

Antiskid Group Foundation

How it is done in the Netherlands

Antiskid Foundation



“A problematic substance use treatment program for all flying personnel”



How it started?



- Started officially on July 1st 2013
- Independent foundation
- Primary goals:
 - Early signaling of problematic substance usage
 - Providing proactive and attendant help
 - Promoting reporting culture
 - Coordinating treatment, revalidation and aftercare
 - Promoting aviation safety
 - Career protection
- Since it started
 - Multiple colleagues have been intercepted
 - Multiple have been treated

Why a Foundation?



- Enter into collaboration agreements with stakeholder
- Collaboration agreements result in:
 - Centralized reporting point for problematic substance usage reports
 - Attract funding from stakeholders
 - Unambiguous problematic substance usage policy
 - Single point of contact
 - Possibility to retrieve personal information
 - Lift schedule of employee in case of doubt about physical health
 - Provide days to team members to perform tasks
 - Provide backup to team members in case of unpleasant behavior
- Governing board membership

Organizational overview



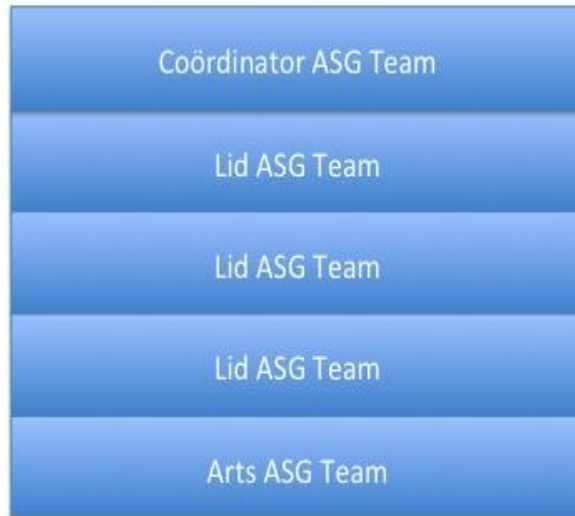
Bestuur Stichting ASG faciliteert en houdt toezicht



Chairman:
Secretary:
Treasurer:
Board member:
Observer:

Ruud Hijmans (OVB)
Paul vd Berk (KLM/KLC)
Hille Went (VNV)
Monique Sekuur (VNC)
Ties van Zanten (I&M)

