

# HIMS in Australia



## Disclosures

- Matthew O’Keeffe is a pilot employed by Virgin Australia  
Welfare Director for Australian Federation of Air Pilots
- Russell Brown is a doctor employed by Qantas Airways
- Both are members of the HIMS Australia Advisory Group

# Scope

- Substance Use Disorder in pilots
- What is HIMS
  - Relation to Airline DAMP and CASR part 99 and CASR part 67
- How do pilots enter HIMS
  - Trust Culture considerations
- Assessment & initial treatment
- HIMS aftercare program
  - Treatment, surveillance & reporting
- A peer support program driven by pilots
- HIMS Australia resources

# Pilots & Substance Misuse

## Ten times over the limit: drunk Japanese pilot arrested in London

2 November 2018 – 7:21am



**London:** A Japan Airlines co-pilot arrested after failing a breath test shortly before a London to Tokyo flight has pleaded guilty to being almost 10 times over the legal limit for alcohol.

London's Metropolitan Police force say Katsutoshi Jitsukawa appeared at Uxbridge Magistrates Court in west London on Thursday and admitted to exceeding the alcohol limit.

The airline said the co-pilot was arrested on Sunday at Heathrow Airport for violating British aviation law.



Pilot Katsutoshi Jitsukawa admitted to exceeding the alcohol limit.

The driver of a crew bus at Heathrow smelled alcohol on Jitsukawa and reported it to police, Japan's NHK public television said.

## Drunk pilot arrested in Canadian cockpit before take-off

1 January 2017



MARK KING/SUNWING AIRLINES

**A pilot who was drunk in the cockpit has been arrested shortly before take-off in Canada.**

Two hours after his arrest, the 37-year-old man was found to have more than three times the legal limit of alcohol in his body.

His plane, part of the Sunwing budget airline, later left Calgary for Cancun, Mexico, with a different pilot. There were more than 100 people on board.

## Airline pilots 'not immune' from booze problems, but testing isn't compulsory in Australia

RN Drive

Updated 18 Sep 2018, 5:17pm



PHOTO: Singapore Airlines pilot fails random blood alcohol test in Melbourne. (flickr)

**When you board a plane the last thing you probably want to think about is whether or not the pilot is over the alcohol limit.**

But on Saturday, a Singapore Airlines pilot was stopped from flying out of Melbourne after he failed a random breath test.

Pilot alcohol testing is not compulsory before each flight in Australia unless it is specifically included in a pilot's contract.

**Why isn't testing mandatory in Australia?**

**RELATED STORY:** Canadian pilot found passed out drunk in cockpit before take-off: police

**RELATED STORY:** 'Drunk pilots' arrested before international flight

**RELATED STORY:** New pilot drug tests could leave remote passengers stranded

**Key points:**

- Testing is not compulsory in Australia unless stipulated in a pilot's contract
- Random testing was implemented in 2008
- Positive tests number less than 0.001 per cent

## Passengers stranded at Stuttgart airport after pilot turns up drunk

**FLIGHT** was left grounded after airport staff noticed the co-pilot wasn't so steady on his feet. He was later found to be intoxicated.

# Alcohol Misuse Event(s) considerations

Is there a clinical diagnosis - based on DSM V criteria

Drink more than intended? Cut down? Drinking lots or sick? Cravings? Interfering with home or work?

Continued drinking when trouble? Less activities to drink? Repeated risky behaviour due to alcohol? Continued drinking after black out or effecting mental health? Tolerance? Withdrawal?

II-III

IV-V

>V

Mild

Moderate

Severe

Aeromedical considerations – CASA and ICAO definition of problematic use – use at rate, level, time & in a context that presents **identified** risk to the individual or the workplace (Hazardous – **potential** direct or indirect risk)

