A Triad of Expertise

The Power of Interdisciplinary Collaboration

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Agenda

1) Background
2) Legal Framework
3) What Triad of Expertise?
4) Internal Support Programs
5) Role of the AvPsy as MHP
6) The Collaboration in Practice
7) Results: Benefits

1) Background

Mar 24, 2015:
flight 4U9525, en route BCN-DUS, crash in French Alps

May 6, 2015:
BEA (Bureau of Enquiry and Analysis for Civil Aviation Safety of France):
Interim Report published

End of May 2015:
EASA Task Force was gathered, multiprofessional work group
results of BEA interim report have been adopted as ‚European Safety Regulations'

July 2015:
Task Force presents **7 major recommendations**:

1) Background

1. *2 Person Cockpit*
2. *Psychological assessment of pilots (!)*
3. *ADM Testing*
4. *Quality Assurance reg. AMEs*
5. *Data Protection vs. Aviation Safety:*
6. *European aero-medical data repository (EAMR)*
7. *Pilot Support & Reporting Systems (non-punitive!)*
   -Just Culture Principle-

2) Legal Framework

January 2016:
EASA publishes Concept Papers, based on the aforementioned recommendations

leading to



amendments to **Regulation (EU) No. 1178/2011** and **Regulation (EU) No. 965/2012**

2) Legal Framework

Europe:

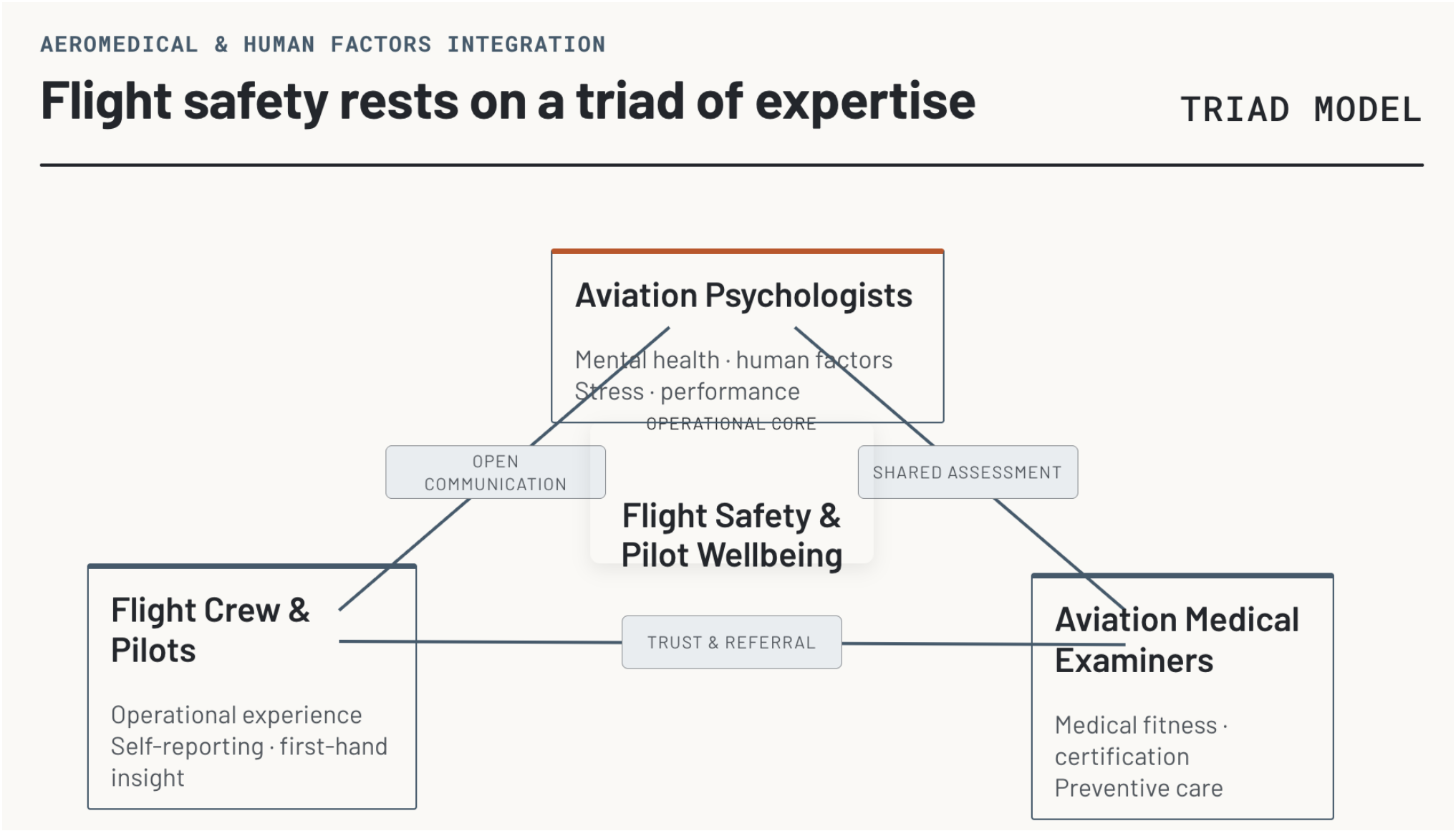
- Peer Support Programs (PSPs), mandatory since Feb 14, 2021 (EASA: CAT.GEN:MPA.215)
  2016: multiprofessional guidelines (EU) by: pilots (ECA), AMEs (ESAM), APs (EAAP), Stiftung Mayday, Pilots' Assistance Network Programme (BALPA) => EPPSI-Guide
- ADM Random Checks
- AMEs: additional training reg. *Mental Health* for examinations (improving awareness)
- Additional obligations for operators, authorities, **AeMCs/AMEs/CAPs**:

3) What Triad of Expertise?

Major responsibilities of CAPs:
Comprehensive Mental Health Assessments (CMHAs)
Operator Based Risk Assessments (OBRAs), CISM
Mental Health Professional (supervising i.a. peer support)
Support with (self)reported mis/use (ADM),
self-referral & referral by AME upon request,
Support with clinical-relevant psy. diagnoses
Mental health link to other departments & safety, risk assessments,
…

Multiprof. Collaboration – how?

3) That Triad of Expertise: We asked AI...



4) Internal Support Programs

- ✓ Peer Support (all areas)
- ✓ emergency response / CISM
- ✓ MHP / AvPsy

- ✓ Health Management
- ✓ EAPs
- ✓ …

External / Additional Support:

- ✓ EAAP, local organizations such as ITAPA / AAPA
- ✓ Unions (national and international, such as ECA, IFALPA,…)

5) Role of the AvPsy as MHP

= ‚**First Level Support**‘ => guiding into right direction (treatment, support, legal,…)

Example ADM:

(a) self-referral vs.

(b) reported:

(i) (confidential) report, e.g. by fellow crew member
(ii) random check (e.g. ramp check)
(iii) incident / accident

Additional: e.g. Driver‘s License revoked due to DUI

6) The Collaboration in Practice:

Why the triad?
Just culture!, overall trust, keep employees in workforce (or support them to be allowed back asap)

How the triad?
multiprof. evaluation & support by all stakeholders, based on multiple trust, all based on AvPsy

How to gain trust:
deliver high quality work (4eye principle), train AMEs, continuous prof. exchange & collaboration (both sides: medically and psychologically), intervision / case studies, close relationship to local authority – training, transparency, continuous open communication & collaboration
=> We all have one mail COMMON goal: safe skies ☺

6) The Collaboration in Practice:

Cooperate with as many local aviation professionals as possible – make AvPsy visible, understandable, trustworthy, e.g.

- ✔ Airlines
- ✔ Business Aviation
- ✔ Cargo Operators
- ✔ Military
- ✔ ATCOs
- ✔ HEMS
- ✔ Flight Schools
- ✔ Authorities
- ✔ AMEs & Flight Medicine Associations/Training Centers
- ✔ Science / Universities
- ✔ …

7) Benefits:

- ✓ clear communication in all directions (AvPsy, AME, pilot/CCA/ATCO, authority) – all speaking the same language
- ✓ all follow main **common goal**: keeping employee within the workforce or bringing them back into the workforce asap respectively
- ✓ supporting and enhacing flight safety
- ✓ supporting *the earlier, the better* perspective
- ✓ destigmatizing & defuse fear of LOL

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T h a n k Y o u !