

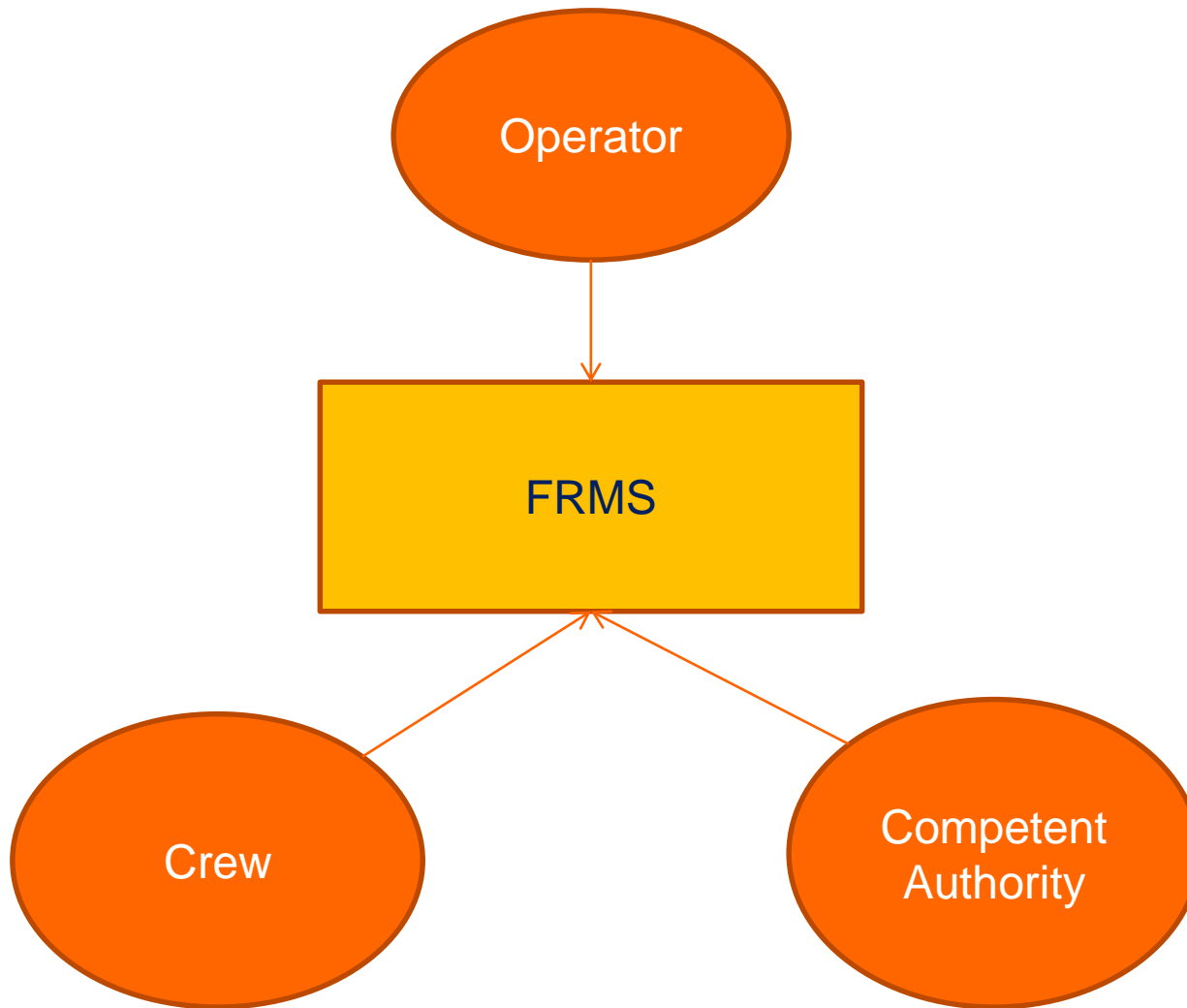
Safety Security and
Compliance

FRMS

Shared Responsibility and Training

europe by
easyJet

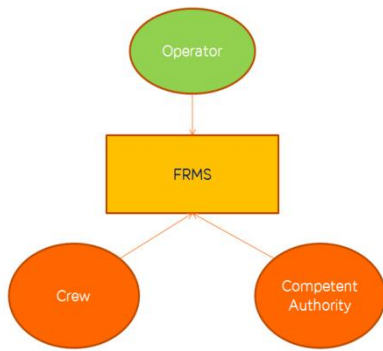
The Stakeholders



Challenges of FRMS

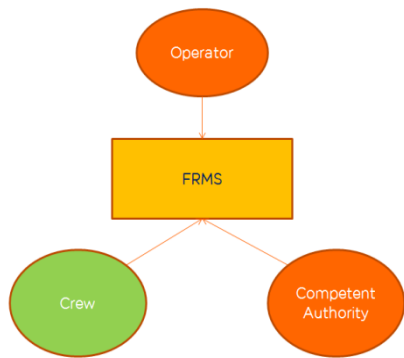
- Legacy and inertia reinforced by the comfort of binary legislation. Legal = safe. Illegal = unsafe.
- Demands increased soft coding and penalties in optimiser systems.
- Requires increased level of understanding as to the science behind roster construction techniques.
- Demands a change in stakeholder knowledge base and skill sets.
- Flexibility brings choice, responsibility and a tension with the perception of complexity.
- Potential for abuse and misappropriation.





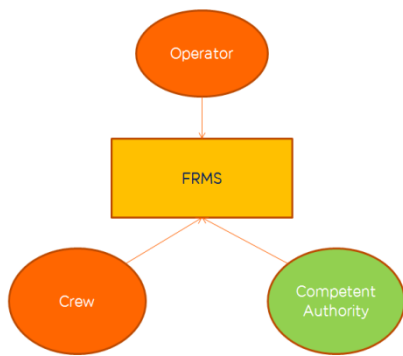
The Operator

- Compliant.
- Appropriately mitigate the risk of fatigue.
- Educate.
- Engage and facilitate the other stakeholders fulfilling their obligations.



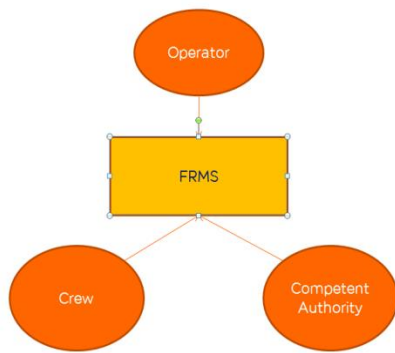
Crew

- Engage with and respect the safety system.
- Undertake and regard the training provided.
- Develop an awareness of personal fatigue risk.
- Take all reasonable actions to manage that risk.



Competent Authority

- Competent.
- Consistent.
- Engaged.
- Supportive of FRM.



FRMS

- Unifies and integrates the stakeholders within a formal context.
- The more the stakeholders are engaged the less generic and more specific and tailored the approach.
- Proficient and act with objectivity, transparency and integrity.
- Forensic discipline combined with social sensitivity – reflection of cultural maturity within and between stakeholders.

Fatigue Reporting

- Places demands and expectations on all stakeholders.
- All reporting should be managed within a transparent published policy which identifies how the FRF will be assessed and utilised .
- Relies on robust and non-jeopardy operator processes, crew awareness and integrity, informed Competent Authority interpretation and response to the resulting analyses.
- Shared vision.

REPORTER DETAILS

Name Rank Age (years) Staff Report Number ☐ Confidential

Home Base Shift Pattern

EVENT DETAILS

This form is being completed in relation to fatigue associated with

☐ A Logged ASR ☐ A Logged CBR ☐ An FDM Event ☐ A non-reported safety event ☐ A general concern regarding fatigue

When did the event occur

Event Date Event Time Hours & Minutes Duty Day

What were you doing at the time of the event?

