



## Recruitment Health Criteria List

The detailed information on the health process is given below.

- Being healthy sufficient to be fit for flight (The candidates who are successful in the selection processes shall be requested to obtain medical report confirming that they are healthy sufficient to be fit for flight from the Aviation Medical Centers Authorized by the Directorate General of Civil Aviation at the employment stage.)
  - When Türk Hava Yolları A.O. ("Turkish Airlines") workplace physicians discover any disease diagnosis, surgical operation in the CV, medication, etc. during the "Medical Examination for Employment" **(even if there is a report given by the Aviation Medical Center Authorized by Turkish DGCA and confirming that the candidate is healthy sufficient to be fit for flight)**, they shall evaluate the candidate by considering the following situations and the Occupational Health and Safety legislation requirements.
    - Diagnosis of any physical or mental 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 mental 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.
  - Turkish Airlines Health Management workplace physicians may demand additional examinations in accordance with their internal procedures.
  - Turkish Airlines is entitled to decide on whether or not to employ the candidate in accordance with the Employment Health Criteria it has determined **(even if there is a report given by the Aviation Medical Center Authorized by Turkish DGCA and confirming that the candidate is healthy sufficient to be fit for flight)**. If s/he is not employed, the candidate may not claim any right.
  - Turkish Airlines employment health criteria are as follows. The diseases/diagnoses other than these shall be evaluated separately by considering the abovementioned situations.
- (\* ) *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.*





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| Candidate Experienced Pilot      |                                 |                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                            |
|----------------------------------|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Systems                          | Disease/Diagnosis               | Explanation                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                            |
| Infectious Diseases              | All Infectious Diseases         | Hepatitis B<br>Hepatitis C<br>HIV<br>Syphilis<br>Tuberculosis<br>Other Infectious Diseases                                                                                                                                                                   | The candidates with an active disease/ongoing treatment are ineligible for employment.<br>A candidate with a past diagnosis is eligible for employment if their disease is not active nor do they have any health restrictions at the time of application. |
|                                  |                                 |                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                            |
| Endocrine and Metabolic Diseases | Thyroid Gland Diseases          | A candidate who cannot be treated to the extent of preventing them from performing their duties, who suffers from complications, who has to take medication continuously, and who is under the risk of progression is ineligible for employment.             |                                                                                                                                                                                                                                                            |
|                                  | Blood-Sugar-Related Diseases    |                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                            |
|                                  | Congenital Enzyme Deficiencies  |                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                            |
|                                  | Chronic Gout                    |                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                            |
|                                  | Other Endocrine System Diseases |                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                            |
| Chest Diseases                   | COPD                            | All candidates diagnosed with COPD are ineligible for employment.                                                                                                                                                                                            |                                                                                                                                                                                                                                                            |
|                                  | Asthma                          | A candidate with a past diagnosis is eligible for employment if their disease is not active, they are not on medication and/or they do not have any health restrictions at the time of application.                                                          |                                                                                                                                                                                                                                                            |
|                                  | Thoracic Surgery                | A candidate is eligible for employment if their diagnosis that is the reason of surgery is not active, they are not on medication and/or they do not have any health restrictions at the time of application.                                                |                                                                                                                                                                                                                                                            |
|                                  | Sarcoidosis                     | All candidates diagnosed with sarcoidosis are ineligible for employment.                                                                                                                                                                                     |                                                                                                                                                                                                                                                            |
|                                  | Sleep Apnea                     | The candidates with a history of sleep apnea are asked for a current Polysomnography and pulmonology evaluation. The candidates currently diagnosed with sleep apnea are ineligible for employment.                                                          |                                                                                                                                                                                                                                                            |
|                                  | Chronic Pulmonary Diseases      | A candidate with a past diagnosis is eligible for employment if their disease is not active, they are not on medication, nor do they have any health restrictions at the time of application.                                                                |                                                                                                                                                                                                                                                            |
|                                  | Pneumothorax                    | The candidates with underlying chronic lung disease and <b>OML</b> restriction are ineligible for employment.                                                                                                                                                |                                                                                                                                                                                                                                                            |
|                                  | Pulmonary Embolism              | The candidates with <b>OML</b> restriction are ineligible for employment.                                                                                                                                                                                    |                                                                                                                                                                                                                                                            |
| Eye Diseases                     | Color Vision Deficiency         | The candidate with <b>OML and SSL</b> restrictions is ineligible for employment.                                                                                                                                                                             |                                                                                                                                                                                                                                                            |
|                                  | All Eye Diseases                | All Eye Diseases<br>The candidates who have severe visual impairment, with the risk of progression stated by an ophthalmologist, and <b>OML</b> restriction are ineligible for employment.                                                                   |                                                                                                                                                                                                                                                            |
|                                  | Surgical Operations             | 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. |                                                                                                                                                                                                                                                            |





