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 factor 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”
Consider impact of loss of routine amongst staff, especially junior staff
Consider ability to ramp teams back to high workload state (normal work)