



ECA

European Cockpit Association

Fatigue Management Culture & Training

ORO.FTL.250
and beyond...

Philip von Schöppenthau

Fatigue: Culture & Training

- ‘Fatigue Management Culture & Training’
- 2 aspects



The Law:
ORO.FTL.250
+ AMC

Beyond the
Law:
Culture & Best
Practice

A yellow diamond-shaped sign with a black border and the text 'SAFETY CULTURE' in bold black letters is positioned to the right of the second green oval.

**SAFETY
CULTURE**



Why bother ?



- Because
 - => it's a legal requirement ?
 - => 'Brussels' over-regulates, as usual ?
 - => something else?
- Only if you know
 - what fatigue is & what effects it has +
 - how it needs to be managed
 - => can risks be mitigated by all involved

Why bother ?



- Because

- => it's a legal requirement ?
- => 'Brussels' over-regulates as usual ?
- => something else?

KNOW => ACT

- Only if you know
 - what fatigue is & what effects it has +
 - how it needs to be managed
- => can risks be mitigated by all involved



The law: Implementing Rule



Fatigue Management Training

ORO.FTL.250 Fatigue Management Training

- (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.



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Acceptable Means of Compliance

AMC1 ORO.FTL.250 Fatigue Management Training

TRAINING SYLLABUS FATIGUE MANAGEMENT TRAINING

The training syllabus should contain the following:

- (a) applicable regulatory requirements for flight, duty and rest;
- (b) the basics of fatigue including sleep fundamentals and the effects of disturbing the circadian rhythms;
- (c) the causes of fatigue, including medical conditions that may lead to fatigue;
- (d) the effect of fatigue on performance;
- (e) fatigue countermeasures;
- (f) the influence of lifestyle, including nutrition, exercise, and family life, on fatigue;
- (g) familiarity with sleep disorders and their possible treatments;
- (h) where applicable, the effects of long range operations and heavy short range schedules on individuals;
- (i) the effect of operating through and within multiple time zones; and
- (j) the crew member responsibility for ensuring adequate rest and fitness for flight duty.



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Acceptable Means of Compliance

AMC1 ORO.FTL.250 Fatigue Management Training

TRAINING SYLLABUS FATIGUE MANAGEMENT TRAINING

The training syllabus should contain the following:

- (a) applicable regulatory requirements for rest, fitness and rest;
- (b) the basics of fatigue including sleep fundamentals and the effects of disturbing the circadian rhythms;
- (c) the causes of fatigue including medical conditions that may lead to fatigue;
- (d) the effect of fatigue on performance;
- (e) fatigue countermeasures;
- (f) the influence of lifestyle including nutrition, exercise, and family life, on fatigue;
- (g) familiarity with sleep disorders and their possible treatments;
- (h) where applicable, the effect of long range operations and heavy short range schedules on individual crew members;
- (i) the effect of operating through and within multiple time zones and
- (j) the crew member responsibility for ensuring adequate rest and fitness for flight duty.



HOW?

WHEN?

WHO?

Implementation

- **Who?**

- Crew members (cockpit & cabin)
- Personnel responsible for preparation & maintenance of crew rosters
- Management personnel concerned



- **Who else ?**

- Senior management

- Dispatchers

“Fatigue management protects our assets and reputation, as well as our crew and passengers” (7 May 2015)

- Outstation managers, etc.



Implementation (2)

- **When?**
- **UK CAA guidance:**
 - “Fatigue Management Requirements under ORO.FTL.250 will need to be completed prior to the new approval being issued.”
 - Meaning: 8 months left...

<http://www.caa.co.uk/ftl>



Implementation (3)

- **How?**

- Class room & computer-based

- **UK CAA guidance:**

- “As a minimum fatigue risks and processes (such as fatigue reporting) will need to be provided through face-to-face training.”
- “The operator may then conduct the more generic fatigue training through classroom or computer based training. Training may be given in modules where appropriate.”
- “The operator must be able to provide a training plan, the methods of training and how they meet the requirements.”



Implementation (4)



- **Class room & computer-based**
- **Best practice**
 - “As a minimum fatigue risks and processes (such as fatigue reporting) will need to be provided through face-to-face training.”
 - “...then more generic fatigue training through classroom or computer based training.”
 - Computer good, but risk of “click-away”
 - Face-to-face / classroom: interactive, Q&As, more buy-in
 - => **informed decisions**



Implementation (5)

- Best practice (contd.)

Fatigue reporting:

- 15/11/2015: mandatory to report fatigue (Reg. 376/2014)
- What to report, when, how & to whom?
- How to fill in a fatigue report, what taxonomy
- Training needed – ideally with crew reps involved (incl. before, i.e. development phase)
- Just culture – safety, not blame
- 70% of fatigue is not reported



Implementation (6)



- **How much ?**

- No legal guidance (but: initial & recurrent)
- Basic or proactive Fatigue Management?
- Crews' training different from sen. management

- **Initial**

- Class: 1 h / 2.5 hrs / ½ day ?
- Web: 2.5 hrs / ½ day / 1 day?

- **Recurrent (class & web)**

- 2.5 hrs / ½ day per 6/12 mon.


