



Proactive Strategies for Promoting Mental Health & Enhancing Safety in Every Flight Department

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Today's Discussion

- Mental health
 - Any other risk factor
 - Recognizing the setting
- Top risk factors:
 - Operations at night
 - Early/late starts to a trip
 - High number of legs per day
 - Length of duty



Aviation Rulemaking Committee (ARC)

- Established December 2023
 - Tasked to discuss barriers for mental health reporting & provide recommendations to FAA.
- Recommendation Report – April 2024
- Barriers
 - Culture
 - Trust
 - Fear
 - Stigma
 - Financial
 - Process
 - Knowledge & Information Gap



Aviation Rulemaking Committee (ARC)

- ARC's Recommendations
 - Create a non-punitive pathway for disclosing mental health conditions & treatments;
 - Revise & evaluate the requirements for reporting & certification/qualification of psychotherapy (talk therapy), depression/anxiety; attention deficit hyperactivity disorder, & post-traumatic stress disorder;
 - Ensure that aeromedical screening protocols & requirements are based on Safety Management System principles (i.e., proportionate, relevant, & risk-based), & appropriately communicated to applicants;
 - Expand the use & promotion of Peer Support Programs;
 - Develop mental health literacy, education, & awareness campaigns;
 - Increase mental health training & improve quality assurance for Aviation Medical Examiners (AMEs); &
 - Modernize the FAA's information management system/Aviation Medical Certification Subsystem.



Limitations & Allowances



- Pilot Medical

- How to keep it / what it entails
- Part 67
- Medical Application
- AME Guidance
- Time/Money
- Element of Education

- Counseling

- What's allowed?
- Be deliberate
- Awareness / Recognition to seek out therapy
- Health Insurance considerations



Acceptable vs Unacceptable

- Mental Health issues should be encouraged to address!
- Permissible
 - Life events - stress, loss of a loved one, marriage/divorce, temporary distractions
- Impermissible (for now)
 - Mental health concerns – things that do (or could) disqualify: major depression, ADHD, anxiety



Work Environment

- Employment issues seen from line of work therefore raise awareness & allow private disclosure; being healthy first (kind of like safety first)
- Practical business considerations - availability of programs employees can seek out (ready access, easy), mitigation strategies, reporting encouraged without retaliation, safe space
- The FAA being more cognizant to real life issues.
 - For example, the flu, why can't we accommodate that?
 - Being able to say "I don't feel right today" (divorce, death in the family, personal issues, etc.)
 - Therapy - being able to come to a place back to normal



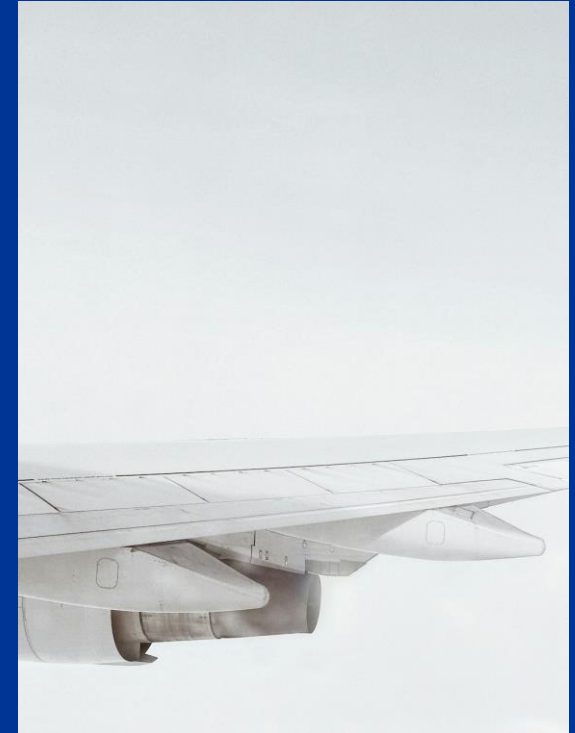
Proactive Strategies

- Takeaways to implement in your Flight Department:
 - Flight Operations Manual (FOM)
 - Medical, Counseling, Allowed Medication
 - Safety Meetings / Check Ins
 - PTO / Sick Days / Mental Health Days
 - Emergency Response Plan (ERP)
 - Outlining Procedures
 - Identifying Stressors
 - How to handle
 - Grief/trauma counseling
 - Follow ups
 - Programs available



Proactive Strategies Continued

- Safety Management System (SMS)
 - Safety Culture
 - Policies & Procedures
 - Mental health mitigations
 - Data collection
 - Reporting tool
 - connecting to policies & procedures





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