

# IPAAC – where do we go from here?

Dave Fielding, Chair

Osaka, Japan November 5-7<sup>th</sup> 2024

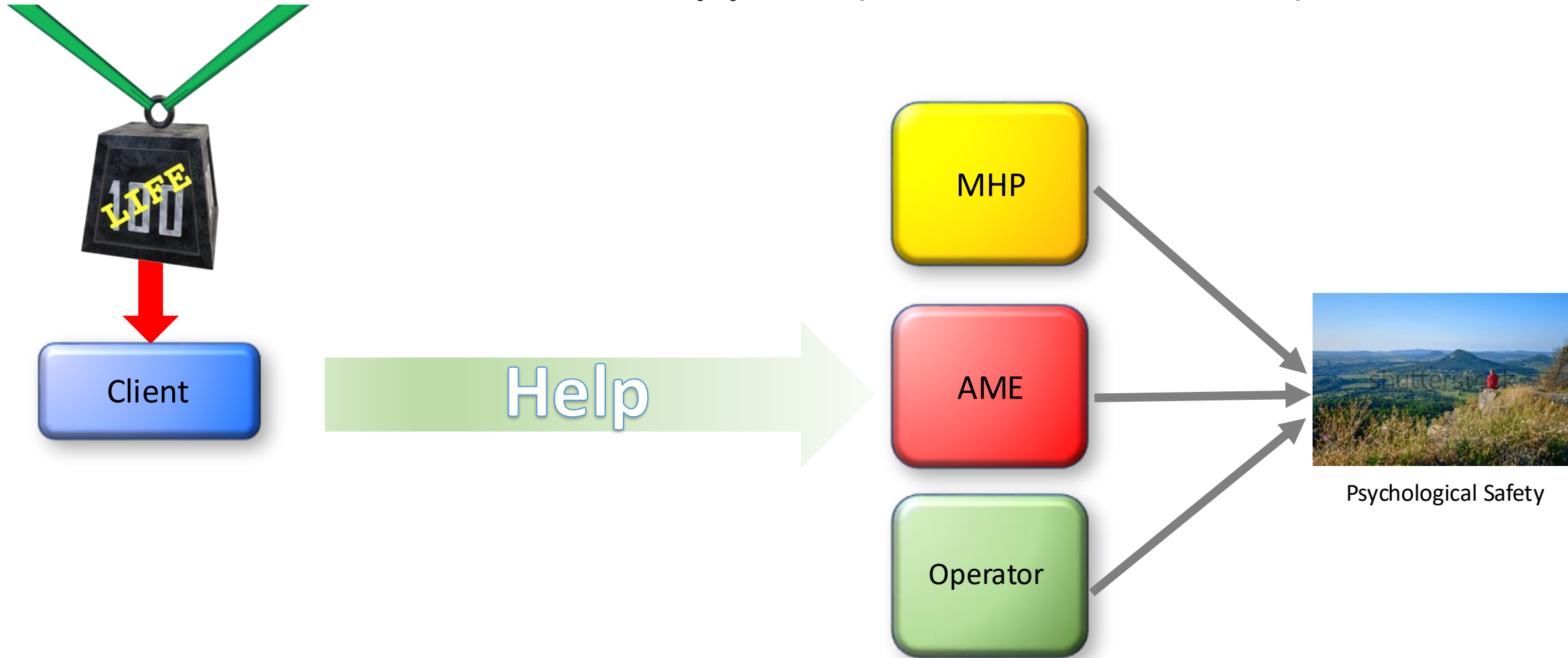
*“If the second highest cause of fatalities in western-built aircraft since 2011 was a technical issue, they would have fixed it by now”*

