



High complexity, 12 weeks work

RAAF Air Traffic Control Workforce Sustainability Model



AUSTRALIAN WAR MEMORIAL

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ATC Workforce Sustainability

- Model ATC services & resources required
- Model customer demand, selectable by hour
- Customer demand would drive ATC team size
- Model internal & external training demand
- Model tactical deployment demand
- Model executive workload and different leave types
- Test impact of increasing demand on given capability thresholds

Answer questions such as:

- If HQ was directed to provide 2 senior controllers for posting, how would that impact on level of service?
- If customer demand increased, eg additional wave of night flying once per week, what would be the impact on the section?



ATC Workforce Sustainability

inputs

- JBAC Resources: 9 active. FLT personnel
- Replacement / Extra JBACs: 1 | 20 active.
- Simulator Resources
- ABATS Weekly Rostering: Includes DATCO
- Additional demand on JBACs: Includes BAC, Leave etc
- Training Event Flows: Current Read this for "Future": !
- Endorsement Consolidation: Nil
- Other Contributing Factors: Posting & BAC duration
- Training vs posting-out proximity
- Threshold Range
- Run Simulation Now: Check start day is a Monday, Check start time is 8:00, Check end time, then Run
- Once sim has started: Pause Roster

weekly snapshot

status

num endorsed = 29

Plot

Number of specific endorsements & qualifications

SMC 28
TWP 28

outputs (health & sustainability)

Endorsements status

Status vs time Log

Leave, times, experience

Ave. time to reach endorsement.
Ave. experience.
Ave. leave balance: 62.9 d
Key metrics

Stress

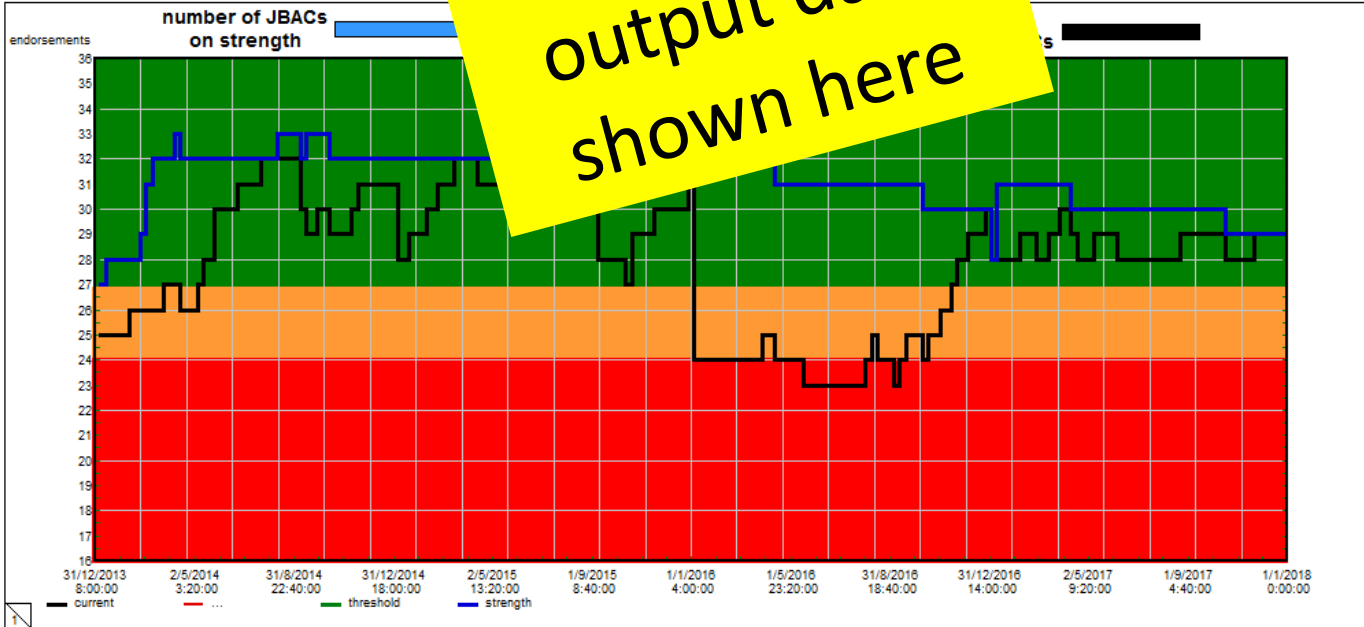
Execs assigned to roster
Daily Exec roster log
Exec roster summary
ABATS Demand Plots
ABATS Demand results

other metrics

Internal training

OJT durations
Internal Course Log (OJT)
External Course Log
Num JBACs on strength
Num endorsed JBACs

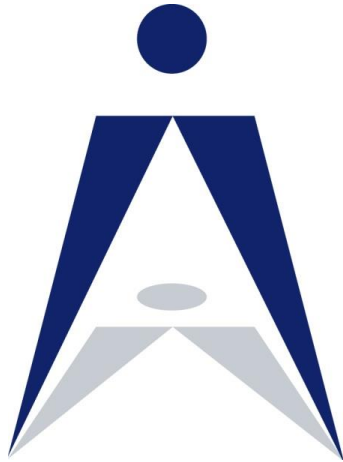
Generic test output data shown here





So what?

- First time that ATC HQ could provide objective analysis of the impact on the ATC section of requests for personnel (remove supply) or extra work (increased customer demand).
- Enabled capability for robust push-back, eg.
 - Of course you can post out those two senior controllers, but for the next six months, the local customer can't have the requested additional flying training wave.
 - Our threshold of capability has been adversely impacted by one level, thereby triggering increased reporting to higher HQ.



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