

# Peer support in India

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# Acknowledgements

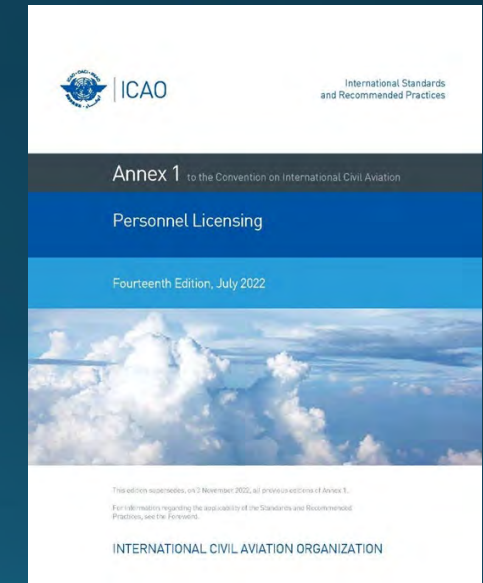
- Dr. Nageshwar Rao K, Ex-CMO, IndiGo Airlines
- Dr. Sanjiv Sharma, Capt. Laurie Shaw
- Dr. Quay Snyder
- Dr. Ansa Jordaan
- MHWG Colleagues

# Medical certification

## Chapter 6 of Annex 1 to International Aviation Convention states:

### 6.3.2.2 The applicant shall have no established medical history or clinical diagnosis of:

- a) an organic mental disorder;
- b) a mental or behavioural disorder due to use of psychoactive substances; this includes dependence syndrome induced by alcohol or other psychoactive substances;
- c) schizophrenia or a schizotypal or delusional disorder;
- d) a mood (affective) disorder;
- e) a neurotic, stress-related or somatoform disorder;
- f) a behavioural syndrome associated with physiological disturbances or physical factors;
- g) a disorder of adult personality or behaviour, particularly if manifested by repeated overt acts;
- h) mental retardation;
- i) a disorder of psychological development;
- j) a behavioural or emotional disorder, with onset in childhood or adolescence; or
- k) a mental disorder not otherwise specified;
- l) such as might render the applicant unable to safely exercise the privileges of the license applied for or held.



## BABY BLUES



I DIDN'T PLAY WITH MATCHES,  
I DIDN'T RUN WITH SCISSORS,  
AND I DIDN'T HIT  
HAMMIE WITH  
ANYTHING BIGGER  
THAN MY HAND.







We are coming to understand health not as the absence of disease, but rather as the process by which individuals maintain their sense of coherence (i.e. sense that life is comprehensible, manageable, and meaningful) and ability to function in the face of changes in themselves and their relationships with their environment.

