Fatigue Management Seminar

January 23, 2020
McLean, VA

Captain Lisa Nydahl
Fatigue Calls

• Duty Pilot main point of contact

• Fitness for Duty Report (FFDR) required within 48 hours

• Fitness Review Board determines pay disposition the following month
Fitness Review Board

- Pilots retain full pay until the board meets
- Fatigue calls made any time after sign-in for the trip are not typically contested
- The company seeks to remove pay from any pre-report fatigue call that is not “operationally induced”
- 100% of pay removals in 2019 were for “pre-report” fatigue calls
- 98% retained full pay in 2018 and 2019
- Section 6
FRB Strengths

• Pay rate improved from 87% to 98% with the creation of the FRB

• Centralized process, without CPO involvement

• No disciplinary action

• Pilot has the right and expectation to rejoin his trip
FRB Weaknesses

• Paperwork is required
• Pilots required to declare themselves fatigued or unfit for duty in order to refuse an extension
• Pay removals viewed as punitive
• If a pilot incurs a pay removal, it doesn’t take place until the month is closed → no opportunity to recuperate the pay
• No process to tap PTO/Sick bank for reimbursement
Fatigue Calls – 2018 vs 2019

2018 — 691
2019 — 1,303
Increase of 88% YOY

2018
2019

Extension refusals
Fatigue Calls
Why the increase?

- Program has been in effect for three years
- Education
- High pay rate
- Pilot trust and confidence in the program
Why the increase?

- Our pilots are exhausted
- Optimized rotations
- Increase in fatiguing rotations
- RCC and FRMT input
- Fatigue Risk Rotation Construction Mitigations
Fatigue Education and Awareness Training

Company
- Quarterly Continuing Qualification
- Distance Learning
- Flight Ops Support Staff
- Recurrent
- Sleep and redeye guides
- Communications
- ASAP debriefs
- Initial Operating Experience Guide
- Initial New Hire indoctrination
Fatigue Education and Awareness Training

FTDT
• Communications

CASC
• Authoring a comprehensive fatigue education series focused on science-based fatigue recognition and mitigation principles
• Goal is to take some subjectivity out of the fatigue recognition process
• Will highlight known fatiguing situations