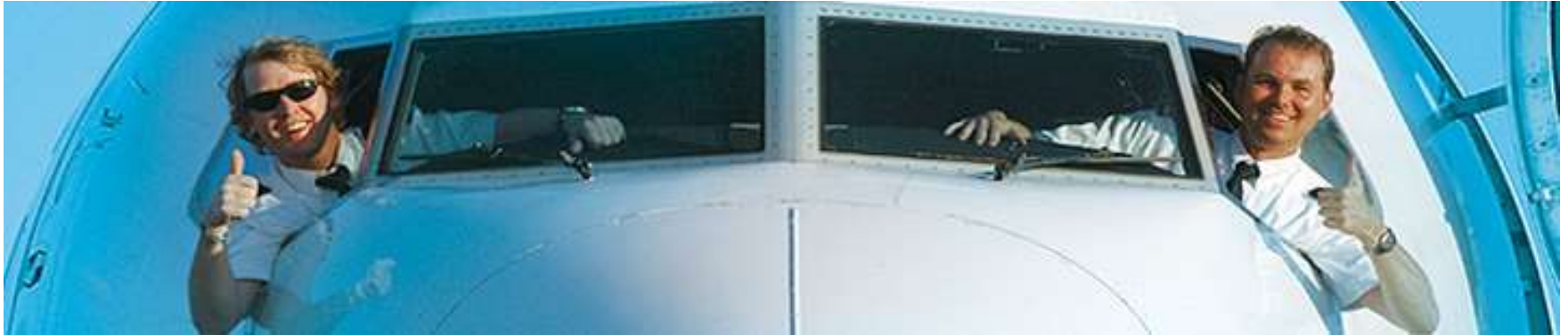


PSPs from a Medical Perspective



Ries Simons, M.D.

Member Founding Board EPPSI

Advisory Board ESAM

Senior Medical Advisor TNO

Disclosure Information

Ries Simons, M.D.

I have no financial relationships to disclose.



What is EPPSI?

- Founded in the aftermath of the Germanwings Task Force report in order to define and promote Best Practices on Peer Support.
- Help facilitate coordination among stakeholders
- Provide multi-facet assistance and support for PSP set-up



What is EPPSI?

- Main stakeholders in PSPs: Pilots, Aeromedical doctors and Psychologists and existing Support Programmes (Stiftung Mayday)
- Working in close cooperation with industry and EASA...





Mental Health

Addiction

There is a way out



Critical Incidents





Pilot Assistance

A GUIDE TO DEVELOPING AND IMPLEMENTING SUPPORT PROGRAMS;
FOR THE PILOTS BY THE PILOTS

Ries Simons

The Medical Perspective

PSP can help to prevent severe mental health problems



Prevention is better than cure.
(Desiderius Erasmus)

Happy Boys!



Everybody Happy?



Job stress of pilots has increased

- more demanding schedules/rosters:
 - ➔ **increase (cumulative) fatigue and sleep loss**
 - ➔ more often away from home base
- increasing density of air traffic and delays
- decreasing prestige and status of pilots \approx self esteem
- 'unstable' airlines
- 'atypical employment' in the EU

Survey by TU Eindhoven/BALPA found 'clinical burnout levels' in 20 % of 1,147 active BALPA members

[Demerouti et al., 2018]



PILOT 'SUICIDE' Ryanair pilot found dead in an airport car park is believed to have killed himself hours before scheduled flight

Captain J [REDACTED] had flown with the Irish budget airline for ten years and his colleagues are said to be 'in shock' over the tragedy

