



Enabling Motor Carriers to Implement a Fatigue Management Program

April 4, 2022
Bellevue, WA

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Independent Carrier Safety Association

safecarriers.org

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Presentation Slides Available at nafmp.org/webinars/



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Featured Speaker



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A Fatigue Crash



1. NAFMP Resources
2. Fatigue Management Program
3. Driver Education & Training
4. Step-by-Step Process for Motor Carriers
5. What's Next



Motor Carrier Resources



1. nafmp.org
2. [Implementation Manual](#)
3. [eLearning Platform](#)
4. [PowerPoint Presentations](#)
5. [Train-the-Trainer: Module 5](#)
6. [ROI Calculator](#)
7. [Webinar Recordings and Slides](#)

HOS Rules vs. Fatigue Management



- HOS Rules
 - Afford Opportunity for Sleep & Rest
 - Compliance Lowers Crash Rates
 - Generally Enforceable
 - Level the Playing Field
- Fatigue Management
 - Proactive and Comprehensive Approach
 - Additional Factors Contributing to Alertness
 - Optimize All Fatigue Factors
 - Managing Risk Factors

1. Safety Culture
2. Fatigue Risk Management System
3. Sleep Disorder Screening & Treatment Program
4. Scheduling Practices & Fatigue Management Technologies
5. Education & Training

Safety Culture Poll



- Fatigue management for motor carriers should become an
 - Option
 - Priority
 - Value
- It is realistic to expect that the culture change process
 - Takes time
 - Is fluid
 - Requires data evaluation
 - All of the above
 - None of the above
- A safety culture develops from the ground up. Top level buy-in is not critical
 - True
 - False

FMP 1: Safety Culture



- Top management buy-in
- Empowering staff and generating commitment to FMP
- Build driver trust and instill accountability
- Driver recognition
- Corporate culture change

Module 2: Safety Culture & Management Practices

FMP 2: Fatigue Risk Management System

- Identify fatigue risks processes
 - Predictive: Previous experience, evidence-based scheduling, math models
 - Proactive: Self-reported, questionnaires, performance reviews, scientific literature review, planned vs actual time worked
 - Reactive: Determine if fatigue was a factor in crash, near crash or violation
- Procedures for fatigue risk management
 - Applicability: Operations at risk
 - Identification: Data collection, analysis and risk determination
 - Assessment: Target hazards with greatest risk based on probability + severity
 - Management: Strategies to set measures & countermeasures to reduce or eliminate
 - Evaluation: Strategies effectiveness
- Implementation Manual: Chapter 4, Pages 57-74

FPM 3: Sleep Disorder Screening & Treatment Program



- Insomnia, narcolepsy, restless leg syndrome, sleepwalking, abnormal circadian rhythms
- Most common: Obstructive Sleep Apnea (OSA)
- Treatments can be very effective
 - Continuous Positive Airway Pressure (CPAP) Machine
 - Health and wellness behavioral changes
- May 4 , 2022 Webinar:
 - A Motor Carrier's Guide to Establishing a Sleep Disorders Management Program
 - Components of a SDMP
 - Responsibilities
 - Strategies
 - Treatment and technology updates
 - CPAP machine recall

Sleep Disorders Management Module 7 (Carriers) & Module 8 (Drivers)

FMP 4: Scheduling Practices & Fatigue Management Technologies



- Scheduling
 - Factors in the scheduling and routing contributing to driver fatigue
 - Shared responsibility mitigating driver fatigue in work schedules
 - Maximize benefits of scheduling tools
 - Develop customized strategies for managing fatigue
- Technologies
 - Types of fatigue management technologies
 - Cost & ROI
 - Protocols & Performance Measures
 - Training & Driver Acceptance

Module 9 (Scheduling) Module 10 (Technologies)

FMP 5: Education & Training



- eLearning & PowerPoint
 - Motor carrier executives and managers
 - Module 1 (Intro), 2 (Safety Culture), 7 (Sleep Disorders), 10 (Technologies)
 - Motor carrier trainers
 - Module 5 (Train-the-Trainer)
 - Motor carrier dispatchers and driver managers
 - Module 9 (Scheduling)
 - Freight Shippers, Receivers, Brokers
 - Module 6 (Role of shippers & receivers on driver safety)
 - Drivers
 - Module 3 (Driver Ed), 8 (Sleep Disorders) & 9 (Scheduling)
 - Driver Families
 - Module 4 (Family Ed)

An FMP Adoption



Driver Education & Training



1. Fatigue Is Lethal & Expensive
2. Driving Worsens Fatigue
3. Sleep Is Like Breathing
4. Relationships Affect Wellness
5. Wellness Is the Key to Alertness
6. Fatigue Susceptibility Varies
7. Alertness Has Supply & Demand
8. Fatigue Can Be Detected
9. Alertness Requires Strategies
10. Sound Scheduling Fosters Alertness

Module 3: Driver Education

Disclaimer



- We are not medical professionals
- Consult your medical provider before following any lifestyle recommendations or if you feel any discomfort
- You are responsible for any consequences of following any recommendations provided

Driver Ed 1. Fatigue Is Lethal & Expensive

- Top cause of death for commercial drivers
- Out of control CMV is a threat to anyone on the road
- One serious at fault crash can end a driver's career and put a company out-of-business
- Fatigue related crashes:
 - Usually single-vehicle road departure
 - Driver alone
 - Often on monotonous roads
 - Most in early morning, between 2-7 am
 - Usually serious crashes

Driver Ed 2. Driving Worsens Fatigue



- Tight schedule to get enough sleep
- Extended work hours + commuting
- Changing work schedules
- Work/sleep periods conflict with circadian rhythm
- Limited time for rest & naps
- Unfamiliar & uncomfortable sleep Locations
- Sleep disruptions
- Difficulty finding nutritious food on the road
- Limited opportunities for exercise
- Personal, work and environmental stressors

Amazing Breakthrough!

