

# PSYCHOLOGICAL ASSESSMENT AS PART OF AIRLINES PILOT APTITUDE TESTING

EASA Aircrew Action Plan Conference

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## REC 2a

The Task Force recommends that all airline pilots should undergo psychological evaluation as part of training or before entering service. The airline shall verify that a satisfactory evaluation has been carried out.



## DRAFT IR

### CAT.GEN.MPA.175 Endangering safety

- (a) The operator shall take all reasonable measures to ensure that no person recklessly, **intentionally** or negligently acts or omits to act so as to:
  - (1) endanger an aircraft or person therein; or
  - (2) cause or permit an aircraft to endanger any person or property
  
- (b) The operator shall ensure that a flight crew has undergone a **psychological assessment** before commencing line flying to identify psychological and behavioural factors which may interfere with the safe operation of an aircraft.



## AMC3 CAT.GEN.MPA.175(b) Endangering safety

### PSYCHOLOGICAL ASSESSMENT

- (a) The psychological assessment should:
- (1) be part of the pilot recruitment process;



- (a) The psychological assessment should:
- (2) be adapted to the particularity, the complexity and the challenges of the operational environment that the flight crew is likely to be exposed to, resulting from a job analysis identifying the safety-critical dimensions related to the position and the role within the company;



- (a) The psychological assessment should:
- (3) be overseen and validated by an accredited or registered psychologist, preferably with acquired knowledge in aviation relevant to the flight crew's operating environment. The psychologist should be acceptable to the authority;



## AMC3 CAT.GEN.MPA.175(b) Endangering safety PSYCHOLOGICAL ASSESSMENT

Comments (a)(3):

*Puzzling are:*

**‘overseen (supervised)’** - why has EASA formulated like this?

Who else can do the personality assessment (you need an independent professional source of info)

EAAP proposal: ‘.. be conducted and validated by ..... ‘

**‘preferably’** - why has EASA formulated like this?

How could operator specific requirements be reflected in the selection criteria if the psychologist has insufficient knowledge about aviation?

EAAP proposal: ~~preferably~~ with acquired knowledge in aviation ....’

01 RMT 0700 Reg. Impact Assessment: **1 hour - EUR 175 per pilot**

Time and budget estimate not realistic for a mature assessment

# AMC3 CAT.GEN.MPA.175(b) Endangering safety

## PSYCHOLOGICAL ASSESSMENT

Comments (a)(3) about ‘accredited or registered’:

### Accreditation:

1. psychologist should be *qualified* to conduct the assessment:
  - like with the AMEs, ‘qualified’ means having the proper **competencies**
  - aviation relevant competencies are:
    - ✓ be skilled and experienced in selection of aviation personnel
    - ✓ be knowledgeable about aviation context and risk factors
2. his/her qualifications should be *recognised*
  - *university, national psychologists’ association, EFPA, EAAP*
3. recognition (= accreditation) should be *recorded or registered*
  - *e.g at national authority / EASA*

Who should overlook the accreditation process of the  
*Aviation Psychological Assessor?*

*National authority? / EASA?*

## AMC3 CAT.GEN.MPA.175(b) Endangering safety

### PSYCHOLOGICAL ASSESSMENT

(a) The psychological assessment should:

- (5) assess personality traits such as professional motivation, coping with social confrontation, coping with information load, coping with time pressure, frustration tolerance, self-discipline, self-criticism and safety motivation;



**Comments (a)(5):**

- mentioned are some traits, some competences, motivation
- there is a random/subjective factor in every listing
- intention of IR: to address psychological and behavioural factors that may give safety risks
- should assess personality (as a minimum requirement)

## AMC3 CAT.GEN.MPA.175(b) Endangering safety

### PSYCHOLOGICAL ASSESSMENT

(a) The psychological assessment should:

- (6) be undertaken less than 24 months before commencing line flying unless the operator can demonstrate that the psychological assessment undertaken more than 24 months ago is still adequate for the risk mitigation as required by ORO.GEN.200(a)(3), when the flight crew commences line flying. Such demonstration shall be based on an updated risk assessment based on data gathered from previous recruitments and continuous human performance monitoring since the last psychological assessment.



**Comments (a)(6):**

**For operators managing their own flight school, assessment may be performed *before the start of flight training*, with a revalidation before employment and line flying**

***During* flight training is a bad moment for a psychological test, but it may be done if there are concerns**



## **AMC3 CAT.GEN.MPA.175(b) Endangering safety**

### **PSYCHOLOGICAL ASSESSMENT**

(b) The operator should ensure continuous improvement of its psychological assessment policy as part of the verification of the effectiveness of the actions taken for risk mitigation as required by ORO.GEN.200(a)(3) and based on analysis of data gathered.



### **Comments (b):**

**In close co-operation of operator and psychologist**

**Continuous feedback from operator to psychologist**

**Psychologist has own responsibility for validation as well**





## GM1 CAT.GEN.MPA.175(b)    Endangering safety PSYCHOLOGICAL ASSESSMENT

Based on continuous performance monitoring and appraisal data gathered from human resource management and career development processes, the operator may consider the need to extend the psychological assessment to flight crews already employed as part of its risk assessment required under ORO.GEN.200.



### Comments GM1

“should” → “may” 

However, does it make sense? **Discuss**

## **GM2 CAT.GEN.MPA.175(b)    Endangering safety**

### **PSYCHOLOGICAL ASSESSMENT**

When establishing the policy on psychological assessment of flight crew, the operator should refer to recognised industry standards and best practices in the field of pilot selection and aptitude testing, such as the IATA 'Guidance Material: 'Guidance Material and Best Practices for Pilot Aptitude Testing'.



#### **Comments GM2:**

**Can be improved by also mentioning the standards of EFPA and APA**



## CONCLUSION

- **03a: more consistency e.g. in terminology**
- **also goes for 03a Draft AMC\_GM to PART- MED**
- **EAAP will be happy to help out again any time**

**THANK YOU FOR YOUR ATTENTION**