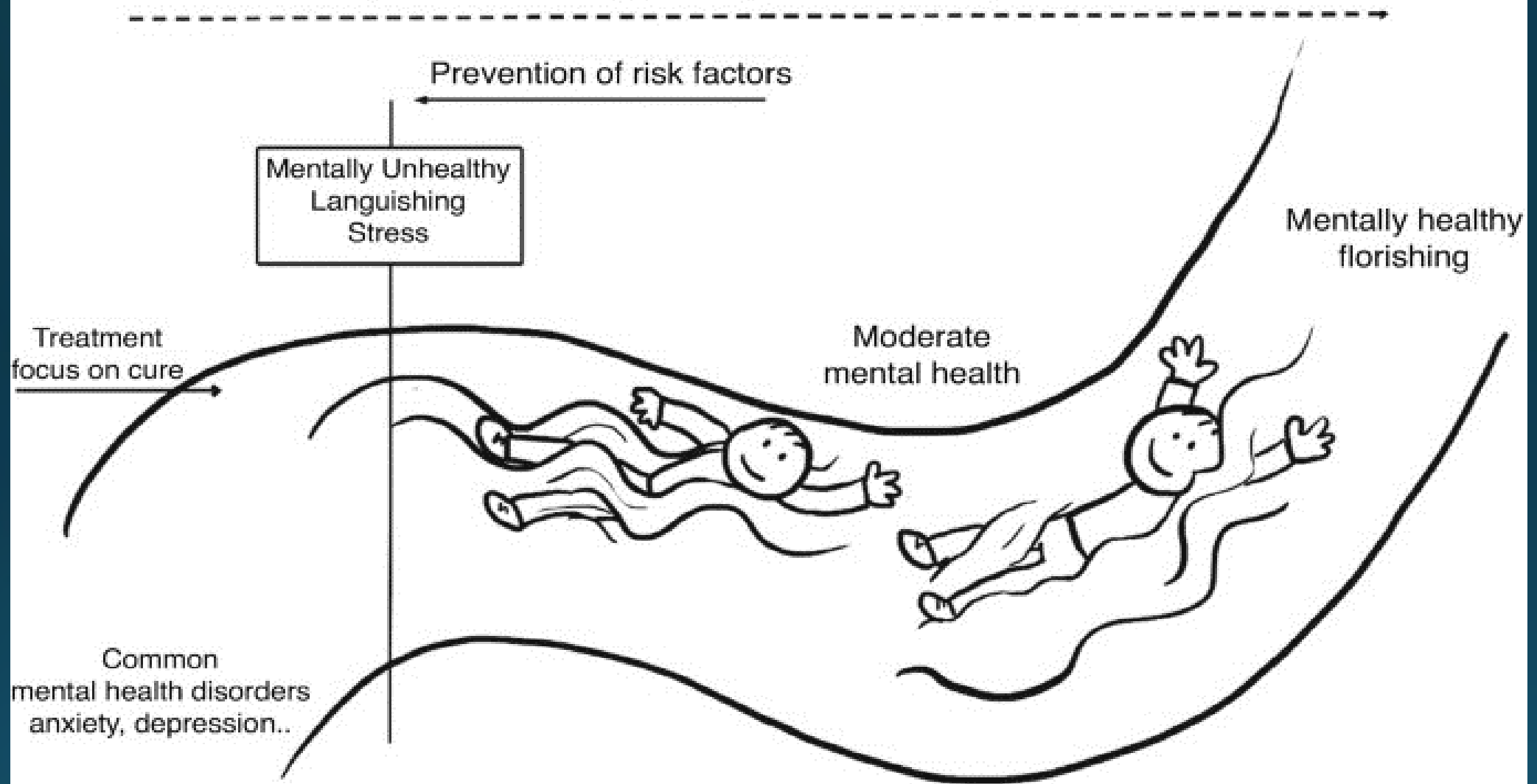
— Aaron Antonovsky —

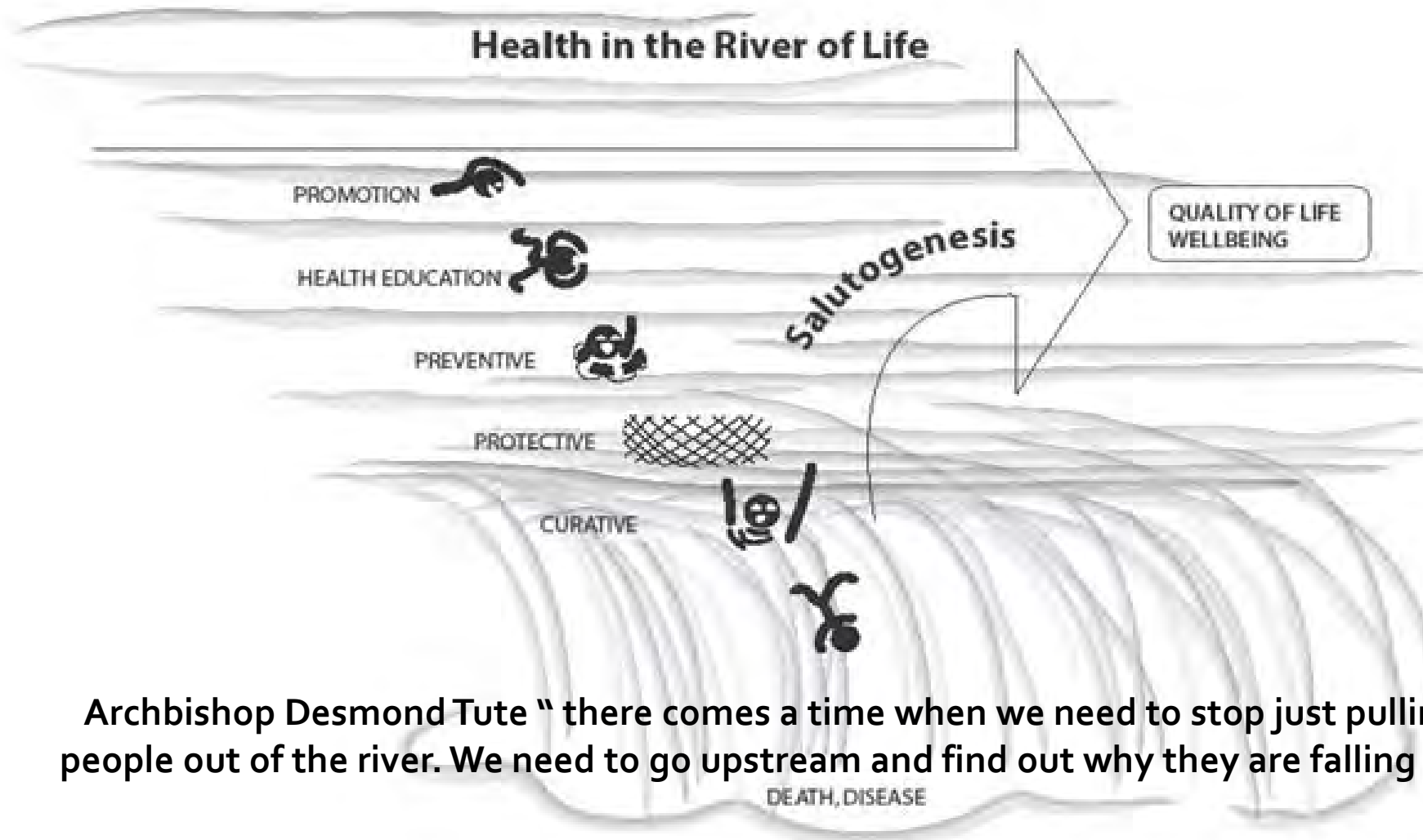
AZ QUOTES

# Just because you are not sick doesn't mean you are healthy



## Mental health promotion - strengthening resources and protective factors





Archbishop Desmond Tute “ there comes a time when we need to stop just pulling people out of the river. We need to go upstream and find out why they are falling in.”





© Bengt Lindström, Monica Eriksson, Peter Wästerlund

# Salutogenesis vs Pathogenesis

## Salutogenesis (1979)

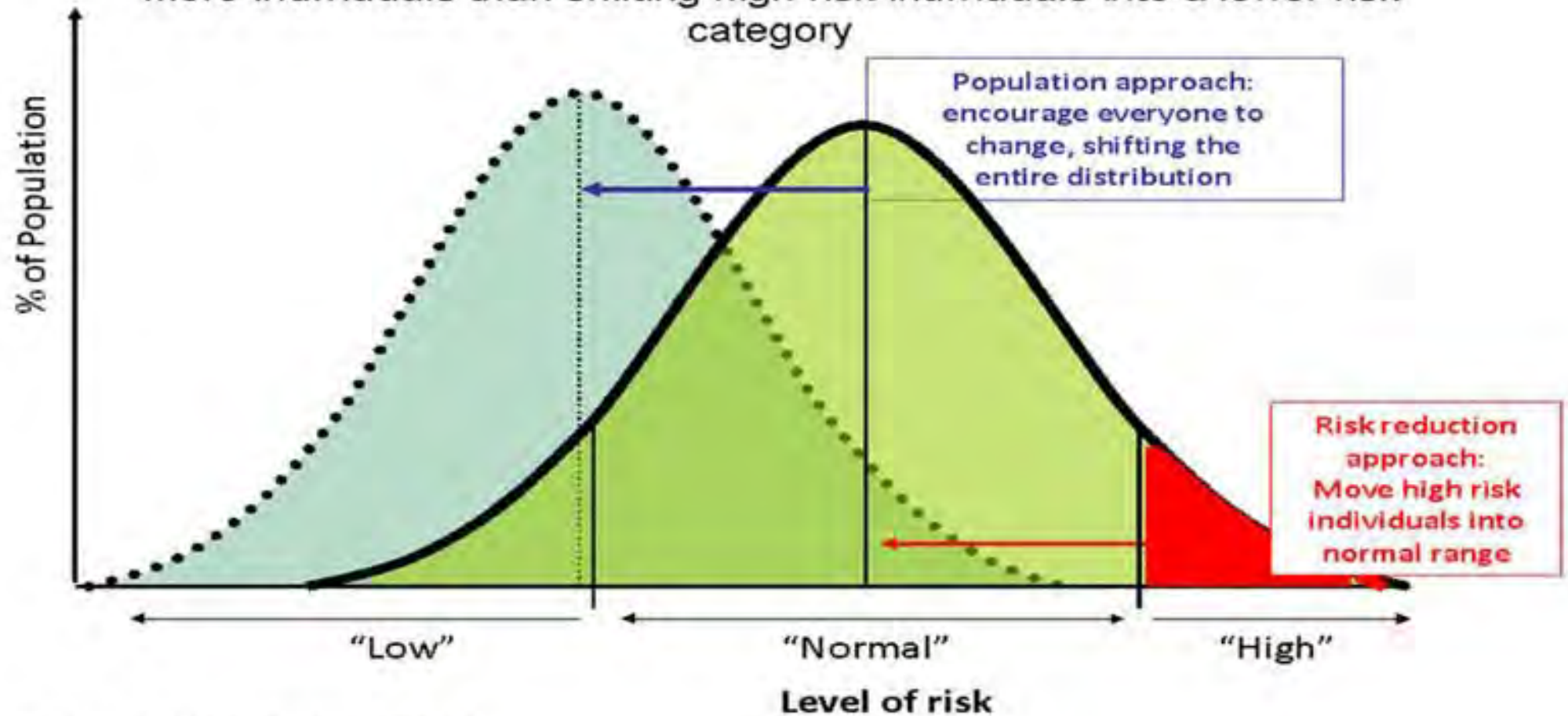
- Salus (Latin) - wellbeing
- Genesis (Greek) - origin
- Emphasis - global well-being
- Creation /maintenance of good health rather than diseases

