AVIATION WORKER WELLBEING: RECENT RESEARCH ON MENTAL HEALTH ISSUES AND SUPPORT ACROSS AVIATION

Meeting the Challenges of Work-Related Stress and Mental Health in Aviation Workshop
(May 22, 2022)

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Lived Experience & Wellbeing Project
Centre for Innovative Human Systems (CIHS)
School of Psychology, Trinity College Dublin, Ireland
Overview

1. Introduction
2. Key point from research
3. Recent research findings (COVID 19, 2021 Survey)
   - Health Measures
   - Disclosure/attitudes to talking about MH
   - Organisational culture - priorities and supports provided
   - Selfcare and coping
   - Trust, Engagement & Motivation
   - Talking About MH
   - Peer Support
   - Wellbeing, Performance & Safety Impact
4. Contact
Introduction to Lived Experience & Wellbeing Project
Lived Experience & Wellbeing Project Team

Dr Joan Cahill (TCD)
Captain Paul Cullen (TCD)
Fiona Hegarty (TCD)
Sohaib Anwer (TCD)
Prof Keith Gaynor (UCD)
Airplanes are maintained to ensure that they are airworthy. We are no different!
Wellbeing & Mental Health

All of us

Mental Illness

On an ever fluctuating continuum

Mental Wellness
3 Pillars of Health & Wellbeing

**Biological**
- Sleep
- Exercise
- Diet

**Psychological**
- Attitude to life
- Stress Management & Coping Techniques
- Meaning & Purpose

**Social**
- Interpersonal relationships
- Support Network
Our Vision

Our vision is to change:

- The health and wellbeing situation for pilots (and other airline personnel) – with particular attention to health and wellbeing in work, and loops between health and wellbeing in and outside work (i.e., on and off duty).
- Aviation organisations/airline’s approach to wellbeing management for pilots – treated as a shared responsibility.

Wellbeing as a factor in safe performance
(link to Safety II/Safety II.I)

3 L’s - licence, livelihood and life

Trust, Privacy, Respect, Dignity

Using data and evidence ....
# Summary of Research

<table>
<thead>
<tr>
<th>#</th>
<th>When</th>
<th>Group</th>
<th>Focus</th>
<th>Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2015 to 2016</td>
<td>Pilots (n=103)</td>
<td>Lived experience of job</td>
<td>Informal Interviews</td>
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<tr>
<td>2</td>
<td>2018</td>
<td>Pilots (n=33)</td>
<td>Sources of WRS, Relationship between wellbeing performance and safety</td>
<td>Workshops</td>
</tr>
<tr>
<td>3</td>
<td>2018/2019</td>
<td>Pilots (n=1,059)</td>
<td>Measuring wellbeing, resilience</td>
<td>Wellbeing Survey</td>
</tr>
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<td>4</td>
<td>2019/2020</td>
<td>Aviation stakeholders (n=15)</td>
<td>Problem framing, addressing COVID need, wellbeing II, role of technologies</td>
<td>Workshops/Interviews</td>
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<td>5</td>
<td>August 2020</td>
<td>All aviation workers (n=2,050)</td>
<td>Impact of COVID on wellbeing and safety</td>
<td>COVID Survey</td>
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<tr>
<td>6</td>
<td>November 2020 to February 2021</td>
<td>Pilots (n=82)</td>
<td>Health behaviours, Disclosure, Wellbeing Tools</td>
<td>Survey</td>
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<tr>
<td>7</td>
<td>November 2020 to Present</td>
<td>Pilots (n=15)</td>
<td>Wellbeing Tools and data protection</td>
<td>Interviews &amp; Codesign</td>
</tr>
<tr>
<td>8</td>
<td>Jan 2021 to Present</td>
<td>Technologists (N=6)</td>
<td>Wellbeing Tools</td>
<td>Interviews</td>
</tr>
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<td></td>
<td></td>
<td>Aviation Stakeholders (n=6)</td>
<td></td>
<td></td>
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<tr>
<td>9</td>
<td>Jan 2021 to April 2021</td>
<td>Aviation workers in an organisation</td>
<td>Health behaviours, Disclosure, Wellbeing Tools</td>
<td>Survey</td>
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<td></td>
<td></td>
<td>(n=88)</td>
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<tr>
<td>10</td>
<td>October 5 to December 5, 2021</td>
<td>All Aviation Workers (n=1,172)</td>
<td>Impact of COVID on wellbeing and safety</td>
<td>COVID Survey 2</td>
</tr>
</tbody>
</table>

