



EASA

European Aviation Safety Agency

EASA Opinion 14-2016

Support programme

EPESI

02 February 2017

Frankfurt

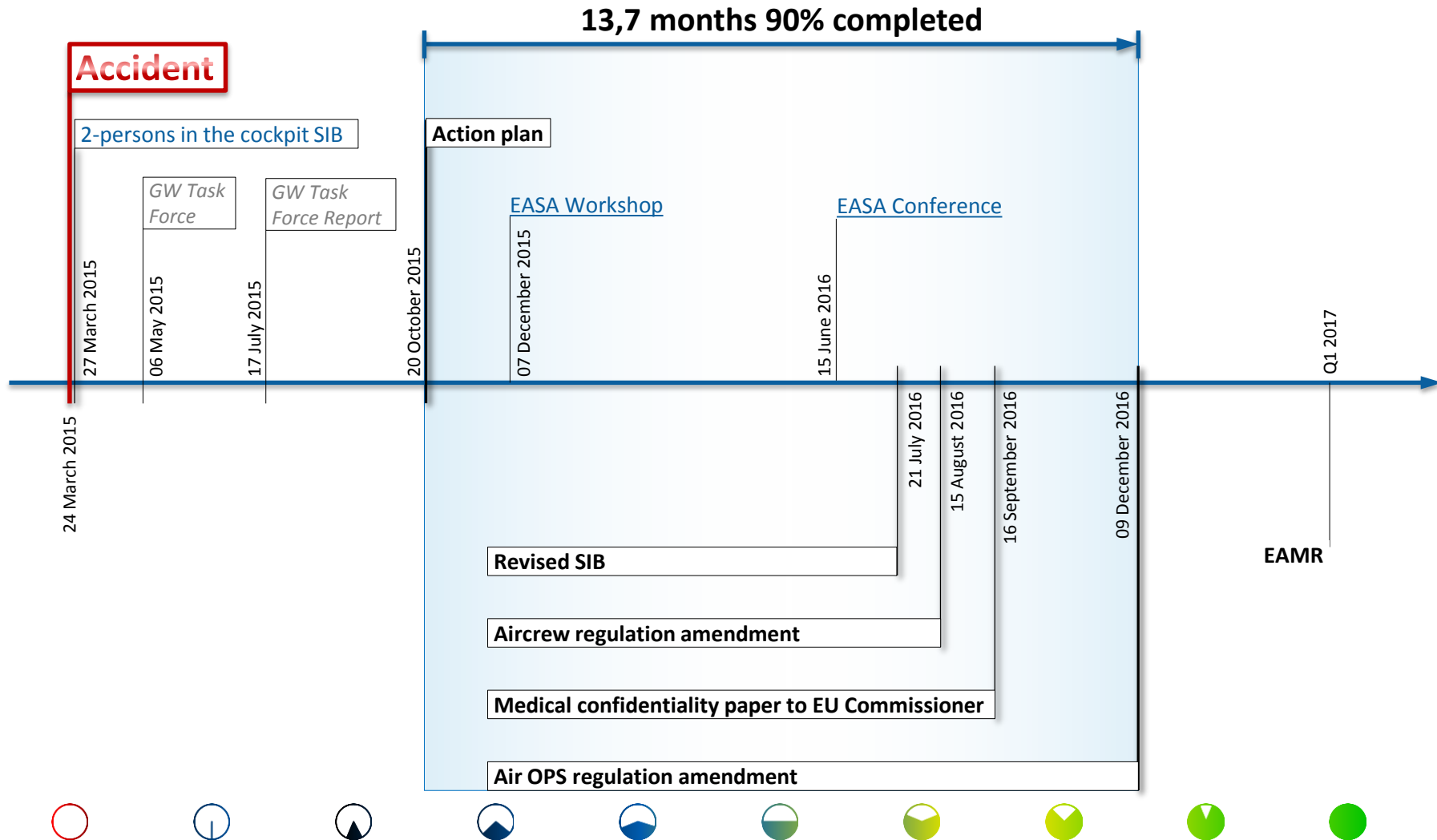
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An overview of actions taken





The 6 recommendations

1. Maintaining the principle of “**2-persons in the cockpit** at all time”
2. Mandatory **psychological evaluation of commercial pilots before entering service** and strengthening of the psychological part of the pilots’ recurrent medical assessment
3. Introduction of **drugs and alcohol testing** for aircrew
4. Strengthening of the **AME oversight and creation of networks for peer support**
5. National regulations ensuring an appropriate **balance between patient confidentiality and the protection of public safety**. Creation of a **European aeromedical data repository** to facilitate the sharing of information between Member States
6. Implementation of **pilot support** and strengthening of **reporting systems** within the airlines



**Task Force on Measures Following the Accident of
Germanwings Flight 9525
Final Report**



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Background

- French **accident investigation report (BEA) recommendation** on
 - **Loss of licence** for medical reasons [FRAN-2016-014]
 - **Implementation of peer support groups** [FRAN-2016-021]
- Acceptable, has proven **efficient** and **cost effective**
- Encourages and enables **peer reporting**
- **Destigmatises** mental health issues by **raising awareness** on **efficiency** and high **success rate**
- Strong **support from stakeholders**
- **Enhances** safety management systems
- **Close loop** with competent authority



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Details of the EASA proposal

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Regulatory proposal (draft IR and AMC)

➤ **New Implementing rule (IR): CAT.GEN.MPA.215**

Operator to enable, facilitate and ensure access to a support programme that will assist and support flight crew members in recognising, coping with and overcoming any problem which might negatively affect their ability to perform their duties. Such access shall be made available to all flight crew members.

➤ **4 Acceptable Means of Compliance (AMCs) on functioning of the support programme:**

- Enable self-declaration & relief from duty
- Confidentiality and protection of data
- Link to SMS
- Training and education
- Risks relating to fear of licence (→ BEA report)



6 Guidance material (GMs) on functioning of support programme

1. Cooperation between management, peers and representative organisations
2. How to facilitate trust
3. Involvement of mental health professionals
4. Content of training
5. Possibility to sub-contract running of the programme to a third party
6. Seek aero-medical advise in case of medical fitness decreases



The proposed regulatory framework should encourage organisations to:

- Consider providing access to **peer support** as an **essential** element of their **risk mitigation strategy**.
 - Use the proposal as a **starting point** for peer support programmes.
 - **Extend** the concept to **all personnel** as **appropriate** to the:
 - Size;
 - Complexity;
 - Operational environment and
 - Safety risks to be mitigated.
- 
- A 3D graphic with the text "Beyond Compliance" in blue and gold, tilted diagonally. The word "Beyond" is in blue and "Compliance" is in gold. There are multiple overlapping instances of the text, creating a sense of depth and movement.

g point for peer support

sonnel

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Coralliance



Regulatory challenge

- How to create an **environment** that encourages and is **supportive of voluntary self-reporting**?
- How to include **trust** and **respect** into **legal text**?
- How to draft **performance-based rules** applying to **established & new support programmes**.
- **Implementation support for stakeholders.**





Key points



- High success rates and cost efficient
- Confidentiality vs immediate safety threat
- All parties are involved
- Linked to SMS, but only via anonymised data
- Appropriate expertise & training of personnel involved
- A viable option for small operators → outsourcing to 3rd party service providers
- Starting point for broader peer support systems made available to a wider range of personnel.



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Thank you for your attention

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