

# Fatigue Management Seminar

January 23, 2020

McLean, VA

Captain Lisa Nydahl



**DALMEC**



# 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



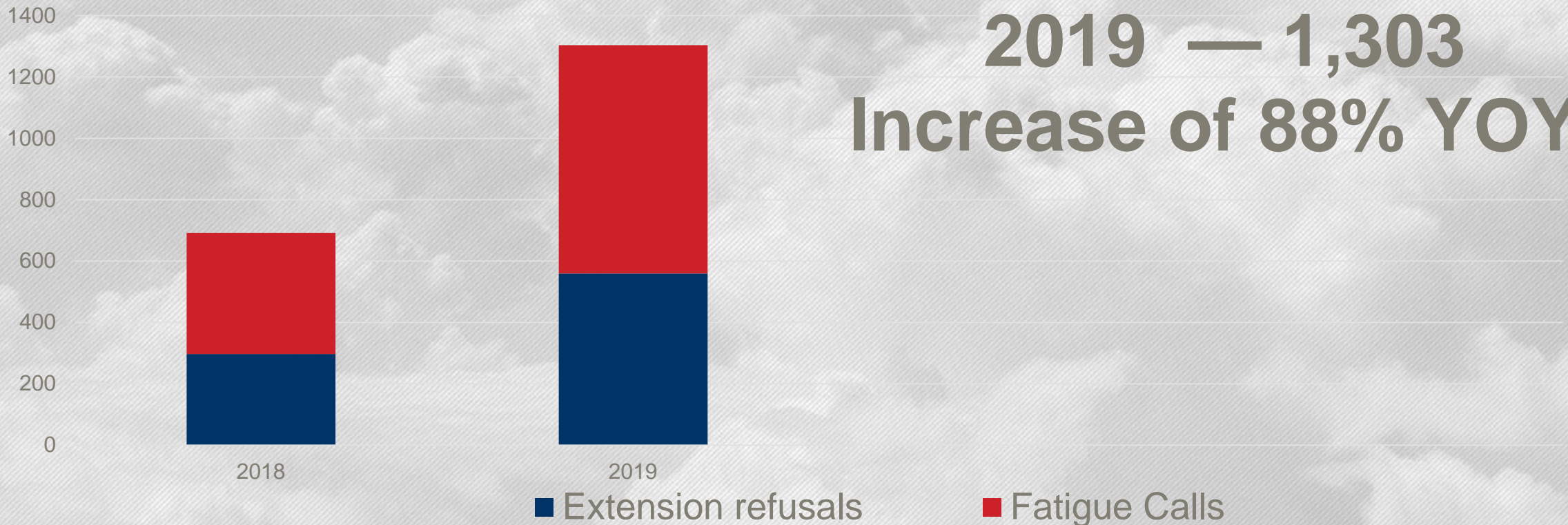
# FRB Weaknesses

- 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





# 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