Fatigue Management Training

Fatigue risk management (FRM) implementation often involves significant culture change for an organisation. To drive this change, it is necessary to promote the new approach and provide training to inform individuals of their new responsibilities and give them the competency to meet them. In order to get the greatest benefit from your training programme, it should reflect the current fatigue hazards employees are facing and your current processes and procedures.

In safety critical industries, employees have a responsibility to arrive fit for work, having had adequate sleep and with the required level of alertness. To enable employees to meet these responsibilities they need to receive training in the adverse consequences of fatigue for safety, health and performance, what constitutes adequate sleep, how to assess alertness, and how to use the organisation’s fatigue reporting system.

Clockwork Research are experienced in providing training across different populations and industries. We provide training for

- regulators in how to oversee and evaluate operator FRM,
- managers focused on their organisational responsibilities,
- Fatigue Safety Advisory Group (FSAG) members, focused on their very specific role in effective FRM,
- schedulers in how to build schedules that limit fatigue, and
- employees in how to manage their own fatigue and their responsibilities under FRM.

Our Training Service

To develop an effective training package, we first undertake a Training Needs Analysis (TNA). The TNA considers your training objectives and evaluates the extent to which they are being met. A TNA includes the following activities:

- review of any existing FRM training content and your FRM processes and procedures,
- interviews, focus groups and discussions with key stakeholders and employees to understand their needs
- attending current training sessions on fatigue or human factors, where possible
- review of fatigue reports to gauge the maturity of the system, and employees’ understanding of how to manage fatigue

Once your needs are established, we work with you to develop a Training Design Document, which describes the learning objectives and core content of the training programme. This document outlines the necessary competencies that must be achieved through the training.

As all operators have their own needs, we offer two different services at this point:

- The Training Design Document can be used by your internal training team to develop and deliver the content, or
- We work with you creatively to develop and deliver the training content in the most effective combination of formats for the trainees, including mentoring, classroom training, online training or a combination of online and face-to-face training.

Key Benefits of following a tailored training approach

- Your training increases employee competence to manage their fatigue risk, rather than simply ‘ticking a box’
- Your training recognises current fatigue hazards and reflects current processes
- You can demonstrate that your training is addressing lessons learned, and that your FRM is improving
- Training is consistent and learning outcomes are met irrespective of who delivers it
Fatigue Management Training

Part of our Fatigue Risk Management Portfolio

Part of our suite of Fatigue Risk Management Training and Consultancy Services, this service forms part of an organisation’s journey from understanding FRM to learning how to apply the principles for performance improvement.

Services you might also like to consider

CS23 Building a Fatigue Risk Management System
CS24 Fatigue Survey and Focus Groups
CS25 Quantifying Schedule Fatigue
CS22 Fatigue Safety Cases and Scientific studies

About Clockwork Research

Founded in 2005, Clockwork Research is a leading fatigue risk management consultancy. We deliver innovative and effective fatigue risk management solutions for clients across various sectors of the aviation industry, as well as other safety-critical operating environments, such as the Oil and Gas and Mining sectors. The company’s approach is founded upon a scientific understanding of the impact of human fatigue on safety-critical operations, combined with extensive industry experience and an appreciation of commercial realities.