

## COVID-19 SAFETY PUNCH LIST— SAFETY ASPECTS OF RE-ESTABLISHING OPERATIONS

### 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)