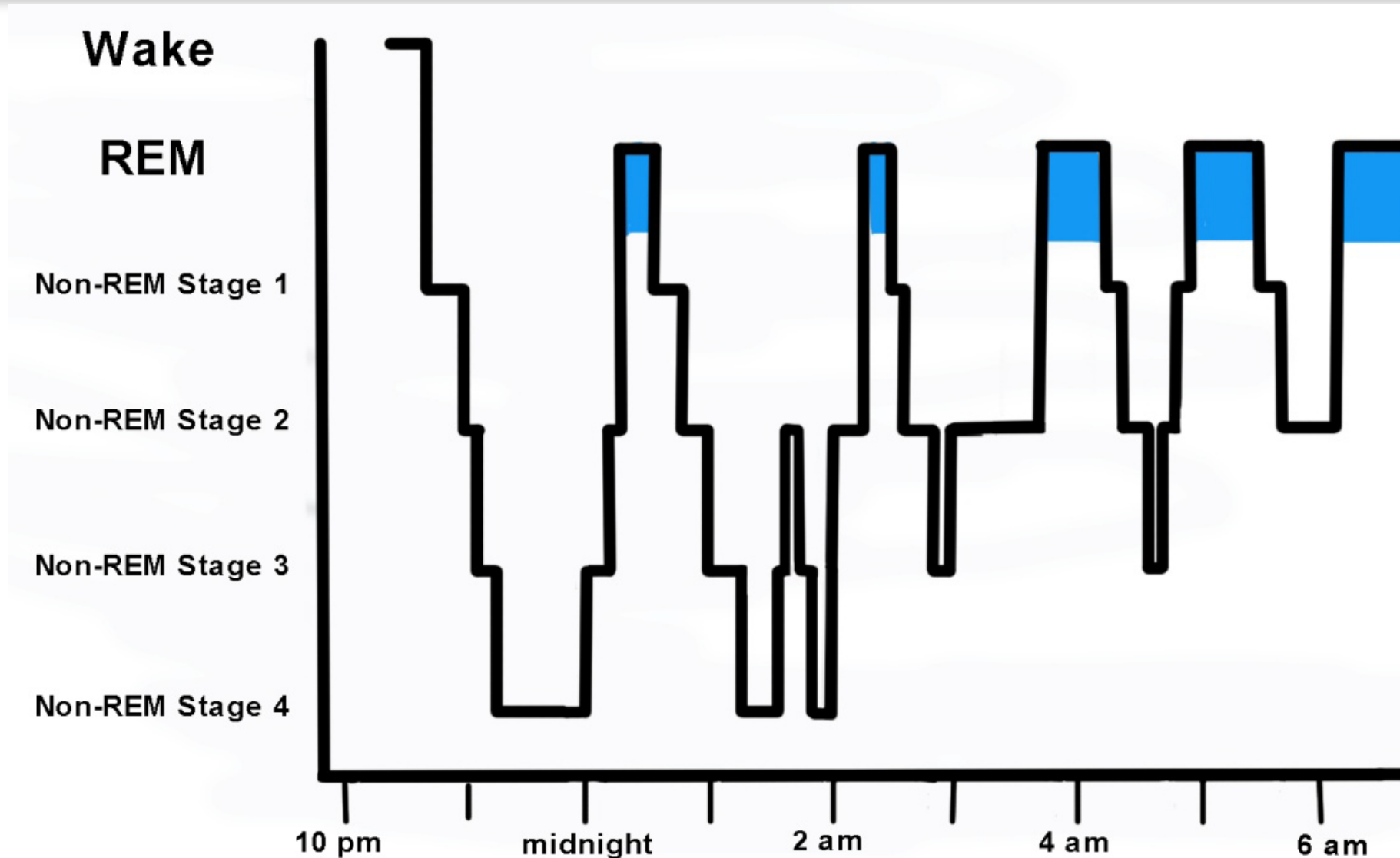


Scientists have discovered a revolutionary new treatment that makes you live longer. It enhances your memory and makes you more creative. It makes you look more attractive; It keeps you slim and lowers food cravings. It protects you from cancer and dementia. It wards off colds and the flu. It lowers your risk of heart attacks and stroke, not to mention diabetes. You'll even feel happier, less depressed, and less anxious.