Non - problematic

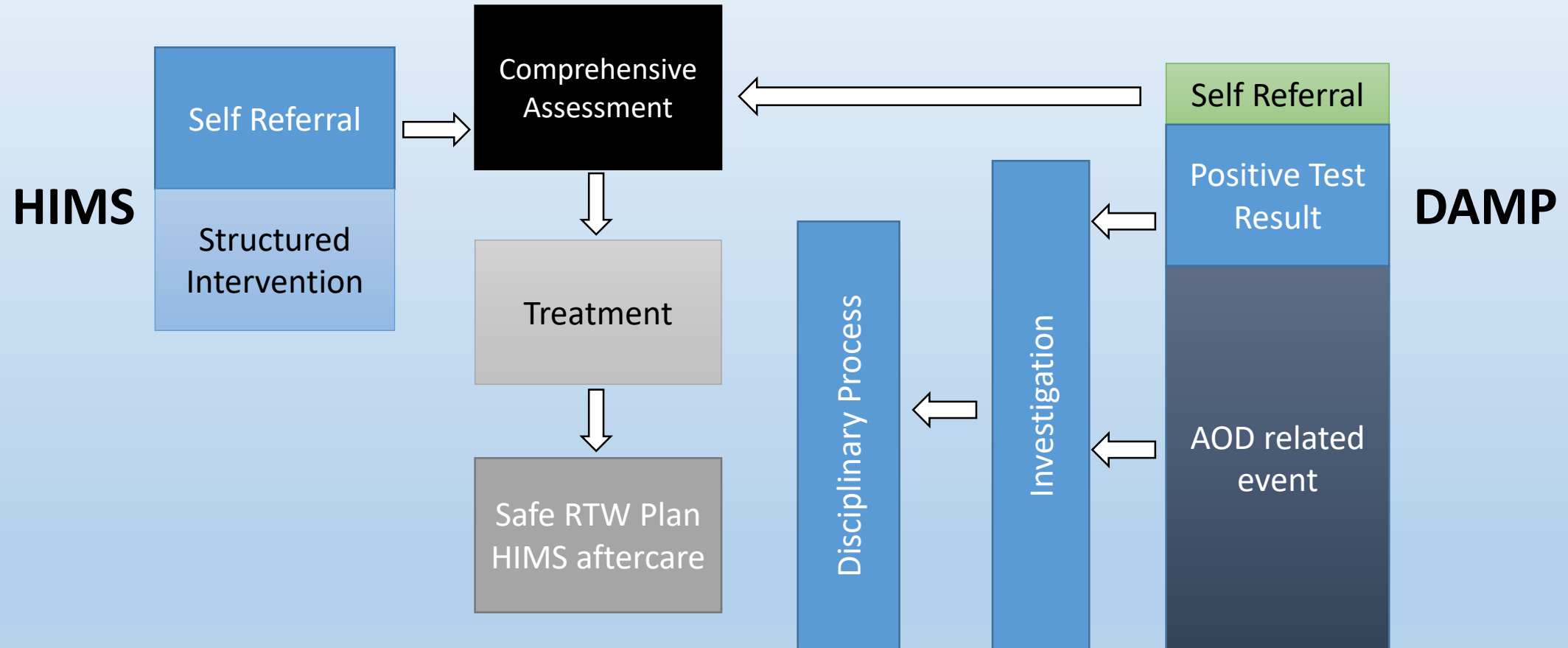
Hazardous

Problematic

# Pilots with problematic use?

- Not fit to fly unless
  - Appropriately treated
  - Proven stability
  - Ongoing safeguards are in place to monitor the condition
- HIMS is an **optional** peer driven support program for pilots who accept they have a dependency problem. Entry via self-referral or 'assisted' self-referral
- Pilots may also elect to take the HIMS path to address 'problematic use' identified by an appropriate assessment process
- HIMS is expected to return pilots sooner, and assist disciplinary aspects.
- Without HIMS, pilots address the issues under CASR part 67 and 99. Proving stability is more difficult and likely to take longer.

# Relationship of HIMS and CASA part 99



\*Outcomes vary depending on the individual case, may include DAMP or HIMS entry

# HIMS entry requirements

- Addiction specialist assessment with aviation understanding
  - Screening tests (CDT, GGT, MCV, UDS) & collaborative information
- Initial Inpatient treatment best for substance dependency
- HIMS agreement signed with open communication
  - Peer pilot, DAME, treating practitioners(s), manager, +/- union welfare
- Strict confidentiality outside of this agreement
- Case presented to CASA for clearance to fly



# HIMS Aftercare Program

- Pilot returns to flying
- Abstinence based program for involved substance(s)
- Structured treatment plan
  - Initially monthly DAME +/- counsellor +/- addiction specialist + 'Soberlink'
- Structured recovery plan
  - Monthly peer pilot, recovery support meetings (AA, Smart recovery etc.)
- Surveillance – Periodical GGT, MCV, CDT +/- PETH + urinary EtG +/- UDS +/- hair testing & 'Soberlink' & workplace breath tests \*
- Regular reporting
  - Monthly peer & DAME & periodical addiction specialist & CASA report
- Minimum 2 year program, often career long
  - Success rate 90%, world leading program

\* This aftercare program is an example for alcohol Use Disorder with dependency (most common substance in pilots). Other substances will have a tailored program.



