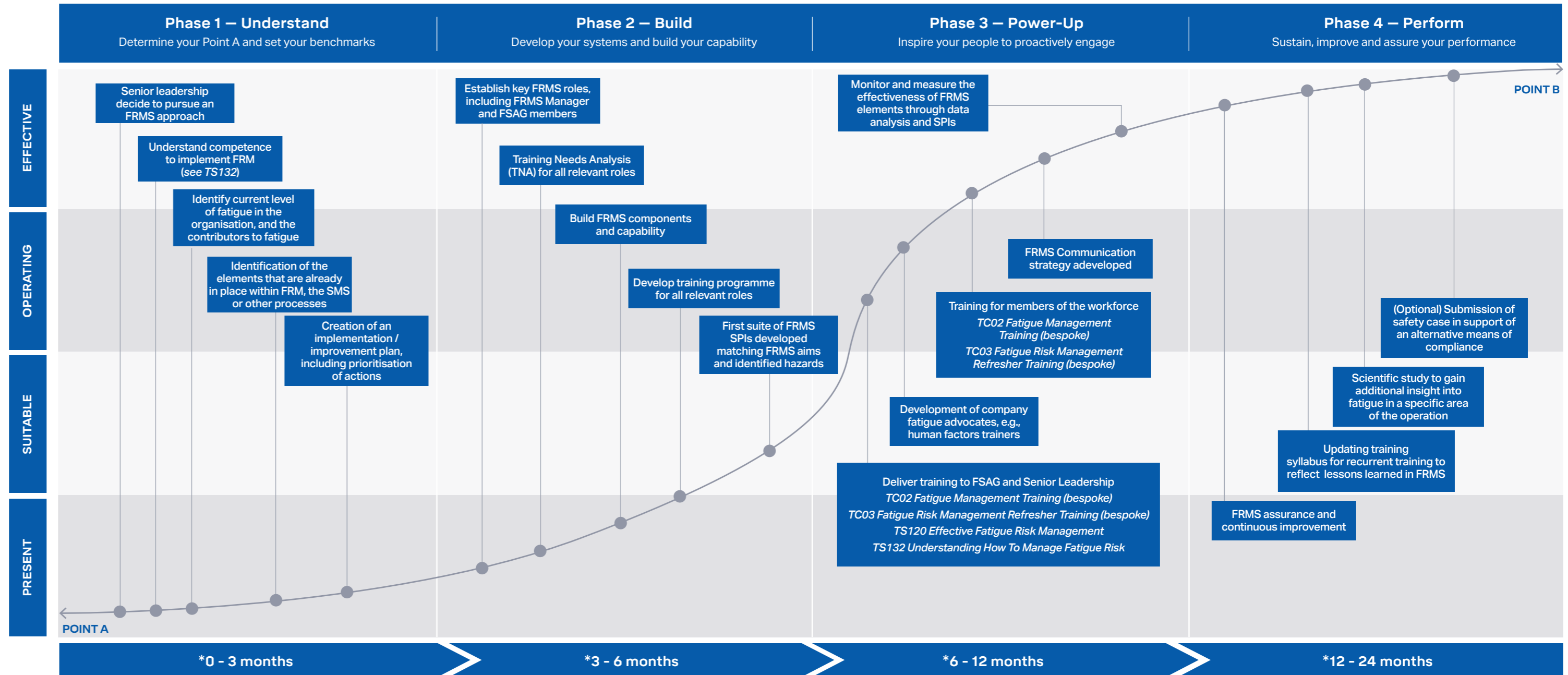
Fatigue Risk Management Implementation Framework

Our Fatigue Risk Management (FRM) Implementation Framework is designed to help you on your journey – whether you are new to fatigue risk management, or already have an operational system and are looking to increase effectiveness.

Our Implementation Framework outlines the recommended organisational steps to take when implementing FRM, which is reflected by increased organisational maturity. It is designed for all safety critical industries, with the approach tailored to your requirements and specific operational circumstances.