ASG Team

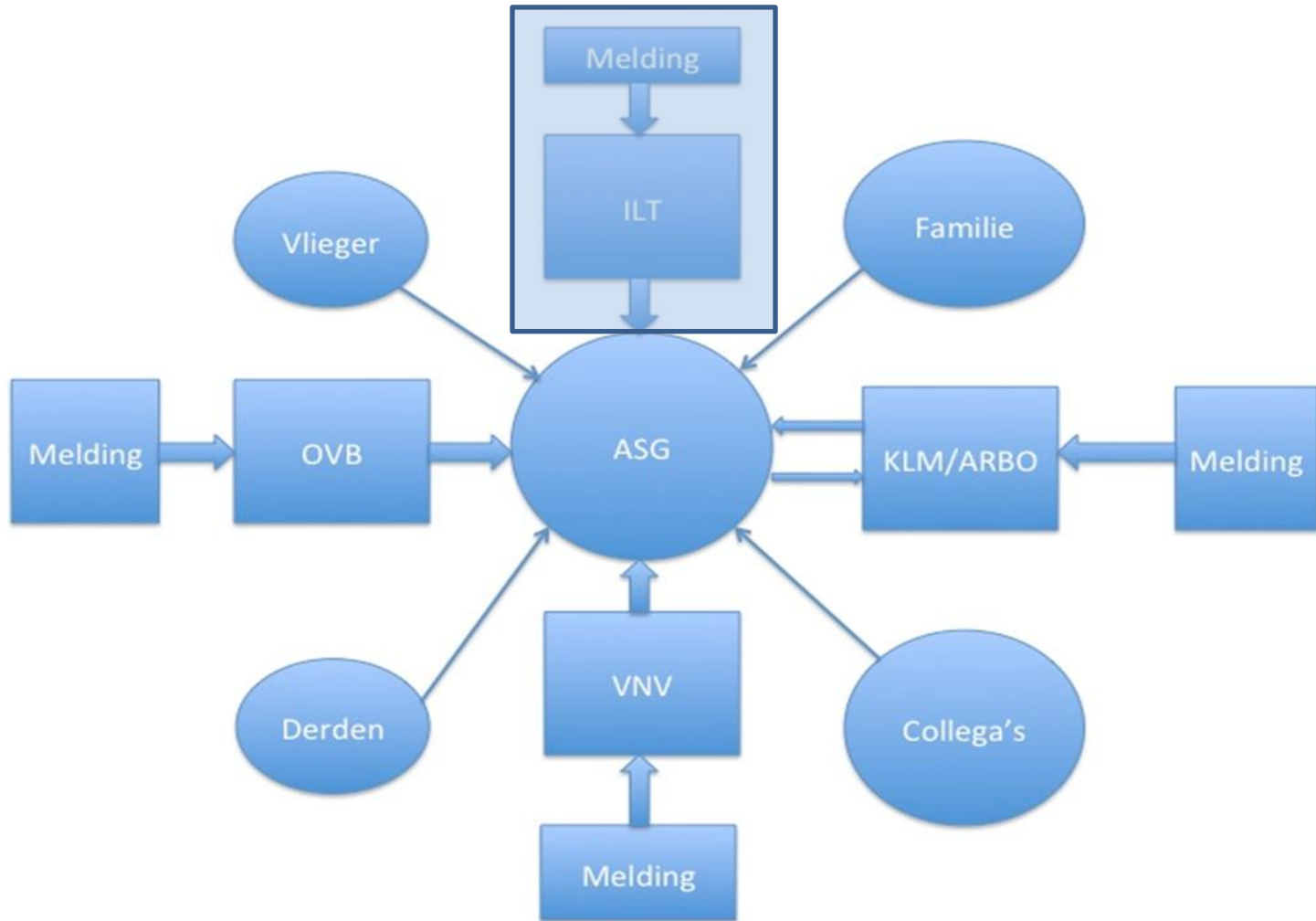


ASG Team coördineert de meldingen, behandeling en nazorg van betrokken vliegers

General Coordinator

At least once a year an Advisory Board meeting with all stakeholders, incl. the Director for Civil Aviation of the Ministry for Infrastructure and the Environment, is held.