# Soberlink

- ‘Soberlink’ – as personal breathalyser
- Daily monitoring, scheduled twice a day + ‘no notice’ if concern exists + pilot initiated (pre- and post sector, sick leave days)
- Cellular device, facial recognition, real-time reporting to pilot and those part of HIMS agreement



| Scheduled Submitted                                     | BAC  | Test Status | Notes | Identity Status |
|---|------|-------------|-------|-----------------|
| Unscheduled<br>7/31/2018 7:16 PM AEST                   | .000 | Completed   | 0     | Approved        |
| 7/31/2018 5:00 PM AEST (2 hr)                           |      | Missed      | 0     |                 |
| 7/31/2018 8:00 AM AEST (2 hr)<br>7/31/2018 9:10 AM AEST | .000 | Completed   | 0     | Approved        |
| Unscheduled<br>7/30/2018 11:00 PM AEST                  | .000 | Completed   | 0     | Approved        |
| 7/30/2018 5:00 PM AEST (2 hr)<br>7/30/2018 5:03 PM AEST | .000 | Completed   | 0     | Approved        |
| Unscheduled<br>7/30/2018 10:16 AM AEST                  | .000 | Completed   | 0     | Approved        |
| 7/30/2018 8:00 AM AEST (2 hr)                           |      | Missed      | 0     |                 |
| Unscheduled<br>7/30/2018 7:41 AM AEST                   | .000 | Completed   | 0     | Approved        |

These test results show two days of testing, required within 2 hours of 0800am and 0500pm. There were two missed tests. The first missed test was preceded by an ‘unscheduled’ test 19 min prior to the due time and 2:16 min after. This is consistent with testing pre- and post- flying on a short sector. The second missed test was completed within the required 3 hour window, although we tell pilots 2 hours is preferred.



Welcome, mokeeffe

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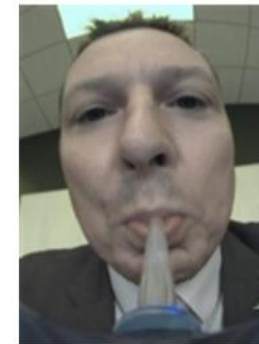
Matt Test  
4/12/2016 @ 3:59 AM CAST

.000  
BAC LEVEL

# Matt Test

Device ID : 10003BAB  
Start Date: 4/11/2016  
Total Days Monitored: 30  
Test Submitted: 1  
Queuing: Enabled  
Facial Recognition: Active  
Tests Until Recalibration: 1496

DOB: 10/26/1975



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Scheduled  
Submitted

BAC

Test Status

Notes

Photo Status

Master

Test

Unscheduled  
4/12/2016 3:59 AM CAST

.000

Completed

0

Approved



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# Benefits of HIMS

- Transparent
- Agreement
- Highly successful peer driven Saves careers and lives
- Driver of cultural shift, building trust, increasing self referrals.
- HIMS pilots in recovery often become peers & an excellent company resource
- Foundation for improved education & early intervention programs
- Drives similar programs in aviation
- Drives support programs for spouses/ family

