



72nd annual
INTERNATIONAL AIR SAFETY SUMMI



Protecting Aviation Employee Health





First Officer Ellen Brinks

- ALPA National Aeromedical Group Chair
- Pilot Peer Support Administrator

Ellen.Brinks@alpa.org









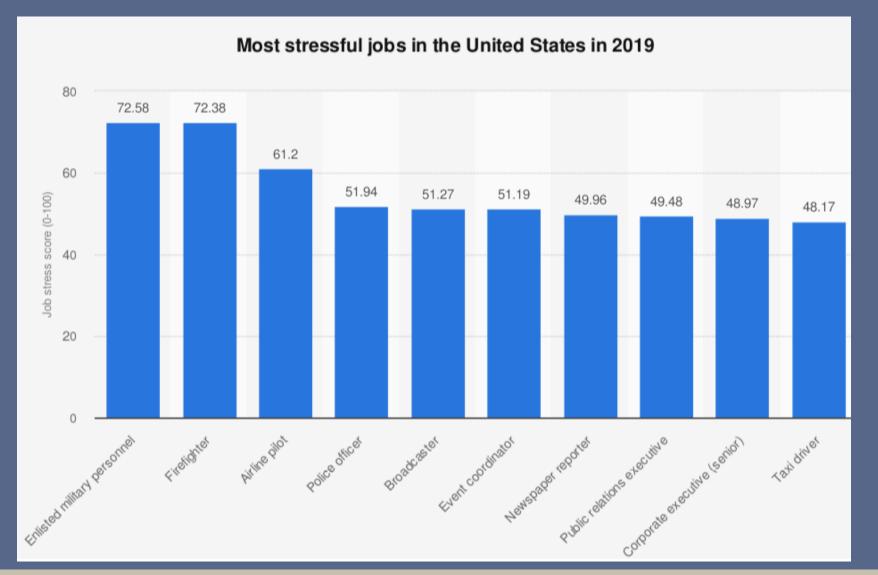
INTERNATIONAL AIR SAFETY SUMMIT ASS 2019

ALPA's Pilot Assistance Programs

- Aeromedical services
- Alcohol/substance abuse recovery
- Professional standards
- Critical Incident Response



Work Can Be Stressful





ALPA Pilot Peer Support Program Development

- 2015 Pilot Fitness Aviation Rulemaking Committee
 - Comfortable environment for pilots to disclose fitness concerns
 - Success through collaboration
 - Senior management
 - ALPA
 - Pilot peer volunteers
- Based on best practice internationally
- Vetted by mental health professionals



Pilot Peer Support





PEER SUPPORT STRUCTURE





ALPA PPS Course

unit 1

Building Core Competencies for Peer Support
The ALDA DDS Structure

The ALPA PPS Structure Listening Skills

unit 2

Building Background Knowledge

Grief

Stress

ALPA Plan

Mental Health

Pilot Certification

Support and PlanningALPA Air Safety Organization

unit 3

Ethical Practices

Self Care and Protection for the Peer Volunteer

Exam

unit 4





The ALPA Plan

- A: Assess for needs and safety
- L: Listen nonjudgmentally
- P: Provide hope and encouragement
- A: Access appropriate resources





The Mental Health Continuum

Self-Care and Social Support

Professional Care

HEALTHY

Normal Functioning

Normal mood fluctuations.
Takes things in stride.
Consistent performance.
Normal sleep patterns.
Physically and socially active.
Usual self-confidence.
Comfortable with others.

REACTING

Common and Reversible Distress

Irritable/impatient.
Nervousness, sadness, increased worrying.
Procrastination, forgetfulness. Trouble sleeping (more often in falling asleep). Lowered energy. Difficulty in relaxing. Intrusive thoughts.
Decreased social activity.

INJURED

Significant Functional Impairment

Anger, anxiety. Lingering sadness, tearfulness, hopelessness, worthlessness. Preoccupation. Decreased performance in academics or at work. Significantly disturbed sleep (falling asleep and staying asleep). Avoidance of social situations, withdrawal.

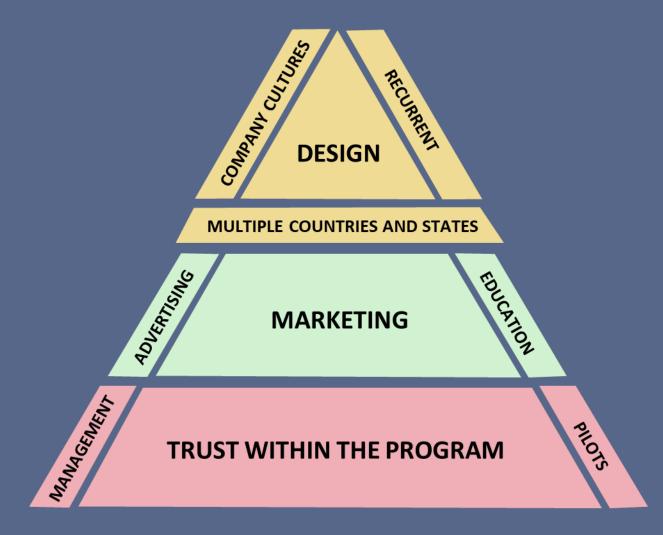
ILL

Clinical Disorder. Severe and Persistent Functional Impairment

Significant difficulty with emotions, thinking. High level of anxiety. Panic attacks. Depressed mood, feeling overwhelmed. Constant fatigue. Disturbed contact with reality. Significant disturbances in thinking. Suicidal thoughts/intent/behavior.

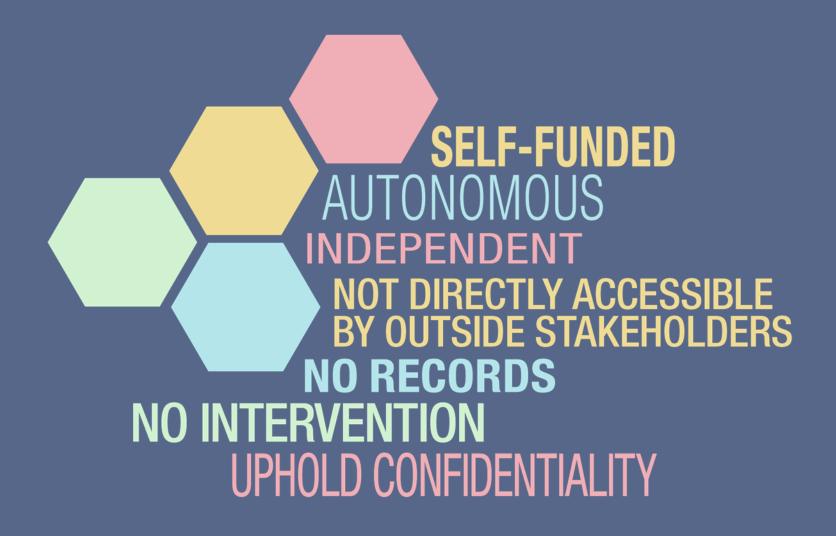


Pilot Peer Support Challenges





How ALPA's Peer Support is Unique







NEXT STEPS

What should FSF do to increase aviation employees' knowledge of and access to mental health resources?

- 1. Develop an AeroSafety World article or website media to highlight the usefulness of mental health resources.
 - Compile a useful compendium of these resources and provide in the article and/or on the website.
- 2. Request that ICAO convene an employee mental health workshop for member States.
- 3. Nothing. The industry does not have an employee mental health problem.

INTERNATIONAL AIR SAFETY SUMMIT ASS 2019

