RA 3207 - Controller Fatigue Management

Rationale

Fatigue is an experience of physical or mental weariness that results in reduced alertness and can be a significant factor in degrading the performance of ►a Controller[1]. A Controller suffering from fatigue may not be fit to perform their duty and presents a risk of unsafe service provision.◄ The Hazards associated with fatigue need to be identified, analyzed and managed to minimize any contribution to Aviation Risk to Life (RtL) and to optimize staff performance.

Contents

Regulation 3207(1)

Controller Fatigue Management

3207(1) Heads of Establishments (HoEs) and Aviation Duty Holder (ADH)-Facing Organizations[2] **shall** manage Controller Fatigue Management (FM) processes within their Area of Responsibility.

Acceptable Means of Compliance 3207(1)

Controller Fatigue Management

1. **Controller FM System**. HoEs and ADH-Facing Organizations **should** implement a Controller FM System to provide assurance that the impact of fatigue on controllers is fully understood by individuals and managed by supervisors of controllers to minimize the negative effects on performance.

2. The Controller FM System **should** consider, but is not limited to, the following factors:

   a. The physical work environment eg: extremes of noise, light, temperature and other distractors.

   b. Rest facilities.

   c. Periodicity of shift cycles.

   d. Length of shifts.

   e. Night working.

   f. Number of rest days.

   g. Periodicity and duration of rest periods.

   h. Sleep cycles.

   i. Sleep quality.

   j. Additional duties conducted outside of the primary controlling task.

   k. Stressful events encountered at work and at home.

3. **Risk Management (RM)**. The RM processes outlined in RA 1200[3], RA 1210[4] and the Manual of Air Safety[5] **should** be considered when managing fatigue-related Hazards and identifying any potential impact on RtL.

4. **Controller FM Interfaces**. Controller FM processes **should** interface with other related Air Safety Management Systems (ASMS), notably all relevant ADHs' ASMS.

---

[1] ►Refer to MAA02: MAA Master Glossary.◄ This includes civil licensed Air Traffic Control Officers (ATCOs) at MOD Aerodromes.
[2] ►Refer to MAA02: MAA Master Glossary.◄
[3] ►Refer to◄ RA 1200 – ►◄ Air Safety Management.
[4] ►Refer to◄ RA 1210 – Ownership and Management of Operating Risk (Risk to Life).
[5] ►Refer to◄ Manual of Air Safety.

Guidance Material 3207(1)

Controller Fatigue Management

5. **Personal Responsibilities**. Controllers have an individual responsibility in the avoidance of fatigue, as part of a FM System. Therefore, prior to their next planned duty cycle, individuals need to ensure that they achieve adequate rest and avoid activity detrimental to the next duty period.

6. **Controller FM Training**. FM training may be beneficial to equip personnel at all levels with the skills to identify the signs and symptoms of fatigue, and to manage the Hazards associated with fatigue. FM training, where delivered, may be incorporated into existing Air Safety training[6] or delivered in a bespoke manner. A specific focus on fatigue-related issues may also be included in pre-deployment training.

7. **Fatigue Risk Management System (FRMS)**. A FRMS is a recognized civilian methodology, based on scientific principles, that allows operators to manage the fatigue-related Hazards particular to their types of operations and context. It provides a viable alternative to traditional prescriptive duty time rules and can be supported by fatigue modelling software[7].

8. HoEs and ADH-Facing Organizations may wish to refer to the existing body of civil aviation Fatigue Risk Management (FRM) reference material in the establishment and management of a FM System for controllers. The Civil Aviation Authority (CAA)[8], EUROCONTROL[9] and International Civil Aviation Organization[10] have provided guidance on FRM.

[6] ►Refer to◄ RA 1440 – Air Safety Training.
[7] An example of modelling software is the United States Air Force -developed Fatigue Avoidance Scheduling Tool.
[8] ►Refer to◄ CAP 670 ATS Safety Requirements. Human Factors Part D Human Resources.
[9] ►Refer to◄ EUROCONTROL guidance material on Fatigue and Sleep Management.
[10] ►Refer to◄ International Civil Aviation Organization (ICAO) Fatigue Management Guide for Air Traffic Service Providers.