— Matthew Walker, PhD, Why We Sleep

Driver Ed 3. Sleep Is Like Breathing

– Types, Stages and Cycles



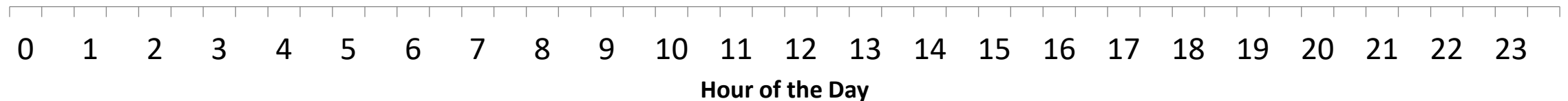
Driver Ed 3. Sleep Is Like Breathing

- Alertness Circadian Rhythm



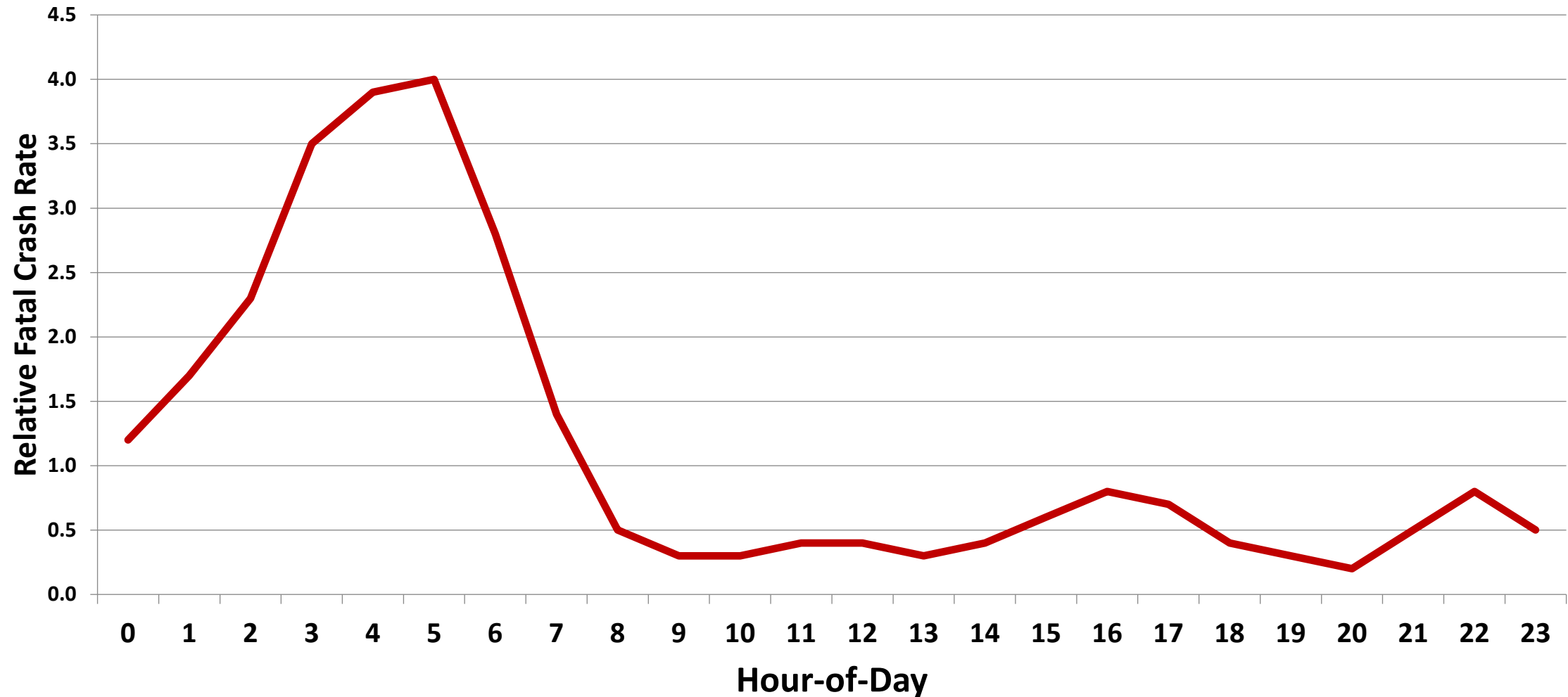
Circadian Rhythm of Alertness

Relative Alertness & Arousal



Driver Ed 3. Sleep Is Like Breathing

- Fatal Crash Rate by Time of Day

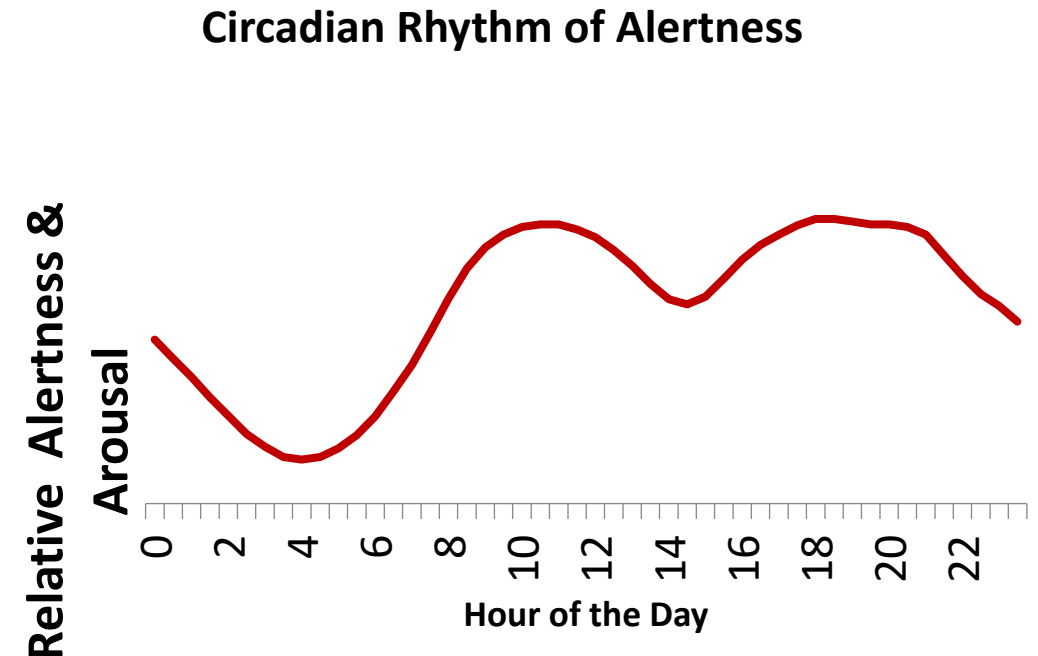


Driver Ed 3. Sleep Is Like Breathing

- Sleep Hygiene Factors



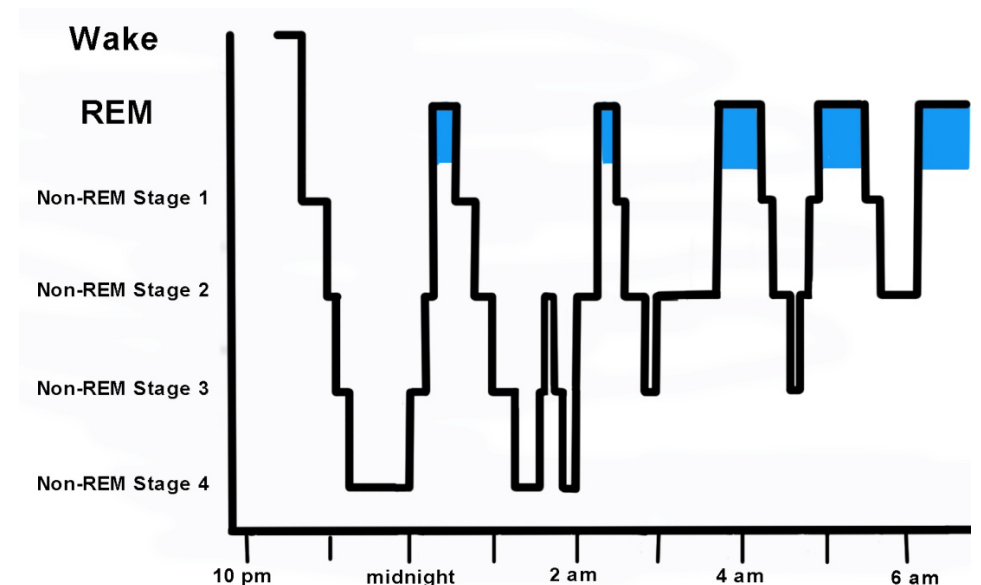
- Quantity: last, previous, naps
- Time-of-day: best sleep during circadian valleys
- Light & Dark
- Temperature
- Noise
- Exercise
- Nicotine, Caffeine, Alcohol, Other Drugs
- Medicines
- Meals & fluids
- Bed comfort
- Lying in bed awake
- Anything else that might awaken you



Driver Ed 3. Sleep Is Like Breathing - Naps & Sleep Inertia



- Naps
 - Best fatigue countermeasure
 - Improves alertness & performance
 - Planned naps reduced subsequent dozing by 50% & errors by 34%
 - Optimal duration 20 min / 90 min
 - Longer naps may delay onset of next main sleep
- Sleep inertia
 - Grogginess upon awakening
 - May last 20 minutes or more
 - May affect driving
 - Caffeine may help



Poll: Falling Asleep



- Do you fall asleep in 5 min or less?
Yes No
- Can you nap almost anywhere, any time?
Yes No
- Do you fall asleep easily while watching TV or movies?
Yes No
- Do you ever fall asleep while stopped for traffic lights?
Yes No

Driver Ed 3. Sleep Is Like Breathing - Sleep Debt



- Sleep debt
- Full night sleep
- May require several nights of full sleep
- Avoid deprivation
- Sleep until you wake up
- Make extra deposits on the weekend

Driver Ed 3. Sleep Is Like Breathing

- Sleep Debt Effects on Health



- Increased appetite
- Obesity
- Increased diabetes risk
- Reduced immune system functioning
- Increased blood pressure
- Increased risk of heart disease
- Gastrointestinal problems
- Irritability
- Infertility
