

Psychological evaluation of pilots in the context of airlines pilot aptitude

Airline point of view



Aircrew Medical Fitness workshop
EASA – Cologne 7-8/12/2015

Airline point of View

1.Goals

- **Selections and psychological follow-up refer to different practices with their own assessment tools, sharing an ultimate goal:**
 - => Flight Safety.**
- **Always with caring**
- **Two complementary domains need to be put together:**
 - Evaluation on ability to fly (psycho-vocational aspect)
 - Evaluation on medical fitness (psycho-medical aspect)



Psychological evaluation of pilots in the context of airlines pilot aptitude

Airline point of View

1.Goals

- **Psycho-vocational domain**
 - Selection,
 - Online and Offline Checks
 - Human resources measures
- **Psycho-medical domain :**
 - Health care follow-up
 - Occupational health services
 - Aeromedical assessment
- **Medical Confidentiality**
 - Strict Respect of national laws and guidelines
 - Patient's free access of their medical record



Airline point of View

2. Psycho-vocational domain :

2.1 Selection

- Ab-initio
- Hiring
- During the career



2.2 Online and Offline checks

- Practice and flight simulator trainings



Airline point of View

2. Psycho-vocational domain :

2.3 - Human resources measures :

- Pilots
- Peers : CIRP (Critical Incident Response Program)
- Managerial staff :
 - Pilot managers,
 - Individual Support Group GAIN (Groupe d'Accompagnement Individuel),
 - ST (Safety Team),
 - Psycho-Social Risk Manager



Psychological evaluation of pilots in the context of airlines pilot aptitude

Airline point of View

3. Make the link between pilots and psycho-medical domain



Psychological evaluation of pilots in the context of airlines pilot aptitude

Airline point of View

4. Psycho-medical domain :

4.1 General Medical Practitioners (GMP)

- Sick-leave certificate, copy to the employee and to the employer.
- Patient must be informed of any side effects associated with the medication, including driving risks.



Psychological evaluation of pilots in the context of airlines pilot aptitude

Airline point of View

4.2 Occupational Health Medical Practitioners (OHMP)



- Mandatory by French Law
- Counselor for the employer, employees, unions and social services, especially on:
 - Improving health and working conditions among the company
 - Adapting the workplace to the employee: techniques, frequency, physical and mental well-being. In order to maintain employment.
- Medical appointment :
 - At least every 24 months
 - On employee's request
 - After a sick leave lasting 21 days
 - **On employer's request**
- Internal Psychiatrist available
- Further medical and biological investigations if needed

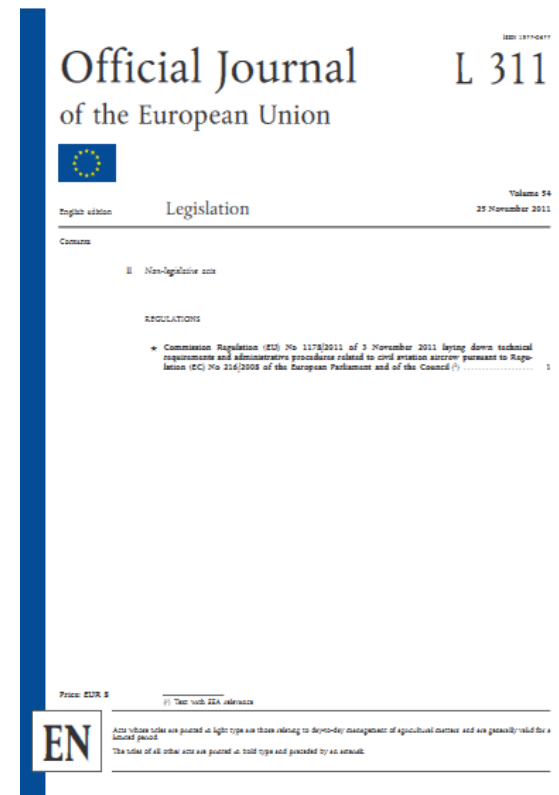


Psychological evaluation of pilots in the context of airlines pilot aptitude

Airline point of View

4.3 Aero-medical Centres (AeMC)

- Five aero-medical centres : Multidisciplinary team,
- All controlled by French CAA
- One internal Air France AeMC
 - Aero-medical Psychiatrist available
- Free choice by the pilots



Psychological evaluation of pilots in the context of airlines pilot aptitude

Airline point of View

4.4 Licensing authority

- Medical Pole
- Medical Council French CAA (CMAC)



Thank you for your attention

