



Health Requirements (Cabin Crew Candidate)

Turkish Airlines Inc. Occupational Health Physicians will conduct a Preliminary Medical Check in accordance with Occupational Health and Safety legislation and by taking into account the conditions outlined below:

- A diagnosis of any physical or mental illness that may prevent the candidate from fulfilling their responsibilities during their employment, cause incapacity, or result in decreased performance.
- The possibility of recurrence or progression of any past physical or mental illness.
- The presence of any condition that, according to occupational health and safety legislation, may require additional examination, assessment, and/or follow-up during routine periodic health checks.

Your medical history will be reviewed by Turkish Airlines Inc. Occupational Health Physicians based on the “Preliminary Health Declaration Form” you are required to fill out before the Preliminary Medical Check. It is essential that you provide accurate and complete information. If any inconsistencies or undisclosed data are identified, your process will be terminated. In such cases, the candidate cannot make any claims or demands.

Turkish Airlines Inc. recruitment health criteria are listed below. Please review them carefully.

For any questions regarding the health process, you may contact us at: **ISEGIRISSAGLIK@THY.COM**



TURKISH AIRLINES

SYSTEMS	DISEASE/DIAGNOSIS	CABIN CREW MEMBER
INFECTIOUS DISEASES	All Infectious Diseases	HIV, Syphilis, Tuberculosis, Hepatitis B carriers, viral hepatitis, and other infectious diseases are ineligible for employment.
SKIN DISEASES	Psoriasis	(See*)
	Chronic Dermatitis/Eczema	(See*)
ENDOCRINE AND METABOLIC DISEASES	Thyroid Gland Diseases / Pathological Findings	The candidates with thyroid hormone disorders and/or thyroid gland pathological findings, including thyroid cancer, thyroid gland surgery in the past, are ineligible for employment.
	Blood Sugar-Related Diseases	(See*)
	Congenital Enzyme Deficiencies	(See*)



TURKISH AIRLINES

	Chronic Gout	The candidates with this diagnosis are ineligible for employment.
	Other Endocrine System Diseases	(See*)
CHEST DISEASES	COPD	(See*)
	Asthma	(See*)
	Thoracic Surgery	(See*)
	Sarcoidosis	(See*)
	Sleep Apnea	(See*)
	Chronic Pulmonary Diseases	(See*)
	Pneumothorax	(See*)
	Pulmonary Embolism	The candidates with this diagnosis are ineligible for employment.
EYE DISEASES	Color Vision Deficiency	In case of errors in the Ishihara test, further tests are requested from an Aviation Medical Center Authorized by Turkish DGCA upon the decision of the Company's workplace physician. The candidates diagnosed with color blindness regardless of the degree (even if within the limits) in the additional examinations as well are ineligible for employment.
	Keratoconus	All candidates including also the ones diagnosed with, treated or operated for these diseases in the past are ineligible for employment.



TURKISH AIRLINES

	Myopia	All candidates who are above -6 (six) degrees separately for each eye are ineligible for employment.
	Astigmatism	All candidates who are above 2 (two) degrees separately for each eye are ineligible for employment.
	Hyperopia	All candidates who are above +5 (five) degrees separately for each eye are ineligible for employment.
	Surgical Operations	If the candidates who have been operated for refractive defects (Myopia, Astigmatism, Hyperopia) at values ineligible for employment before the examination date suffer from visual decrease in the glare and mesopic contrast sensitivity test conducted in the Aviation Medical Center Authorized by Turkish DGCA 2 (two) months after their eye surgery, they are ineligible for employment. If the candidates who have had vision correction surgery in the past suffer from visual decrease in the glare and mesopic contrast sensitivity test conducted in the Aviation Medical Center authorized by Turkish DGCA, they are ineligible for employment.
	Other Eye Diseases	All candidates diagnosed with Amblyopia, Anisocoria, Diplopia, Scar in visual fields, Keratitis, Uveitis, Cataract, Retinopathy, Glaucoma, Strabismus, Congenital eye disorders, any visual system anomalies and other eye diseases are ineligible for employment. (See*)
HEART DISEASES	All Heart Diseases	All candidates diagnosed with Heart Diseases (those who have Congenital Heart Anomalies, All Rhythm Disorders, Heart Valve Diseases, Hypotension, Hypertension, Cardiovascular Diseases, Varix, and The Other Heart Diseases) including also the ones diagnosed with, treated for these diseases, are ineligible for employment. (See*)