*Capt Dave Fielding, Chair IPPAC*

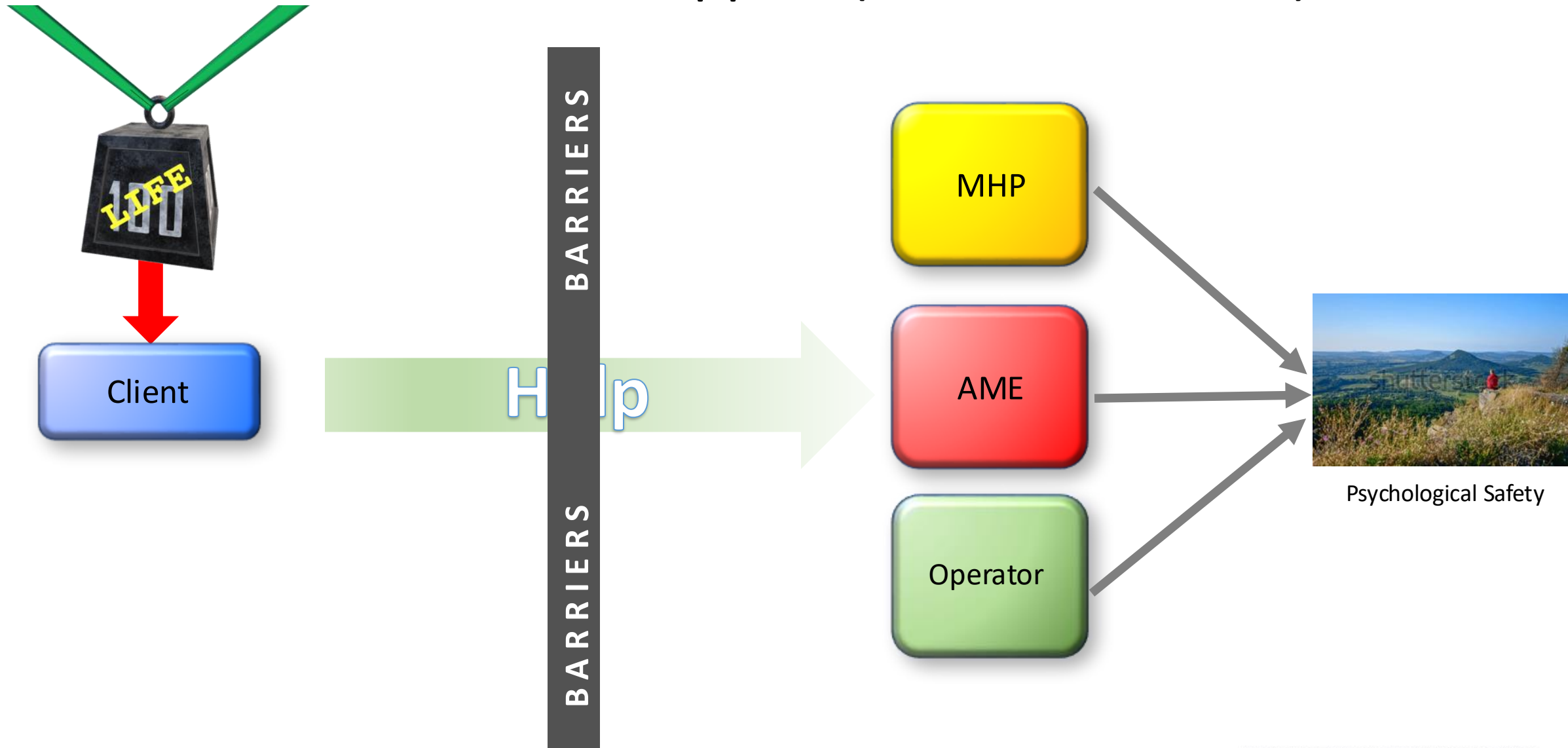
# What Peer Support is Not



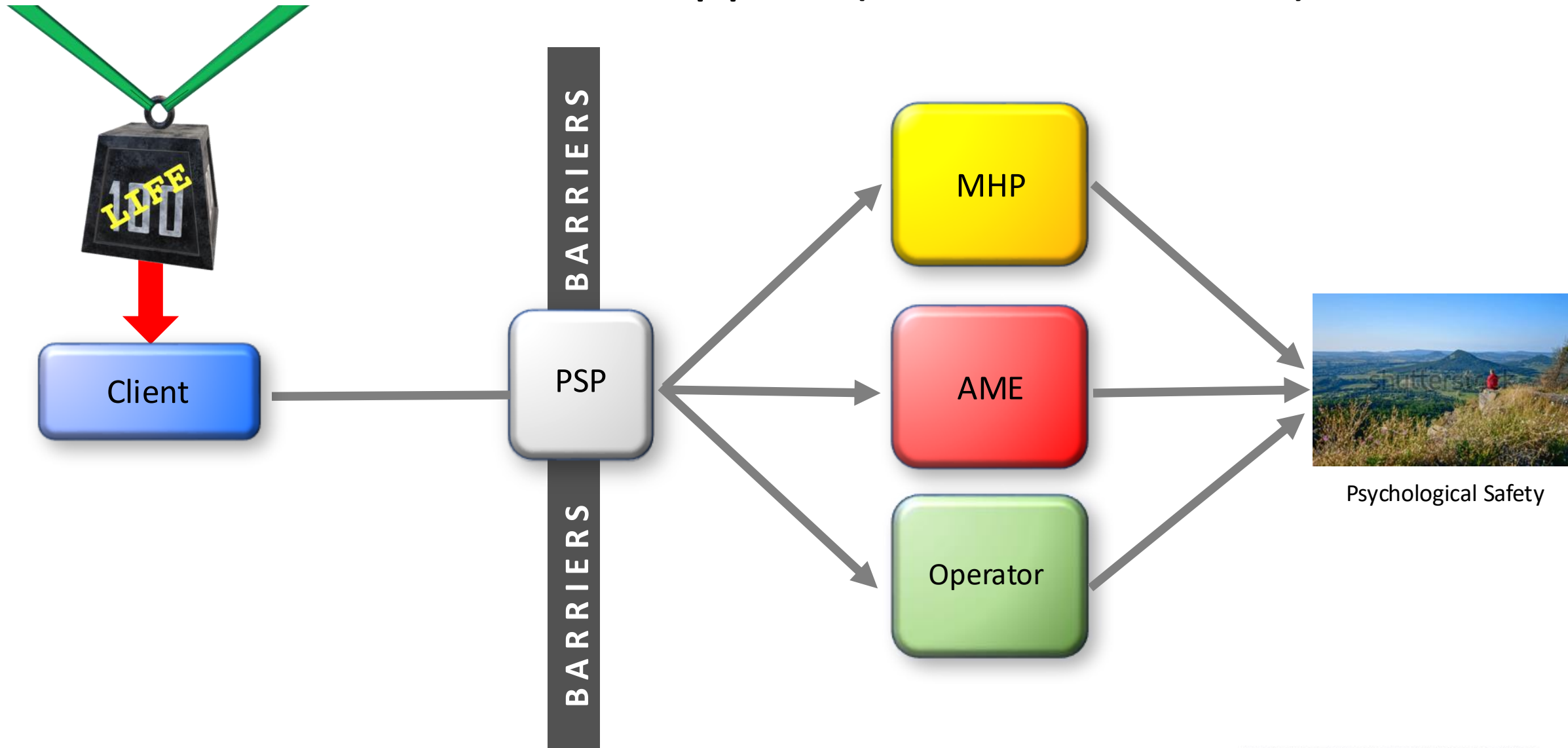
# The Role of Peer Support (in an ideal world)



