**HIGH-LEVEL CONFERENCE ON COVID-19
(HLCC 2021)**

Montréal, 12 to 22 October 2021

**DRAFT REPORT OF THE SAFETY STREAM
ON AGENDA ITEM 1**

The attached draft report on Agenda Item 1 is presented for approval by
the Safety Stream for submission to the Plenary.

Agenda Item 1: Safety and operational measures related to the COVID-19 pandemic

Additional measures to ensure effective oversight and training

1.1   The Safety Stream reviewed HLCC 2021-WP/8-SAF/5, presented by the Secretariat, which outlined the actions taken by ICAO related to operational safety measures and the lessons learned over the course of the pandemic, resulting in recommendations to further strengthen the global response to unprecedented situations in the future. The Safety Stream noted the proposal that States endeavour to share information and their experience both with each other and with ICAO, and highlighted that a globally harmonized plan be developed which could be activated as required.

1.2   The Safety Stream reviewed HLCC 2021-WP/15-SAF/12, presented by Slovenia on behalf of the European Union[1] and its Member States, the other Member States of the European Civil Aviation Conference (ECAC)[2], and by EUROCONTROL, which considered similar themes to working paper HLCC 2021-WP/8-SAF/5 and further proposed that ICAO should seek to maximize their engagement with other global agencies, such as the World Health Organization (WHO), in order to ensure the needs of the aviation sector were represented in State response to future events. The Safety Stream agreed with the proposals to develop a response plan based on the recommendations in HLCC 2021-WP/8-SAF/5 and HLCC 2021-WP/15-SAF/12. It was also noted that increased digitalization plays an important role in enabling greater flexibility, and in consideration of States' ability to invest in new technologies.

1.3   The Safety Stream reviewed HLCC 2021-WP/33-SAF/20, presented by Airports Council International (ACI), the Civil Air Navigation Services Organisation (CANSO), the International Air Transport Association (IATA), the International Business Aviation Council (IBAC) and International Coordinating Council of Aerospace Industries Associations (ICCAIA) and supported by the United States, Saudi Arabia, which provided further support for the development of crisis response plans. The Safety Stream recalled Assembly Resolution A39-24 and proposed extending this work to ensure that such a plan could be developed to be proactive rather than reactive in nature. While highlighting the ICAO's Council Aviation Recovery Task Force (CART) as an example, the Safety Stream acknowledged the benefit of including industry in such work and the additional expertise that was brought by the industry participants. The Safety Stream discussed the importance of an activation protocol of a crisis response plan based on identified levels of risk, and agreed that communication with other stakeholders such as WHO and the United Nations Office for the Coordination of Humanitarian Affairs (OCHA) would be beneficial.

1.4   The Safety Stream reviewed working paper HLCC 2021-WP/34-SAF/21, presented by ICCAIA and the International Business Aviation Council (IBAC). supported by Canada and the United States, which referred to the action by the ICAO Council to delay implementation dates and future equipage dates for specific Standards and Recommended Practices (SARPs), recognizing the difficulties placed on the industry by the COVID-19 pandemic. The Safety Stream recalled Assembly Resolution A39-22, which granted flexibility in the State consultation process in the event of urgent action being deemed necessary. The Safety Stream agreed that this

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[1] Austria, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxemburg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden.

[2] Albania, Armenia, Azerbaijan, Bosnia and Herzegovina, Georgia, Iceland, Republic of Moldova, Monaco, Montenegro, North Macedonia, Norway, San Marino, Serbia, Switzerland, Turkey, Ukraine and United Kingdom.

process was effective in meeting the needs of industry in challenging times and should be included in the response plan.

1.5   The Safety Stream reviewed HLCC 2021-WP/53-SAF/38, presented by the African Civil Aviation Commission (AFCAC) on behalf of 54[3] African Contracting States, which described difficulties in publishing information related to COVID-19 restrictions and alleviations. The Safety Stream acknowledged that more training should be made available to States on the use of any systems or tools developed as part of the response plan to ensure that the flow of information was maintained at critical times. The Safety Stream noted that the development of a response plan for future events could include different means of communicating the information.