EXCLUSIVE

By Matt Wilkinson

5th August 2018, 11:17 pm | Updated: 6th August 2018, 11:05 am

Increasing Social Demands



Mismatch between job demands and social demands:
STRESS



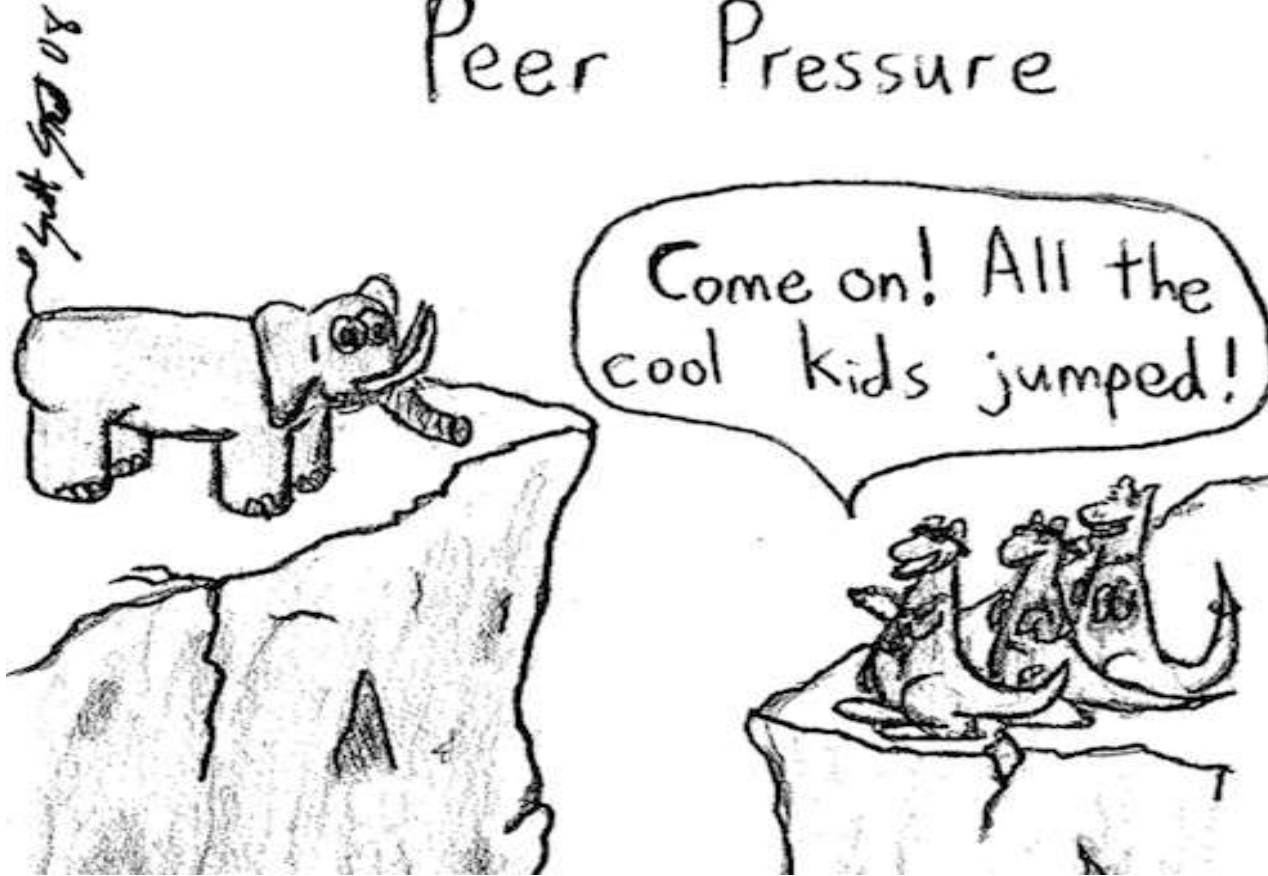
70% increase in number of people in age group
20-30 yrs seeking psychological, or psychiatric help



101 Ways to Live Your Life to the Fullest

PersonalExcellence.co

Peer Pressure





Why does ESAM support PSPs?

