



pilo  
assistance  
*ALPA: By your side*

# Understanding HIMS

Captain Chris Storbeck

ALPA National HIMS Chairman

# What is HIMS?

- ▶ Human Intervention and Motivation Study
  - ALPA Board of Directors - 1972
    - ▶ NIAAA funding 1974 - 1984 with ALPA as administrator of a program to help pilots suffering from alcoholism
    - ▶ No funding 1984 - 1992
    - ▶ Periodic FAA funding 1992 - present

# What do the funds pay for?

## ▶ Education

### ■ Seminars

▶ Peer pilots, managers, EAP, physicians, and other health care professionals

■ Website: [www.himsprogram.com](http://www.himsprogram.com)

■ Educational materials, outreach, and research



# Did HIMS cease with no funding?

- ▶ No - The HIMS model was established
  - FAA recognized use of the model as a basis for Special Issuance Medical Certification
  - Airlines developed their programs independently
  - Companies developed drug and alcohol policies

# So, HIMS is an ALPA program?

- ▶ Yes, but... HIMS is also
  - A non-ALPA pilot's program
  - An FAA medical re-certification program
  - A company's employment and benefits policy as it relates to diagnosed pilots
  - A federal contract for HIMS training

# Who are those guys?



# Who are HIMS volunteers?

- ▶ Many are HIMS “graduates”
  - They primarily serve in one-on-one, long-term peer support roles
  - They are EXPERTS in recovery
  - They support the pilot, but not to the detriment of the program

# What types of assistance?



- ▶ Crisis situations – personal or public
- ▶ Highly confidential
- ▶ Often associated with potential job actions
- ▶ Impacts medical qualifications



# What types of assistance?

- ▶ Emotional and financial issues
- ▶ Family issues
- ▶ Overlap with other committee areas - insurance, contract administration, aeromedical, professional standards, etc.
- ▶ May have civil, regulatory, company, or criminal repercussions

# Is HIMS work different?

**leave me  
alone, I'm  
having a  
CRISIS!**

- ▶ We often help people who don't want our help
- ▶ We get inaccurate and incomplete information
- ▶ Our clients are usually reluctant to do what we suggest

# Is HIMS work different?

- ▶ We may help determine what level of assistance is warranted
- ▶ We are part of the compliance process in addition to the support process
- ▶ We have a long-term relationship with the pilots we help (3-5 years minimum)

# Is HIMS work different?

- ▶ Most managers, peers, and council representatives don't understand the nature of chemical dependency
  - It is a chronic, fatal disease
  - Saving a life takes priority
  - Alcoholics and addicts are not "normal"

# Is HIMS changing?

## ▶ Yes

- The program has expanded to include corporate and general aviation pilots
- HIMS-type programs are being advocated for other safety sensitive employees
- HIMS is becoming more comprehensive and long-term oriented
- HIMS will probably become more case specific

# What is HIMS?

- ▶ A program, initiated by ALPA, to rehabilitate alcohol dependent commercial airline pilots, which has been expanded to include other pilot groups and drugs other than alcohol, and whose highly successful principles have been applied to other airline employees and other professions.



Pilots helping pilots

Questions?