

CABIN CREW MEMBER

The detailed information on the health process is given below.

* Being healthy sufficient to be airworthy (The candidates who are successful in the selection processes shall be requested to obtain medical report confirming that they are healthy sufficient to be airworthy from the Aviation Medical Centers authorized by the Directorate General of Civil Aviation at the employment stage.)

* When Turkish Airlines Inc. Occupational Physicians discover any diagnosis, surgical operation in the medical history, any 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 airworthy)**, they shall evaluate the candidate by considering the following situations and the Occupational Health and Safety legislation requirements.

Diagnosis of any physical or mental illness 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 Inc. Occupational Physicians may demand additional examinations and tests in accordance with their internal procedures.

- Turkish Airlines Inc. 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 airworthy)**. If s/he is not employed, the candidate may not claim any right.

* Turkish Airlines Inc. Employment Health Criteria are as follows. The diseases/diagnoses other than these shall be evaluated separately by considering the abovementioned situations.

SYSTEMS	DISEASE/DIAGNOSIS	CABIN CREW MEMBER
LIMITATIONS ON MEDICAL CERTIFICATE	Restrictions on Medical Certificate or Examination Report after Examination	All restrictions (SIC, OML, TML, RXO, OAL, OOL, MCL, HAL, SSL, CCL, APL, OCL, OPL, AGL, OSL, REV, etc.) except glasses make the candidate ineligible for employment.
INFECTIOUS DISEASES	All Infectious Diseases	HIV, Syphilis, Tuberculosis, Hepatitis B carriers, viral hepatitis, and other infectious diseases are ineligible for employment.
SKIN DISEASES	Psoriasis	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.
	Chronic Dermatitis/Eczema	Those who have Chronic Dermatitis/Eczema disease with frequent attacks and need to take medication during this period are ineligible for employment.
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	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.

	Congenital Enzyme Deficiencies	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.
	Chronic Gout	
	Other Endocrine System Diseases	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.
CHEST DISEASES	COPD	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.
	Asthma	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.
	Thoracic Surgery	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.
	Sarcoidosis	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.
	Sleep Apnea	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.
	Chronic Pulmonary Diseases	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.
	Pneumothorax	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.

	Pulmonary Embolism	The candidates with this diagnosis are ineligible for employment.
EYE DISEASES	Color Vision Deficiency	In case of errors in the Ishiara test, further tests are requested from a Turkish DGCA-authorized hospital upon the decision of the Company's Occupational 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.
	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 have 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, have 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. 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.
HEART DISEASES	All Heart Diseases	<p>All candidates diagnosed with heart diseases (those who have congenital heart anomalies, all rhythm disorders, heart valve diseases, hypotension, hypertension, cardiovascular diseases, varicose vein, and the other heart diseases) including also the ones diagnosed with, treated for these diseases, are ineligible for employment.</p> <p>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.</p>
BLOOD DISEASES	Bleeding and Coagulation Disorders	<p>All candidates diagnosed with genetic or adventitious bleeding and coagulation disorders, Hemophilia, Hemophilia A (factor VIII deficiency), Hemophilia B (Factor IX deficiency and the other bleeding and coagulation disorders) are ineligible for employment.</p> <p>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.</p>
	Splenomegaly	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.
	Splenectomy	All Candidates are Ineligible for Employment.
	Immune Thrombocytopenic Purpura	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.
	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	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.
MUSCULOSKELETAL SYSTEM DISEASES	Scoliosis	<p>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.</p> <p>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.</p>
	Kyphosis	<p>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.</p> <p>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.</p>
	Connective Tissue Diseases	<p>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.</p>
	Inflammatory, Infiltrative, Traumatic, or Degenerative Diseases Rheumatic Diseases	<p>Inflammatory rheumatic diseases, Rheumatoid arthritis, Spondyloarthropathies, Ankylosing spondylitis, Vasculitis and Behçet's disease, Acute articular rheumatism, Reactive, crystal , infectious and Juvenile arthritis.</p>

	Other inflammatory, infiltrative, traumatic, or degenerative diseases, and rheumatic diseases; all candidates diagnosed with these diseases 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.
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	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.
EAR, NOSE AND THROAT DISEASES	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. 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.
	Any Auditory System Anomalies and Diseases	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.
	Vertigo Meniere's Disease Vehicle Sickness	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.
	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	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.

	Otosclerosis	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.
	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. 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.
	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.
	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	<p>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.</p> <p>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.</p>
	Kidney Transplantation	<p>All candidates who have had kidney transplantation (both the recipient and the donor have single kidney) are ineligible for employment.</p>
	Other Renal Diseases	<p>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.</p>
	Polycystic Ovary Syndrome	<p>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.</p>
	Endometriosis	<p>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.</p>
<p align="center">OTHER DISEASES/DIAGNOSES NOT INCLUDED IN THE LIST</p>	Other Diseases, Diagnoses	<p>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 psychological disorders 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 TO RECRUTE THE CANDIDATE ACCORDING TO THE RESULT OF THAT EVALUATION.</p>