## Pathogenesis

- Risk factors involved in specific disease

# The Bell-Curve Shift in Populations

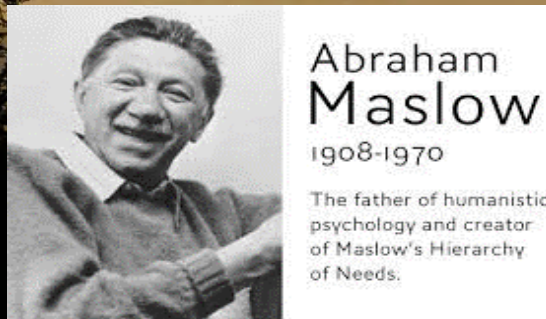
Shifting the whole population into a lower risk category benefits more individuals than shifting high risk individuals into a lower risk category



Source: Rose G. Sick Individuals and sick populations. *Int J Epidemiol.* 1985; 12:32-38.

What we call 'normal' in psychology is really a psychopathology of the average, so undramatic and so widely spread that we don't even notice it ordinarily.

Abraham Maslow





# Integrating Salutogenesis

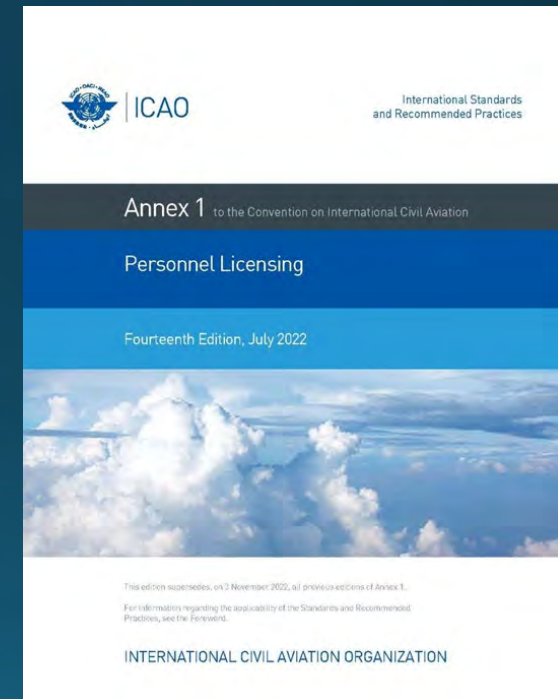


# Chapter 1 of Annex 1: Health Promotion Amendment

**1.2.4.2** States shall apply, as part of their State safety programme, basic safety management principles to the medical assessment process of licence 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 risk.

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



# FAA's Committee Report

"... the ARC believes a risk mitigation process built on Safety Management System (SMS) principles should be used by air carriers and pilot representative organisations to create an environment where early reporting, appropriate treatment, and rapid return to the flightdeck are the expectation"

## Pilot Fitness Aviation Rulemaking Committee Report

November 18, 2015



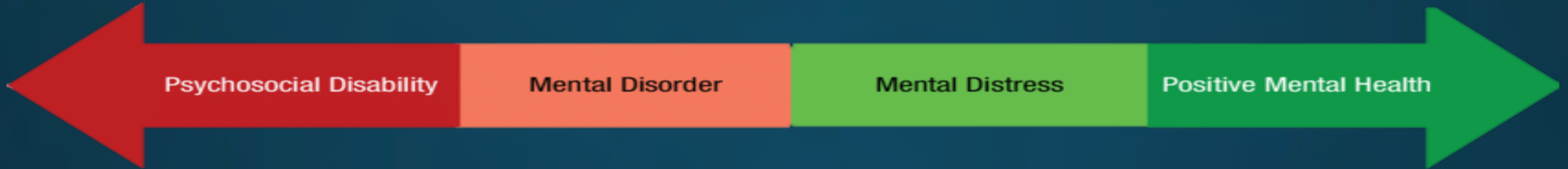
# DGCA India – NASP 2018-2022

## 4.5 Application of safety management principles to the medical assessment process

- 4.5.1 In-flight Crew Incapacitation
- 4.5.2 Medical risk identification
- 4.5.3 Over-The-Counter (OTC) drugs and self medication