TURKISH AIRLINES

BLOOD DISEASES	Bleeding and Coagulation Disorders	All candidates diagnosed with genetic or adventitious bleeding and coagulation disorders, Hemophilia, Hemophilia A (Factor VIII Deficiency), Hemophilia B (Factor IX Deficiency), and other bleeding and coagulation disorders are ineligible for employment. All candidates with refractory anemia despite treatment and/or whose Hct values are below 32 and Hb values are below 10 in the hemogram test are ineligible for employment.
	Splenomegaly	(See*)
	Splenectomy	All candidates are Ineligible for Employment.
	Immune Thrombocytopenic Purpura	(See*)
	Thalassemia Trait	All candidates whose HCT values are below 32 and HB values are below 10 in the hemogram test are ineligible for employment.
CANCERS	Malignant Cancers	All applicants, including those who have been Diagnosed with Malignant Cancer in the Past and/or have received treatment related to this diagnosis, are ineligible for employment.
	Benign Cancer	(See*)
	Scoliosis	All candidates including also the ones whose spinal curvature angles are 20 degrees and above and the ones operated for scoliosis in the past are ineligible for employment. (See*)
	Kyphosis	All candidates with above 40 degrees Cobb angle value between T5 top end plaque and T2 bottom end plaque in a lateral direct graphic are ineligible for employment.



TURKISH AIRLINES

MUSCULOSKELETAL SYSTEM DISEASES		(See*)
	Connective Tissue Diseases	SLE, Polymyositis-dermatomyositis, Scleroderma, Mixed connective tissue disease and the other connective tissue diseases, All candidates including also the ones diagnosed with and treated for these diseases in the past are ineligible for employment.
	Inflammatory, Infiltrative, Traumatic, or Degenerative Diseases Rheumatic Diseases	Inflammatory Rheumatic Diseases, Rheumatoid Arthritis, Spondyloarthropathies, Ankylosing Spondylitis, Vasculitis and Behçet's Disease, Acute Articular Rheumatism, Reactive, Crystal, Infectious and Juvenile Arthritides. Other Inflammatory, Infiltrative, Traumatic, or Degenerative Diseases, and Rheumatic Diseases; all candidates diagnosed with them are ineligible for employment.
	Spinal Diseases	Spinal disc pathologies (Protrusion, neural foraminal stenosis, indentation, herniation, lumbar and neck hernia, all kinds of compression symptoms, ruptures and other diseases of the spine). All candidates with the above diagnosis, treatment, surgery and those with current MRI findings are ineligible for employment.
	Knee Diseases	Ligament and meniscus tears and congenital deformities in the knee, All candidates with the above diagnosis, treatment, surgery and those with current MRI findings are ineligible for employment.
	Hip Diseases	Osteoarthritis, metabolic bone and cartilage diseases, and the other hip diseases. All candidates with the above diagnosis, treatment, surgery and those with current MRI findings are ineligible for employment.



TURKISH AIRLINES

	Shoulder Diseases	Shoulder muscle impingement and ruptures, frozen shoulder, osteoarthritis, connective tissue injuries, connective tissue ruptures, nerve injury, infections, spread of neck-related diseases to shoulder, muscular diseases, recurrent shoulder dislocation, rotator cuff syndrome, and the other shoulder diseases. All candidates with the above diagnosis, treatment, surgery and those with current MRI findings are ineligible for employment.
	Application of Platinum, Screw, Metal Plates, etc. after Bone Fracture or Surgery performed for Any Reason	All candidates implanted with platinum, screws, metal plates, etc. after bone fracture or surgeries performed for any reason in the past are ineligible for employment. Among the candidates who have had operation for removal of platinum, screws, metal plates, etc. before the examination in relation to the abovementioned ineligibility for employment, the ones detected to have pathologies in consequence of the orthopedic examination made in the Aviation Medical Center authorized by Turkish DGCA 6 weeks after their operations, and the ones who have had the operation due to any diagnosis included in the abovementioned list of diagnoses are ineligible for employment.
	Hallux Valgus	(See*)
	Hearing Loss	If the candidate's hearing loss is over 30 dB at 250, 500, 1000, 3000 Hz and over 40 dB after 3000 Hz in the audiometry test conducted separately for each ear, s/he is ineligible for employment.
	Eardrum Operations	All candidates including also the ones operated in the past are ineligible for employment.
	Eardrum Perforation	All candidates including also the ones operated in the past are ineligible for employment.
	Eustachian Tube Dysfunction	All candidates diagnosed with Eustachian tube dysfunction, including also the ones treated for this disease in the past, are ineligible for employment. (See*)
	Any Auditory System Anomalies and Diseases	(See*)