- Worsens psychiatric conditions
 - Alzheimer's disease, anxiety, depression, bipolar disorder, suicide, stroke, chronic pain
- Decreased quality of life
- Increased sick days
- Disrupts relationships

Driver Ed 4. Relationships Affect Wellness

- Stress with isolation from family & friends
- Finding and sustaining network of family, friends & coworkers
- Keep in touch, communicate
- Value and foster each relationship
- Do fun things together
- Be positive
- Show support
- Have family take Module 4 (Family Ed)

Driver Ed 5. Wellness Is the Key to Alertness

- ☒ • Sleep
- ☒ • Positive relationships
- ☐ • Positive behaviors
- ☐ • Nutrition
- ☐ • Exercise

Driver Ed 5. Wellness Is the Key to Alertness

- Stress Effects



- Headaches
- Sleep disturbances
- Difficulty concentrating
- Short temper
- Upset stomach
- Job dissatisfaction
- Low morale

Driver Ed 5. Wellness Is the Key to Alertness

- Positive Behaviors



- Positive outlook and behaviors
- Balance between work and personal life
- Pursue personal interests
- Support network
- Try to improve job environment
- Get serious about relaxing
 - Relaxation breathing
 - Short walks
 - Meditation
 - Reading
 - Find method that works best for you

Poll: Diets



- The purpose of diets is to lose excess weight
True False
- Select the most effective diet
 - Standard American Diet
 - Keto
 - Vegan
 - Mediterranean
 - Intermittent Fasting
- What do you mean by a healthy meal?

Driver Ed 5. Wellness Is the Key to Alertness

- Obesity vs Metabolic Syndrome



- U.S. Adults (240 million)
 - 70% Non-Obese (168 million)
 - 60% Healthy (101 million)
 - 40% Metabolic Syndrome (TOFI) (67 million)
 - 30% Obese (72 million)
 - 20% Healthy (14 million)
 - 80% Metabolic Syndrome (58 million)
 - Total healthy: 115 million
 - Total Metabolic Syndrome: 125 million
- Metabolic Syndrome
 - Non-alcoholic fatty liver disease
 - Diabetes
 - Cardiovascular disease
 - Hypertension
 - Lipid abnormalities
 - Polycystic ovarian cancer
 - Dementia