WHO European Region

If anxiety and all forms of depression are included, nearly **4 out of 15** people are affected



27% of the adult EU population (aged 18–65) had at least one mental disorder in the past year: substance use, psychoses, depression, anxiety [Wittchen et al., 2011]

Pilots are adult humans

[Simons et al., 2016]



Life stress can form part of any pilot's emotional "carry on luggage"

- work related problems
- financial worries
- health concerns
- bereavement issues
- relationship / family difficulties
- separation from family
- social demands

May lead to significant mental health problems in some cases

[e.g. Hammen, 2005; Young, 2008]

Mental Health: STIGMA

- Pilots are reluctant to report Mental / Emotional Issues to AMEs
- Pilots are reluctant to tell colleagues about their problems or seek help

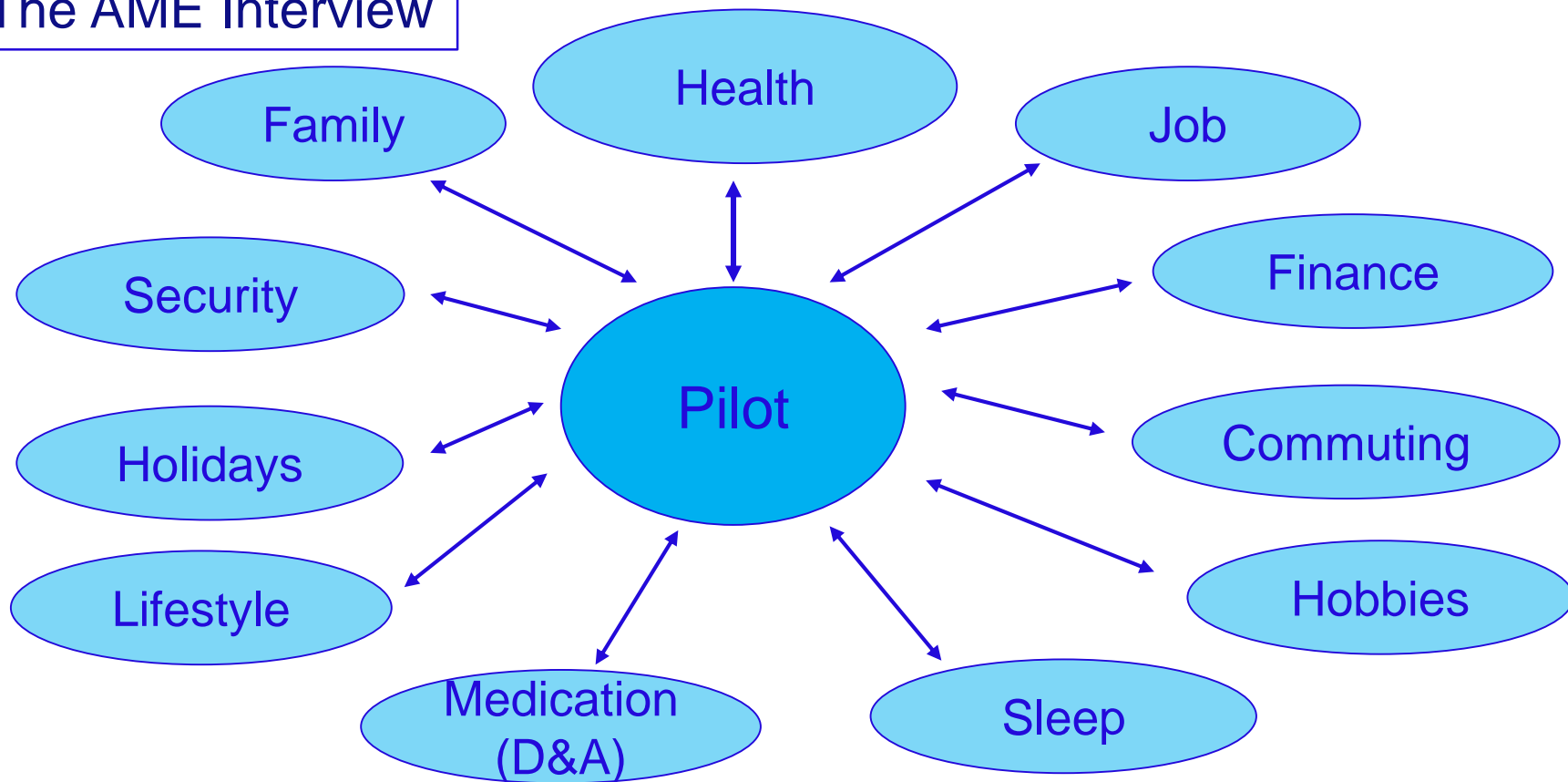


Physicians should be informed about the opportunities
to refer a pilot to a PSP



AMEs should be trained to know the key–principles and
the aims of the local PSP(s) and fully utilize its
opportunities