1.6   The Safety Stream reviewed HLCC 2021-WP/79-SAF/57, presented by Qatar on behalf of the Member States of the Arab Civil Aviation Organization (ACAO), which called for the development of additional guidance material to assist States when considering exemptions. The Safety Stream noted that USOAP data indicated a high level of unsatisfactory Protocol Questions (PQs) on exemptions, which was indicative of States not having the basic capabilities to properly assess and grant exemptions. The Safety Stream agreed that additional support was needed in the area.

1.7   The Safety Stream reviewed HLCC 2021-WP/85-SAF/63, presented by India, which outlined the actions taken in response to the COVID-19 pandemic including maintenance of the critical supply chain and addressing issues related to training and licencing of operational personnel. The Safety Stream supported proposals for the development of an effective means to exchange information between States and ICAO in preparation and response to future global disruption events.

1.8   The Safety Stream reviewed HLCC 2021-WP/87-SAF/65, presented by the United States and co-sponsored by Malaysia, which discussed the response to the COVID-19 pandemic by ICAO and Member States. The Safety Stream recalled Resolution A39-24, which considered the need for the establishment of a framework to guide ICAO's crisis response policy, and proposed that a review be undertaken to determine how the crisis response policy could be improved. Recommendations presented were in line with other proposals, which were strongly supported by the Safety Stream.

1.9   Information Papers provided by Indonesia (HLCC 2021- WP/70-SAF/49), the World Food Programme (HLCC 2021-WP/211-SAF/141) were noted.

1.10   As a result of the discussion, the Safety Stream agreed on the following recommendations:

Recommendation 1/1 —   Rapid response to global aviation disruption events

That States:

a) along with regional safety oversight organizations and international organizations, note the global and regional lessons learned from ICAO's response to the coronavirus (COVID-19) pandemic;

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[3] Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Comoros, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Equatorial Guinea, Eritrea, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia and Zimbabwe.

b) work collaboratively to develop and share their views and experiences with ICAO on the requirements for a globally harmonized response to such events;

c) assist in developing a global common framework to assess and mitigate risks (including human performance risks) supported by appropriate mitigation measures;

d) implement the rapid response plan and ensure the timely submission of requested information to ICAO related to global aviation disruption events;

e) support ICAO in its efforts to provide rapid responses to global aviation disruption events, including developing a more coordinated and integrated approach with other sectors involving all relevant authorities and stakeholders; and

f) consider mechanisms to be put in place to facilitate the travel of technical and civil aviation authority (CAA) personnel for training and discharge of safety oversight obligations during significant disruptions such as a pandemic.

That ICAO:

g) develop and implement an adaptable set of action plans to be followed in response to future events, based on the global and regional lessons learned during the COVID-19 pandemic, State experience of such events and the best practice of agencies accustomed to mounting rapid response initiatives;

h) include in the rapid response plan a mechanism which will allow, under specific conditions, a timely deferral of implementation dates for relevant ICAO provisions not directly affecting safety items;

i) develop a proactive, coordinated and integrated approach by involving all relevant authorities and stakeholders;

j) implement formal cooperation mechanisms with regional and national entities responsible for crisis management, to ensure rapid exchange of information and best practices and reduce inconsistent responses from States;

k) develop risk modelling tools to facilitate the deployment of globally harmonized mitigation measures;

l) develop additional guidance on the process of granting exemptions to ICAO provisions;

m) promote and enable digitalization and automation to enhance resilience of the aviation system;

n) establish response plan activation protocols that utilize integrated risk management;

o) activate the rapid response plan in a timely manner in response to global aviation disruption events, and based on an identified level of risk in coordination with other stakeholders; and

p) ensure sufficient training material is available to enable States to effectively utilize any tools provided as part of the response plan.

Additional measures to ensure effective oversight and training

1.11   The Safety Stream reviewed HLCC 2021-WP/73-SAF/52 presented by Saudi Arabia, which proposed that additional efforts were needed to ensure that safety incident reporting was maintained, particularly in situations such as a global pandemic. The Safety Stream referred to information which indicated that the rate of

event reporting was slowing down and that, particularly in an environment where procedures and regulations were more fluid to cope with changing circumstances, there may have been additional hesitancy to report incidents.