# Mental Health Continuum



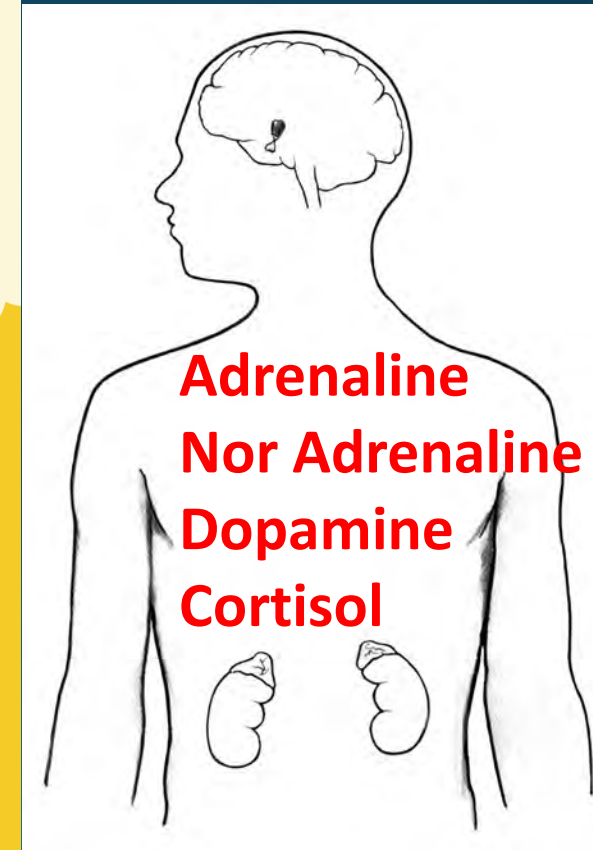
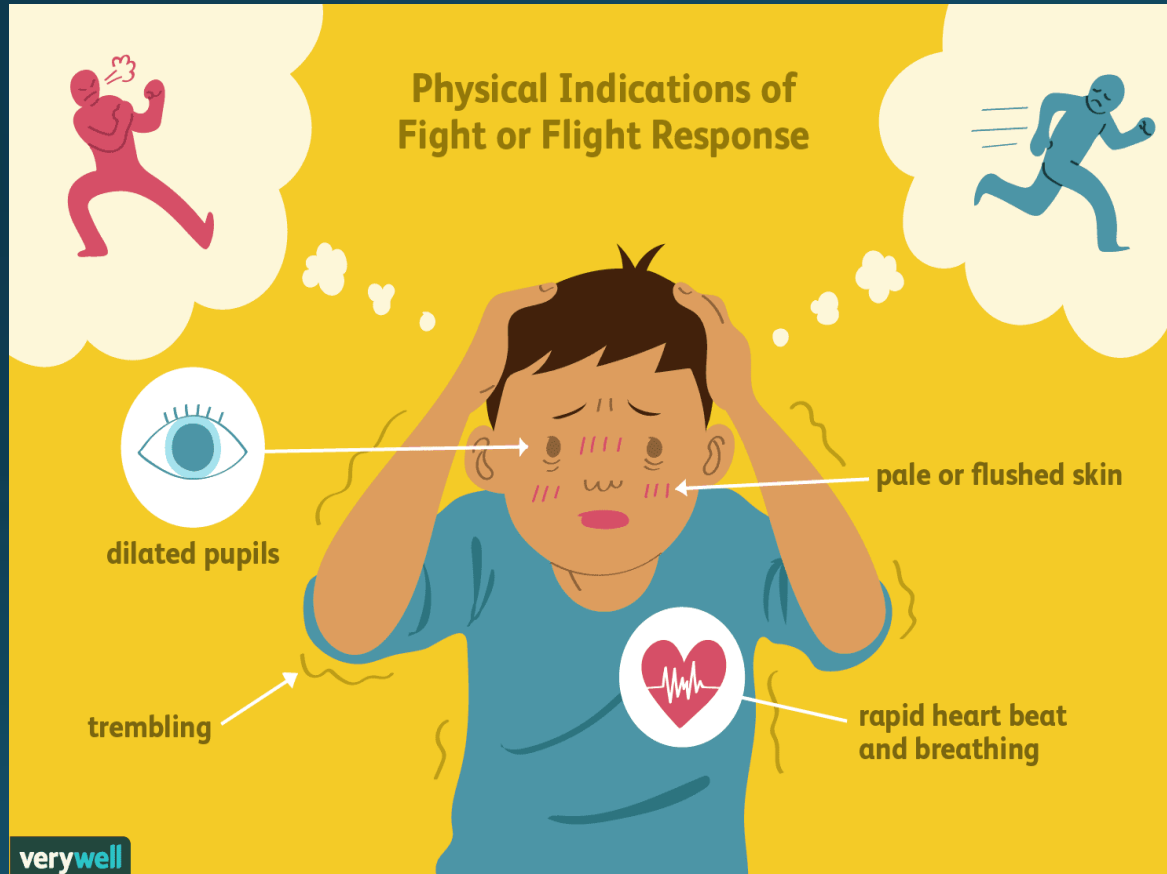
## Stressors

- Operational
- Personal
- Medical fitness
- Incidents/ Accidents
- Organisational
- Regulatory