Fatigue Risk Management Diagnostic helps you to identify where on the 'maturity map' you sit

	<p>EFFECTIVE</p> <p>There is evidence that the feature is achieving the desired outcome and has a positive safety impact.</p>
	<p>OPERATING</p> <p>There is evidence that the feature is in use and an output is being produced.</p>
	<p>SUITABLE</p> <p>The feature is suitable based on the size, nature, complexity of the organisation and the inherent risk.</p>
	<p>PRESENT</p> <p>There is evidence that the feature is documented within the organisation's Management system.</p>



*approximately

Q&A

1. Is this pathway only for airlines?

No. Whilst different industries have different regulations, the same key principles for fatigue risk management often apply. We will help you identify the requirements for your specific operating environment, both in terms of your regulations and to manage your operational risk.

2. Why is FRM training for Senior Management and the Workforce not at the start of the pathway?

Before training Senior Managers and members of the Workforce in their role within FRM, the support structures of the 'system' must be in place first. It is critical that both of these groups understand their role within FRM, whether that is the responsibilities that Senior Leaders hold, how workers should identify fatigue in themselves and others or where they can submit fatigue reports, and the process followed for responding to those fatigue reports. This can only be done in the 'power up' phase – once these processes have been established and implemented. Training the workforce too early may increase frustration in the system, as you are not ready to respond to reports of fatigue.

3. I have been given responsibility for implementing FRM in my organisation – where do I start?

If you have no prior experience of implementing fatigue risk management and your organisation does not already have any processes in place, our 'Understanding How to Manage Fatigue Risk' course is designed to provide a grounding in why fatigue risk management approaches exist and provide some examples which can help you in the early stages of implementation. If you have joined an organisation in which FRM approaches are already implemented (for example a Commercial Air Transport operator), the course 'Building an Effective FRM' is designed to help you evaluate the maturity of the FRM processes and gives further assistance in developing a fatigue dashboard and suite of fatigue safety performance indicators (SPIs).

4. Do we have to follow the path from point A to B in the exact order displayed in the diagram?

The pathway outlines an 'ideal' approach to implementing fatigue risk management. However, parts of the system may develop at different rates depending on prior knowledge, elements already in place, and resources available. In industries that already have FRM or SMS requirements, you are likely to already have some of these elements in place.

5. If we have completed a scientific study, does that mean we have reached point B and are an effective operation?

A scientific study does not guarantee that you have reached point B. It is also not necessarily a requirement. A scientific study is a resource heavy and complex undertaking. Operators usually undertake them in circumstances where additional information is required to refine understanding of specific fatigue risks within the operation. The study is designed around specific operational questions, which cannot be answered in sufficient detail through other FRM data sources. Irrespective of whether you have undertaken a scientific study or not, for FRM to be classed as 'effective', there must be evidence from across the operation that risks are being assessed and mitigated effectively, and fatigue risk management is continually improving. FRM should also be integrated across the operation, sitting within your safety culture, and fatigue being considered in investigations and in operational change.

6. Why does it take so long to reach point B?

The timeline on the diagram is only a guideline as this will depend on the size and complexity of your operation. You should not underestimate the time it takes to build maturity of the system, particularly ensuring it sits within your safety culture and your workforce trusts the system.

7. Can we (our organisation) get to point B by just appointing competent people to implement all the FRM elements?

Yes. Many industries have produced guidance material for implementing fatigue risk management approaches which can be useful if you wish to follow the pathway yourself. External audits can then be used to confirm the effectiveness of your system.

8. We are a small organisation and we know that fatigue is managed by hours of work limitations. Why do we need to do this?

Prescriptive hours of work limitations are broad and generic, and assume that everything that is allowed is safe, and everything that is not safe is not allowed. However, there is a growing evidence base they are not sufficient on their own to control the risk of fatigue. FRM approaches use data to identify any areas where the hours of work limitations are too broad for your specific operating environment, or where additional mitigations are needed to prevent risk being elevated. Hours of work limitations often do not differentiate between day and night work, for example, even though fatigue risk is much higher for those working at night. This is explored further in our 'Understanding how to manage fatigue risk' course.

