



AF-PL-9800-003

Human Factors, Fitness and Protected Reporting

Space / Aviation / Defense

FIRST EDITION

AF 9800 SUPPORTING DOCUMENT

Document identity and use

FIRST EDITION MANUSCRIPT - Prepared for Aerospace Federation review

Field	Controlled identity
Document	AF-PL-9800-003 - Human Factors, Fitness and Protected Reporting
Parent standard	AF 9800 - Aerospace Maintenance & Personnel Competence
Edition / language	FIRST EDITION / English master text
Family	Policies
Primary source anchors	6, 19-20, 36; Annexes C, G, L
Suggested local owner	Accountable executive / policy owner
Authority	Publisher approval and effective date are not assigned. Local use requires authorized adoption and completed parameters.

Use with the main standard

This document implements the identified AF 9800 clauses and annexes. Read the complete applicable requirements in the main standard. The source anchors are navigation references; a template does not replace technical judgement, evidence, permission or eligible approval.

AF-ML-9800-001 lists the complete supporting set. AF-CM-9800-001 maps the main clauses and annexes to working documents. AF-TP-9800-001 establishes the common local parameter baseline; add the relevant discipline profiles.

Record control

Identify the object, configuration, record owner and dates. Reference attachments by stable identifier and version. Keep superseded evidence and decisions traceable. Use the approved local retention, access and authentication arrangements. No technical limit, numerical limit, interval or acceptance value is assigned by a blank template.

Interactive record: Complete the fields in a PDF reader that supports AcroForms. Save a working copy and verify that entries remain visible after reopening. Link controlled continuation sheets when space is insufficient; every row requires its own evidence and disposition. Typed names identify people but are not self-authenticating signatures.

1 Policy and commitments

1.1 Human-centred work controls

Task and workplace design shall account for interruption, access, communication, fatigue and realistic human limitations. Training shall complement usable instructions and adequate resources. Personnel shall not be expected to compensate indefinitely for deficient work systems.

1.2 Fit assignment and supervision

Supervisors shall consider actual functional capability and duty conditions when assigning work. Oversight shall be sufficient to observe and intervene where required. A valid authorization shall not override a current fitness concern. Personal information shall be limited to legitimate functional needs.

1.3 Reporting and learning

Errors, near misses, fatigue and competence concerns shall have accessible reporting routes. Review shall distinguish inadvertent error from intentional misconduct fairly and examine technical and organizational contributors. Protection and containment shall precede administrative classification.

1.4 Clear handover

Teams shall preserve exact work states and confirm technical understanding. Incoming personnel shall verify the actual condition and resolve discrepancies before continuation. Remote visibility and language limitations shall remain explicit.

Required evidence: AF-FR-9800-002, AF-FR-9800-014, AF-FR-9800-015 and AF-FR-9800-029; reporting, duty and handover records.

Decision control: Personnel shall stop and escalate work when essential conditions or the next permitted action are uncertain.

2 Local adoption and accountable implementation

Organization, scope, policy owner and controlled local policy ID

Accountable executive; technical and decision authorities; eligible delegates

Implementation records, review triggers and unresolved dependencies

Authorized adoption, authentication reference and effective conditions