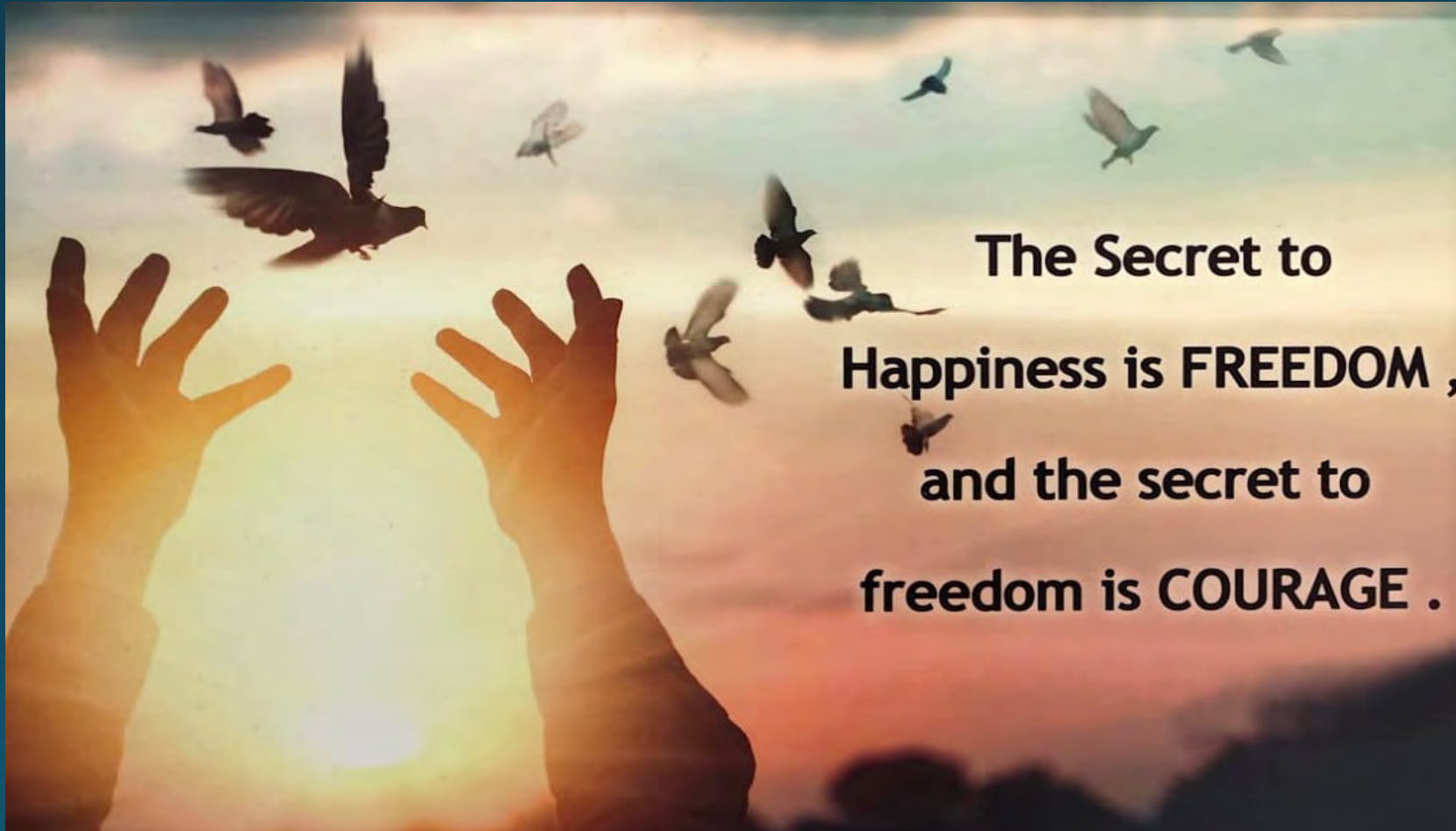
## Wellbeing

- Physical
- Psychological
- Social
- Spiritual

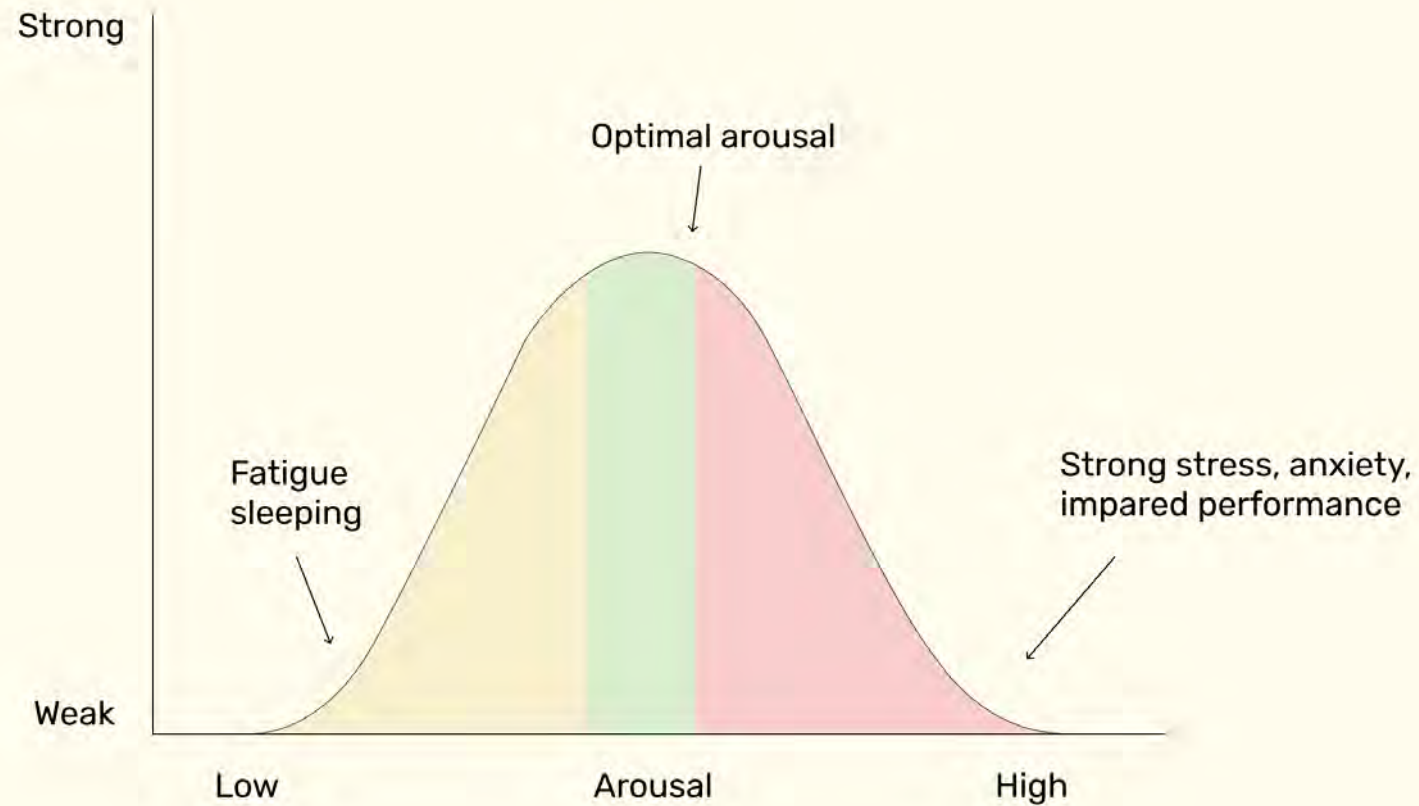
# Anxiety Stress Fear



# Neuroplasticity



# Yerkes Dodson Law





**FOUR PILLARS  
SAFETY MANAGEMENT SYSTEMS**

**POLICY**

**RISK MANAGEMENT**

**ASSURANCE**

**PROMOTION**

# Wellbeing

The diagram illustrates the concept of wellbeing as a structure supported by four pillars. At the top is a wide, light-orange trapezoidal block labeled 'Wellbeing'. Below this block are four vertical grey pillars, each with a black outline and a black trapezoidal base. The pillars are arranged in two pairs. The left pair is labeled 'PHYSICAL' and 'PSYCHOLOGICAL' (written vertically to the left of the pillars). The right pair is labeled 'SOCIAL' and 'SPIRITUAL' (written vertically to the right of the pillars).