Driver Ed 5. Wellness Is the Key to Alertness

- Weight Loss Is the Wrong Goal



Where Does Body Weight Come From

- Liquids, Bones, Muscles, Fat
- Weight loss is regained in 1-5 years
- May lack essential nutrients and may be harmful
- May take pleasure out of eating
- May lead to eating disorders
- Snake oil is medical quackery
- Goal is to stay healthy, enjoy food and share it with others

Driver Ed 5. Wellness Is the Key to Alertness

- Nutrition



- Essential Macronutrients
 - Carbs with Fiber (veggies, fruits, whole grains)
 - Fats except artificial trans fats (fatty fish, nuts, seeds, avocado, milk products)
 - Proteins (fish, seafood, chicken, beef, pork)
 - Water
- Essential Micronutrients
 - Vitamins
 - Minerals
- Nutritious food
 - No ingredients list
 - No nutrition label

Driver Ed 5. Wellness Is the Key to Alertness

- Malnutrition



- Ultra processed food
 - Lack of fiber
 - Excess sugar, salt, oils, fats and other additives
 - Engineered to taste good
 - Cheap & convenient
 - Aggressively marketed
 - Addictive
- Liquid candy
 - Soda
 - Juice
 - Any caloric drink
- Toxic to the liver
 - Excess sugar
 - Excess protein
 - Drugs

Driver Ed 5. Wellness Is the Key to Alertness

- Sample Food Choices on the Road



- Breakfast
 - Eggs any style with veggies instead of fries, veggie omelet
 - Fruit with nuts, plain yogurt, or cheese
 - Drop at least one side of the bread on egg sandwich
 - Avoid cereals
- Lunch & Dinner
 - Any protein with cooked veggies
 - Any protein with uncooked veggies (salads, bare burger/sandwich loaded w/veggies)
 - Order steak or ribs with collard greens, spinach or other veggies
 - Drop ultra processed sides: fries, mashed potatoes, mac & cheese and other
 - Have the burrito bowl without the tortilla
 - Make fruits your go to dessert alone or with nuts, plain yogurt, or cheese
- Don't feel guilty when deviating into wrong lane, just don't stay there

Driver Ed 5. Wellness Is the Key to Alertness

- Caffeine



- Alerting effects:
 - Begin in ~20 minutes
 - Peak in 60-90 minutes
 - Can last for hours
- Caffeine content in coffee varies widely
- Tea has about ½ the caffeine of coffee
- Large individual differences in the time required to metabolize caffeine
- Drink in small sips to “nurse” the cup over a longer period
- Like any stimulant, caffeine makes sleep more difficult
- Generally, avoid caffeine within 6-8 hours of main sleep period
- Effects vary - some people are even more sensitive
- Reduce caffeine intake
- Increase time between last dose & bedtime

Driver Ed 5. Wellness Is the Key to Alertness

- Alcohol



- Not permitted in CMVs
- Some drivers may use alcohol as a sleep aid at home.
- Alcohol may make you sleepy, but it actually *disrupts* sleep:
 - Disrupts REM sleep
 - Causes “rebound” awakening after a few hours
- Disruptive effects increase with age
- Performance impairment effects greater when you are also sleepy
- Alcohol makes OSA worse

Driver Ed 5. Wellness Is the Key to Alertness

- Smoking & Tobacco Use



- Leading preventable cause of disease, death, and disability
- ~20% of Americans smoke, but nearly **half** of CMV drivers do
- Causes lung cancer, COPD and other lung diseases, heart disease, and many other medical conditions
- >\$1,000 per year in medical costs for each smoker
- Reduces oxygen flow to the brain; worsens OSA
- Strategy: **QUIT!!!**
 - See your doctor
 - Call 1-800-QUIT-NOW
 - Click www.smokefree.gov or
 - Click www.hc-sc.gc.ca

Driver Ed 5. Wellness Is the Key to Alertness

- Amphetamines



- Illegal or available only with a prescription
- Too strong for general use
- Increase activity level but do not improve performance reliably
- Increase heart rate and metabolism, sometimes dangerously
- Often you “crash” several hours after use

Driver Ed 5. Wellness Is the Key to Alertness

- Sleeping Pills



- Hypnotics = drugs used to induce sleep
- Some also used to treat anxiety and stress disorders
- General categories:
 - Non-prescription Over-The-Counter (OTC); e.g., Tylenol PM, Benadryl
 - Prescription:
 - Benzodiazepines (e.g., Halcion, Restoril)
 - Nonbenzodiazepines (e.g., Ambien, Lunesta)
- No sleeping pill provides 100% natural sleep
- Most have side effects
- Most are habit-forming
- Some cause withdrawal symptoms
- Must allow full time for drug to leave your body before driving

Driver Ed 5. Wellness Is the Key to Alertness

- Other Medications



- Common side effects:
 - Drowsiness
 - Other fatigue
 - Insomnia
- Accordingly, many prescriptions specify when the drug should be taken (e.g., at bedtime)
- Follow dosage instructions carefully
- Safety regulations restrict driver on-road use of medications with stated fatigue side effects

Driver Ed 5. Wellness Is the Key to Alertness

- Exercise



1. Cardiopulmonary
2. Strength bearing
3. Stretching & balancing

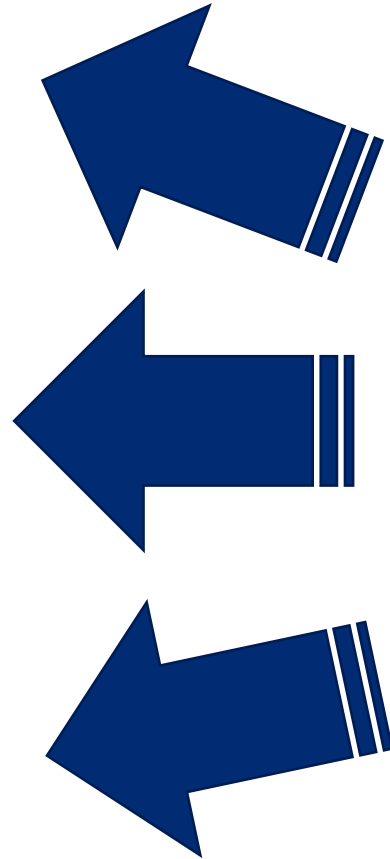
- Enhances alertness
- Promotes better sleep
- Lowers stress
- 10-minute walks twice or more per day
- Work out more vigorously on weekends
- Take exercise equipment with you on trips
- Keep a record of your exercise
- Set daily and weekly goals
- Find out what you like and do it