Pilots >> Industry Stakeholders >> All Aviation Workers
<table>
<thead>
<tr>
<th>Biological</th>
<th>Psychological</th>
<th>Social</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working irregular hours*</td>
<td>Working anti-social hours*</td>
<td></td>
</tr>
<tr>
<td>Working within the close confines of the cockpit*</td>
<td>Divergence of values between management and pilots*</td>
<td></td>
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<tr>
<td>Unnatural location of work environment (5 miles up in the sky – no supports/can’t step out)*</td>
<td>Increased responsibility with reducing authority/support*</td>
<td></td>
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<tr>
<td>Working long duties</td>
<td>Lack of engagement (management and pilots)*</td>
<td></td>
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<tr>
<td>Difficulties accessing fresh, healthy food</td>
<td>Perception of pilots possessing &quot;The Right Stuff&quot;**</td>
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<tr>
<td>Sedentary nature of working as a pilot</td>
<td>Perception that pilots are &quot;living the dream&quot;**</td>
<td></td>
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<tr>
<td>Cockpit environment – air quality, oxygen levels, noise</td>
<td>Time away from home*</td>
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<td></td>
<td>Not having a sense of home/never at home*</td>
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<td></td>
<td>Lack of certainty in relation to roster (changes)*</td>
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<td>Being contacted by work when off duty if staffing/roster issues*</td>
<td></td>
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<td></td>
<td>Managing and understanding cultural differences (international workforce)*</td>
<td></td>
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<td></td>
<td>Commuting lifestyle*</td>
<td></td>
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<tr>
<td></td>
<td>Long working day in close contact with one other person (may or may not get on with)*</td>
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<tr>
<td></td>
<td>Captain responsibility – never switch off</td>
<td>Working inflexible / disruptive schedules</td>
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<td></td>
<td>Changing nature of the industry</td>
<td>Inflexible annual leave allocations</td>
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<td>Automation and prolonged periods of low stimulation</td>
<td>Ever-changing crew composition</td>
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<td></td>
<td>High training costs</td>
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<td></td>
<td>Stringent medical certification</td>
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</tbody>
</table>
Key Points from Research
Key Points: Health & Wellbeing

- Significant levels of psychological distress as identified by measures of anxiety and depression.
  - Levels of life satisfaction and happiness below OECD average
  - For all aviation workers, levels of wellbeing have been mostly stable during COVID timeframe
  - For pilots, levels of wellbeing have disimproved as compared with pre pandemic levels (2018/2019)

- Suffering is not equal amongst aviation workers
  - Cabin Crew and Maintenance having lower levels of wellbeing, as compared with Pilots and Air Traffic Controllers.
  - Females have lower levels of wellbeing, as do younger workers and those who have lost their job.

- A comparison of findings with equivalent general population studies indicates that the number of aviation workers screening positive for anxiety and depression is slightly higher than what is reported in the population.

- There is no comparative information in relation to assessing trends for those with significant levels psychological distress.
<table>
<thead>
<tr>
<th></th>
<th>Happiness &amp; Life Satisfaction</th>
<th>At or Above Threshold for Moderate Depression/PHQ 9 (≥10, include moderate, moderately severe, and severe depression)</th>
<th>At or Above Threshold for Moderate Anxiety/GAD 7 (≥10, includes moderate and severe anxiety)</th>
<th>Suicidal Ideation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PRE COVID 19</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Population</td>
<td>6.5%. (OECD, 2019).</td>
<td>29.8% (Hyland et al, 2021)</td>
<td>22.3% (Hyland et al, 2021)</td>
<td>3.1% (Nock et al, 2018)</td>
</tr>
<tr>
<td>Pilots</td>
<td>Not available</td>
<td>12.6% (Wu et al, 2016)</td>
<td>Not available</td>
<td>4.1% (Wu et al, 2016)</td>
</tr>
<tr>
<td>All Aviation Workers</td>
<td>Not available</td>
<td>Not available</td>
<td>Not available</td>
<td>Not available</td>
</tr>
<tr>
<td><strong>SINCE COVID 19</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Pilots 2020</td>
<td>6.178%</td>
<td>25% (15.4%, 6.1%, 3.5%)</td>
<td>21% (13%, 8%)</td>
<td>10.07%</td>
</tr>
<tr>
<td>All Aviation Workers 2020</td>
<td>6.086%</td>
<td>29.6% (17.7%, 7.4%, 4.5%)</td>
<td>24.1% (12.8%, 11.3%)</td>
<td>11.6%</td>
</tr>
<tr>
<td>Pilots 2021</td>
<td>6.158%</td>
<td>20.7% (13.7%, 5%, 2%)</td>
<td>17% (11%, 6%)</td>
<td>9%</td>
</tr>
<tr>
<td>All Aviation Workers 2021</td>
<td>6.089%</td>
<td>27.1% (16.10%, 8%, 3%)</td>
<td>22.5% (13%, 9.5%)</td>
<td>11%</td>
</tr>
</tbody>
</table>
All Aviation Workers: Life Satisfaction, Depression, Suicidal Ideation & Anxiety (2020 & 2021)