The AME Interview



[adapted from Hudson & Herbert, 2017]

ALARM Symptoms



I am a burden to my family, colleagues

My family, peer group, company don't want me

I don't feel that I belong to the group

I feel hopeless, helpless, worthless



GPs and AMEs should consider referral to a PSP:

- In case of suspicion that a pilot's circumstances and/or life-stresses might lead to unfavourable developments in the pilot's mental health status or professional career
- In case of alarm signs or red flags

In all cases, the AME or treating physician should clearly explain to the pilot which considerations/worries were the reason to recommend referral to a PSP

AMEs/physicians should explain the opportunities of a PSP to the pilots:

- Pilots can learn to cope with their mental health problems and this may prevent more severe problems and improve wellbeing and job satisfaction

AMEs/physicians should explain the opportunities of a PSP to the pilots:

- A PSP offers a “safe harbour zone” where they can be open without fear of retribution or endangering their pilot career and livelihood



Confidentiality is key element for PSPs

- Confidential information should not be available for operator's management, NAAs, colleague pilots, family, spouses, clergy, judiciary
- National General Medical Council Rules can be applied
Guidance can be sought by contacting the council

e.g. www.gmc-uk.org/guidance



Breaching confidentiality

Confidentiality can be disclosed to the Appropriate Authority in case of:

- Imminent and high risk of harm to others
 - Risk of bodily harm
 - Failure to disclose would cause harm
-
- The threshold for breaching confidentiality is high
 - Consent to disclosure is the preferred option
 - Correctness of disclosure can be tested in court

What about confidentiality when flight-safety is endangered and a case should be reported to the authority?

Breaching of the confidentiality is only possible in cases where relief of flight duties is not sufficient to ensure safety, because of immediate danger to the individual or others, or significant risk to public safety

Every effort shall be made to get consent of the pilot concerned

How is adequate Data Protection & confidentiality ensured?

Yearly anonymised statistical reports for feedback into the operator's SMS needed



Anonymised data should not reveal individual case identities.

Only cases exceeding 3-5% of the pilot population should be reported (caution for very small companies)

Managing the expectations: The elephant in the room...

NO!



- Will Peer support solve ALL my problems? (operator)
- Will Peer Support prevent another GW type tragedy? (Public, Politicians and Authorities)

However, Peer Support, and other actions that were proposed in the GW aftermath, finally allow us to address issues that we all conveniently put under the carpet for so long

(substance abuse, dependency, psychological issues, ...)



Peer Support: does it work?

- HIMS (Human Factor Intervention & Motivation)
- From Inception 1975 to 2014:
 - 5,000 pilots were identified, treated & returned to flying under close supervision. This is based on a US airline population of about 200,000 pilots.
 - Most HIMS cases involve alcohol but not all.

**The long term success rate
in this PSP is 88-90%**

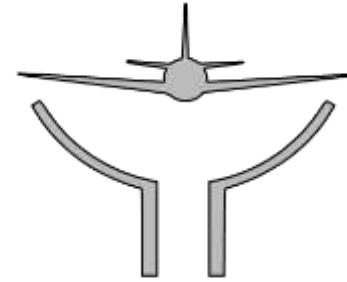


Peer Support: does it work?

Stiftung Mayday: 4U9525 aftermath:

Sick leave rates at Germanwings

- day 1 and 2: ~50%
- day 5: < 10%
- day 10: < normal



Stiftung Mayday

Germanwings and Lufthansa's Management attributed the dramatic and positive reduction in sick leave rate by almost 100% to Stiftung Mayday's work

More information?

www.eppsi.eu