Driver Ed 5. Wellness Is the Key to Alertness

- Body Systems



- Messaging
 - Nervous
 - Endocrine
 - Immune
 - Reproductive
- Plumbing
 - Respiratory
 - Cardiovascular
 - Digestive
 - Urinary
- Support
 - Skeletal
 - Muscular
 - Integumentary



- Sleep
- Positive Relationships
- Positive Behaviors
- Nutrition
- Exercise

Driver Ed 6. Fatigue Susceptibility Varies

- Key Factors



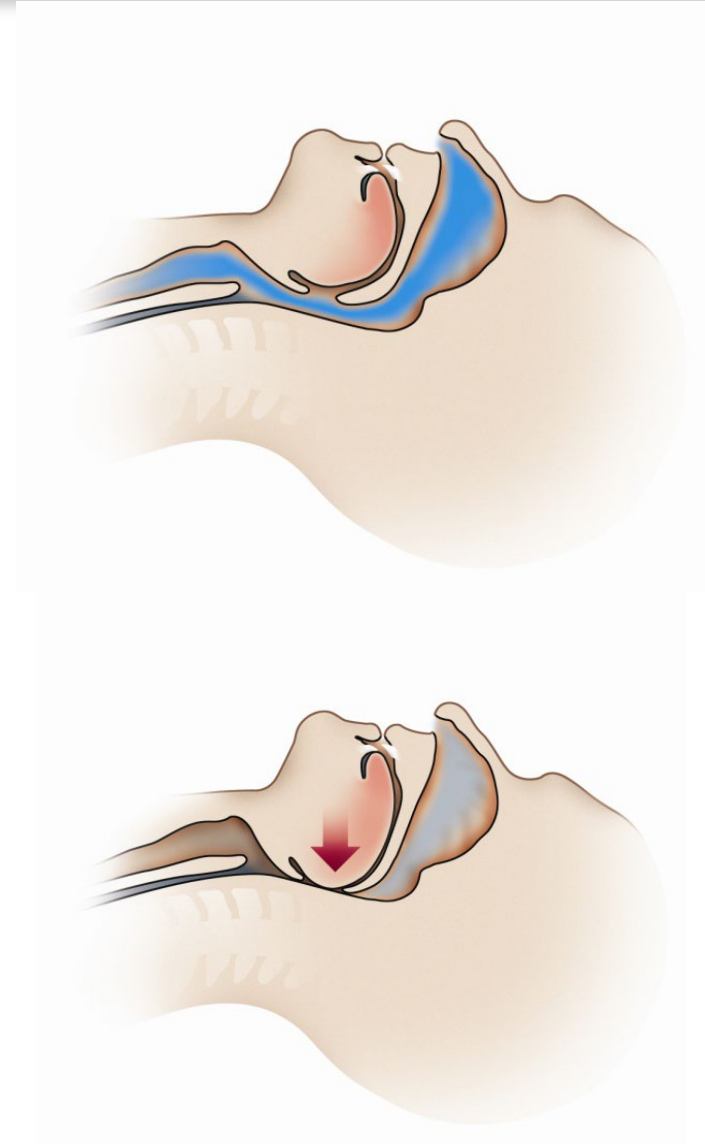
- Sleep-related behaviors
- Differences in health & fitness
- Medications
- Genetic variations
- Sleep disorder symptoms
 - Excessive daytime sleepiness, extremes in ability to go to sleep, loud irregular snoring with gasping
- Sleep disorders
 - Insomnia, narcolepsy, restless leg syndrome, sleepwalking, abnormal circadian rhythms, obstructive sleep apnea (OSA)

Driver Ed 6. Fatigue Susceptibility Varies

- Sleep Apnea



- **Apnea** = stoppage of breathing lasting 10+ seconds
- OSA = breathing stops repeatedly during sleep due to closures of the upper airway
- Apnea rate per hour:
 - <5 = normal
 - ≥ 5 = OSA
- OSA severity (mild, moderate, severe) based on rate
- Some people with severe OSA can have 100 per hour



Driver Ed 6. Fatigue Susceptibility Varies - Sleep Apnea Signs



- OSA higher risk
 - Obese individuals, male, 40+ years old, large neck size, recessed chin, small jaw, large overbite, family history
- OSA warning signs
 - Reduced performance, loud and irregular snoring especially with gasping, high blood pressure, diabetes

Module 8: Driver Sleep Disorders Management (Module 7 for Motor Carriers)

- May 4 Webinar:
A Motor Carrier's Guide to Establishing a Sleep Disorders Management Program

Driver Ed 7. Alertness Has Supply & Demand



- Supply Factors
 - Internal, individual susceptibility, circadian rhythm, amount of sleep, time of day, time awake, stimulants, other drugs, health, genes, mood
- Demand Factors
 - Task related: Time on task, task complexity, task monotony
 - Environmental: Road conditions, weather, stress (heat, noise, vibration), vehicle design, social interaction, other stimulation

Poll: Fatigue Fact or Myth



1. "I can discipline myself to get by with less sleep"
2. "I can motivate myself to push through even though I'm sleepy"
3. "I've lost sleep before and done just fine"
4. "I know how sleepy I am"
5. "I can always just open the windows and turn up the radio"

