

APPENDIX C – SELECTIVE SEROTONIN RE-UPTAKE INHIBITOR MEDICATION (SSRI)

SECTION 1. Guidelines for Initial Evaluation of Air Traffic Control Specialists Treated with an SSRI

1. FAA ATCSs treated with an SSRI.

a. This appendix provides authority and direction to consider ATCS applicants for hire or Incumbent FAA ATCS who require Special Consideration medical clearance due to either their condition or use of an SSRI medication (SSRI-treated) to perform safety-related air traffic control duties. In Accordance with the HIMS AME Checklist - SSRI Initial Certification and FAA Certification Aid –SSRI INITIAL Certification/ Clearance published in the Guide for Aviation Medical Examiners.

b. Special Consideration may be granted after a thorough medical history, receipt and review of all medical records, and the results of a comprehensive medical evaluation and Air Traffic Manager (ATM) observational reports of each subject FAA ATCS.

c. The protocol to be used and guidelines for its application are described within this appendix.

2. Medical clearance. Medical clearance of an SSRI-treated FAA ATCS is through Special Consideration. Continued clearance requires control of the underlying disorder, absence of exclusionary criteria, quarterly reports from the ATM, periodic medical evaluation, and additional evaluations as medically indicated. In order to ensure system safety, SSRI-treated FAA ATCS must provide all required reports described in the clearance letter to the HIMS AME. No deviations from these guidelines are permitted.

3. Responsibilities.

a. Regional Flight Surgeons:

(1) Facilitate and monitor adherence to the protocol by each subject FAA ATCS; determine each FAA ATCSs eligibility for Special Consideration and, if appropriate, grant it.

(2) Enter all records in the FAA ATCS electronic medical record. Review, evaluate, and retain, all reports from medical specialists, HIMS AMEs, and ATMs.

(3) Send a copy of the signed FAA ATCS OBSERVATION AGREEMENT to the ATM, if the ATCS is found qualified under special consideration.

b. Air Traffic Organization (ATO) shall distribute information developed by the Agency medical staff that will assist ATMs concerning medical privacy considerations, operational principles, and observations.

c. FAA ATCS shall comply with all requests for information and submit to all necessary evaluations requested by all approved medical providers and Agency physicians (see section 2 below).

4. Medical Clearance Status. The FAA ATCS medical clearance must be changed to Incapacitated Status by the RFS office if:

a. The FAA ATCS has stopped the medication or had a dosage change or change in the underlying conditions;

b. If removal of safety related duties is recommended by the HIMS AME; or

- c. Operational issues come to light that could represent a safety concern. Applicants who are not yet employed by the FAA will not have a manager to provide operational reports. In these instances, the applicant may be exempt from providing operational reports until they have reported on duty.

5. Permanent Disqualification. Permanent disqualification of the FAA ATCS, when appropriate, shall follow the procedures described above in this Order.

6. Condition of Medical Clearance. As a condition of a Special Consideration Medical Clearance, an SSRI-treated FAA ATCS must agree to report immediately to the agency medical authority and to provide records regarding all changes to dosage or medications, all hospitalizations, all involvement in accidents (with or without injuries); and all other significant illness. The medical status determination shall be changed to medical incapacitation in the presence of any of the above, or exclusionary associated conditions or events until medically assessed.

7. Guidelines for individuals treated with an SSRI. All requirements and specifications can be found on the FAA public website, Guide for Aviation Medical Examiners.

SECTION 2. Guidelines for SSRI-Treated Individuals who have been Granted Special Consideration for Air Traffic Control Duties.

1. Individuals treated with an SSRI medication and granted Special Consideration to control air traffic are required to submit to medical monitoring by a trained HIMS AME and to submit all required reports as required documentation defined in the Guide for Aviation Medical Examiners.
2. FAA ATCS shall sign the FAA ATCS OBSERVATION AGREEMENT and provide it to the RFS in the initial packet of information.

SECTION 3. Guide for ATMs Operational Reporting for SSRI - Treated FAA ATCSs.

1. ATMs must maintain the medical privacy of the individual FAA ATCS while ensuring a safe operational environment. Employee's medical condition or treatment must not be disclosed.
2. Observe all FAA ATCSs performing safety-related duties periodically and receive formal or verbal reports from front-line managers without disclosing the medical condition or treatment.
3. The symptoms of SSRI medication effect may include behavioral changes, easy distraction, inattentiveness, drowsiness, and nervousness manifested by agitation or restlessness and sleep disturbance. While ATMs are not considered a medical professional, they only need to rely on their basic managerial skills in assessing an unsafe operation.
4. Quarterly operational reports must be submitted describing the ATM observation, if any, which occurred during the previous quarter. If the ATM is not made aware of a performance or conduct based safety concern, the report should indicate, "no known safety concerns." If the facility has multiple employees being observed, a separate report for each ATCS must be sent to the HIMS AME who is monitoring the ATCS. In the event the ATM is made aware of a safety concern, immediately notify the appropriate monitoring HIMS AME and the Regional Flight Surgeon.

FAA ATCS OBSERVATION AGREEMENT

I, _____, have read and understand Appendix C of FAA Order 3930.3 regarding FAA Air Traffic Control Specialists who use Selective Serotonin Reuptake Inhibitors (SSRI).

I agree to immediately report and provide all records to my HIMS AME and my Regional Flight Surgeon office regarding:

- All changes to my medication and dosing (including discontinuation of medication); and
- Any change to my underlying condition for which I take an SSRI.
- Report immediately to the agency medical authority and to provide records regarding all changes to dosage or medications, all hospitalizations, all involvement in accidents where the ATCS was involved as an operator (with or without injuries), injured as a passenger, or all other significant illness.
- Any other condition required under this Order.

If the special consideration medical clearance is issued, I agree and request the Flight Surgeon to send a copy of this signed agreement to my ATM for the purpose of observation and reporting to the HIMS AME and Flight Surgeon.

I understand that any change as described above may result in my medical clearance being temporarily restricted (Medical Incapacitation Status) while my eligibility to continue on a Special Consideration is being reassessed. This also applies to any Part 67 Airman Medical Certificate or Special Issuance Authorization issued to me. I also understand that the RFS will need this signed and received before a clearance can be issued.

ATCS Signed

Date

HIMS AME Name: _____

Address: _____

Phone number: _____

Fax number: _____

Email address: _____