



Health Promotion
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**INTERNATIONAL
CIVIL AVIATION
ORGANIZATION**



— Safety management, data analysis & health promotion

1.2.4.2

States shall apply, as part of their State safety programme, **basic safety management principles** to the medical assessment process of license holders that as a minimum include:

- a) routine **analysis of in-flight incapacitation events and medical findings during medical assessments** to identify areas of increased medical risk; and
- b) continuous **re-evaluation of the medical assessment process** to concentrate on identified areas of increased medical risk.

— Safety management, data analysis & health promotion

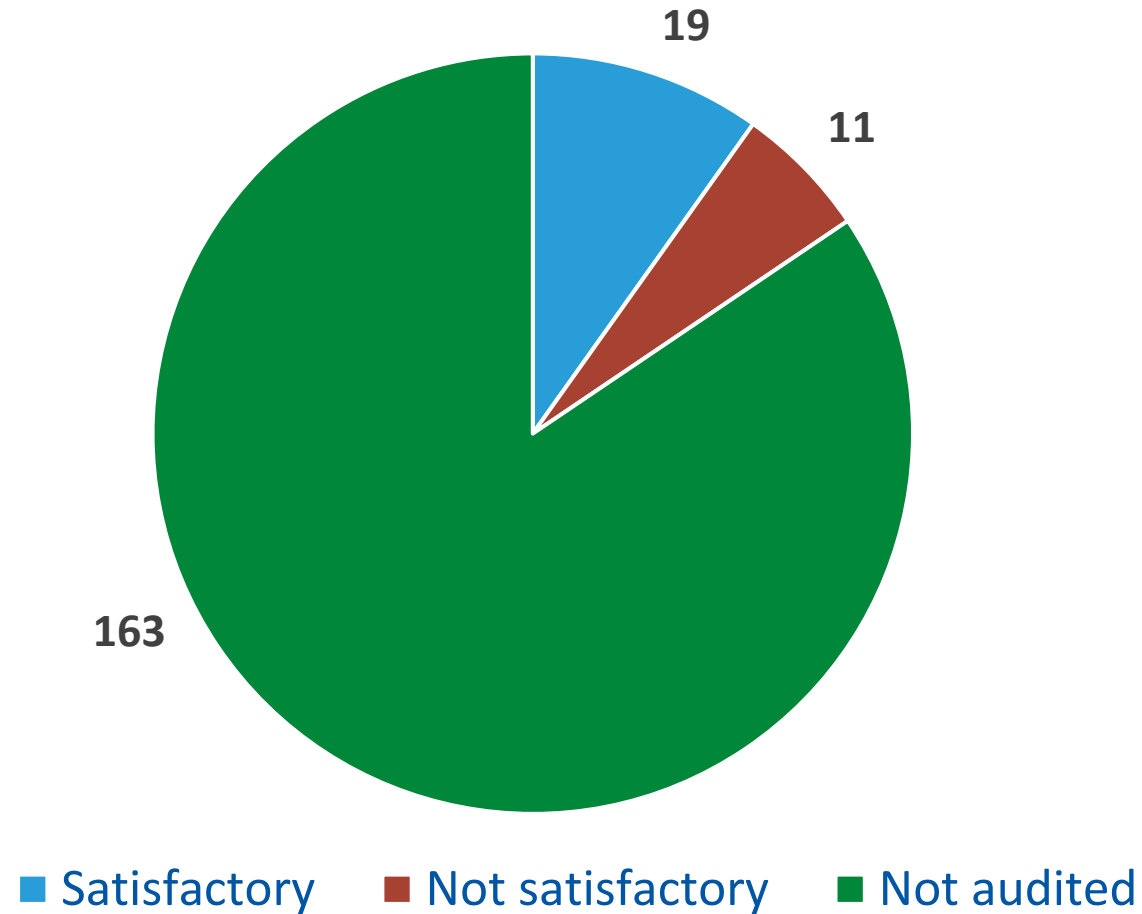
1.2.4.3

The Licensing Authority shall implement appropriate **aviation-related health promotion for license holders** subject to a Medical Assessment to reduce future medical risks to flight safety.

Note 1.— **Standard 1.2.4.2** indicates how **appropriate topics** for health promotion activities may be determined.

— Safety management, data analysis & health promotion

USOAP audit: medical findings and health promotion



— Health Promotion Framework (Example)

Questions to determine and implement health promotion activities

1. What health risks have the greatest **impact** on operational performance, fitness for duty, personal well-being etc.?
2. What **information or data** do we need to make risk-based and evidence informed decisions?
3. What **factors** should we consider to determine priorities or implement health promotion activities?
4. What **indicators** will we measure to assess health promotion outcomes?
5. How will the data and outcomes be **integrated** into the relevant risk management frameworks?

— Health Promotion Framework (Example)

Health risks with a big impact on operational performance, fitness for duty, personal well-being, etc.

Impact	Health risk examples
Sudden incapacitation	Seizure or convulsion (CNS, substances, etc.)
Sudden incapacitation	Intentional act (Mental)
Subtle incapacitation	Cognitive functioning (Neuro, medication, etc.)
Unfit: long term	Head injury
Operational limitations	Medication, specific diagnosis, colour vision
Unfit: medium/ short term	Medication, fatigue, period of sick leave
Medical restrictions	Conditions requiring regular follow-up
High future risk	Metabolic health
Well-being	Stress, anxiety

— Health Promotion Framework (Example)

Information/ data needed for risk-based and evidence-informed decisions

Different stakeholders collect different data

Stakeholder	Primary data
Aviation Medicine	Medical certification trends and outcomes
Accident investigation	Occurrences, Incidents and Accidents
Operations	Operational exposure, reports, human factors data
SMS	Safety and other reports
EAP/Peer Support	Social, psychological, mental health data
HR	Sick leave, disability
Occupational Health	Chronic disease, workplace health
Employee	National public health screening, surveys

— Health Promotion Framework (Example)

Considerations to determine and/or implement health promotion activities

Consideration	Description
Severity	Potential consequences or outcomes
Magnitude	Probability or frequency
Preventability	Potential avoidance procedures
Mitigation	Measures to reduce risk
Cost effectiveness	Investment in comparison to safety or operational outcomes (short term and long-term)

— Health Promotion Framework (Example)

Examples of measurable indicators

Indicators	Examples
Medical	Certification limitations, Prevalence, Measurable Categories e.g. BMI or waist circumference, Diagnosis
Operational	Safety reports, Human factors events, Delayed decisions, Incorrect decisions, Incident reports
Safety	Sudden incapacity, Medical symptoms
Workforce	Sick leave, Disability claims
Well-being	Employee surveys

Manual on Health Promotion and Mental Wellbeing

- Terminology
- Health promotion
- ICAO Mental Health Framework
- Roles and responsibilities of stakeholders
- Awareness, education and training
- Health screening
- Peer support
- Risk management
- ...

**Guidance on relevant
topics for different
positions**



Thank You