Driver Ed 8. Fatigue Can Be Detected

- Inaccurate Subjective Assessment



- Drivers tend to rate themselves as more alert than they are
- Self-ratings tend to be based on expectations:
 - “I’ve been driving for a long time, so I must be tired”
 - “I just started driving, so I couldn’t be tired”
- Many asleep-at-the-wheel drivers never feel drowsy

Driver Ed 8. Fatigue Can Be Detected

- Objective Signs



- Eyelid drop or loss of focus
- Yawning
- Wandering, scattered or disjointed thoughts, dreamlike visions
- Head movements, gentle swaying, jerking
- Reduced field-of-view (AKA: tunnel vision, highway hypnosis, white line fever)
- Fidgeting, shifting positions, adjusting windows & HVAC
- Progressive weaving, crossing rumble strip, drift and jerk steering
- Delayed or incorrect responses
- Microsleeps

Driver Ed 9. Alertness Requires Strategies

- General



- SLEEP!!!
 - Main sleep
 - Naps
- Maintain a healthful lifestyle
 - Follow the five wellness basics
- Practice sleep hygiene
 - Try to keep a regular schedule
 - Go with your circadian rhythm – don't fight it
 - Wind down before sleep
 - Less physical activity
 - Lower lights
- Be smart about caffeine use

Driver Ed 9. Alertness Requires Strategies

- At-Home



- Get the best sleep possible before starting a trip or work week
- Communicate your sleep needs and get your family's support
- Bedroom should be:
 - Completely dark
 - Cool
 - Quiet
- Pre-sleep routine
- Be active but don't exhaust yourself. Take time to relax

Driver Ed 9. Alertness Requires Strategies

- On-the-Road



- Try to get as much sleep on the road as you get at home
- Rest breaks with **naps** are most beneficial
- Rest breaks without naps
- Moving your body
- Conversation if it is not distracting
- Exercise
- Avoid heavy meals
- Wear your safety belt

Driver Ed 9. Alertness Requires Strategies

- Night Driving



- Advantage of night driving: less traffic
- Disadvantages:
 - Fatigue, related to circadian rhythms
 - More drunk/reckless motorists
 - Poor visibility
- Use light and dark to “fool” your body:
 - Bright lights simulate daybreak
 - Dark simulates night and bedtime
- Use caffeine, but carefully
- Consider taking sleeper berth period/nap in pre-dawn hours
- Get more recovery sleep on weekends
- Not for everybody

Driver Ed 9. Alertness Requires Strategies

- Dealing with Shift & Time Zones



- Be aware of your “body clock”
- Short trips/shift changes: stick with your regular sleep schedule
- Longer changes:
 - “Pre-adjust” before change
 - Shift your pre-bed, “evening” routine
 - Use light and dark to help you adjust
 - To stay awake, be physically active and interact with others
- Getting more sleep generally makes changes easier

Driver Ed 9. Alertness Requires Strategies

- Team Driving



- Plan sleeper berth periods in advance to be compliant and beneficial
- When possible, take sleep periods during circadian valleys
- Avoid both caffeine and strenuous activity in hours before breaks
- Keep sleeper berth totally dark or use eyeshades
- Don't drive immediately after awakening
- Team driving is a partnership
- To sleep well, each driver must have full confidence in the other driver
- Driver should strive to be a "smooth operator"
- Agree on a game plan for sleep and rest that meets each driver's needs

Driver Ed 10. Sound Scheduling -Fosters Alertness



- Principles of sound scheduling & routing
- Schedule regularity
- Forward & backward rotations
- Commuting time
- Allow for rest breaks and naps during work periods
- Total time 16-17 hours per day or less
- Consistent with circadian rhythms when possible

Module 9: Driver Scheduling

Poll on FMP Implementation



- To ensure top management buy-in, the FMP Steering Committee should not include drivers when developing the FMP policy
 - True or False
- Management, drivers, dispatch and other relevant personnel share responsibility for fatigue management
 - True or False
- Management and drivers should be equally accountable for the FMP; thus, there is no need to clearly define FMP roles and responsibilities
 - True or False

Step-by-Step FMP Implementation



1. Assemble Steering Committee
2. Develop Policy
3. Develop Documentation Process
4. Define Roles & Responsibilities
5. Develop Implementation Timeline
6. Introduction & Awareness
7. Education & Training
8. Provide Ongoing Communication
9. Monitor & Evaluate

Implementation Manual, Chapter 3, Pages 49-56

Step 1: Assemble Steering Committee



- Responsible for development, oversight and support
- All levels of the organization, especially drivers
- Varying levels of experience
- Representative of the organization's general population
- Sample terms and responsibilities
 - Implementation Manual, Appendix B, Page 153,

Step 2: Develop Policy



- FMP Steering Committee with input from drivers
- Needs to address
 - All elements
 - Scope: as hazards are identified, add or remove applied operations
 - Shared responsibility and accountability between management, drivers, dispatchers and others (Step 4)
 - Safety objectives: specific, motivational, attainable, relevant and trackable
 - Clearly written and signed by executive accountable
 - Clearly communicated in the organization
 - Management commitment to fatigue reporting and continuous improvement
 - Regular evaluation of FMP
 - Sample policy, Implementation Manual, Appendix C, Pages 155-157

Step 3: Develop Documentation Process



- Policies & objectives (Step 2)
- Processes
- Each party's accountability, responsibility and authority (Step 4)
- Education and training program description, requirements and attendance records (Step 7)
- Data, findings and recommendations, FRMS, (Step 9)

