



The Future of HIMS

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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.

How is HIMS evolving?

▶ From the FAA perspective:



- Expanding the model to general aviation pilots
- Efforts to include other safety-sensitive employees
- Expanding minimum requirements

How is HIMS evolving?



▶ From the FAA perspective:

- Using HIMS-trained AMEs for other illnesses
- Conducting research on drugs of choice and relapse rates
- Differentiating between "dependence" and "abuse"

What has changed?



- Chemical dependency is being treated as a chronic condition - DSM V
- Monitoring periods have increased and will likely continue to do so
- The illness is seen on a continuum and not clearly differentiated

Company Policies

- ▶ Viewed as a disease (mental illness)
 - Fewer in-house medical resources
 - Sick leave and disability benefits are stable
 - More tolerance for drugs other than alcohol
 - Less tolerance for relapses

Company Policies



- Testing is more specific and longer term
- Wider variety of tests
- Increased use of post-treatment contracts
- Increased number of company requirements

Items of Interest

- ▶ FAA definitions versus the DSM
- ▶ FAA-mandated testing
- ▶ Reduction in aftercare group requirement with increase in monitoring period

Items of Interest

- ▶ FAA case management in Washington DC and Oklahoma City
- ▶ Increased re-certification periods
- ▶ Monitoring of abuse cases



Questions?