Monitoring Mental Health

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Agenda
• Background
• Regulatory changes
• Issues arising
• Potential solutions
Mental health is an issue for everyone – we all have it

Mental health is a spectrum from OK to not OK

WHO figures give a cost to economies globally of US$2.5T for mental illness, with this predicted to increase to US$6T in 2030
Economic burden

- Two-thirds of the mental health costs are indirect costs—presenteeism, reduced productivity—nor the costs of treatment

- Entire global health spending in 2016 was $6.5T

- The annual GDP for low-income countries is less than $1T
1:5 – 1:7 people at work have symptoms of an existing mental health condition
2011 – 618000 FAA certificated pilots
By 2035 predicted growth further 617000 pilots
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Precipitating Factor

• Regulatory changes following publication of report into Germanwings 9525 (2015)
Regulatory Changes
• Access to a support programme;
• Psychological assessment of pilots;
• Systematic Drug & Alcohol (D&A) testing of flight and cabin crew;
• Unannounced D&A testing;
• Mandatory random alcohol screening of flight and cabin crew within the EU RAMP inspection programme.
Other regulatory bodies will follow suit.
Issues Arising
IATA Guidance

2012 Guidance Material and Best practices for Pilot Aptitude Testing

Key personality traits

Social competencies

Operational competencies

Basic mental and physical abilities
Personality vs Mental Health

Personality is stable over time

Mental health varies from day to day and even hour to hour

Sudden severe psychotic episodes are extremely rare
Benefits of Psychological Profiling

- Improved selection
- Reduced costs
- Enhanced safety
- Lower overall training costs
- Improved training and operational performance
- Reduced labour turnover
- Enhanced brand reputation
What’s missing?

Current mental state

What level of understanding is required?

- Risk indicator
- Diagnostic
Potential Solutions
Personality profile

Many different personality questionnaires on market

Some are more aligned to IATA guidelines than others

Some have additional aspects that are aviation specific

Cheap is probably not good
Clinical tests

Mental Health surveillance including environmental factors

General psychosocial traits

Substance use

Trauma/exposure

Global functioning

Suicide assessment

Specific diagnostic tests
Mental Health (Wellbeing)

MMPI-2

- Published 1989
- ‘most widely used psychological test in the world’
- Assist in psychiatric diagnosis
- Clinical scales
Wellbeing indicator

MindQ
- Derived from clinical assessments
- Published 2015 by leading global publisher of clinical tests
- Indicate risk of participant developing symptoms of mental illness
- Catch people and intervene to prevent
What makes a good solution?

- Online
- Short
- Non-threatening
- Easy to administer
- Repeatable
- Cost effective
Thank you for listening

Any questions?

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