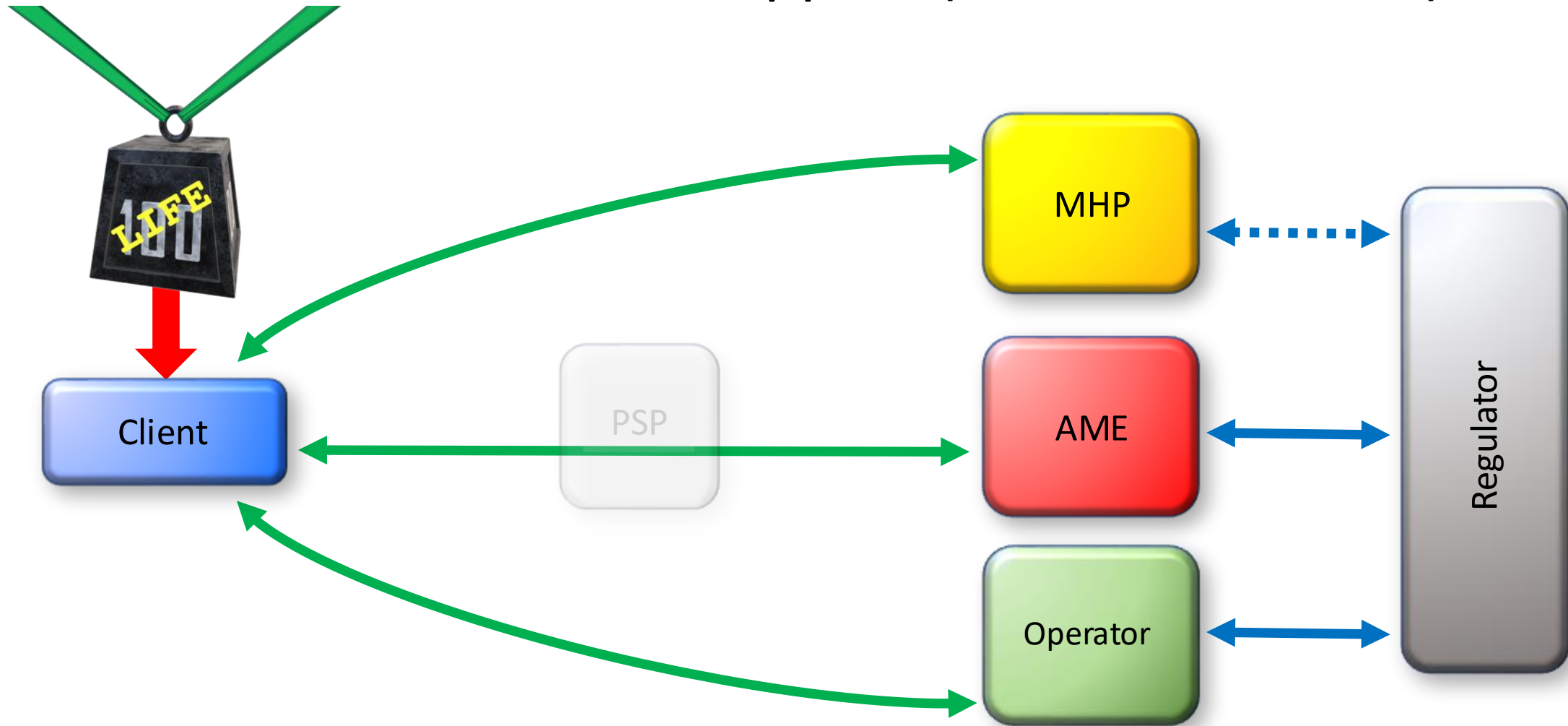
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Psychological Safety







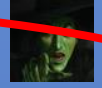

# Everyone must step up

Who	What is needed	How to do it
Client	Awareness of personal wellbeing and help systems available (as a competency)	
PSP	Deliver first class service every time	
AME	Be aware of mental health issues and have the knowledge to refer to specialist help	
MHP	Be 'aviation-savvy' (including safety) and exist in sufficient numbers!	
Regulator	Reduced barriers to disclosure of mental health issues. Quicker recertification times	
Operator	Provide PSPs and support them with necessary resources. Incorporate into SMS.	

