



PART 64

Medical Certification for cabin crew

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International Air Transport Association

- Trade association of world's airlines
 - Represent, lead, serve
- Incorporated in Canada in 1945
 - 'Not for profit' organization
- **~ 240 member airlines in 130 nations**
 - ~ 84% of passenger and cargo traffic
- ~ 1300 employees around the globe
- Mains offices: Montreal and Geneva
 - ≈ 46 regional/national offices

What does IATA do?

- Aircraft Operations
- Airport Development and Infrastructure
- Cargo
- Finance (clearing house)
- Industry Initiatives
- Passenger
- Regulatory and Public Policies
- **Health**
- Security and Facilitation

IATA Health and Safety

Main players involved with health

- Medical Advisor
- Medical Advisory Group

IATA Medical Advisor + MAG

- Develop industry positions on airline medical issues
- **Work closely with WHO, ICAO and other international bodies involved in airline medical issues**
- Provide advices to member airlines on airline medical issues
- Develop and update IATA guidance material as required
- Try to coordinate and harmonize airlines responses to health issues

Cabin Crew Medical Certification

- Licence
 - Provides evidence of competency
 - Training provides competency

- Medical certification (validation)
 - Try to establish fitness for the job and to prevent incapacitation

Cabin Crew Medical Certification

Medical Certification-ICAO Medical Certificate

The purpose of medical certification through periodic aeromedical examinations :

- Is to identify and exclude those who have an unacceptably increased risk of incapacitation during the relevant period of certification,
- Lead to a flight safety hazard due to inability to safely fly or operate the aircraft.

Cabin Crew Medical Certification

Two questions:

- 1) Is cabin crew incapacitation a direct threat to flight safety?
- 2) If yes, can a periodic medical examination prevent those incapacitations commonly seen in cabin crew?

Cabin Crew Medical Certification

Is cabin crew incapacitation a direct threat to flight safety?

Show me the evidence

Cabin Crew Medical Certification

Why should Cabin Crew be issued a licence?

- Mandatory medical evaluation on a regular basis
- Standardization of medical fitness within the country
- Loss of licence benefits
- Recognition of Cabin Crew as being a profession

Cabin Crew Medical Certification

IATA Cabin Health Conference 2008

- Describe the activities of Cabin Crew that, if not carried out because of incapacitation, may interfere with the safety of a flight i.e. may lead to an aircraft accident.
- While everyone agrees that the cabin crew have a safety role to play
- It is more reactive in nature and none of the activities that they do, if not carried out, would have a direct impact on flight safety i.e. could cause an accident.

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- How many aircraft accidents or serious incidents are you aware of where Cabin Crew incapacitation has been a causal factor?

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Aerospace Medical Association

“Cabin crew have an important safety role ,but

- Unlike pilots, sudden incapacitation of a member of cabin crew does not have implications for the normal safe operation of the aircraft.
- The likelihood of sudden incapacitation in a member of cabin crew occurring at the same time as a cabin emergency which threatens the safety of the aircraft or its occupants is remote.
- We are not aware of an accident fatality or serious injury resulting from incapacitation of a member of cabin crew due to a medical condition that could have been detected on a periodic medical examination.”

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In May 2013, the Aerospace Medical Association devoted a full panel of 5 presentations on ‘Cabin crew medical examinations: do they improve flight safety?’

The evidence presented does not support cabin crew medical examinations in regard to flight safety

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No fatal accident attributable to cabin crew incapacitation has been found in the Boeing database since 1959.

*** Presented at the 2013 Airline Medical Directors Association scientific meeting**

Cabin Crew Medical Certification

ICAO's Position

- ICAO does not have any SARPS regarding cabin crew licence or medical fitness.
- ICAO reviewed the issue in 2001 and decided to leave the situation as is.
- States without licences have as good or better safety record.

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In spite of the above findings, for discussion purposes let assume that cabin crew incapacitation can be a direct threat to flight safety.

Can a periodic medical examination prevent incapacitation?

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What are the most frequent causes of incapacitation in cabin crew?

- Gastrointestinal
- Trauma secondary to turbulence and catering equipment
- Sprains and strains
- Burns
- Acute illnesses

Will periodic medical examination prevent the above?

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- Are any of those incapacitations a direct threat to flight safety?
- Will a periodic medical eliminate the risk of those incapacitations?

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- In spite of the lack of evidence concerning flight safety risk
- It is accepted that cabin crew have a safety role and therefore,
- Should we consider some kind of medical assessment and if so, what kind of assessment and when?

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The different medical assessments

- Pre-Placement (pre-employment)

- Periodic Medical Assessment
 - Occupational Health
 - General prevention (ex: PSA testing)

- Fitness to return to work: post illness and/or accident

- Employment termination

Cabin Crew Medical Certification

Do we need:

- Pre-Employment/Pre-Placement assessments?
- If so, what kind of assessment should it be?
 - Physical examination?
 - Questionnaire?