Step 4: Define Roles & Responsibilities

- Management
 - Ensuring implementation, adequate resources & adequate staffing
 - Provide drivers with adequate opportunities to recover from sleep debt
 - Creating a safety culture that supports honest reports of fatigue
 - Providing FMP education and training to all relevant employees
 - Ensuring fatigue hazards are managed or monitored
 - Regularly communicating effectiveness of FMP with drivers
 - Providing commitment to continuous FMP improvement
- Drivers
 - Choosing behaviors that reduce fatigue risk
 - Appropriately using available opportunities for rest/sleep
 - Reporting instances of fatigue or when adequate rest could not be obtained
 - Attending and participating in FMP education and training
 - Communicating with management when known or suspected that they or another driver is suffering from dangerous levels of fatigue

Step 5: Develop Implementation Timeline

- FMP Steering Committee monitors activities to follow timeline
- Timely implementation helps driver buy-in
- Timeline should be developed and adhered to
- Ensure control measures and mitigation strategies are established
- Actions promptly taken to mitigate fatigue hazards
- Commitment of management

Step 6: Introduction & Awareness



- All employees need to be informed
- Communications should consider employees needs
 - Reading levels
 - Difficulty reading English
 - Differences between daytime & nighttime shift workers
 - Long-haul versus short-haul drivers
- Communication methods based on fleet needs
 - Website, email or other electronic communications
 - Newsletters, bulletins, fliers
 - Seminars, one-on-one and group meetings
- Kickoff by Steering Committee
 - Ensure all employees know the principles, policies and procedures
 - Awareness of why the FMP is important to reduce fatigue and promote wellness
 - Kickoff celebration or meeting held at the onset of the FMP implementation
 - Support and participation will develop trust in the FMP

Step 7: Education & Training



- Core component
- Fatigue controls and mitigation strategies
- Foundation of knowledge and skills
- All relevant personnel
- Fatigue basics
- Role responsibilities
- Effective strategies
- See earlier slide: FMP 5: Education & Training for NAFMP modules

Step 8: Provide Ongoing Communication



- Management
 - Maintain formal & informal communication channels
 - Remain active in fatigue related discussions
 - Actively listen and address all FMP-related feedback
 - Attendance at fatigue-related meetings to demonstrate FMP commitment
 - Change or align policies and procedures
 - Recognize and acknowledge drivers' efforts
 - Provide and receive feedback with/from drivers
 - Encourage correct fatigue management behaviors
- Face-to-face meetings
 - Messages clearly stated, timely, and based on credible evidence
 - Opportunity to hear criticism directly from drivers & address their concerns
 - Opportunity to privately provide drivers with corrective feedback outside group
 - Opportunity to praise and recognize drivers actively involved
 - Opportunity for drivers to observe enthusiasm of management and reinforce FMP as a value

Step 9: Monitor & Evaluate



- See Implementation Manual, Chapter 4, pages 57-74 on
 - Fatigue Risk Management Systems
 - Strategies on gathering fatigue-related data
- FMP should be reviewed when
 - Operational changes
 - Staffing patterns or scheduling changes
 - Fatigue indicators suggest hazards are not being reduced or eliminated
 - New technologies, tasks or equipment is added
- FMP Review
 - Controls and countermeasures working as intended?
 - Implemented as expected?
 - New fatigue hazards developed?
 - Compare occurrence of fatigue related crashes, near-crashes, injuries, violations and other related data before FMP implementation

Perspective on FMP implementation



Ongoing & Future Enhancements



- Ongoing
 - New Website, 99.99% Uptime Since at CVSA
 - New eLearning Platform at lms.nafmp.org
 - New Forum on eLearning Platform
 - Webinars
 - Information Sessions
- Future
 - Q&A Sessions, Live & Recorded
 - Streamlined Resources
 - Spanish Content

Please Help Us Pass the Word



Please let drivers know about the NAFMP resources by distributing the NAFMP Postcard

- 50 postcard packets available at registration desk
- Place complimentary orders online by navigating to the bottom of nafmp.org
 - Last item on footer menu: [Order Postcards](#)

Fatigue is one of the main causes of heavy-vehicle crashes.

Source: CCMTA – Human Factors Report

That's partly because we often overestimate how alert we really are. Many fatigued drivers who crashed and were lucky to survive, never felt tired.

The solution:

- Learn ways to eliminate the likelihood that you may get drowsy, tired or bored while driving.
- Identify what maintains your alertness and what reduces it.
- Become more productive, healthy and happy by better managing fatigue.

Take the free driver education course at nafmp.org.

NAFMP North American Fatigue Management Program

A QR code is located in the bottom right corner of the postcard, with the text "SCAN ME" below it.

Your input matters. We want to hear from you.

Fatigue Management Community Forum

Join the community of professional drivers, trainers, dispatchers, managers, executives, shippers, receivers and brokers to discuss, learn and share in conversations about fatigue management.

The forum is available at lms.nafmp.org.

Add to the conversation by registering for free from any of the learning modules so you can post your questions, comments and feedback to the community forum.

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NAFMP North American Fatigue Management Program

A QR code is located in the bottom right corner of the postcard, with the text "SCAN ME" below it.

Upcoming Webinars



- May 4
 - A Motor Carrier's Guide to Establishing a Sleep Disorders Management Program
- June 9
 - NAFMP Train-the-Trainer
- July 8
 - Driver Scheduling for Shippers, Receivers and Brokers
- September 8
 - Fatigue Management Technologies and ROI

nafmp.org/webinars/

Feedback Wanted



- Please let us know your NAFMP feedback
 - nafmp.org/contact/
 - rodolfog@cvsa.org
 - Fatigue Management Forum
 - lms.nafmp.org
- Please rate this session in the [Workshop App](#)



Questions?



Thank you!

Slides are available at nafmp.org/webinars/



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