

CC6466

Posted on 27.03.2024 by Jennifer Curran

Category: [Cabin Crew](#)

Report Title Neurodiverse Crew

Initial Report

There has been an influx of new crew and many of them are posting on social media that they have ADHD and saying their symptoms make their role difficult e.g. can only work one position, can't concentrate, short attention span, and are easily distracted, are unable to listen or carry out instructions, can't organise tasks, have little or no sense of danger.

They openly admit that this wasn't disclosed at their medical.

I am concerned that an ADHD diagnosis is not compatible with a safety critical role and how they would perform in an emergency.

Comment

Most organisations have strict policies regarding the appropriate use of social media and any safety-related concerns raised on these platforms should be reported internally.

Flying can be compatible with neurodevelopmental conditions and some neurodiverse characteristics may even be advantageous in the role as cabin crew. It is important that the sector adopts appropriate practices regarding diversity, equity, and inclusion to encourage others to pursue careers as cabin crew.

A cabin crew initial medical is an in person physical assessment by a aeromedical examiner or occupational physician approved by the CAA. This usually commences with a questionnaire and declaration and then the physical assessment. When completing the medical questionnaire and declaration, it is essential to be truthful and obtain the available support if it is required. [Medical requirements for cabin crew – information for airline operators | Civil Aviation Authority \(caa.co.uk\)](#)

If a crew member has declared their neurodevelopmental condition and passed their fitness assessment, completed their training to the satisfaction of the operator and performs appropriately when flying then as with any condition this is acceptable. However, should any condition prevent a crew member from performing their day-to-day role appropriately, especially any safety-related duties, then this would have to be managed accordingly via the SCCM/operator.