# From the Pilots Perspective

Pilots as the driver of HIMS

Current HIMS Australia activities

Pilot peer HIMS training

HIMS resources available

<http://www.hims.org.au/>

<http://www.himsprogram.com/>

# HIMS Australia Advisory Group

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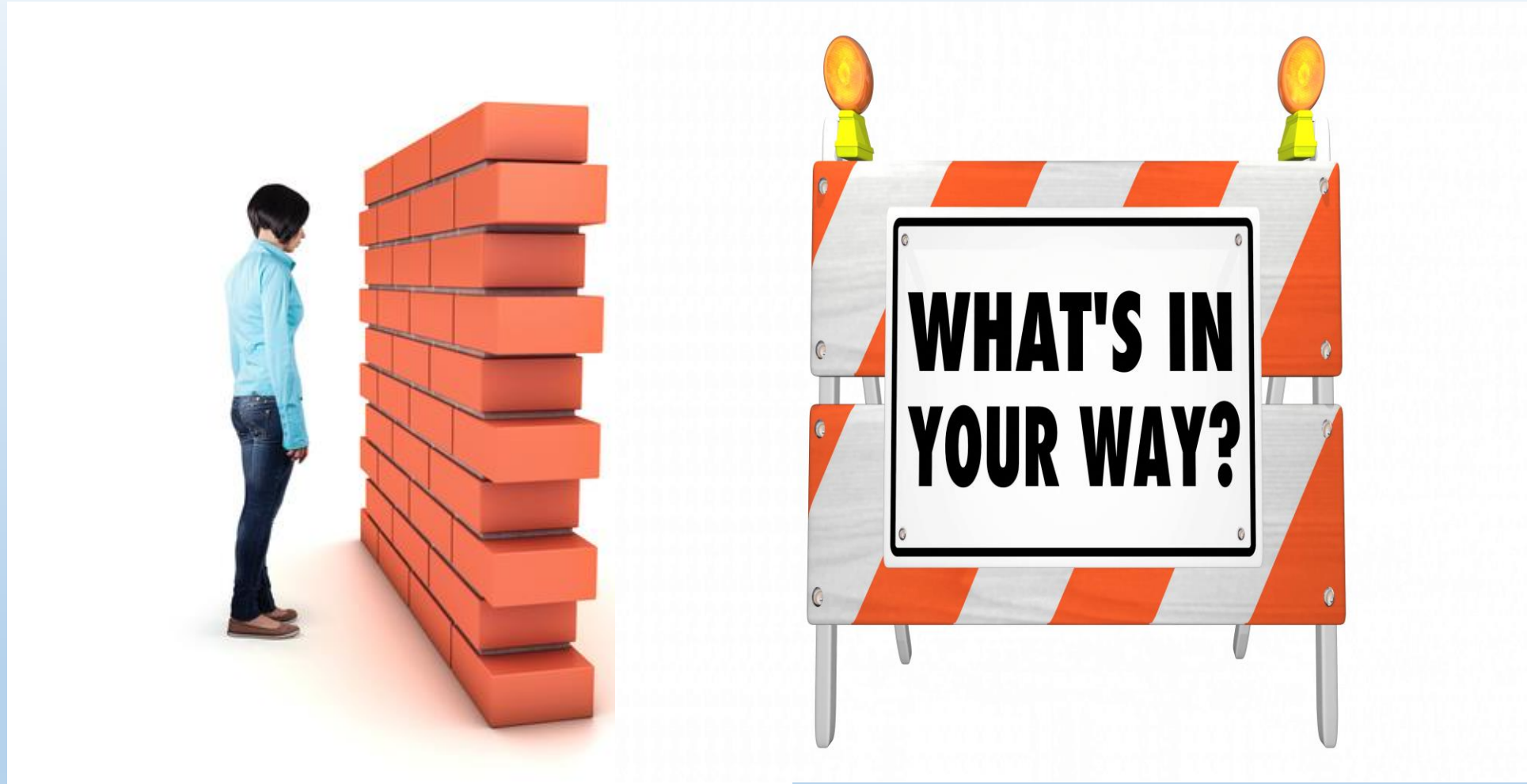
Captain Ben Spencer

VIPA

Talitha Cummins

Media Advisor

# Barriers to speaking up



Stigma, Loss of Job + Identity, Shame, Trust, Confidentially, Recognition

# Your role

- Initial phone call
- Support through initial stages
- Not treating doctor
- Limits for safety
- Not pilots friend





# Case study

First hand experience

2 previous DUI's

Prior treatment

Family recommended

Peer support contact

Assessment

Inpatient care

Cognitive recovery

Doctors , CASA

Written reports

Constant Monitoring

Testing

Back Flying

Over 2.5 years in recovery

# *Save the Date*



**Annual Seminar & AGM**

**27 November 2018**

**James Strong Auditorium**

**Qantas Campus, 10 Bourke Rd, Mascot, NSW 2030**

*Biographies of Invited Speakers*