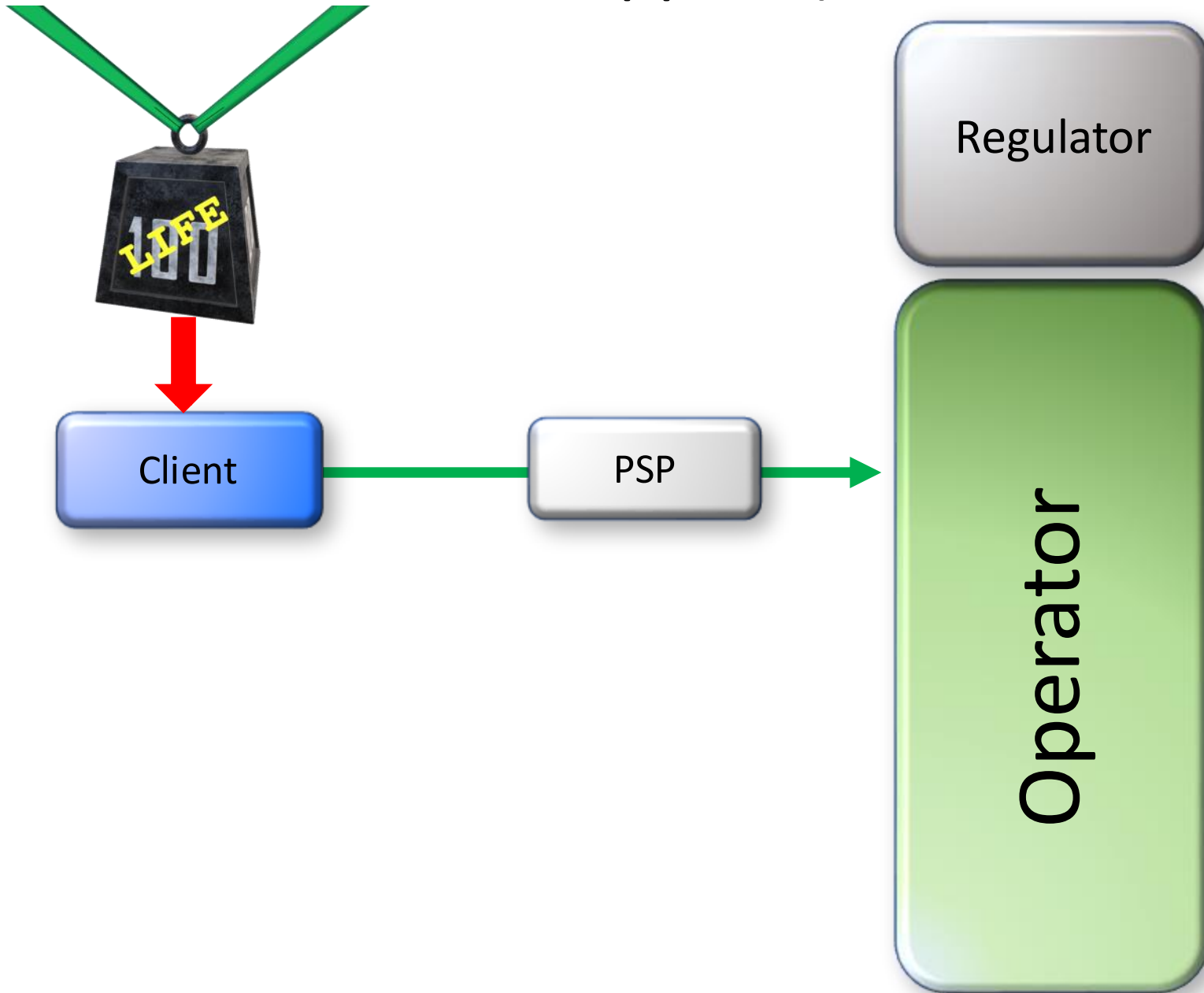
# Everyone must step up

Who	What is needed	How to do it
Client	Awareness of personal wellbeing and help systems available (as a competency)	Education and word of mouth
PSP	Deliver first class service every time	Standardise selection, initial and recurrent training of Peers. Effective oversight
AME	Be aware of mental health issues and have the knowledge to refer to specialist help	Education and upskilling – EASA MESAFE
MHP	Be 'aviation-savvy' (including safety) and exist in sufficient numbers!	Standardise definitions. Create aviation psychological/psychiatric qualifications
Regulator	Reduced barriers to disclosure of mental health issues. Quicker recertification times	Remove unnecessary regulations and standardize requirements for medical certification
Operator	Provide PSPs and support them with necessary resources. Incorporate into SMS.	Educate on the economic benefits of peer support improving flight safety