PHYSICAL

PSYCHOLOGICAL

SOCIAL

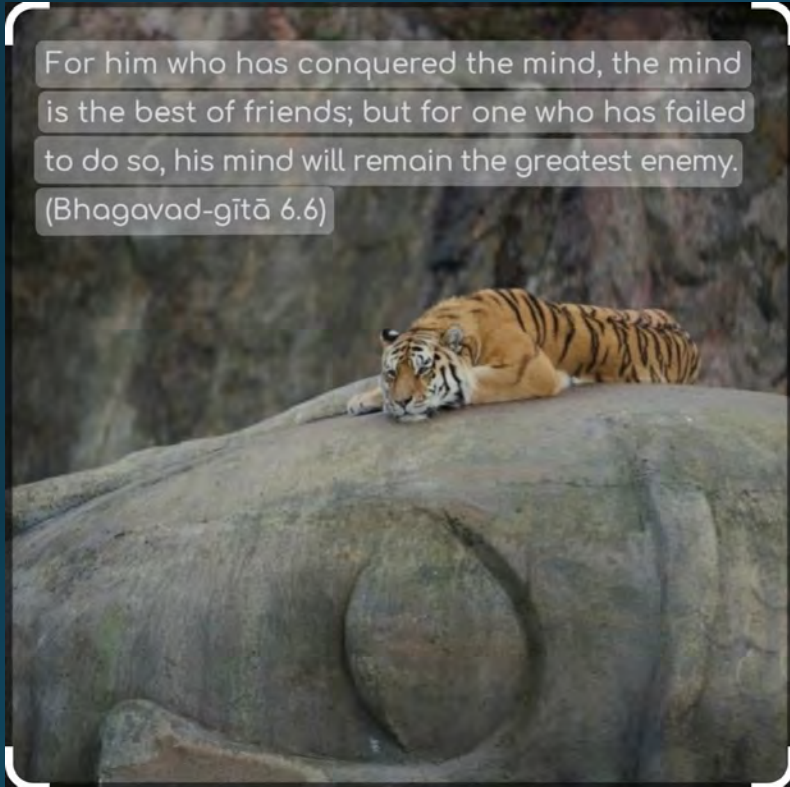
SPIRITUAL

# Physical Wellbeing



- Our vehicle - The body
- Prevents lifestyle diseases, boost immunity and quick recovery
- How – integrated physical activities, nutritious mindful eating with gratitude, relaxing well
- Dopamine release
- Benefits –endurance, discipline
- Who – AME, Airline Med Dept

# Psychological Wellbeing



For him who has conquered the mind, the mind  
is the best of friends; but for one who has failed  
to do so, his mind will remain the greatest enemy.  
(Bhagavad-gītā 6.6)

- Where do we live?
- Listen to our body
- Psychosomatic diseases
- How – Step back, journalling
- Benefits – Resilience
- Who – You, Peers, AME



# Social Wellbeing



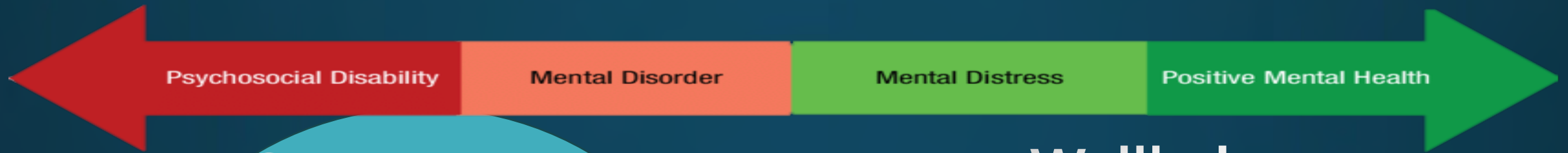
- What is your goal?
- Social beings
- Social addicts
- India – inbuilt peer support, social boundaries thin, inbuilt resilience
- How – engage in activities
- Serotonin release
- Benefits – Stability
- Who – Family, peers, groups

# Spiritual Wellbeing



- What do you live by?
- India – land of spirituality
- How – silence, breath, meditate, nature, purpose of life, aspire
- Serotonin release
- Benefits – anchor within, inner strength, peace, universal energy, gratitude
- Who – people, books, yourself

# Mental Health Continuum



## Stressors

- Operational
- Personal
- Medical fitness
- Incidents/ Accidents
- Organisational
- Regulatory

## Wellbeing

- Physical
- Psychological
- Social
- Spiritual

# Challenges

- Reluctance to seek help
- Non disclosure
- Lack of trust
- Loss of control
- Stigma and discrimination (perceived and real)
- Medical confidentiality
- Grounding
- Additional costs – examinations/ treatment / maintain medical certification
- Loss of income
- Fear of loss of employment