TURKISH AIRLINES

EAR, NOSE AND THROAT DISEASES	Vertigo Meniere's Disease Vehicle Sickness	(See*)
	Acoustic Neuroma	The candidates with this diagnosis are ineligible for employment.
	Speech Disorder	All candidates who have Articulation, Stuttering, Voice disorders, Motor speech disorders (dysarthria, apraxia), and the other speech disorders are ineligible for employment.
	Malocclusion	(See*)
	Otosclerosis	(See*)
	Nasal Septum Deviation	The candidates advised to have operation by an Ear-Nose-Throat Specialist in case of nasal septum deviation, an occlusion making it difficult to breathe are ineligible for employment. The candidate who comes for the employment examination after having the relevant operation will be assessed according to the result of the detailed ENT examination.
NEUROLOGICAL DISEASES	All Neurological Diseases	All candidates diagnosed with neurological diseases (cerebrovascular diseases, epilepsy, peripheral nerve diseases, muscle diseases, multiple sclerosis and similar diseases, sleep disorders, Parkinson's disease, Alzheimer's and similar dementia diseases, brain and spinal cord tumors and inflammations, stroke and other neurological diseases, including those diagnosed and treated in the past, are ineligible for employment.
	Migraine	Candidates who have frequent attacks and are on medication are asked for a current neurological evaluation. The candidates diagnosed with migraine are ineligible for employment. (See*)



TURKISH AIRLINES

	Tremor	All candidates with a diagnosis of Essential tremor, tremor due to a neurological disorder are ineligible for employment.
DIGESTIVE SYSTEM DISEASES	All Digestive System Diseases	All candidates diagnosed with congenital diseases, Esophageal varices, Crohn's disease, Ulcerative colitis, Autoimmune inflammatory diseases, Irritable Bowel Disease, Familial Mediterranean Fever (FMF), Pancreatitis and other digestive system diseases are ineligible for employment.
	Gallbladder Stone	Those who have gallbladder stone are ineligible for employment. The candidates who have been operated in the past for gallbladder stone are evaluated after a detailed Gastroenterology/General Surgery examination. The candidates who have had operation before the employment examination are evaluated after receiving a General Surgery Specialist's opinion in the Aviation Medical Center authorized by Turkish DGCA one month after the operation.
	Surgical Operations	All candidates who have had serious operations (sleeve gastrectomy, splenectomy, etc.) are ineligible for employment.
PSYCHIATRIC DISEASES	Depression Panic Disorder Anxiety Disorder Somatization Disorder Obsessive Compulsive Disorder Dissociative Disorder Attention Deficit and Hyperactivity Disorder	The candidates who have taken any antidepressant or psychotherapy in the last 3 years, who have a history of hospitalization with a diagnosis of psychiatric illness, regardless of duration, are ineligible for employment. Those with recurrent psychiatric examination records and/or related treatment in the last 3 years will be evaluated separately.
	Alcohol and Substance Addiction	The candidates who have been diagnosed and/or treated for alcohol and substance addiction at any time in the past or currently are ineligible for employment.
	Self-Harm Attempt	The candidates with a history of self-harm attempts at any time in the past are ineligible for employment.



TURKISH AIRLINES

	All Types of Psychotic Disorders	The candidates who have been diagnosed and/or treated for psychotic disorders at any time in the past or have the diagnosis currently are ineligible for employment.
URINARY AND REPRODUCTIVE SYSTEM DISEASES	Kidney Stone	All candidates diagnosed to have kidney stone, regardless of its dimension and location, are ineligible for employment. The candidates who have had kidney stone, renal colic story in the past are required to have a current computerized tomography scan of their urinary systems in the Aviation Medical Center authorized by Turkish DGCA during the employment examination. All candidates who do not have kidney stones, regardless of size and location, and who do not have any limitations as a result of tomography are eligible for employment.
	Kidney Diseases	Congenital solitary kidney (Agenesis) Congenital renal hypoplasia Congenital renal artery stenosis Unilateral vesicoureteral reflux (VUR) and the other congenital renal diseases; all candidates diagnosed with these diseases are ineligible for employment. Those with a previous diagnosis and/or treatment (medical treatment or surgery) and/or findings will be re-evaluated at the employment examination. In the event that the diagnosis and/or treatment and/or finding in question is confirmed, candidates are ineligible for employment.
	Kidney Transplantation	All candidates who have had kidney transplantation (both the recipient and the donor have single kidney) are ineligible for employment.
	Other Renal Diseases	Solitary Kidney Horseshoe kidney Polycystic Kidney Disease All candidates including also the ones diagnosed with, treated or operated for this disease in the past are ineligible for employment.
	Polycystic Ovary Syndrome	(See*)

	Endometriosis	(See*)
OTHER DISEASES/DIAGNOSES NOT INCLUDED IN THE LIST	Other Diseases, Diagnoses	The conditions such as diagnosis of any physical or psychological disease that may prevent them from fulfilling their safety duties and responsibilities, cause incapacity, lead to decrease in their performances throughout the period they will serve, the probability of recurrence/progression of past physical or psychological diseases and the risks of workforce loss and their failure to fulfill the health requirements in accordance with the national and international legislations in the periods of such recurrence/progression shall be considered and evaluated separately, and it shall be decided whether the candidate will be employed or not.

() Those with a previous diagnosis and/or treatment (medical treatment or surgery) and/or findings will be re-evaluated at the employment examination. In the event that the diagnosis and/or treatment and/or finding in question is confirmed, candidates are ineligible for employment.*