1.12 The Safety Stream reviewed HLCC 2021-WP/102-SAF/80, presented by Thailand, which focused on the importance of regional collaborative efforts and the active engagement of ICAO in maintaining and enhancing safety and efficiency during the spread of COVID-19 and when international travel resumed. The Safety Stream noted the activities undertaken by Thailand in maintaining safety and in preparing for future disruptions.

1.13 The Safety Stream reviewed HLCC 2021-WP/113-SAF/86 presented by Pakistan, which discussed the impact of COVID-19 restrictions on training and oversight. The Safety Stream supported the call for States to investigate innovative training methods that would be more resilient to future disruption events.

1.14 The Safety Stream reviewed HLCC 2021-WP/118-SAF/91 presented by China, which outlined the difficulties involved in conducting accident and incident investigations and the participation of accident investigators from outside the State, in the context of pandemic-related restrictions. The Safety Stream noted the general support on the information presented and agreed that: the development of further guidance related to accident and incident investigations should be referred to an appropriate expert group; States consider using live broadcasts for investigation purposes; and an appropriate expert group consider provisions for facilitating travel of accident investigators and shipping of parts and components for investigation purposes. The Safety Stream also agreed that States should consider the use of remote technology for accident investigations.

1.15 The Safety Stream reviewed HLCC 2021-WP/125-SAF/98, presented by Singapore and co-sponsored by Australia, Bangladesh, China, Fiji, Indonesia, Thailand, Flight Safety Foundation and International Air Transport Association, supported by New Zealand, and the United Kingdom, regarding the impact of COVID-19 on the conduct of safety oversight activities and the increased use of remote oversight. It highlighted the benefits inherent in the Asia-Pacific Region in assisting one another, sharing information, and collaborating in their safety oversight activities. The Safety Stream noted the information and strongly supported the need for sharing of information and best practices, the development of a framework to guide the use of remote safety oversight, and the use of industry assessment programmes as a potential data source.

1.16 The Safety Stream reviewed HLCC 2021-WP/144-SAF/110, presented by the United Arab Emirates on behalf of the Member States of ACAO, which focused on the need to develop Standards and the harmonization of the approval process for various scenarios of carriage of cargo in the cabin. It highlighted the difficulty experienced by States in developing set processes and procedures for the transportation of cargo in the cabin using limited international regulatory guidance. The Safety Stream noted the information presented and that guidance is available on the ICAO public website. The Safety Stream agreed that ICAO should continue to provide assistance and guidance to States addressing the carriage of cargo in the passenger cabin.

1.17 The Safety Stream reviewed HLCC 2021-WP/155-SAF/119, presented by the United Arab Emirates on behalf of the Member States of ACAO, regarding the importance of a standardized approach for distance learning for theoretical knowledge training for flight crew licensing. The Safety Stream supported the need for guidance and agreed to refer this action to the appropriate expert group.

1.18 Information Paper provided by China (HLCC 2021-WP/160-SAF/121) was noted.

1.19 As a result of the discussion, the Safety Stream agreed on the following recommendations:

Recommendation 1/2 —   Additional measures to ensure effective oversight and training

That States:

a) share information related to the impact of the COVID-19 pandemic on the reporting culture, including challenges that may inhibit the further development of a positive safety culture;

b) continue collaborative efforts in, inter alia, sharing of information, best practices and lessons learnt to maintain and enhance safety and efficiency in compliance with ICAO Standards and Recommended Practice (SARPs);

c) where they have the capability to do so, assist other States/administrations to overcome their limitations in complying with ICAO SARPs during the spread of COVID-19;

d) consider the feasibility of live broadcast and video recording during accident and incident investigations, when travelling or work-on-scene is not possible;

e) support the development of a framework to guide the use of remote safety oversight;

f) assist other States in safety oversight through exchange of relevant information obtained from their safety oversight activities to ensure that prompt attention is given to risk mitigation in support of safe recovery;

g) consider industry assessment programmes as a potential source of additional data in support of State oversight activities;

h) consider the use of distance learning and innovative solutions to reduce the amount of in-person required training;