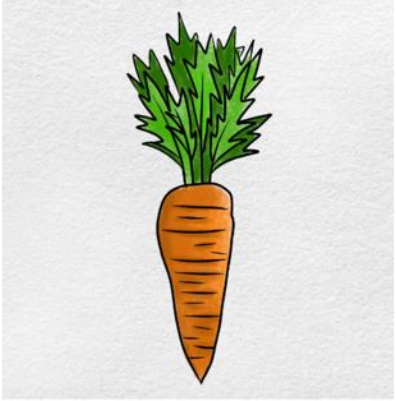
# Everyone must step up

Who	What is needed	How to do it
Client	Awareness of personal wellbeing and help systems available (as a competency)	Education and word of mouth  ✓
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MHP	Be 'aviation-savvy' (including safety) and exist in sufficient numbers!	Standardise definitions. Create aviation psychological/psychiatric qualifications  ✗
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Operator	Provide PSPs and support them with necessary resources. Incorporate into SMS.	Educate on the economic benefits of peer support improving flight safety  ✗

# Peer Support (too often in reality)



# How do we get Operators on Board?



= a healthy, resilient and present workforce is economically more productive



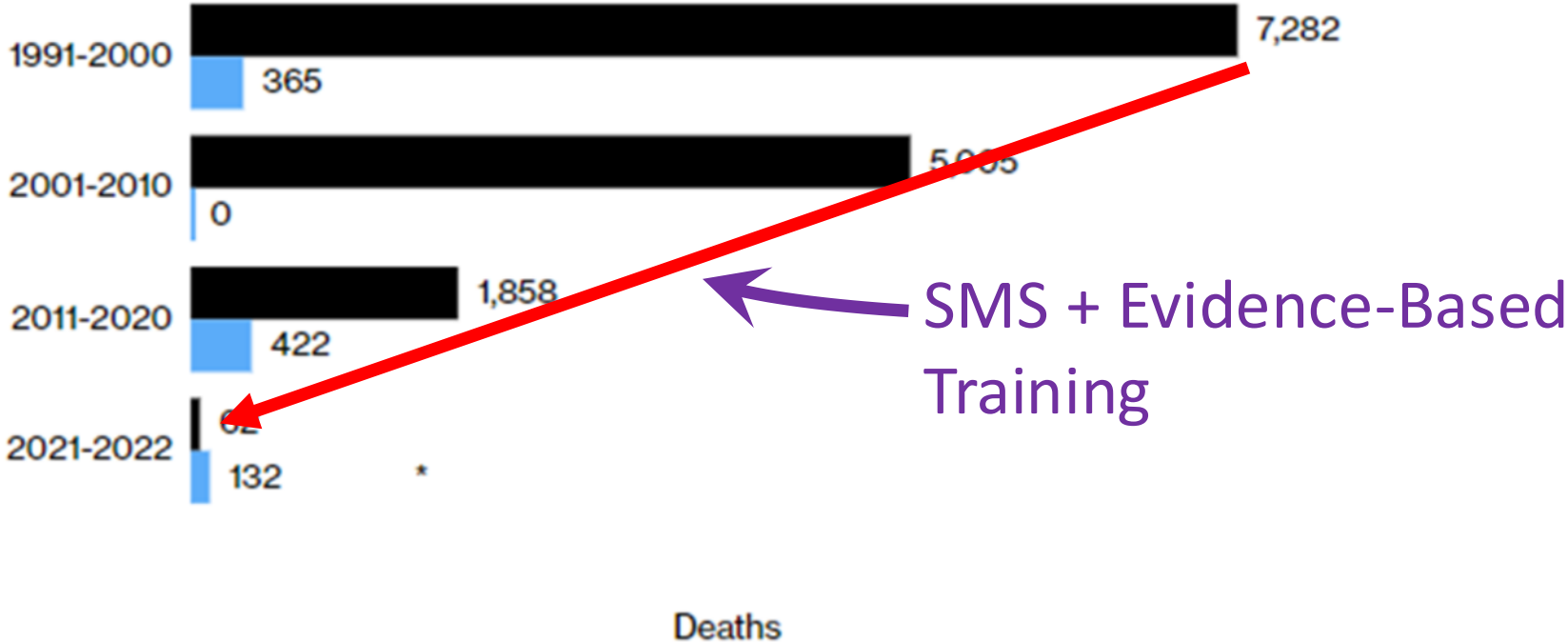
=  
1) Legal / ISO 45003 / Insurance  
2) SMS / Threat & Risk Assessment

