



EASA
European Aviation Safety Agency

Psychological Assessment as part of Airlines Pilot Aptitude Testing

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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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