# DGCA India

**Medical Circular: 22 Feb 2023, Effective 31 May 2023**

**Mental Health Promotion of Flight Crew and Air Traffic Control Officers**



**Scheduled (Operators/  
Commuters)**

**Non-scheduled Ops**

**FTOs**

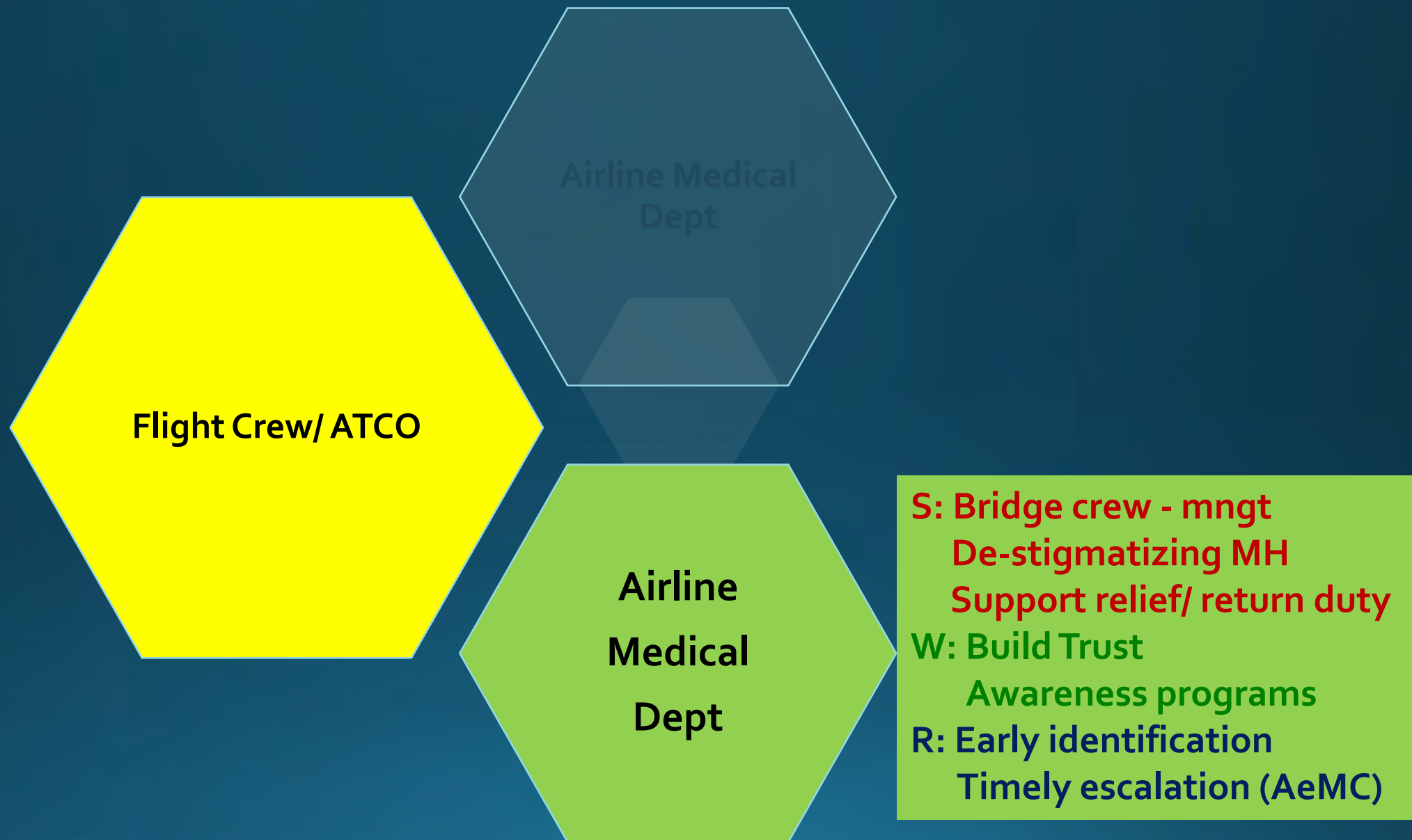
**Airports Authority  
India**

**Av Med Examiners**

**IAF AeMC**



S= Stressors, W=Wellbeing, R=Regulatory Circular



S= Stressors, W=Wellbeing, R=Regulatory Circular



**S: Create safety positive culture**  
**Policies supportive, non-punitive**  
**Power of positive example**

**W: De-stigmatise MH**  
**Awareness and Wellbeing programs**  
**Appropriate training**  
**Encourage EAP, PSP**

**R: Pre-emp Psychological Assessment,**  
**Training crew, Peers**  
**Formal agreement with crew/ ATCO for**  
**data protection**  
**Establish multi-stakeholder**  
**participation & partnership in governance**

S= Stressors, W=Wellbeing, R=Regulatory Circular



**S: Policies – non punitive  
RTW pathways  
Encourage EAP, PSP**  
**W: Salutogenesis/ Health  
promotion**

S= Stressors, W=Wellbeing, R=Regulatory Circular



**S: Confidant**  
**Early identification**  
**Escalation**  
**Hand holding - RTW**  
**W: Build trust**  
**Motivate**  
**Health promotion**  
**R: Non threatening MH**  
**examination**



S= Stressors, W=Wellbeing, R=Regulatory Circular

**MHP/ Family support**

**S: Early intervention**

**Collaborate CMO/  
PSP/AME/ EAP**

**Ongoing monitoring**

**W: Education**

**R: Psychological first aid**

**Data protection**

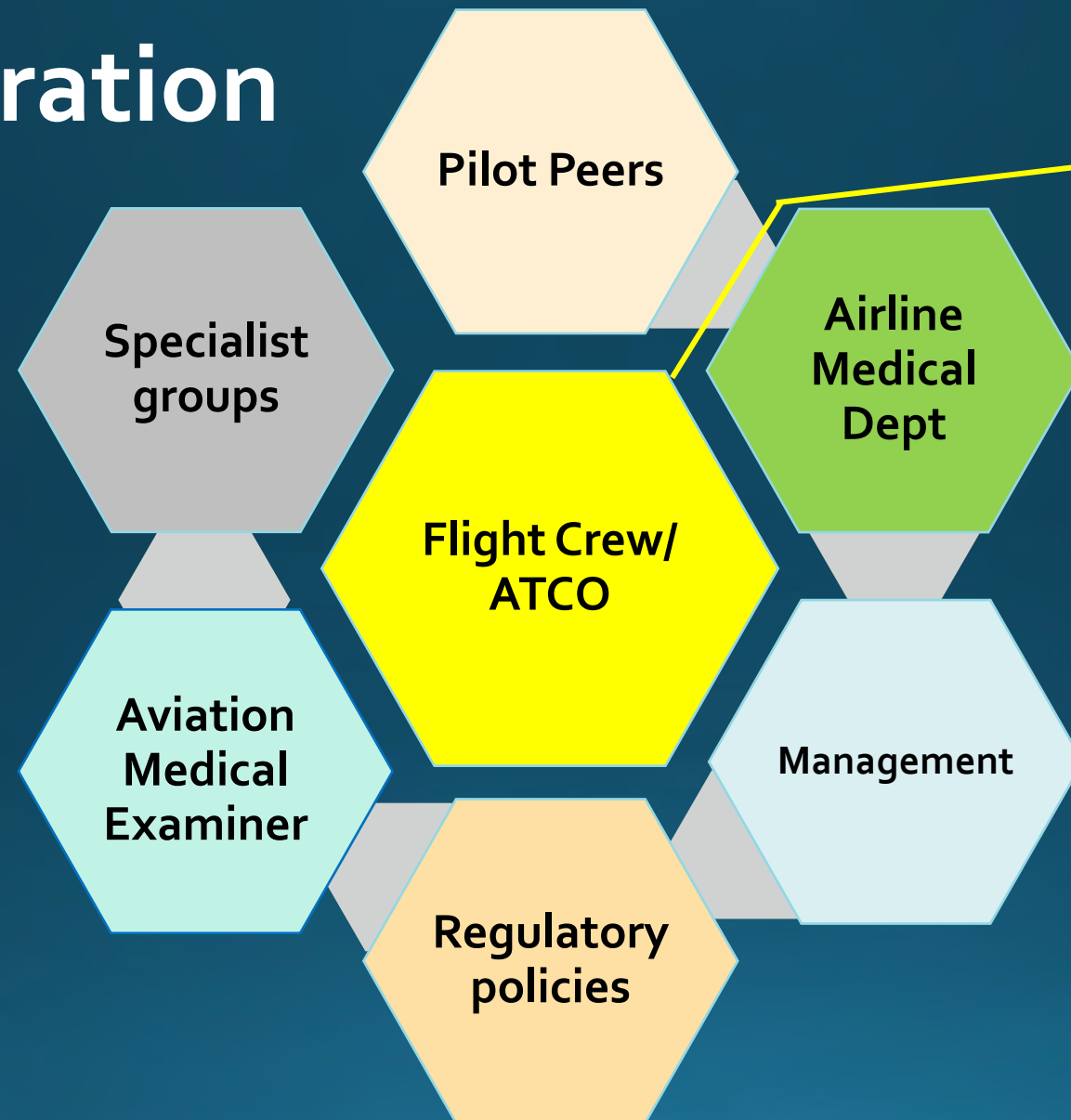
**Evaluate self report/  
escalated cases**