![Bar chart showing aviation workers' health during COVID-19](image)
Depression & Suicidal Ideation: Pilots (Pre & Since COVID)
Key Points: Reporting, Culture, Supports

• Org level
  – Poor wellbeing culture - wellbeing not a priority
  – Very poor support from employers (poor wellbeing culture) both prior to COVID & since COVID
  – Very few examples of preventative approaches

• Wellbeing reporting challenges
  – Conflicts across three L’s (Livelihood, Licence and Life)
  – Not disclosing challenges to employer, but disclosing to family/spouse

• Poor uptake on peer support

• Prevalence of coping mechanisms

• Benefits of self care – sleep, physical activity, diet, social

• Relationship between wellbeing, performance and safety

• Need for change
  – Employer level – culture change, need for preventative approach, address positive wellbeing, address wellbeing risk in SMS
  – Regulatory Level – need AMC for wellbeing, managing wellbeing risk within SMS
COVID Survey 2 (2021)
Health & Wellbeing
2021 Survey: Depression & Roles

PHQ9 ≥ 10 (Depression) & Aviation Roles

- All (n=1,010): 73%
- Pilots (n=488): 79%
- Cabin Crew (n=231): 59%
- Line MX/Engineering (n=67): 72%
- ATC (n=135): 76%

Legend:
- Blue: YES (PHQ9 ≥ 10)
- Orange: NO (PHQ9 <10)
2021 Survey: Anxiety & Roles

GAD7 ≥ 10 (Anxiety) & Aviation Roles

- All (n=1,010): 77% YES (GAD7 ≥ 10), 23% NO (GAD7 < 10)
- Pilots (n=488): 83% YES (GAD7 ≥ 10), 17% NO (GAD7 < 10)
- Cabin Crew (n=231): 65% YES (GAD7 ≥ 10), 35% NO (GAD7 < 10)
- Line MX/Engineering (n=67): 73% YES (GAD7 ≥ 10), 27% NO (GAD7 < 10)
- ATC (n=135): 79% YES (GAD7 ≥ 10), 21% NO (GAD7 < 10)
2021 Survey: Suicidal Ideation & Roles

Suicidal Ideation (PHQ9 - Question 9) & Roles

<table>
<thead>
<tr>
<th>Category</th>
<th>YES (%)</th>
<th>NO (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All (n=1,010)</td>
<td>11%</td>
<td>89%</td>
</tr>
<tr>
<td>Pilots (n=488)</td>
<td>9%</td>
<td>91%</td>
</tr>
<tr>
<td>Cabin Crew (n=231)</td>
<td>16%</td>
<td>84%</td>
</tr>
<tr>
<td>Line MX/Engineering (n=67)</td>
<td>16%</td>
<td>84%</td>
</tr>
<tr>
<td>ATC (n=135)</td>
<td>5%</td>
<td>95%</td>
</tr>
</tbody>
</table>

Legend:
- **YES (Suicidal Ideation)**
- **NO (Suicidal Ideation)**
2021 Survey: Life Satisfaction/Happiness & Roles

Life Satisfaction & Happiness & Groups
(≥ 6.5, OECD Average)

- Pilots (n=488): 50% YES, 50% NO
- Cabin Crew (n=231): 36% YES, 66% NO
- Line MX/Engineering (n=67): 46% YES, 54% NO
- ATC (n=135): 39% YES, 61% NO

YES (≥ 6.5 – OECD Average) 48%
NO (<6.5 – OECD Average) 52%
COVID Survey 2 (2021)
Disclosure & Attitudes to MH
Disclosure & Attitudes to MH

If I had a mental health issue, I would look for help

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>All (n=995)</td>
<td>43.62%</td>
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<tr>
<td>Pilots (n=479)</td>
<td>23.22%</td>
<td>21.92%</td>
<td></td>
<td></td>
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<tr>
<td>Cabin Crew (n=230)</td>
<td>42.59%</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>ATC (n=134)</td>
<td>42.61%</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>MX (n=65)</td>
<td>45.52%</td>
<td></td>
<td></td>
<td></td>
<td>56.92%</td>
</tr>
</tbody>
</table>

Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree
There are low levels of speaking out and/or reporting about mental health among my work colleagues.

