

Developing a Tool to Measure Fatigue Reporting Climate

Recent statistics demonstrate that individuals experiencing mental fatigue are more likely to be involved in organisational near misses and incidents (Dawson, Chapman, & Thomas, 2012; Karimi et al., 2013; Lerman et al., 2012). Organisations can only begin to mediate fatigue risks and hazards if employees report fatigue. Whilst fatigue reporting systems are widely used internationally, current statistics demonstrate organisational incidents still create significant economic burdens (Carr & Tah, 2001; Dawson, 2012; Reason, 1995). Considering fatigue is often a key contributor to organisational incidents in a variety of contexts, there is a growing need to assess influencers and inhibitors of fatigue reporting. To date, no measure has been developed to assess the organisational factors that may affect fatigue reporting. As such, at the request of an external organisation, the primary goal of this study was to create a tool to measure fatigue reporting climate (FRC). A comprehensive literature review identified nine initial themes for inclusion: confidentiality; fatigue reporting procedures; accessibility, action; communication; leadership modelling; leadership commitment; personal importance of fatigue; and trust. A 61 item questionnaire was developed in conjunction with fatigue Subject Matter Experts (SME) and a sample of participants in fatigue sensitive roles were administered an online version of the FRC questionnaire. Exploratory factor analyses identified an 11 factor structure of FRC. The questionnaire demonstrated adequate internal consistency for the majority of subscales. Implications for future research and professional practice are discussed.