☐ In flight ☐ At home ☐ Driving to work ☐ Driving home ☐ Postbooking ☐ Other

FLIGHT DETAILS

Flight Details

Flight Number Sector Route Departure Date Departure Arrival Aircraft Type

DETAILED DESCRIPTION OF EVENT

CAUSE

ACTION & RESULTS

SUGGESTIONS

CONTRIBUTORY FACTORS, COMMUTE & SLEEP HISTORY

Contributory Factors

☐ Acute rest ☐ Home Rest ☐ Insufficient rostered rest time ☐ Roster Disruption ☐ Early to late transition ☐ Late to early transition ☐ Dual Transition ☐ Early Start Time ☐ Late Finish Time ☐ Deep Night ☐ Night Sector Workload ☐ Level 2 variation ☐ Long early day ☐ Copeys ☐ Positioning ☐ Commute ☐ Health ☐ Long Term Fatigue ☐ Home Issues ☐ Don't know ☐ Other

Commute

Duration of commute from home to base
Hours & Minutes

Duration of commute on days off to home
Hours & Minutes

Sleep History

Please indicate the start and end times for the sleep prior to the event. E.g. if you are reporting on an event occurring on Wednesday enter the sleep times for Tuesday night.

Start Time End Time

Please indicate the start and end times for the sleep prior to the day before the event. E.g. if you are reporting an event occurring on Wednesday enter the sleep start times for Monday night.

Start Time End Time

- Alertness and Performance Examination
- A biennial analysis of roster related crew performance which utilises a diverse range of objective and subjective methodologies including physiological and psychomotor assessments.
- APEX entails proactively identifying and studying fatigue precursors and trends across all easyJet demographic profiles thereby complementing the reactive FRF process.
- The 2016 study incorporated melatonin testing and light exposure control to assess their impact on circadian shift.
- Correlations are performed against FDM data.
- Utilises advanced data mining techniques.

				Block A								
D/O	D/O	D/O		E1	E2	E3	L1	L2	D/O	D/O	D/O	
Block B								Block C				
E1	E2	E3	L1	L2	D/O	D/O	E1	E2	E3	L1	L	

Degree of Fatigue

Fully alert, wide awake

Very lively, responsive, peak

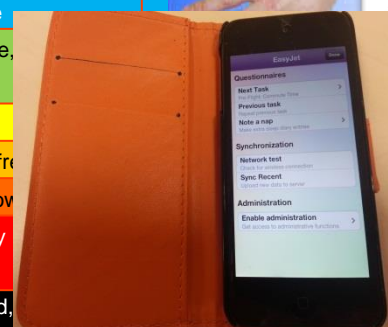
Okay, somewhat fresh

A little tired, less than fresh

Moderately tired, let down

Extremely tired, very hard to concentrate

Completely exhausted, unable to function effectively



NASA Task Load Index

Hart and Staveland's NASA Task Load Index (TLX) method assesses work load on five 7-point scales. Increments of high, medium and low estimates for each point result in 21 gradations on the scales.

Name: _____ Task: _____ Date: _____

Mental Demand: How mentally demanding was the task?
Very Low _____ Very High

Physical Demand: How physically demanding was the task?
Very Low _____ Very High

Temporal Demand: How hurried or rushed was the pace of the task?
Very Low _____ Very High

Performance: How successful were you in accomplishing what you were asked to do?
Perfect _____ Failure

Motivation: How hard did you have to work to accomplish your level of performance?
Very Low _____ Very High

Administration: How insecure, discouraged, irritated, stressed, and annoyed were you?
Very Low _____ Very High

7

Safety Synergy

“The success and effectiveness of an FRMS is consequently proportional to the commitment, engagement and respect afforded it by the stakeholders as well as a reflection of the policies, processes, training and structures designed and delivered by the FRMS department.”



FRMS Charter

- We will respect the spirit of the intent which lies behind compliance with all Flight Time Limitations rules and regulations by proactively, independently, and objectively applying scientific knowledge to the control of fatigue.
- We will implement all consequent policies and procedures with understanding and sensitivity recognising there is a person behind every fatigue report.
- We will educate and guide displaying a positive, tolerant and supportive attitude that facilitates a positive working environment.
- We will protect the easyJet brand, recognising the need to balance risk and production.
- We will listen carefully and respond appropriately to those we serve.
- We will strive to be leaders in best industry practice.



Delivering Production and Protection in Harmony