Centralization of reports

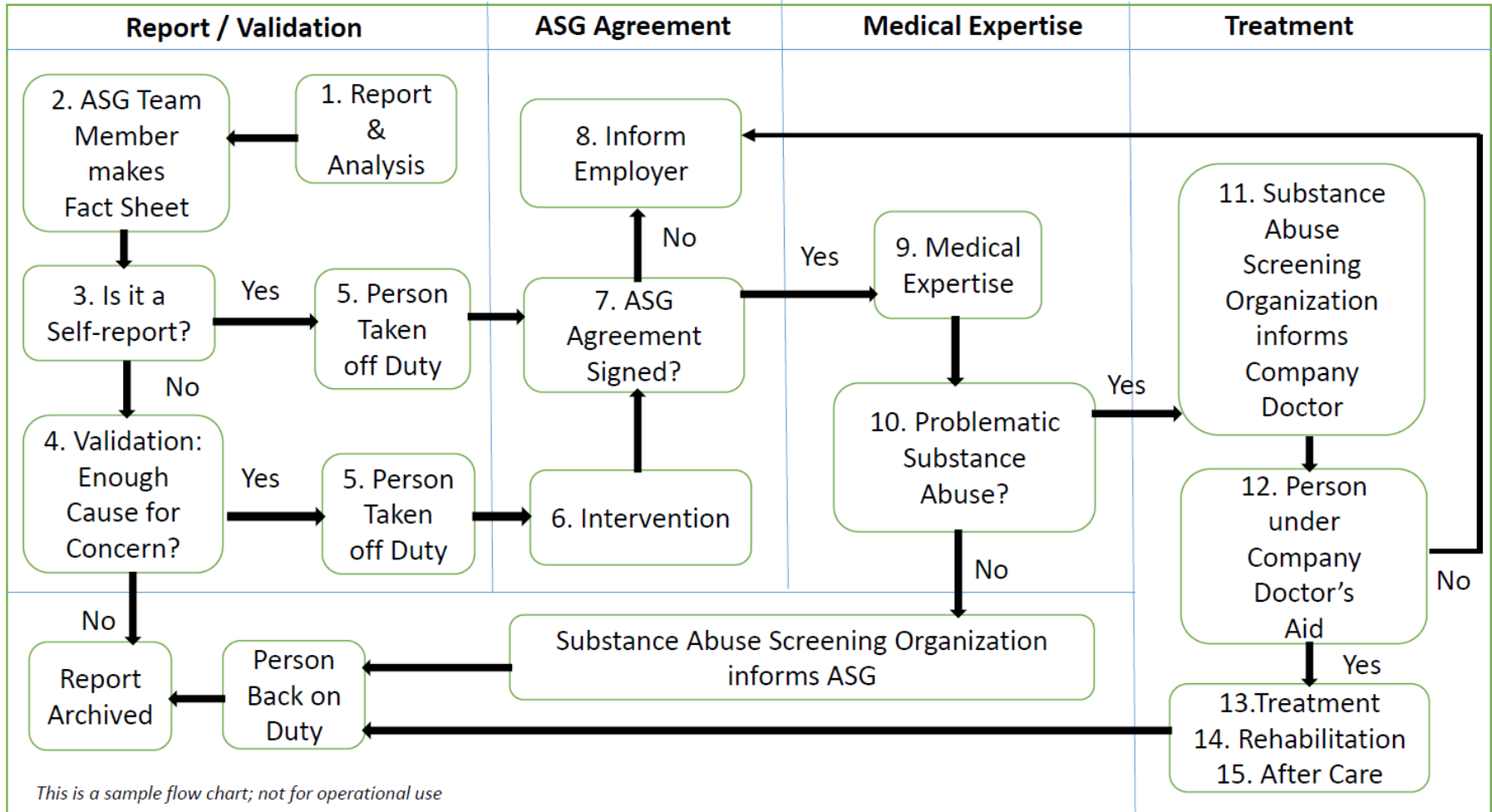


Dutch Aviation Law art 2.11 & 2.12



1. It is the holder of a license or certificate of equivalence forbidden to work or to carry out duties, of which that license gives the authority, when the holder of that license in connection with his physical or mental condition endangers the safety of air traffic or **could** endanger it.
2. It is prohibited by a member of the crew to carry out activities on board an aircraft while it is under the influence of a substance, **which he knows or should reasonably know**, that their use - either in combination with the use of another substance - can reduce the ability to perform such activities, that he should not be in a position to work in a satisfactory manner.
3. No member of the crew of whom **it is known or should reasonably be known** that it is in a situation, as referred to in Article 2.11, first paragraph, whether in the first or third paragraph of this article, should be allowed to work aboard an aircraft.

How does it work?



Crucial ingredients for a successful PSP



- All processes => return colleague to flying function
- Privacy & confidentiality => both reporter and colleague
- PSP => in addition to company policies, not a substitute
- Just Culture => fully embraced by airline management
- Centralized reporting point of all reports
- For colleagues, by colleagues
- National government:
 - Embrace & support PSP
 - Encourage airlines to join
 - Create right rulemaking or even mandate the PSP, in order for the PSP to function in an optimal way

Food for thought



Looking at the EASA recommendations, for us it is not clear whether a PSP should be:

- 1) A program for colleagues run by colleagues, who are trained but are not experts or professionals on the medical subject
- 2) A program for colleagues run by professionals and experts



Q & A

For more info visit
www.antiskid.nl