# Dramatic Improvements in Flight Safety in past 30 years

## Pilot Suicide Deaths

As accidents decrease, the death toll from intentional acts has grown

■ Traditional Crashes ■ Intentional Acts



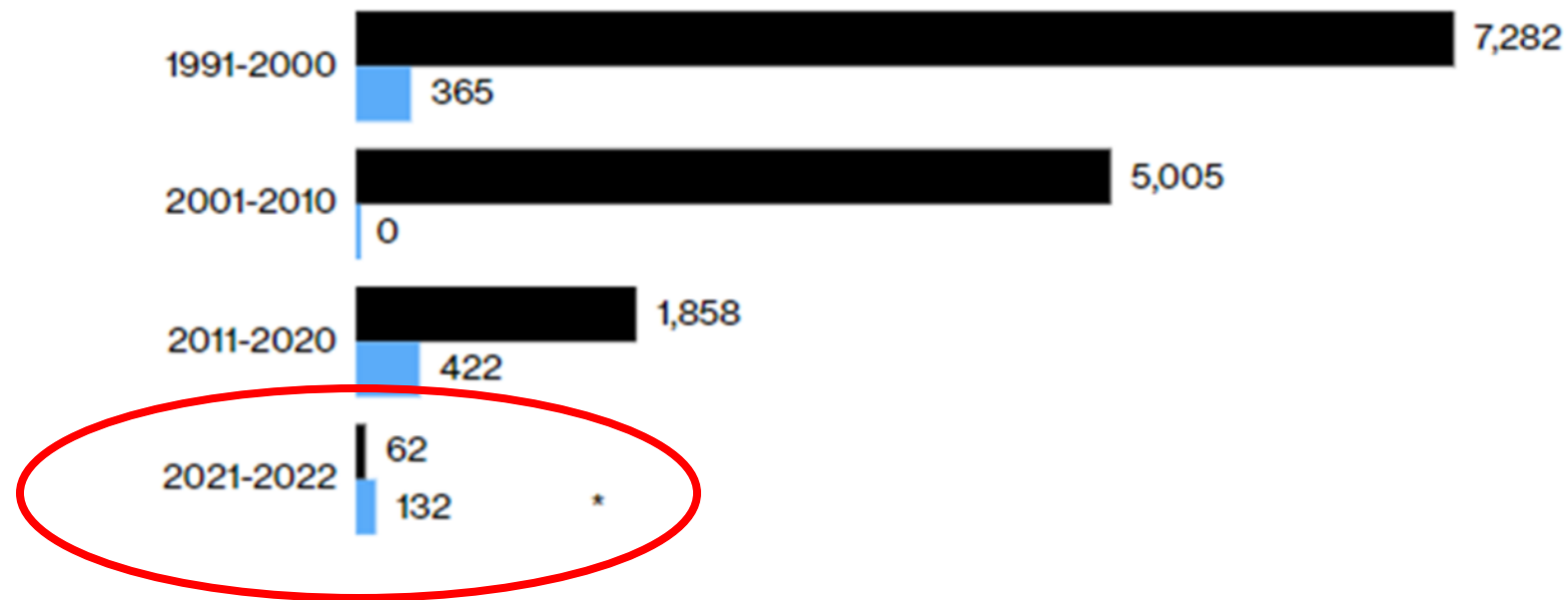
Source: Boeing, AviationSafetyNetwork, accident reports  
Note: Accidents include Western-built jets; \* March 2022 China Eastern Crash is likely intentional, but unconfirmed

... but what about now?

## Pilot Suicide Deaths

As accidents decrease, the death toll from intentional acts has grown

■ Traditional Crashes ■ Intentional Acts



Deaths

Source: Boeing, AviationSafetyNetwork, accident reports

Note: Accidents include Western-built jets; \* March 2022 China Eastern Crash is likely intentional, but unconfirmed

# What is the vision?

Welcome to the  
future of Peer  
Support

Have a nice  
day!



# Heinrich Accident Triangle

Remind you of anything?

The one awful thing



v who

ormance  
cts, slips  
apses and  
's

doesn't show up anywhere (obvious)

Courtesy of Dr Kate Manderson, CASA

This approach has worked well with technical and human factors issues – so why not with mental wellbeing and performance?