Cabin Crew Medical Certification

Airline A experience

- Pre 1995: questionnaire, tests, nurse technical screening, physician examination
- 1995-2001: questionnaire, nurse screening and assessment.
- Physician's review if outside company established standards

Cabin Crew Medical Certification

Assessment 1995-2001

- Questionnaire
- Nurse discussion
- Nurse examination
 - Height & Weight
 - BP & Pulse
 - Vision
 - “Infectious disease”
 - “Musculo-skeletal
 - Skin Health
- Tests
 - urine
 - audiometry
 - HIV
- Dental examination

Cabin Crew Medical Certification

Six months audit in 1998

- No conditions were identified on physical examination that had not been disclosed on the questionnaire
- Evidence of corrected visual acuity can be provided by an optician before hiring
- Advances in treatment of HIV+ has prolonged healthy working life
- Communication difficulties created by significant deafness will become evident at interview

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Was it worth it?

- Nurses spent 1255 working hours (33.9 working weeks)
 - examining 1674 fit young people
 - analysing 33.5 litres of urine
 - using 160.7 metres of testing strips
- In order to exclude
 - 34 already identified by questionnaire
 - 23 who probably did not need excluding

Cabin Crew Medical Certification

Eighteen months audit in 2008

- Total number assessed	1795
- Confirmed fit on questionnaire*	1790
- Deferred for further reports	3
• Subsequently passed fit* *	2
- Unfit	2

* Questionnaire +/- phone clarification with applicant

* * One awaiting GP report

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2003-2008 Audit

- Most significant pre-existing conditions declared (91 of 106)
- Few crew referred to Occ. Health have a pre-existing medical condition (43 of 926)
- Undisclosed medical conditions almost never lead to termination (1 of 1443)
- Undisclosed medical conditions has not lead to any flight safety threat

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Periodic medical assessment?

Cabin Crew Medical Certification

Airline B experience

- Cabin crew end of 2006: 7936
- Periodic assessment every 3 years until age 40, annually thereafter
- 1706 audited: 100% passed
- 4616 medical incidents onboard (470 for cabin crew)
- No cases due to undeclared conditions
- No cases lead to any flight safety threat

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Airline C experience

- Between March and September 2009, evaluation of 6000 web based questionnaires
- No evidence or case reports of accidents/incidents due to illness or impairment of cabin crew
- None of the cases declared unfit under the new standards (EU OPS) likely to lead to flight safety threat

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As early as 1972, a study of 28,000 Air Force aircrew periodic medical examinations by Lubin and Young found:

- That only 1% of the study group had an abnormality detected at examination
- Only 0.2%, was this detected from the history and physical examination alone.

They concluded that the routine performance of a full physical examination was a waste of resources

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Periodic Medical Assessment

- Not necessary
- Rely on fitness to return to work assessment

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Periodic Medical Assessment

- Occupational Health
 - Health surveillance (medical monitoring) concept
 - More and more evidenced based

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Periodic Medical Assessment

- General prevention

“We recommend that the annual check-up, as practiced ritualistically for several decades in North America, be abandoned. We consider that the routine general annual check-up is nonspecific and casts a searching net far too broadly, particularly in adults, is inefficient and, at times, is potentially harmful”

The Canadian Task Force on the Periodic Health Examination 1979

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Fitness to return to work

After major illness and/or accident

- No consensus
- Would appear reasonable



Cabin Crew Medical Certification

Conclusion

- The evidence available show that cabin crew incapacitation does not represent a significant flight safety risk
- The pre-employment medical assessment for cabin crew should be limited to a questionnaire
- The evidence available does not support periodic medical assessment for cabin crew
- It seems reasonable to do fitness to return to work assessment

Cabin crew practical test

- Cabin crew member who suffered from physical disabling condition, like stroke will be expected to demonstrate if they are able to perform their duties post the incident
- The report from the treating doctor will be presented to AMC
- The cabin crew will only be declared fit once they have been assessed
- The CAA assessor will observe cabin crew perform her normal duties on a simulator

Cabin crew practical test

- Cabin crew duties on-board the aircraft:
- Provides excellent customer service to passengers
- Provides special attention to elderly and special care passengers
- Give safety presentation in a well-prepared manner
- Adhere to established regulation and procedures

Cabin crew practical test

- Remain calm and offer assistance to passengers in the event of an emergency
- Prepare accurate reports concerning any significant issues of on-board
- The crew may have to deal with several emergencies such as cabin fires or First-aid issues like performing CPR to a passenger who lost consciousness
- They must be able to evacuate passengers from an aircraft in an emergency like ditching or land evacuation

Cabin crew practical test

- The overall responsibility for the safe operation of an aircraft and safety of its passengers lies with the Captain , but the cabin crew are responsible to the Captain in being capable through their training to be able to fulfil their safety responsibilities
- They are trained to :
- Fight cabin fires
- Open doors(armed) in an emergency to deploy life rafts
- Perform CPR
- In a medical emergency crew will make a call for a doctor/paramedic/nurse to assist



Cabin crew practical test

- Opening of doors in an emergency:
- Cabin crew must demonstrate capability to open doors in an armed mode to deploy the slide raft in an emergency
- To give directions to passengers and delegate able bodied passengers to assist in an emergency