- All (n=995)
- Pilots (n=479)
- Cabin Crew (n=230)
- ATC (n=134)
- MX (n=65)

Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree
COVID Survey 2 (2021)
Org Culture, Priorities & Supports Provided
Org Culture & Priorities

My Company Cares About My Wellbeing

Supporting and maintaining positive mental health for aviation 'Safety-Critical Workers' during the COVID-19 pandemic IS a key priority for my airline
Org Wellness Culture & Supports Provided

Has your airline provided you with any specific support to cope with stresses arising from COVID and any changes to your wellbeing?

- All (n=965): 78.76% Yes, 21.24% No
- Pilots (n=466): 77.04% Yes, 22.96% No
- Cabin Crew (n=225): 84.89% Yes, 15.11% No
- ATC (n=129): 74.42% Yes, 25.58% No
- MX (n=62): 77.42% Yes, 22.58% No

Used Supports Provided by Company

- All (n=203): 74.88% Yes, 25.12% No
- Pilots (n=107): 78.50% Yes, 21.50% No
- Cabin Crew (n=34): 91.18% Yes, 3.13% No
- ATC (n=31): 74.19% Yes, 25.81% No
- MX (n=14): 50.00% Yes, 50.00% No
## Org Wellness Culture & Supports Provided

<table>
<thead>
<tr>
<th>Frequency Ranking</th>
<th>2021</th>
<th>Type</th>
<th>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>35.34% (n= 41)</td>
<td>Peer Support</td>
<td>Tertiary</td>
</tr>
<tr>
<td>2</td>
<td>28.44 (n=33)</td>
<td>Health education and training</td>
<td>Secondary</td>
</tr>
<tr>
<td>3</td>
<td>18.10% (n=21)</td>
<td>Specialist MH support</td>
<td>Tertiary</td>
</tr>
<tr>
<td>4</td>
<td>17.24% (n=20)</td>
<td>One-way emails/communications promoting wellbeing</td>
<td>Secondary</td>
</tr>
<tr>
<td>5</td>
<td>13.79% (n=16)</td>
<td>2-way team meetings to communicate updates and provide feedback/support</td>
<td>Secondary</td>
</tr>
<tr>
<td>6</td>
<td>12.93%(n=15)</td>
<td>Employee Assistance Program (internal/external)</td>
<td>Tertiary</td>
</tr>
<tr>
<td>7</td>
<td>11.2% (n=13)</td>
<td>Signposting (internal/external)</td>
<td>Secondary</td>
</tr>
<tr>
<td>8</td>
<td>2.58% (n=3)</td>
<td>1 to 1 check-in/chats</td>
<td>Secondary</td>
</tr>
<tr>
<td>9</td>
<td>1.72, (n=2)</td>
<td>Wellbeing Apps</td>
<td>Primary</td>
</tr>
<tr>
<td>10</td>
<td>1.72, (n=2)</td>
<td>Exercise Class</td>
<td>Primary</td>
</tr>
</tbody>
</table>
Org Wellness Culture & Supports Provided

Organisational Wellbeing Supports

- Health education and...: 23% (2020), 28.44% (2021)
- Specialist MH support: 18.10% (2020), 16.41% (2021)
- On way communications: 17.24% (2020), 17.42% (2021)
- Employee Assistance...: 12.93% (2020), 15.52% (2021)
- Signposting: 11.20% (2020), 12.83% (2021)
- 2-way team meetings: 13.79% (2020), 12.83% (2021)
- Peer Support: 35.34% (2020), 1.49% (2021)
- 1 to 1 check in/chats: 1.49% (2020), 2.58% (2021)
- Wellbeing Apps: 1.72% (2020), 1.72% (2021)

2020 (n=419) 2021 (n=205)
Org Wellness Culture & Supports Provided

Although your airline has not provided any support, would you use this if provided?