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- (e) fat 6 countermeasures;
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- (g) familiarity 8 sleep disorders and their possible treatments;
- (h) where applicable, 9 effects of long range operations : 10 heavy short range schedules on individuals;
- (i) the effect of operating through and v. 11 multiple time zones and
- (j) 12 crew member responsibility for ensuring adequate rest and fitness for flight duty.

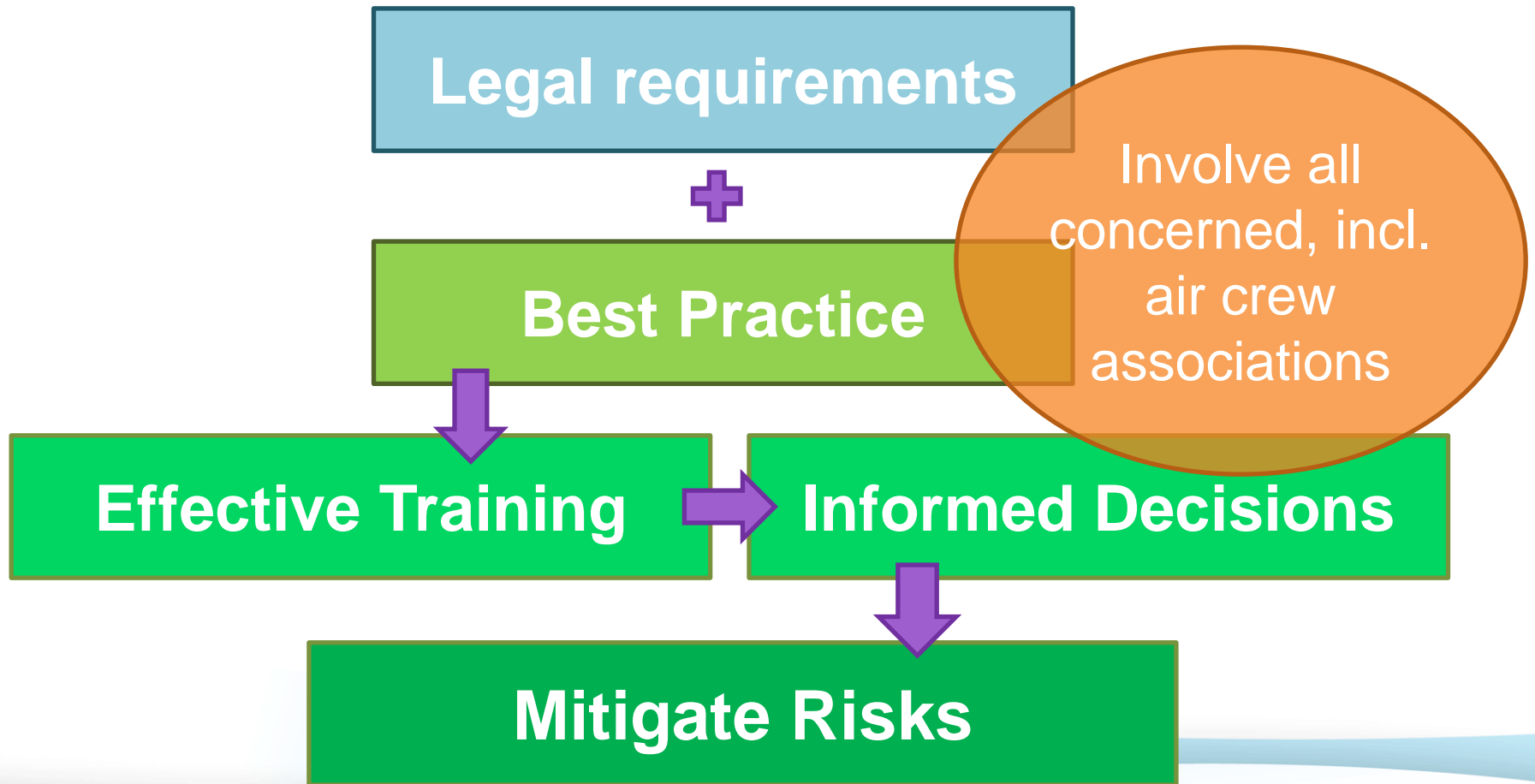


‘Fatigue Management Culture’

- Culture – hard to regulate
 - People
 - Behavior & expectations
 - Good & bad examples
- Shared responsibility
 - Management
 - Flight & cabin crew
- Take informed decisions to mitigate fatigue-related safety risks



Conclusion



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Passenger Safety First
ALWAYS

P2F
to gain flight experience.

Pay-to-fly schemes for young pilots must stop

When young pilots have to pay an airline for flying its aircraft and passengers, something is seriously wrong. This is why the European Cockpit Association strongly denounces this unacceptable – but rapidly growing – phenomenon, practiced by airlines and intermediary agencies in Europe, and calls upon EU decision-makers to ban such “Pay-to-fly” (P2F) schemes. These schemes – also called “self-sponsored line training” – require newly trained pilots to buy a package of flight hours

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**Thank
You!**