That ICAO:

i) stress the continued importance of the safety reporting culture, particularly during significant disruption events such as a pandemic;

j) actively contribute in coordinating and facilitating activities to maintain acceptable level of safety during the COVID-19 pandemic and ensure the aviation system's readiness at all times;

k) consider developing additional guidance material for the protection of persons involved in an accident or incident investigation under a pandemic or similar circumstances;

l) consider the inclusion of provisions, in the appropriate Annex, to facilitate the work of accident investigators when travel is required to fulfil their responsibilities under Annex 13, and to expedite the release of any shipped parts and components for the purposes of accident and incident investigation;

m) consider the inclusion of virtual and remote training provisions and guidance into the appropriate ICAO documentation, to enable the use of distance learning in place of in-person training, when appropriate;

    n) recognize and adopt measures for the appropriate use of remote oversight activities to assess
        compliance with operational requirements; and

    o) consider developing additional guidance for States to address the carriage of cargo in passenger
        cabins.

Additional measures to support the return to normal operations

1.20   The Safety Stream reviewed HLCC 2021-WP/26-SAF/13, presented by Indonesia, which referred
to the need for aerodromes to formulate emergency response plans for any significant event, including public health
emergencies. The Safety Stream noted the need for additional guidance to be developed, especially for States where
multiple aerodromes could potentially be affected. The Safety Stream also noted the reference to the provision of
assistance to accident victims and their families and the need to ensure requirements for emergency planning were
well coordinated. The Safety Stream was informed that work on both of these topics was already underway , , and
agreed that the paper be referred to the appropriate expert groups for further consideration.

1.21   The Safety Stream reviewed HLCC 2021-WP/54-SAF/39, presented by AFCAC on behalf of
54[4] African Contracting States, which stressed the need for States to have an effective Wildlife Hazard Management
Plan (WHMP) and to reinforce this plan during periods of significant operational disruption, such as during a
pandemic. The Safety Stream supported the call that States consider such situations when developing effective
WHMPs.

1.22   The Safety Stream reviewed HLCC 2021-WP/56-SAF/41, presented by Panama and supported by
Argentina, Bolivia (Plurinational State of), Brazil, Chile, Ecuador, Guyana, Paraguay, Peru, Suriname, Uruguay
and Venezuela (Bolivarian Republic of), which provided details of the ICAO South America (SAM) Region
response to the COVID-19 pandemic. The Safety Stream noted the effectiveness of the approach taken in this region
and acknowledged its usefulness in the development of the ICAO response plan.

1.23   The Safety Stream reviewed HLCC 2021-WP/57-SAF/42, presented by CANSO and supported by
the United States and Japan, which provided details of the CANSO Air Traffic Flow Management (ATFM) Data
Exchange Network for the Americas (CADENA). The Safety Stream noted the information and background
provided and encouraged States to continue developing this type of capability with support from ICAO regional
offices.

1.24   The Safety Stream reviewed HLCC 2021-WP/69-SAF/48, presented by Indonesia, which described
contingency measures and air transport risk management activities conducted by Indonesia in response to the
COVID-19 pandemic. The Safety Stream noted the activities undertaken by Indonesia and recognized its usefulness
in the development of the ICAO response plan.

1.25   The Safety Stream reviewed HLCC 2021-WP/127-SAF/100, presented by South Africa, which
discussed the important role that air ambulance emergency medical services played in transporting patients during
the pandemic. The Safety Stream acknowledged the complications of such operations with regards to protection of
the crew and provision of medical supplies such as oxygen (classified as dangerous goods). The Safety Stream

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[4] Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Comoros, Congo,
   Côte d'Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Equatorial Guinea, Eritrea, Eswatini, Ethiopia, Gabon, Gambia, Ghana,
   Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique,
   Namibia, Niger, Nigeria, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan,
   Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia and Zimbabwe

noted that the development of relevant medical guidelines was already included in the future work programme of the Medical Provisions Study Group (MPSG) and Collaborative Arrangement for the Prevention and Management of Public Health Events in Civil Aviation (CAPSCA), and that existing guidance should be reviewed before consideration of further action.

