Evaluating Your FRMS

SIX Safety Systems' NAGA (Needs Assessment/Gap Analysis) includes 122 questions. How does your organization rank with the following 15 questions?

Please check off the most appropriate response.	No; it's non-existent	Partially; could be better	Yes; we rock this!
1. Have roles and responsibilities been defined for all stakeholders (Employer, Managers, Supervisors, Workers, OHS Advisors, EAP staff, etc.) regarding the management of fatigue and promotion of alertness?			
2. Were workers involved in the most recent shift schedule selection?			
3. Is the organization aware and in sync with CSA/ISO/NIOSH standards and industry recommended practices?			
4. Has a fatigue policy manual been developed and shared with all relevant stakeholders for comment and approval?			
5. Do scheduling practices for all personnel (including non-shift workers) explicitly address fatigue issues based on information from scientifically valid resources?			
6. Has there been a review of actual hours of work completed (including voluntary or mandated overtime, training and on-call assignments) and how extra work is assigned?			
7. Are employees regularly screened for sleep disorders and chronic sleep loss?			
8. Does the organization formally allow napping, rest and recovery [e.g. recovery/resting rooms, scheduled naps, etc.]?			
9. Have employees been trained in the identification of fatigue related hazards and risk mitigation including sleep hygiene, alertness strategies, family and social planning, stress management and a healthy shift work lifestyle?			
10. Are results of investigations communicated to the responsible manager for corrective/preventative action and to others for information?			
11. Does the organization ensure suitable accommodations for optimal fatigue recuperation when working remotely or on out-of-town assignments, including an evaluation of the sleeping quarters with respect to light levels, noise levels, temperature controls, exercise facilities and sound nutrition?			
12. Is there a process or system in place to monitor the number of incidents or near misses attributed to employee fatigue (e.g. compliance monitoring and reporting systems)?			
13. Have procedures been developed for supervisors to deal with employees who report fatigue or demonstrate fatigue impairment in a just manner?			
14. Is there a process is in place for management to review findings and metrics including the potential exposure and subsequent risk level of the worker to fatigue while subject to routine and emergency working conditions?			
15. Is there a process is in place for management to review findings and metrics including the potential severity of harm related to worker, work operations, liabilities and the community at large?			