### Dramatic Improvements in Flight Safety in past 30 years

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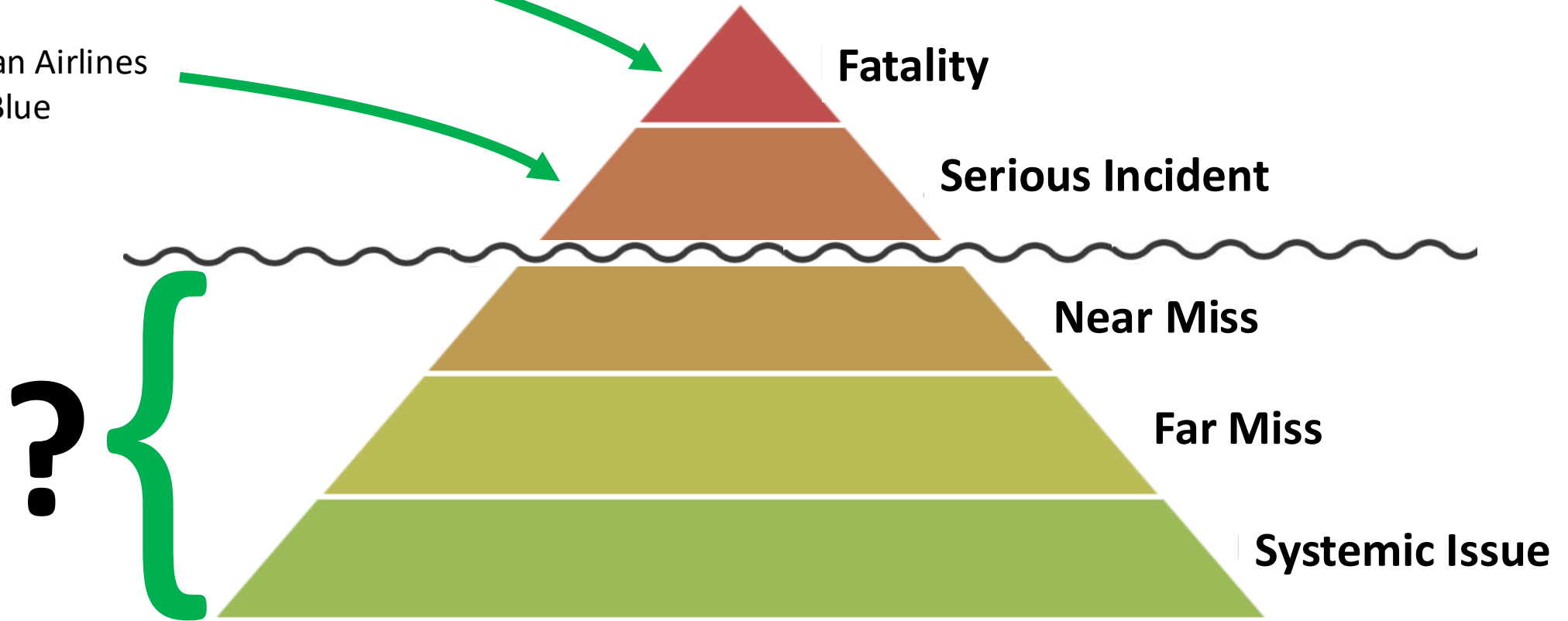
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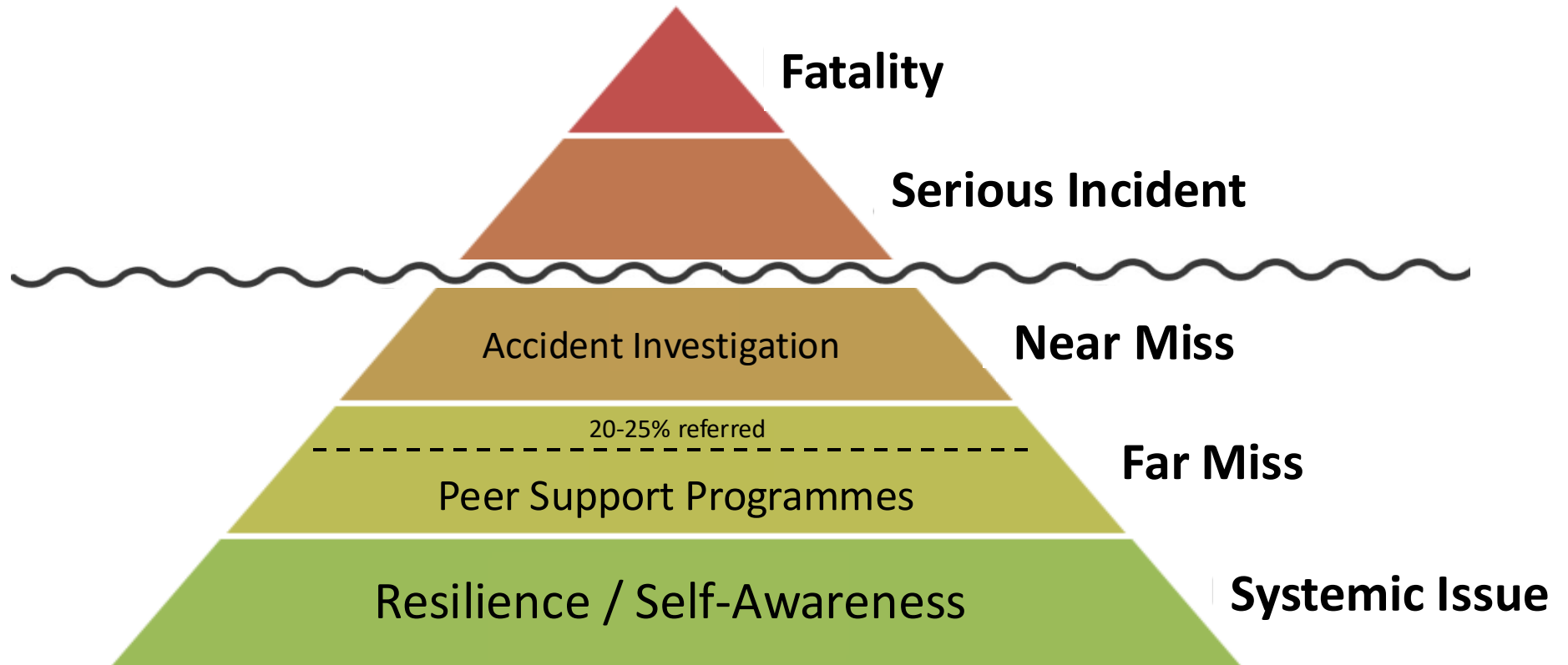
# Heinrich Accident Triangle for Mental Health