1.26   The Safety Stream reviewed HLCC 2021-WP/128-SAF/101, presented by South Africa, which identified the challenges in providing effective cardiopulmonary resuscitation (CPR) while minimizing the risk of contracting communicable disease. The Safety Stream was informed that ICAO Doc 10002, *Cabin Crew Safety Training Manual*, published in 2020, contained guidance on first-aid training for cabin crew members, including on minimizing the risk of contracting communicable diseases. The Safety Stream, in noting the proposed recommendations, agreed to refer them to the appropriate expert groups, as required.

1.27   The Safety Stream reviewed HLCC 2021-WP/142-SAF/108, presented by United Arab Emirates (UAE) on behalf of the Member States of ACAO, and noted the series of initiatives including directives, self-assessments and verification the UAE's General Civil Aviation Authority (GCAA) ensured for the safety and responsiveness of UAE's aerodromes. Since the work on aerodrome emergency planning is ongoing, the Safety Stream agreed to refer proposals to an appropriate expert group for further consideration.

1.28   The Safety Stream reviewed HLCC 2021-WP/WP/143-SAF/108, presented by UAE on behalf of the Member States of ACAO, regarding prolonged preservation and storage of aircraft due to the impact of the pandemic. The Safety Stream supported the need for guidance at the ICAO level to facilitate the dissemination of information from the manufacturers related to long-term storage of aircraft.

1.29   The Safety Stream reviewed HLCC 2021-WP/240-SAF/152, presented by South Africa, which proposed the development of telemedicine guidelines for aviation medical examiners in preparation for future outbreaks in order to ensure business continuity and consider introduction of telemedicine within the ambit of Annex 1 — *Personnel Licensing*. The Safety Stream noted that these guidelines should be aligned with the universal health coverage framework, and include digital governance protocols, quality assurance and relevant training guidance. The Safety Stream noted that this work was already underway in ICAO's work programmes.

1.30   Information Papers provided by Indonesia (HLCC 2021-WP/71-SAF/50 and HLCC 2021-WP/82-SAF/60) and the UAE (HLCC 2021-WP/151-SAF-115) were noted

1.31   As a result of the discussion, the Safety Stream agreed on the following recommendations:

Recommendation 1/3 — Additional measures to support the return to normal operations

That States:

a)   reinforce wildlife prevention and control during periods of inactivity or scale-down operations at aerodromes, and review the Wild life Hazard Management Plan to strengthen existing mitigation measures and introduce new ones, as necessary;

b)   support the activities necessary for the recovery and resilience of air operations;

c)   consider the use of suitable tools for collaborative decision-making at the sub-regional level;

That ICAO:

d) investigate the benefits of using suitable tools for collaborative decision-making on a regional basis;

e) review training for cabin crew-related response to medical emergencies such as cardiac incidents requiring CPR, with particular emphasis on the impact of issues arising from suspected communicable diseases; and

f) facilitate the dissemination of original equipment manufacturer (OEM) guidance for preservation/de-preservation of aircraft to deal with unforeseen situations similar to COVID-19.

The impact of COVID-19 on operational fitness

1.32   The Safety Stream reviewed HLCC 2021-WP/50-SAF/35, presented by AFCAC on behalf of 54[5] African Contracting States, which highlighted the impact of the pandemic on humans in the aviation system and the consequential possible impacts on health and safety outcomes. The Safety Stream noted existing guidance available such as ICAO's Roadmap to Ops Normal website and Electronic Bulletin EB 2020/55 on mental well-being during the pandemic. Also, ongoing work within relevant expert groups was cited, which include assessing risk and addressing psychological, mental, physical health and human performance considerations to enhance health and safety management. The Safety Stream recognized human factors issues as key elements to managing safety risks during major disruptions, as well as during normal operations. The Safety Stream distinguished between addressing human factors issues as part of safety risk management, and addressing mental health and well-being issues as part of occupational health or medical certification. The Safety Stream further noted that taking actions to support human performance are necessary for aviation industry recovery.

