Human Factors

☐ Consider reduced performance of staff and increased risk in the system due to
  • Fear
  • Uncertainty about the situation and future
  • Increased stress
  • Increased pressures
  • Distraction
  • Complacency
  • Physiological reasons
  • Psychological reasons

☐ Consider staff support
  • Activate staff or peer support programs
  • Activate in-house human factors managers (if available)
  • Offer safety department for support in safety matters
  • Offer support by human resources department
  • Consider creating a company community for mutual support
  • Consider extending staff support to furloughed or redundant staff

☐ Consider personal relationships between staff retained and those furloughed or made redundant

☐ Ensure awareness of
  • The mental health state of those people continuing to work
  • The potential for special cases amongst the work force
  • Reduced quality of crew rest
  • Potential reduction in general fitness levels leading to reduced performance
  • The long term physiological and psychological consequences of the crisis
  • The possibility that staff fearing for their jobs might not behave rationally (decreased reporting, etc)

☐ Ensure just culture policy is known and understood

☐ Ensure staff stay engaged in “company thinking”