Air Mozambique /  
Germanwings / MH370 /  
China Eastern

Alaskan Airlines  
/ Jet Blue



# How about this?



# Examples of real-life mental wellbeing and performance issues which could be part of an SMS-based system

## Accident Investigation

- Ryanair 737, September 2005, Rome FCO – captain buried young son days previously

## Peer Support Programmes

- Distraction from flying duties caused by acrimonious divorce (missing  $V_1$  cut)
- Effects of depression on engagement and alertness at work

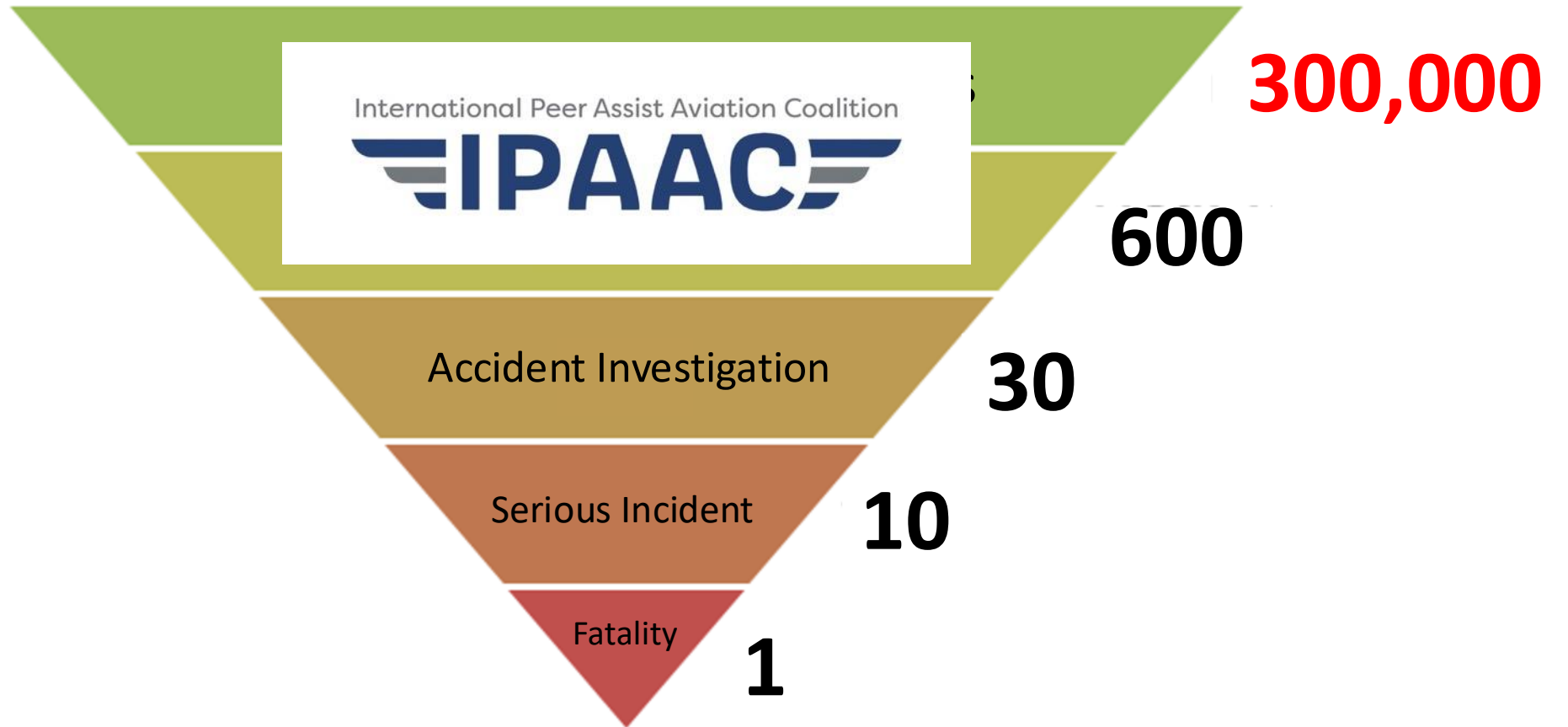
## Resilience / Self-Awareness

- Effects of fatigue exacerbated by difficult life experiences

But what if...



# The Susan Northrop Concept



...a lot of work ahead!

# The IPAAC Plan

- IPAAC in active discussions with the Flight Safety Foundation, ISASI and NTSB
- Goal is to identify incidents where distraction caused by poor mental wellbeing & performance is a factor
- Identify the main issues which pilots / safety-critical personnel are contacting PSPs over
- Create Mental Wellbeing competencies (MW)
- Develop training packages for these competencies to enhance Resilience (Evidence Based Training)





*In Summary...*

International Peer Assist Aviation Coalition



*“Mental wellbeing and performance issues in safety-critical aviation personnel which are **undisclosed, untreated and unmonitored** represent a significant threat to flight safety”*

*The IPAAAC Mission Statement!*