1.33   The Safety Stream reviewed HLCC 2021-WP/94-SAF/72, presented by Canada, which discussed the mental health impact of the COVID-19 pandemic among aviation personnel. The Safety Stream noted the high levels of stress caused by psychological stressors due to significant uncertainty in the industry, as well as from increased risk of infection from potentially infected passengers. The Safety Stream expressed wide support to the proposals and noted the ongoing work within relevant ICAO expert groups, including information from EB 2020/55 and relevant future guidance to support the return of aviation personnel to duty.

1.34   The Safety Stream reviewed HLCC 2021-WP/115-SAF/88, presented by Venezuela (Bolivarian Republic of), which proposed developing a medical guide for the assessment of delayed or persistent clinical manifestations of COVID-19, for use by aviation medical examiners to determine and mitigate aviation medical risk when assessing psychological and physical fitness of aviation personnel for duty. The Safety Stream noted that ongoing work with appropriate expert groups is currently underway to develop fitness protocols for licence-holders to return to work. It was further noted that medical evaluations of licence-holders who have been infected with COVID-19 was only being considered based on a risk assessment.

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[5] Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Comoros, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Equatorial Guinea, Eritrea, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia and Zimbabwe.

1.35   HLCC 2021-WP/136-SAF/103, presented by Venezuela (Bolivarian Republic of) and supported by Argentina, Bolivia (Plurinational State of), Colombia, Ecuador, Guyana, Panama, Paraguay, Peru, Suriname and Uruguay, and HLCC 2021-WP/139-SAF/105, presented by Venezuela (Bolivarian Republic of), which proposed the development of educational channels and preventive measures to mitigate aviation medical risk in safety sensitive populations. Further studies on the physical and psychological impact of COVID-19 were proposed to further assist in developing effective measures to address the risks caused by COVID-19 in the aviation industry. The Safety Stream also recalled existing guidance to all stakeholders at various levels in relation to awareness, education and support programmes (EB 2020/55 refers). It further noted that work was ongoing with the appropriate expert groups to address health, human performance and safety concerns. The Safety Stream also agreed that awareness and support programmes should be promoted to all aviation personnel, including making use of community and peer support, along with other available programmes due to funding concerns.

1.36   The Safety Stream reviewed HLCC-2021-WP/146-SAF/112, presented by the UAE on behalf of the Member States of the Arab Civil Aviation Organization (ACAO), which proposed the establishment of protocols with a set of recommendations to be fulfilled by air crew and air traffic controllers prior to returning to work. It should also take into consideration the physical, mental and socio-economic circumstances, as well as the ability of comprehensive well-being programmes to support the health and well-being of aviation personnel. The Safety Stream noted that work is currently ongoing with the appropriate expert groups, and the importance of establishing such mitigations within the current fitness for duty requirements.

1.37   As a result of the discussion, the Safety Stream agreed on the following recommendations:

Recommendation 1/4 —   The impact of COVID-19 on operational fitness

That States:

a)   implement a "culture of open disclosure" for substance use disorders and mental health issues;

b)   recognize and investigate the potential impact of the COVID-19 pandemic on the physical and mental health well-being of aviation safety personnel and share relevant data and findings;

c)   make resources available, in conjunction with aviation stakeholders, aviation medical departments and industry, for a variety of wellness programmes, such as employee assistance programmes (EAP) and peer support programmes for all aviation employees;

d)   make wellness programmes, EAP and peer support programmes accessible to all categories of aviation employees;

e)   collaborate with aviation stakeholders to make wellness programmes accessible to operators who might not be able to implement their own;

f)   support awareness, education and training initiatives to address mental health issues as part of a comprehensive health and well-being programme;

g)   consider the guidance of ICAO on the medical or psychological assessment of licence-holders who have been infected with COVID-19;

h)   promote return-to-work practices that include addressing all aspects of fitness for duty;

That ICAO:

i) support awareness, education and training initiatives to address mental health issues; and

j) develop additional guidance for aviation stakeholders, and specifically for aviation medical examiners and medical assessors, regarding fitness for duty protocols based on risk assessment.

— END —