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|---------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Systems                         | Disease/Diagnosis                                                                  | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                                 | Other Eye Diseases                                                                 | The candidates who have visual impairment, with the risk of progression stated by an ophthalmologist, and/or restrictions are ineligible for employment.                                                                                                                                                                                                                                                                                                                                                                                                     |
| Heart Diseases                  | All Heart Diseases                                                                 | <p>Those who have<br/>Congenital Heart Anomalies<br/>Rhythm Disorders<br/>Heart Valve Diseases<br/>Cardiovascular Diseases<br/>Coronary Artery Diseases (Stent, By-Pass)</p> <p>The candidates with <b>OML</b> restriction, including also the ones diagnosed with and treated for these diseases in the past, are ineligible for employment.</p> <p>A candidate with a past diagnosis is eligible for employment if their disease is not active, they are not on medication and/or they do not have any health restrictions at the time of application.</p> |
| Blood Diseases                  | Bleeding and Coagulation Disorders                                                 | <p>The candidates with <b>OML</b> restriction, including also the ones diagnosed with and treated for these diseases in the past, are ineligible for employment.</p> <p>A candidate with a past diagnosis is eligible for employment if their disease is not active, they are not on medication and/or they do not have any health restrictions at the time of application.</p>                                                                                                                                                                              |
| Cancers                         | Malignant Cancers                                                                  | The candidates with <b>OML</b> restriction, including also the ones diagnosed with and treated for these diseases in the past, are ineligible for employment.                                                                                                                                                                                                                                                                                                                                                                                                |
| Musculoskeletal System Diseases | Connective Tissue Diseases                                                         | <p>SLE,<br/>Polymyositis-Dermatomyositis,<br/>Scleroderma,<br/>Mixed connective tissue disease and the other connective tissue diseases,</p> <p>The candidates with <b>OML</b> restriction, including also the ones diagnosed with and treated for these diseases in the past, are ineligible for employment.</p>                                                                                                                                                                                                                                            |
|                                 | Inflammatory, Infiltrative, Traumatic, or Degenerative Diseases Rheumatic Diseases | <p>Rheumatoid Arthritis, Spondyloarthropathies, Ankylosing Spondylitis, Vasculitis and Behçet's Disease,<br/>Familial Mediterranean Fever (FMF), Arthritides, Other Inflammatory, Infiltrative, Traumatic, or Degenerative Diseases, and Rheumatic Diseases,</p> <p>The candidates with <b>OML</b> restriction, including also the ones diagnosed with and treated for these diseases in the past, are ineligible for employment.</p>                                                                                                                        |
|                                 | Spinal Diseases                                                                    | The candidate is requested to be examined by a specialist physician and to undergo tests on their current condition.<br><br>The candidates with severe mobility limitations, medical restrictions that prevent them from performing their duties are ineligible for employment.                                                                                                                                                                                                                                                                              |
|                                 | Knee Diseases                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                                 | Hip Diseases                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Shoulder Diseases               |                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |





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|-------------------------------|-------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Systems                       | Disease/Diagnosis                                                                                                 | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                               | <b>Application of Platinum, Screw, Metal Plates, etc. after Bone Fracture or Surgery performed for Any Reason</b> | 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.<br>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. |
| Ear, Nose and Throat Diseases | Hearing Loss                                                                                                      | The candidates who have to wear hearing aids and have HAL and/or have OML restriction are ineligible for employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|                               | Eardrum Operations                                                                                                | An ENT specialist evaluation is requested and candidates who have a disease that prevents them from performing their duties, frequently recurring, refuses treatment, requires continuous medication and/or HAL and/or OML restrictions are ineligible for employment.                                                                                                                                                                                                                                                                                                                                                                                                                           |
|                               | Eardrum Perforation                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                               | Eustachian Tube Dysfunction                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                               | Any Auditory System Anomalies and Diseases                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                               | Vertigo<br>Meniere's Disease<br>Vehicle Sickness                                                                  | The candidates who cannot be cured and/or whose diseases recur frequently are ineligible for employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                               | Acoustic Neuroma                                                                                                  | An ENT specialist evaluation is requested. All candidates with hearing loss, at risk of progression and/or on restriction 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*)                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Neurological Diseases         | <b>All Neurological Diseases</b>                                                                                  | All Neurological Diseases<br>Cerebrovascular Diseases<br>Epilepsy (Convulsion)<br>Multiple Sclerosis<br>Parkinson's Disease<br>Alzheimer and the Other<br>Similar Dementia Diseases                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                               | Migraine                                                                                                          | The candidates, including also the ones treated for this disease in the past, are ineligible for employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|                               | Tremor                                                                                                            | A candidate who has attacks so frequently as to prevent them from performing their duties, who cannot be treated, who has to take medication continuously is ineligible for employment.<br>The candidates with progressive Essential Tremor, Tremor due to Neurological Disorder, which will prevent them from performing their duties, are ineligible for employment.                                                                                                                                                                                                                                                                                                                           |
| Digestive System Diseases     | <b>All Digestive System Diseases</b>                                                                              | All candidates diagnosed with Esophageal Varices, Crohn's Disease, Ulcerative Colitis, Autoimmune Inflammatory Diseases, Familial Mediterranean Fever (FMF), Pancreatitis are ineligible for employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |





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|------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Systems                                  | Disease/Diagnosis                                                                                                                                                                                                                                                               | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|                                          | 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 45 days after the operation for cockpit.                                                                                                                                                                                                  |
|                                          | Surgical Operations                                                                                                                                                                                                                                                             | Those who have Gallbladder Stone are ineligible for employment The candidates who have been operated in the past 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 45 days after the operation for cockpit.                                                                                                                                                                                                                         |
| Psychiatric Diseases                     | Depression<br>Panic Disorder<br>Anxiety Disorder<br>Somatization Disorder<br>Obsessive Compulsive Disorder<br>Dissociative Disorder<br>Attention Deficit and Hyperactivity Disorder<br>Self-Harm Attempt<br>Alcohol and Substance Addiction<br>All Types of Psychotic Disorders | All candidates who have been diagnosed and treated for a psychiatric disease in the past or who are currently undergoing treatment (including who have been treated in the past) are not eligible for employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Reproductive and Urinary System Diseases | Kidney Diseases                                                                                                                                                                                                                                                                 | All candidates who have <b>OML</b> restriction and are diagnosed with Congenital Renal Diseases, Solitary Kidney, Horseshoe Kidney, Polycystic Kidney are ineligible for employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                                          | Kidney Transplantation                                                                                                                                                                                                                                                          | All candidates with <b>OML</b> restriction are ineligible for employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|                                          | Other Renal Diseases                                                                                                                                                                                                                                                            | A candidate who is diagnosed with a disease with the risk of progression, who cannot be treated, who has to take medication continuously, to the extent of preventing them from performing their duties, is ineligible for employment.                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Other Diseases/Diagnoses Not Listed      | 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.

