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European Aviation Safety Agency

# Psychological Assessment as part of Airlines Pilot Aptitude Testing

Julia Egerer  
Regulations Officer, Air Operations

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# Background

- Risks due to:
  - overreliance on Class 1 medical certificates
  - inappropriate pilot selection
  
- Guidelines already exist on best practices for pilot aptitude testing
  
- A well-developed and mature pre-employment selection process should include a psychological assessment



# Objectives

- Ensure flight crew undergo a psychological assessment before commencing line flying
- Ensure good quality of psychological assessment
- Based on best practices
  - IATA: 'Guidance Material and Best Practices for Pilot Aptitude Testing', effective March 2012, 2nd edition



# Regulatory proposal (draft IR and AMC)

## **New IR in CAT.GEN.MPA.175**

The operator shall ensure that a flight crew has undergone a psychological assessment before commencing line flying to identify psychological and behavioral factors which may interfere with the safe operation of an aircraft

## **1 AMCs on key principles of psychological assessment**

- Adapted to operational environment
- Overseen and validated by accredited or registered psychologist
- Purpose of the assessment
- Valid up to 24 months unless operator can demonstrate that the assessment is still valid via a risk assessment



# Regulatory proposal (draft GM)

## **GMs on Applicability**

- Applies to new recruitments, unless operator decides to extend psychological assessment to flight crews already employed

## **GMs on Guidance Material**

- Reference to recognised industry standards, such as IATA 'Guidance Material and Best Practices for Pilot Aptitude Testing'



# Key points

- No one size fits all = no single assessment for all operators
- Overseen by accredited or registered psychologist, preferably with acquired knowledge in aviation relevant to the flight crew's operating environment
- Valid for 24 months before commencing line flying, unless operator can demonstrate that assessment >24 months still adequate



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**Thank you !**

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