



Shared Responsibility and Training

EASA
*'Flight and Duty Time
 Limitations and Rest
 requirements'*

It's just another day?



Human limitations - really?



Legal vs illegal vs safe



Blurred lines



This is a BUSINESS!



Will this cost money or save money?



Work





Shared Responsibility and Training

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- Involve all stakeholders – NAA's, Operator and Crew
- Develops good working relationships
- Common understanding, clarity and intent
- Mitigates Fatigue
- Profitable for the business
- Ensures compliance





ORO.FTL.250 Fatigue management training

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- (a) The operator shall provide initial and recurrent fatigue management training to crew members, personnel responsible for preparation and maintenance of crew rosters and management personnel concerned.
- (b) This training shall follow a training programme established by the operator and described in the operations manual. The training syllabus shall cover the possible causes and effects of fatigue and fatigue countermeasure.'





AMC1 ORO.FTL.250 Fatigue management training

The training syllabus should contain the following:

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a) regulatory requirements for flight, duty and rest;

(g) familiarity with sleep disorders and their possible treatments;

(b) the basics of fatigue including sleep fundamentals and the effects of disturbing the circadian rhythms;

(h) where applicable, the effects of long range operations and heavy short range schedules on individuals;

(c) the causes of fatigue, including medical conditions that may lead to fatigue;

(i) the effect of operating through and within multiple time zones; and

(d) the effect of fatigue on performance;

(j) the crew member responsibility for ensuring adequate rest and fitness for flight duty

(e) fatigue countermeasures;

(f) the influence of lifestyle, including nutrition, exercise, and family life, on fatigue;





Training is fundamental to ensure compliance

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- The right training, tailored to the needs of those requiring training: Aircrew, appropriate Management personnel and persons involved in crew rosters.
- Design the syllabus jointly
- Crew do not need over training
- Cover what crew need to know and understand





Appropriate Aircrew Managers

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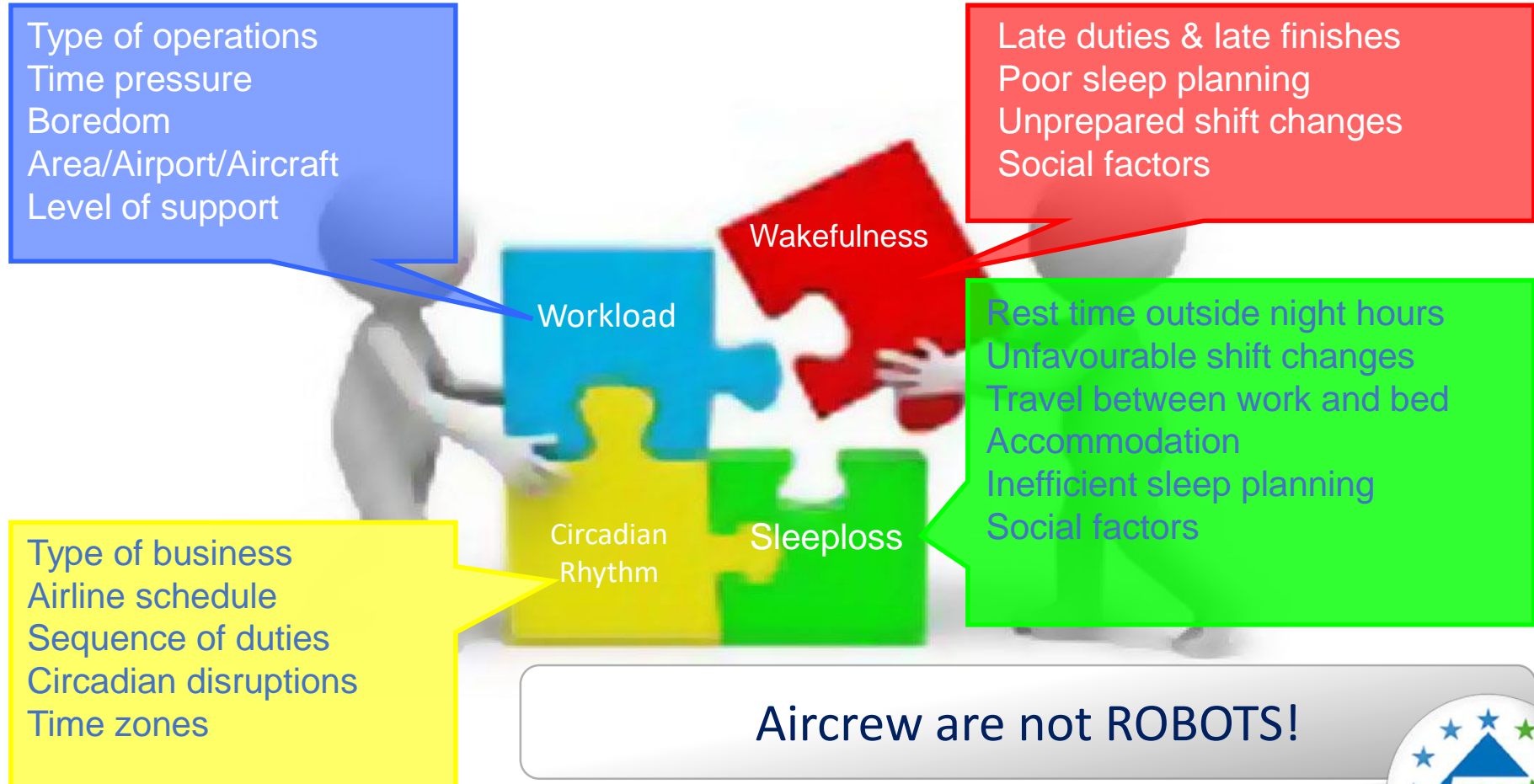
- Managers involved in face-to-face Aircrew management e.g. Absence management, Lateness, Performance etc.
- Understanding, Fatigue, unrested, unfit and sickness.
- High sickness, high attrition, low performance – Are aircrew Self mitigating Fatigue?
- Are Operators reluctant to put resources in to focus on the possibility that Fatigue might be a significant factor affecting KPI's (Key Performance Indicators)?
- Our Aircrew tell us this is wide-spread in ALL aviation business models.





