EASA PROPOSAL FOR A

PEER SUPPORT PROGRAMME

EASA Opinion 14-2016

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Disclosures

- Grant/Research Support: None
- Speaker’s Bureau: None
- Consultant: None
- Major Shareholder: None
- Other: None
Agenda

- About EASA
- Overview of actions taken after Germanwings accident
- Support programme proposal
- Next steps
Established 2002

800+ aviation experts & administrators

15 years in operation

32 EASA member states

= 28 + 4

EU + Switzerland, Norway, Iceland, Liechtenstein

Headquarters in Cologne
Office in Brussels
Core Activities (1/2)

Product Certification

Rulemaking

Standardisation

Organisation Approvals

Safety Assessment of Foreign Aircraft
Core Activities (2/2)

Third Country Operators

Safety Analysis and Research

European Aviation Safety Programme

International Cooperation

Technical Training
In partnership with Member States

Member States

- Implement EU Legislation
- Competent authority for:
  - Production
  - Maintenance
  - Air Operations/ Air Crew/Training
  - ATM, Aerodromes

EASA

- Certification of aircraft and products
- Oversight of Member States
- Authorisation of 3rd country operators
- Approval of non-EU organisations
  - Production,
  - Maintenance,
  - Air Traffic Management (ATM)
  - Air crew training (ATO)

03/10/2017
## From the accident to now

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>24 March 2015</td>
<td>Germanwings Flight 9525 accident</td>
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<td>27 March 2015</td>
<td>The Agency issued the “2-persons in the cockpit” SIB</td>
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<td>06 May 2015</td>
<td>EU Task Force convened by Commissioner Bulc examined BEA preliminary findings and assessed adequacy of European air safety &amp; security rules</td>
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<td>17 July 2015</td>
<td>EASA Task Force, composed of senior representatives from airlines, flight crew associations, medical advisors and public authorities, <strong>released a final report issuing six recommendations</strong></td>
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<td>13 Dec 2016</td>
<td>EASA Opinion 14-2016 implements OPS related taskforce recommendations &amp; action plan</td>
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<tr>
<td>Until today</td>
<td>Discussions at Member State/ EASA Committee</td>
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Recommendation #6: support programme

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
Support Programme

Details of the EASA proposal

Your safety is our mission.

An agency of the European Union
1. Link:  
EASA Opinion 14-2016

2. More background information:  
Follow-up of Germanwings Flight 9525 accident
Overview: EASA Opinion 14-2016

- Systematic drug & alcohol testing by CAT operator in specific cases
- Random Alcohol testing by MS
- Psychological assessment before entering service
- Support Programme

Multi-layered approach = preventive & corrective actions
Overview: EASA Opinion 14-2016

Systematic drug & alcohol testing by CAT operator in specific cases

Random Alcohol testing by MS

Psychological assessment before entering service

Support Programme

Multi-layered approach = preventive & corrective actions
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
A success since the 70**ies**

- **Long-standing experience** gained by existing support programmes (e.g. HIMS – US & Canada) **since 1974**,  
- **90% recovery rates**  → high success  
- **Confidentiality & protection** of personal **data**.  
- **Some include unannounced drug and alcohol testing** after returning to work, assisted by peers engaged in supportive follow up.
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.
Support programme in a nutshell

Main comments / concerns addressed

- Provide **opportunity to disclose** cases involving **mental health issues** and if appropriate, to get **temporary relief** from duties.
- Provide a **multi-way access** to **early confidential intervention** via:
  - Self declaration **or**
  - **Referral by other crew member.**
- **Anonymised** and **aggregated data** for Operator SMS.
- **Clarify** role of support program & **unannounced D&A tests.**
- **Decreased fitness** → **aero medical advise required.**
- **Clarify** link between **support programme & SMS**
- Transition period → **24 months**
Objectives of EASA proposal

- Create environment:
  - For self-reporting;
  - For peer reporting;
  - To provide opportunity to disclose concerns that may affect mental fitness
  - Receive temporary relief from duties as appropriate

- Mitigate risk of fear of loss of licence

- Avoid stigmatisation

- Enable implementation of one of the most effective risk mitigation strategies associated to mental health
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.
Beyond simple compliance

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.
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.
Next steps

» Ensure transition period (24 months) for implementing the regulatory changes to the Air OPS Regulation (R965/2012).

» Support implementation of the regulatory changes to the European air safety regulations
  
  » Publication of AMC and GM without undue delay following publication of the Regulation in the EU’s Official Journal

  » Releasing consolidated versions (IR with AMC and GM) after adoption by EASA Committee
Thank you for your attention

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