



FITNESS FOR DUTY Evaluation Program Fact Sheet



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Your flight crew and employees can be across the country at any given time... You need a fitness for duty program designed to meet their needs for timely resolution.

EFFICIENT

- Call or email to open a case.
- Many cases can be resolved in as little as 7 to 10 days.

SPECIALIZED

- Doctors designated by the FAA as Senior Aviation Medical Examiners and trained in HIMS Alcohol/Substance Abuse Protocols

EXPERIENCED

- Harvey Watt Doctors have experienced as Airline Medical Directors and includes the former Manager of the FAA's Medical Certification Division

HARVEY WATT AEROMEDICAL NETWORK

- Access to over 500+ Independent Physicians across the U.S. in virtually every Medical Specialty

Harvey Watt works with airline organizations representing 62,000 pilots in the U.S. The majority of the pilots we serve are union represented. We understand the chain of custody required when evaluating an employee's fitness for duty. Our doctors, nurses, and aeromedical consultants have experience evaluating all classifications of airline employees for fitness for duty. We make sure that cases are handled properly by first gathering the facts from the employer and then the employee.

The employee's case is then reviewed by one of our Aeromedical Physician Consultants and recommendations are provided to the employee. If needed, those recommendations will include advice to consult with a physician specializing in the area of concern. If an Independent Medical Evaluation is completed, it is then reviewed by our Aeromedical Physician Consultant who will confer with the employee about the medical requirements to return to work. In addition, our team will assist the employer with developing a return to work plan. Our experience includes working litigated cases; union represented employee groups, and over 60 years of reviewing physical and mental conditions.

WHY AIRLINES OUTSOURCE THESE DUTIES:

- Increased Customer Satisfaction (Airline and Pilot)
- Reduced Absence Cost
- Improved Accuracy of case management and claim settlement
- Delivery of high quality customer service despite fluctuations in business volumes
- Management of Fraudulent Claims
- HIPPA Regulation Compliance
- Less Overhead and plant requirements, employee maintenance and internal oversight is passed to the vendor. Many compliance and the day to day escalations are managed through the vendor
- Keep cases at "arm's length" for legal/grievance purposes
- Manage pilot issues without alienating pilots
- Sharing of industry knowledge
- Improves perception of how the company handles pilots' medical privacy therefore leading to less escalation and complaints that resulted in reduced union intervention and/or advocacy.