Evaluating a Fatigue Management Program (FMP)

Alberta Government

For a fatigue management program to be effective it must be supported and promoted by all employees from drivers to management, while encouraging a culture of safety.

Effective fatigue management programs are based upon:

- A vision of a shared ownership and responsibility for program success.
- Management practices and administrative procedures that support a culture of safety.
- Supporting open communication channels throughout all levels of the organization to discuss fatigue-related issues, report incidents, and remedial actions.
- Management of fatigue-related incidents and reporting measures that support internal monitoring processes to reduce risk and ensure program effectiveness.
- Encouraging feedback from all employees in order to identify ways to improve the program and organizational performance.
- Responsibility for management to support continual growth of the program.

Measuring Program Effectiveness:

The method used to evaluate program success must be recognized and measured prior to carrying out the program, and periodically measured again once the program is in motion. The overall objective of fatigue management is to reduce the number of fatigue-related incidents and collisions and improve safety of all road users.

The carrier can track the number of fatigue incidents, collisions, and hours of service violations prior to and following program implementation. Evaluation methods may also include tracking and comparing employee absenteeism rates and sick days, employee grievances, employee turnover, and program feedback.