FTL schemes and affecting Factors

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Example of workload:

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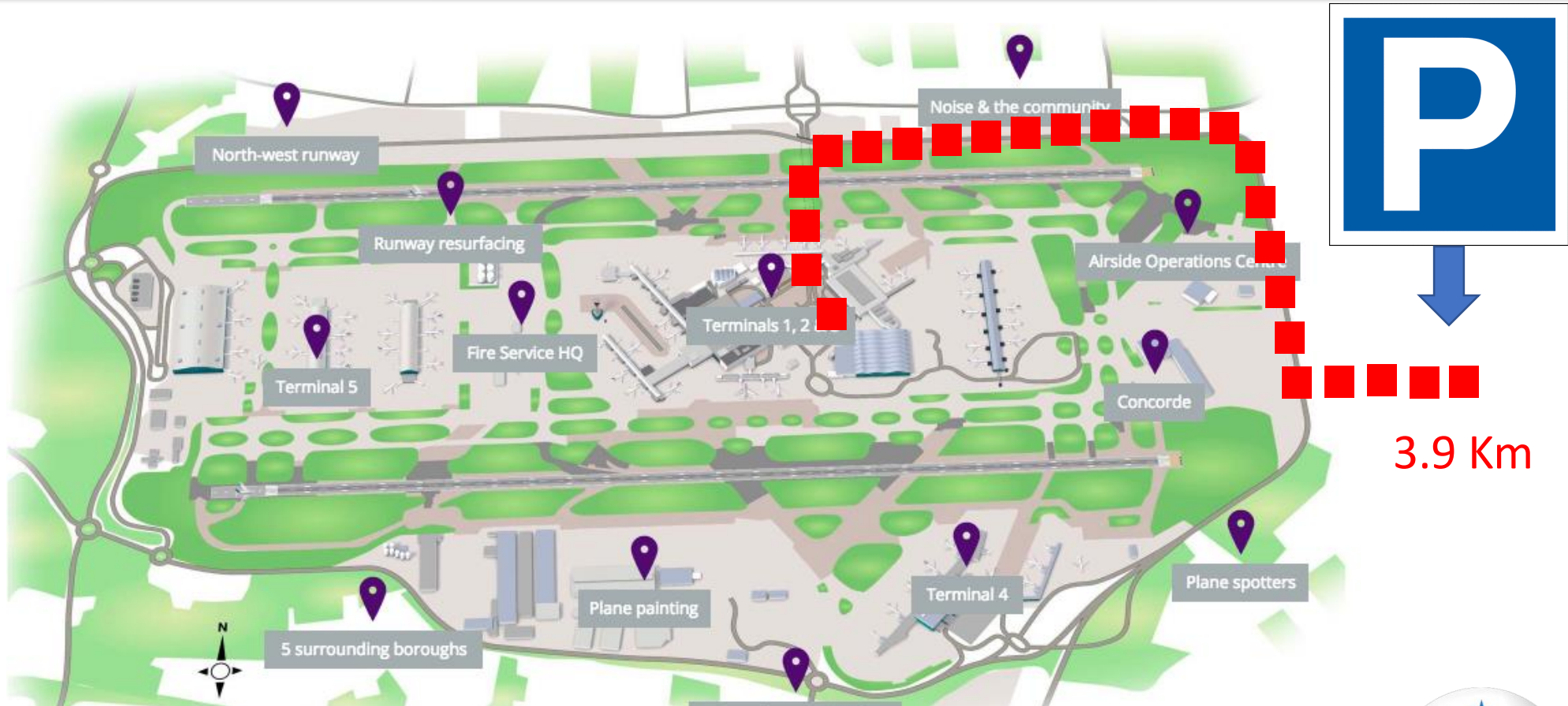
- How far is the crew car park from the crew report area for the start of an FDP, does it include a bus transfer?
- Is the crew report area landside or airside?
- Do crew have to go through security before arriving in the crew report area?
- Do crew with checked in baggage have to check this in before reporting at the crew report area?