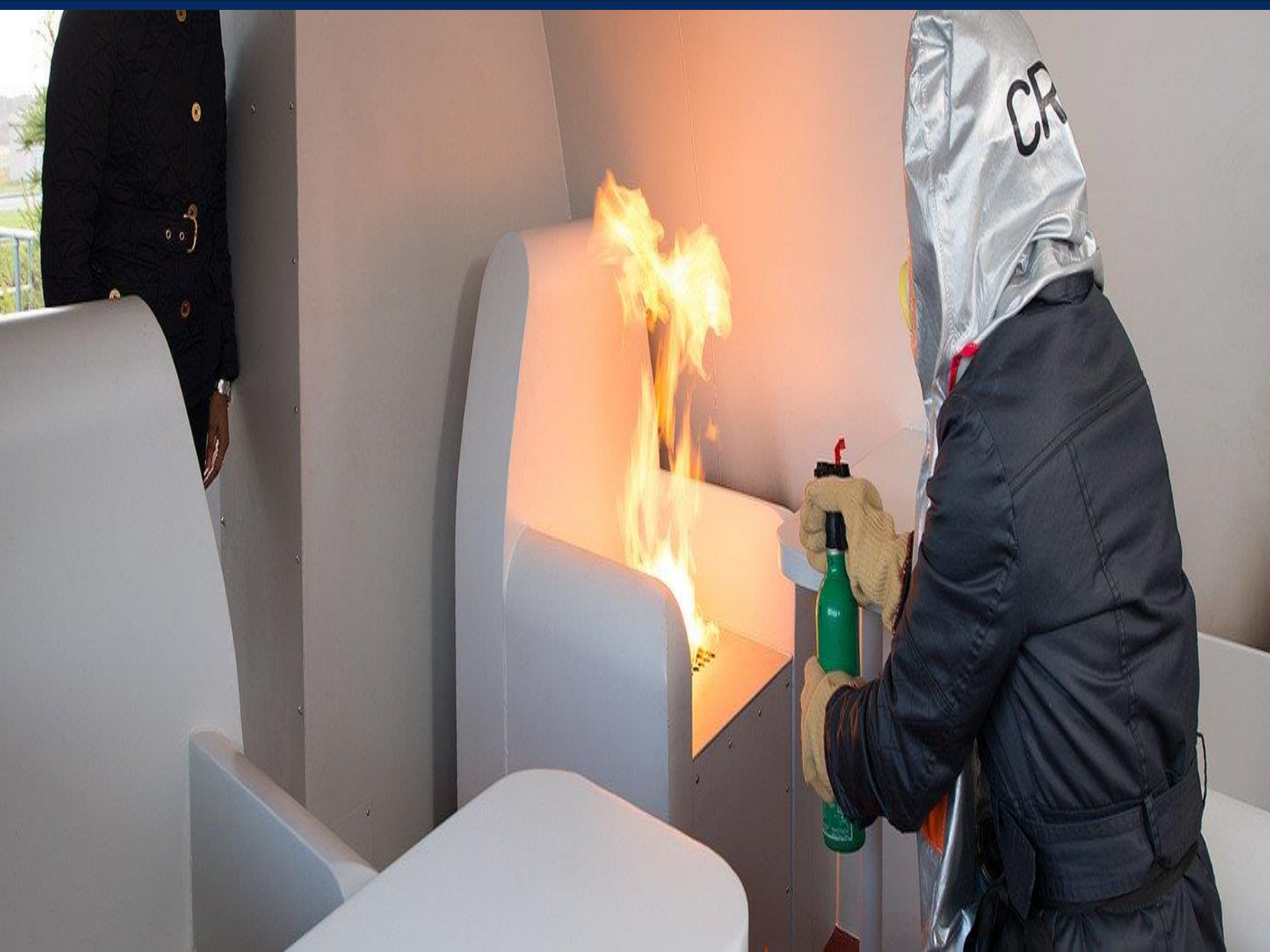


Cabin crew practical test

- The door is opened in an armed mode, ready to deploy the slide raft used in ditching or land evacuation
- Cabin crew who suffered from a disabling condition has to demonstrate if she will be able to evacuate passengers in an emergency ditching/land evacuation and dislodge the raft from an aircraft
- The demonstration of the procedure will be done at a simulator

Cabin crew practical test

- Fire fighting:
- If there is fire on- board cabin crew are trained on how to manage and extinguish fire by using different equipment available on-board the aircraft , like Halon and Water fire extinguishers
- They have to demonstrate at a simulator if able to perform duties expected as cabin crew member



Cabin crew practical test

- Evacuating passengers from an aircraft during an emergency:
- This could be necessary due uncontrollable fires on –board
- It could be due to ditching (on water) or landing on land due to a life threatening emergency
- Cabin crew should demonstrate if able to perform evacuation duties



AIR CHINA

中國國際航空公司



Cabin crew practical test

- These are some of the duties a cabin crew has to perform on-board
- The aviation medicine assessor(CAA) will observe demonstration of procedures once the cabin crew member has recovered from a temporary disabling condition
- The duties of cabin crew are two fold :
 - Safety
 - Hospitality



Thank you for your attention



to represent, lead and serve the airline industry