### HUMAN FACTORS-SAFETY ASPECTS OF REDUCED/CEASED OPERATIONS

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<tr>
<th>SAFETY ASPECTS</th>
<th>REDUCED/CEASED OPERATIONS</th>
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<tr>
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<td>NAME OF OPERATOR: S-SATISFACTORY, NS-NOT SATISFACTORY, NA-NOT APPLICABLE</td>
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| 1) 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 | ☐ | ☐ | ☐ |
| 2) 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 | ☐ | ☐ | ☐ |
| 3) Consider personal relationships between staff retained and those furloughed or made redundant | ☐ | ☐ | ☐ |
| 4) 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)

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<td>5) Ensure just culture policy is known and understood</td>
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<td>6) Ensure staff stay engaged in “company thinking”</td>
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<td>7) Consider impact of loss of routine amongst staff, especially junior staff</td>
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**General Remarks:**

**Recommendations:**

**Inspectors Name & Title**

**Date & Signature**