**Clin Psych/ Psychiatric  
evaluation**



S= Stressors, W=Wellbeing, R=Regulatory Circular

# Collaboration



**S: Speak up, Trust**  
**Seek Support**  
**W: Strengthen wellbeing**  
**R: Timely intervention**



S= Stressors, W=Wellbeing, R=Regulatory Circular

# Case study

During COVID 19

- Pilot steps out for duty – Hailed as hero by residents
- Returns from duty – block way home – for fear of COVID
- Severe mental stress
- Crew - airline doctors – local health authorities – administration – management - resolve issue
- Arrangements to stay away from family

# Case study

- Pilot with COVID - prolonged recovery period
- Develops long covid
- Small child - stress compounds - loses family support
- Does not reach out to anyone
- On treatment for depression
- Loss of job



# For established cases of MH diagnosis

Peer

CMO

Clin Psych

MHP

CMO

CMO

Med Assessor

AeMC

For Evaluation/ RTW

AME

MHP

Med Assessor

AeMC

## IAF AeMC

- Review reports + Battery of tests + Av Psych + Clin Spl
- Temporary Unfit with Review / Further evaluation / RTW
- RTW – follow up notes from above

## Personnel

- Aircrew
- Airline Doctors
- Management
- Regulator
- AME
- Specialists

## Culture

- Destigmatize
- Encourage to speak up
- Understand MH problems common
- Every MH issue not safety concerns
- Apply correct risk management

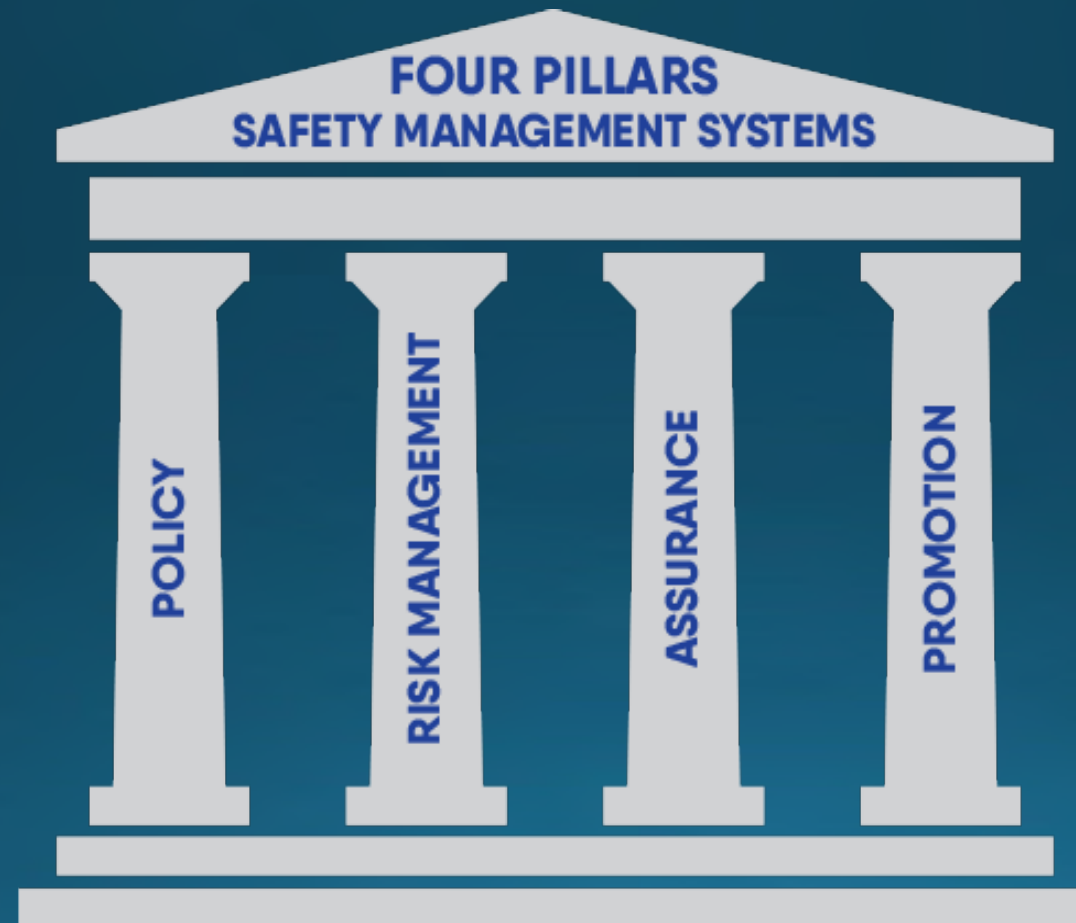
## Policies

- Supportive, not punitive
- Chance for rehab
- Training for peers
- Training for all

# Beginning



S= Stressors, W=Wellbeing, R=Regulatory Circular



# WELLBEING

PHYSICAL

PSYCHOLOGICAL

## FOUR PILLARS SAFETY MANAGEMENT SYSTEMS

POLICY

RISK MANAGEMENT

ASSURANCE

PROMOTION

SOCIAL

SPIRITUAL



**I - Impact**

**T - Training**

**S - Support**

**O - Operate/ Off**

**K - Keep in Touch**

**A - Assess**

**Y - You**

*“Good health is an external expression  
of an inner harmony”,*

*Mirra Alfassa - The Mother*

# Thank you



- Salutogenesis
- Peer support programs key
- Multi stake holder participation
- All SSAA