- All (n=755): Yes 56.95%, No 43.05%
- Pilots (n=357): Yes 56.58%, No 43.42%
- Cabin Crew (n=190): Yes 53.16%, No 46.84%
- ATC (n=95): Yes 50.53%, No 49.47%
- MX (n=48): Yes 62.50%, No 37.50%
COVID Survey 2 (2021)  
Self Care & Coping
Self Care & Coping Strategies

Self Care & Managing Stress/Work Related Stress Pre COVID & Since COVID (All Aviation Workers)

- Pre COVID, Using CS Manage Stress (n=965)
  - Yes: 56.27%
  - No: 43.73%

- Pre COVID, Using CS Manage WRS (n=965)
  - Yes: 55.75%
  - No: 44.25%

- Since COVID, Using CS Manage Stress (n=965)
  - Yes: 62.80%
  - No: 37.20%
Self Care & Coping Strategies

Using Self Care & Coping Strategies

- Using CS Manage WRS Since COVID
- Using CS Manage WRS Pre COVID
- Using CS Manage Stress Pre COVID
Have you accessed any supports outside your airline to cope with stress arising from the COVID-19 pandemic and any changes to your wellbeing?

- All (n=958): 73.38% Yes, 26.62% No
- Pilots (n=464): 77.80% Yes, 22.20% No
- Cabin Crew (n=224): 64.73% Yes, 35.27% No
- ATC (n=126): 76.19% Yes, 23.81% No
- MX (n=62): 77.42% Yes, 22.58% No
COVID Survey 2 (2021)
Need for Supports
Need for Supports

Aviation workers who are currently working in "Safety-Critical" roles need support to maintain their wellbeing during the COVID-19 pandemic.

Those 'Safety-Critical' aviation workers who are currently not working, need support to maintain their wellbeing now, so that they are fit to return to work post the COVID-19 pandemic.
COVID Survey 2 (2021)
Trust, Engagement, Motivation & Talking About MH
Trust, Engagement & Motivation

How would you rate your overall level of trust in your employer since the COVID-19 pandemic?

How would you rate the level of engagement between you and your employer now, as compared to before the COVID-19 pandemic?

How would you rate your motivation towards your job now, as compared to before the COVID-19 pandemic?
Talking About MH
Talking about Mental Health

Have you ever spoken to somebody about a mental health issue you are experiencing/have experienced?

<table>
<thead>
<tr>
<th>Group</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>53.2%</td>
<td>46.8%</td>
</tr>
<tr>
<td>Pilots</td>
<td>56.4%</td>
<td>43.6%</td>
</tr>
<tr>
<td>Cabin Crew</td>
<td>51.7%</td>
<td>48.3%</td>
</tr>
<tr>
<td>Mx/Eng</td>
<td>55.4%</td>
<td>44.6%</td>
</tr>
<tr>
<td>ATC</td>
<td>56.0%</td>
<td>44.0%</td>
</tr>
</tbody>
</table>

n=995, n=479, n=230, n=65, n=134
Did You Willingly Disclose to Employer

Did you willingly disclose it to your employer?

- All: 79.6% Yes, 20.4% No
- Pilots: 81.3% Yes, 18.8% No
- Cabin Crew: 79.0% Yes, 21.0% No
- Mx/Eng: 69.0% Yes, 31.0% No
- ATC: 83.1% Yes, 16.9% No
Who Did You Speak To

Who did you speak to? (Select more than one, if appropriate)

- Partner/Spouse
- Family Member
- Close Friend
- Medical Professional
- Close Work Colleague
- Line Manager
- Peer Support
- HR/Occ. Health
- Other

Legend:
- All n=466
- Pilots n=209
- Cabin Crew n=119
- Mx/Eng n=29
- ATC n=59
Who Did You Speak To

Who did you speak to? (Select more than one, if appropriate)

Who did you speak to? (Select more than one, if appropriate)
Would You Willingly Disclose To Employer

If you had a mental health issue, would you willingly disclose it to your employer?