9. Are there other 'Baines Simmons' courses that might help me understand my responsibilities around management systems and human factors?

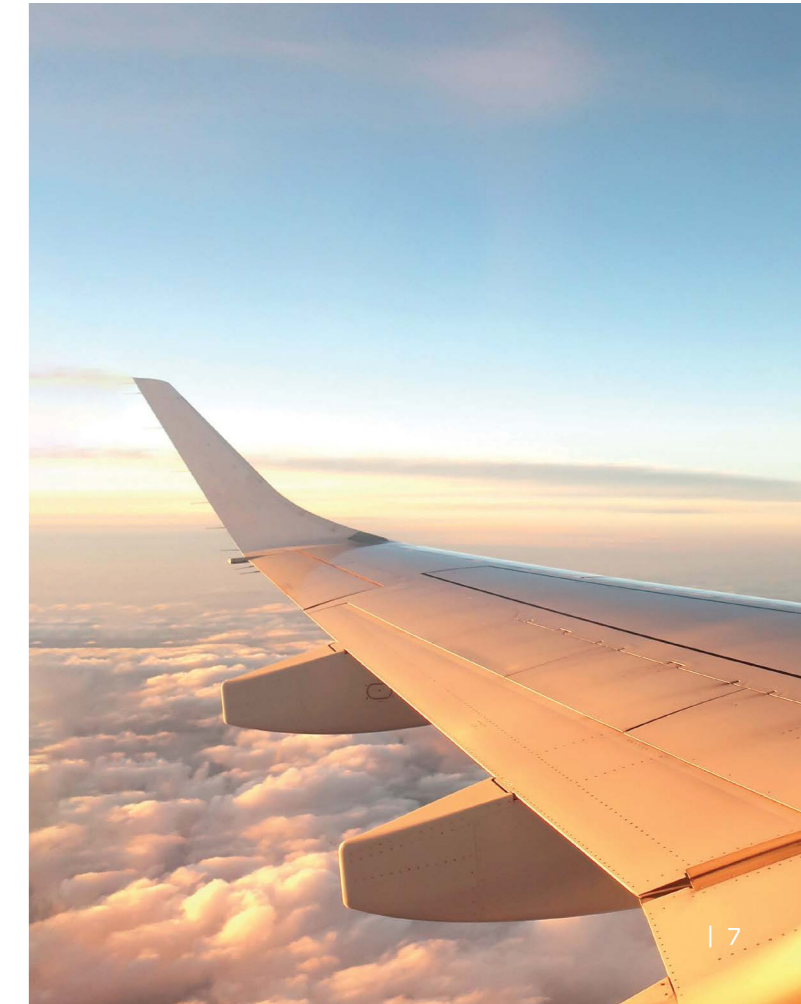
Depending on your role, our TS01 (Management Systems - Safety Responsibilities), TS02 (Practical Application of Safety Management Systems (SMS)), and TS07 (Initial Safety Training - Human Factors and Human Performance) courses may be useful. A strong Safety Culture including Just Culture is an essential component of any effective management system, including to manage fatigue risk. Our Culture portfolio includes TS112 and TS114. Please contact us to learn more about these courses. Our FAiR system brochure can be downloaded at: www.bainessimmons.com/fair-download

10. What is a fatigue risk management diagnostic?

A fatigue risk management diagnostic is a service we provide where we assess which of the elements of a fatigue risk management system required by your regulation are in place, and where there are gaps. We also use different methods to identify areas of elevated fatigue risk and the reasons for that risk. At the end of the diagnostic, we work with you to produce a 'personalised' pathway to take your organisation to where you wish to be.

11. Do we need to reach effective?

As an operator, you need to be assured that you have managed your risks to As Low As Reasonably Practicable (ALARP). This requires implementing assurance and continuous improvement processes.



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We have all benefited hugely from your expert advice and responses.

I cannot overstate the positives from all of this.

Fatigue Risk Management Support

GET IN TOUCH

Please contact us for further information.

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