

APPENDIX I

DISPOSAL OF HIGH BMI CASES

1. Body Mass Index (BMI) is a derived index. It can be calculated by the following formula:

$$\text{BMI} = \frac{\text{Weight (in kilograms)}}{(\text{Height in metres}) \times (\text{Height in metres})}$$

2. The range of BMI is as follows:

| BMI    | Normal | Overweight | Obese        |
|--------|--------|------------|--------------|
| Male   | 18-25  | 25- 29.9   | 30 and above |
| Female | 18-22  | 22- 27     | 27 and above |

3. Cabin crew with weight above normal range will undergo **clinical examination** to look for features of secondary obesity due to endocrine diseases (hypothyroidism, Cushing's disease, insulin resistance, Hypothalamic dysfunction) and associated lipid abnormalities (xanthema/xanthelesma). Presence of diseases like metabolic syndrome, hypertension, diabetes mellitus, hypoventilation syndrome, premature atherosclerosis should be carefully looked for. Any disease suspected or detected is to be evaluated to conclusion and treated. Evaluation of cases of overweight will include the following **investigations**:

- (a) Biochemical screening: Blood Glucose (Fasting & 2 h after 75g glucose stress, HbA1c), lipid profile, uric acid, LFT and USG Abdomen.
- (b) ECG-Resting.
- (c) Screening for Endocrine disorders, including thyroid function, if indicated.
- (d) For obese cases, TMT also needs to be done.
- (e) For cases with evidence of sleep apnea, sleep studies are also to be conducted.

4. Disposal of cases of High BMI

- (a) A cabin crew who is found to be **overweight** (based on BMI), the cabin crew shall be examined and investigated.
  - (i) If the investigations are normal, the cabin crew shall be given a 3 month time to reduce weight to acceptable levels (normal BMI), failing which the cabin crew would be declared 'Temporary Unfit' for cabin crew duties.

- (ii) If the investigations are abnormal, the cabin crew shall be declared 'Temporary Unfit' for cabin crew duties for a period of 3 months. After the 3 months is over, the cabin crew shall be re-assessed. If BMI and investigations have normalised, cabin crew can be made 'Fit' for duty. If not, the cabin crew would be declared 'Temporary Unfit' for cabin crew duties for another 3 months.
- (b) A cabin crew who is found to be **obese** (based on BMI) shall be examined and investigated. The cabin crew shall be declared 'Temporary Unfit' for cabin crew duties for a period of 6 months. After the 6 months of unfitness is over, the cabin crew shall be re-assessed.
  - (i) If the BMI is in normal range and the investigations are also normal, the cabin crew can be declared 'Fit' for duties.
  - (ii) If the BMI is in overweight/ obese range, cabin crew shall be declared 'Temporary Unfit' for cabin crew duties for another period of 6 months.
- (c) Unfitness beyond 18 months would merit 'Permanent Unfitness'.
- 5. Cabin crew declared unfit should undergo a gradual reduction of weight by a combination of diet, exercise and life-style change under periodic monitoring by the Airline/operator. Drastic weight reduction plans, medication and surgery for weight reduction have drawbacks which may affect the cabin crew adversely and are to be avoided.