- **All (n=522)**: 80.5% Yes, 19.5% No
- **Pilots (n=267)**: 78.7% Yes, 21.3% No
- **Cabin Crew (n=110)**: 87.3% Yes, 12.7% No
- **Mx/Eng (n=36)**: 75.0% Yes, 25.0% No
- **ATC (n=74)**: 83.8% Yes, 16.2% No
Who Would You Talk To

If you were feeling depressed or anxious, who would you talk to about this? (Select more than one, if appropriate)
Who Would You Talk To

Note: With the exception of pilots, more respondents reported that they would talk to nobody rather than use PSP. The picture is slightly better for pilots, with 14% reporting they would speak to PSP, while 11% would speak to nobody.
COVID Survey 2 (2021)
Peer Support
If Needed, Approach Peer Support

If needed, would you approach the Peer Support Group for peer support services?

<table>
<thead>
<tr>
<th>Group</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>66.8%</td>
<td>33.2%</td>
</tr>
<tr>
<td>Pilots</td>
<td>76.3%</td>
<td>23.7%</td>
</tr>
<tr>
<td>Cabin Crew</td>
<td>47.2%</td>
<td>52.8%</td>
</tr>
<tr>
<td>Mx/Eng</td>
<td>75.0%</td>
<td>25.0%</td>
</tr>
<tr>
<td>ATC</td>
<td>58.6%</td>
<td>41.4%</td>
</tr>
</tbody>
</table>

n=779, n=427, n=199, n=16, n=74
Aware of Existence of Peer Support

Are you aware of the existence of a Peer Support Group within your company or staff representative association?

<table>
<thead>
<tr>
<th>Group</th>
<th>Yes (%)</th>
<th>No (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>79.4%</td>
<td>20.6%</td>
</tr>
<tr>
<td>Pilots</td>
<td>90.3%</td>
<td>9.7%</td>
</tr>
<tr>
<td>Cabin Crew</td>
<td>87.3%</td>
<td>12.7%</td>
</tr>
<tr>
<td>Mx/Eng</td>
<td>74.6%</td>
<td>25.4%</td>
</tr>
<tr>
<td>ATC</td>
<td>74.4%</td>
<td>25.6%</td>
</tr>
</tbody>
</table>

n=981 All, n=473 Pilots, n=228 Cabin Crew, n=63 Mx/Eng, n=133 ATC
If in Place, Would You Use

If a Peer Support Group was in place, if needed, would you approach the Peer Support Group for peer support services?

<table>
<thead>
<tr>
<th>Group</th>
<th>Yes (%)</th>
<th>No (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>69.8%</td>
<td>30.2%</td>
</tr>
<tr>
<td>Pilots</td>
<td>73.9%</td>
<td>26.1%</td>
</tr>
<tr>
<td>Cabin Crew</td>
<td>75.9%</td>
<td>24.1%</td>
</tr>
<tr>
<td>Mx/Eng</td>
<td>70.2%</td>
<td>29.8%</td>
</tr>
<tr>
<td>ATC</td>
<td>55.9%</td>
<td>44.1%</td>
</tr>
</tbody>
</table>
Reluctance to discuss Anxiety & Depression with Peer Support

- When asked "If you were feeling depressed or anxious..." indicated that they would talk to PSP
- When asked "Where a PSP was in place, and if needed..." indicated that they would talk to PSP
- When asked "If a PSP was in place, and if needed..." indicated that they would talk to PSP

<table>
<thead>
<tr>
<th></th>
<th>n=522</th>
<th>n=267</th>
<th>n=110</th>
<th>n=36</th>
<th>n=74</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>66.8%</td>
<td>76.3%</td>
<td>75.9%</td>
<td>75.0%</td>
<td>58.6%</td>
</tr>
<tr>
<td>Pilots</td>
<td>69.8%</td>
<td>73.9%</td>
<td>75.9%</td>
<td>70.2%</td>
<td>55.9%</td>
</tr>
<tr>
<td>Cabin Crew</td>
<td>7.9%</td>
<td>14.4%</td>
<td>1.8%</td>
<td>0.0%</td>
<td>1.3%</td>
</tr>
<tr>
<td>Mx/Eng</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ATC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
COVID Survey 2 (2021)
Wellbeing, Performance & Safety Impact
Wellbeing, Performance & Safety Impact

In my view, changes in morale arising from the COVID-19 pandemic have negatively impacted on safety practices.

How would you rate the overall level of safety within your company now, as compared to before the COVID-19 pandemic?
Wellbeing, Performance & Safety Impact

How would you rate your competence and ability to do your job safely and to the required standard now, as compared to before the COVID-19 pandemic?

How would you rate compliance with safety policies and procedures now, as compared to before the COVID-19 pandemic?
Contact
Contact

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