Example in a larger airport:

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Crew car park is a 15 minute bus journey from the terminal, bus only runs every 15 minutes

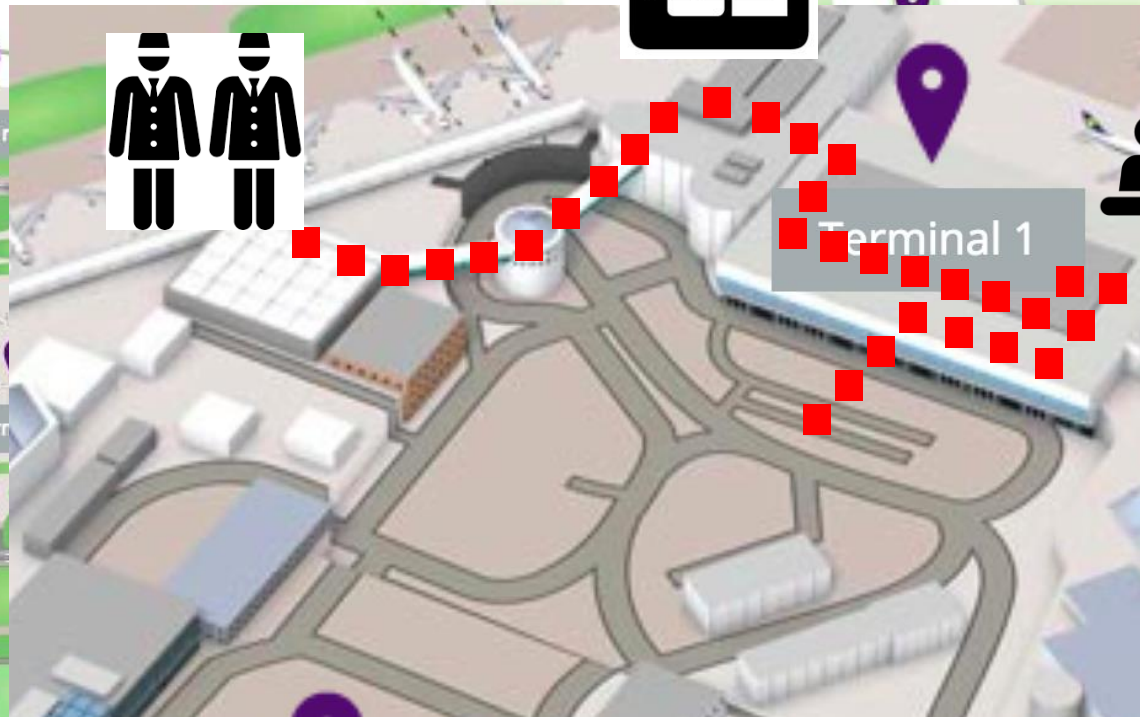




Example in a larger airport:

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Factor for
 Heavy Traffic
 Bus times
 Queues at:
 Bag drop
 &
 Security
 And
 before the
 FDP begins:
 Read Safety
 Notices
 Emails
 Pre flight
 notices



Then FDP starts
 assigned time
 on the
 roster and
 fit for a
 full FDP

**Up to
 1 hr 30 min**

End of Rotation
 Collect Bags
 Clear customs
 Bus to car park

Check bag in
 Walk the length of the terminal to security
 After security walk another distance to crew report





Implications on Rest periods:

Operator
Responsibilities
ORO.FTL.105 (g)

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- Short haul may not have to check in bags.
- However, still up to an 1 hour 15 min is planned by the crew member before every duty.
- An hour can be spent returning through the process.
- Over 2 hours a day spent navigating the airport.
- Multiply this by 5, average short-haul operation with daily reports per roster period = 10 to 15 hours.
- A crew member could have spent 10 to 15 hours after arriving at work and getting to the report area, within one block of work and none of this is recorded as any form of duty. Or is factored in as workload.
- This adds to fatigue and is it considered in your operation?





Who takes responsibility for this example?

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Operator?

Airport authorities?

Crew member?

Regulators?

It is a shared responsibility

- Airport authorities recognise the importance of fatigue on crew
- Operators ensure that the minimum time is taken to access the report area by working with airport authorities and crew
- Crew understand fatigue and mitigate within their rest period
- Regulators support operators in fatigue training and mitigation





Finding and Reporting Fatigue

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- Regulation EU no 376/2014 on the reporting, analysis and follow-up of occurrences in civil aviation
- Training
- Promotion
- Data Driven
- Transparency
- Open non-punitive culture
- Social impacts – *Council Directive 2000/79/EC*





Aircrew and Operators:

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- On paper your operation may look compliant and safe. The reality may be different.
- You may be carrying unknown risk
- Don't be frightened to find and report fatigue
- If there is a shared responsibility with good training, an open culture (non-punitive), good reporting systems with feedback: We will be safer than we are now.
- We want to work with you to make it safer.
- Then you will have the safe foundations for a successful, profitable business.

FTL is not a target it is a Safety limit

Thank-you.

