

## 10 things you should know about Fatigue Risk Management Systems (FRMS)

### 1. What is a Fatigue Risk Management System (FRMS)?

- ▶ *A data-driven means of continuously monitoring and managing fatigue-related safety risks, based upon scientific principles and knowledge as well as operational experience that aims to ensure relevant personnel are performing at adequate levels of alertness.*

### 2. What is the aim of a FRMS?

- ▶ *An FRMS aims to ensure that crew are sufficiently alert so they can operate to a satisfactory level of performance by reducing fatigue to As Low As Reasonably Practicable (ALARP).*

### 3. What are the key processes of a FRMS?

- ▶ *FRMS policy and documentation*
- ▶ *FRMS processes*
  - *Identification of hazards*
  - *Risk assessment*
  - *Risk mitigation*
- ▶ *FRMS safety assurance processes*
  - *FRMS performance monitoring*
  - *Management of operational and organisational change*
  - *Continuous FRMS improvement*
- ▶ *FRMS promotion processes*
  - *Training programs*
  - *FRMS communication plan*

### 4. What are the roles and responsibilities within the FRMS?

- ▶ *The accountable executive is responsible for establishing the FRMS and declaring management commitment to the allocation of adequate resources for the FRMS;*
- ▶ *Management is responsible for the overall management of the fatigue risk; and*
- ▶ *Flight crew are responsible for minimizing their own fatigue levels and reporting them whenever they determine fatigue levels are unacceptable.*

### 5. How will FRMS benefit an organization?

- ▶ *Employs multi-layered defensive strategies to better manage fatigue-related risks;*
- ▶ *Quantitative fatigue data provides for more informed decision-making in managing fatigue;*
- ▶ *Reduces the overall fatigue risk using the ALARP principle;*
- ▶ *Provides for more flexible rostering resulting in increased efficiencies and reduced costs;*
- ▶ *Demonstrates corporate commitment and responsibility in managing fatigue thus strengthening corporate culture.*

**6. What key qualities are evident in an organization with an effective FRMS?**

- ▶ *A top-down commitment from management and a personal commitment from all employees to reduce the overall fatigue risk;*
- ▶ *A clear picture of what the FRMS is, what it is supposed to accomplish and how it is supposed to achieve its aims;*
- ▶ *An 'effective safety reporting culture' where personnel have been trained and are encouraged to report safety-related hazards openly in an environment that is transparent*
  - *To encourage the reporting of fatigue hazards by all personnel an operator must clearly distinguish between unintentional human errors which are accepted as a normal part of human behaviour and are recognized and managed within the FRMS, and deliberate violations of rules and established procedures.*
- ▶ *An organizational culture that continuously strives to improve.*

**7. What FRMS is not:**

- ▶ *A substitute for prescriptive flight and duty time limitations;*
- ▶ *Self-regulation and/or de-regulation;*
- ▶ *A means of micro managing the flight and duty times of individual rosters;*
- ▶ *A computer software program that analyses rosters to determine fatigue levels; and*
- ▶ *A "magic bullet" for completely eliminating fatigue in the workplace.*

**8. What does FRMS do for an organisation?**

- ▶ *Builds on existing processes with specific emphasis on fatigue-related hazards;*
- ▶ *Integrates with other safety management systems (SMS) by paralleling existing risk management processes; and*
- ▶ *Demonstrates a commitment to flight safety through a collaborative approach with all stakeholders.*

**9. What else does an FRMS need?**

- ▶ *An identification process for fatigue-related hazards that is predictive, proactive or reactive;*
- ▶ *A promotion process that includes a communication plan and education/training programs;*
- ▶ *A confidential fatigue reporting process is still essential to encourage fatigue reporting especially in an organization where open reporting may be difficult.*

**10. What are the advantages of FRMS over prescriptive regulations?**

- ▶ *FRMS is a tailored approach specifically designed to reduce the fatigue risk aspects of the operation.*
- ▶ *FRMS is flexible and adaptable compared to prescriptive regulations which are a 'one size fits all' that is not easily modifiable;*
- ▶ *FRMS uses scientific principles and knowledge to form solutions to fatigue-related hazards compared to most prescriptive regulations, which do not.*

**Additional Information**

Click [here](#) for the IFALPA Briefing Leaflet *Fatigue management information update*

Click [here](#) for the IFALPA Briefing Leaflet *FRMS Checklist*

Click [here](#) for the FRMS Forum website