

Implementation of support programmes, psychological assessment of pilots and policy on prevention and detection of misuse of psychoactive substances (survey to operators)

Fields marked with * are mandatory.

With Commission Regulation (EU) 2018/1042 amending Regulation (EU) No 965/2012 (the Air Operations Regulation), EASA is mandated to conduct a continuous review on the effectiveness of provisions on support programmes, psychological assessment of flight crew and testing of psychoactive substances mandated for commercial air transport operators. The first report on the results of such review is due by 14 August 2023.

The provisions, applicable since February 2021, aim to improve the overall safety of flight operations in a proactive manner by improving mental health and job suitability of flight crew and preventing and detecting a possible misuse of psychoactive substances by flight crew, cabin crew or other safety-sensitive personnel.

Objective and scope of the survey

In order to perform the review (thereafter referred as an evaluation), **EASA would like to collect data on the implementation progress and where possible on the effectiveness** of the provisions. This survey is not about compliance, nor is it related to inspection, standardisation or audit. The aim is to elicit data from stakeholders on the implementation progress, initial results, any potential issues in implementation and where possible to evaluate the effectiveness of the provisions, taking into account the short timespan since the applicability of the rules.

EASA would also like to hear your views on the added value of the provisions, benefits and drawbacks you may experience.

Targeted stakeholders with this survey

This survey is exclusively for CAT operators, providers of flight/cabin crew support programmes, of psychological assessment services or of psychoactive substance testing services or associations of their representatives.

Please note that a separate survey is issued to pilots/cabin crew and other safety-sensitive personnel. If you would like to share it with pilots/ cabin crew and other safety-sensitive personnel, please forward them the following link [EUSurvey - Survey](#) (europa.eu)

Structure of the survey

The survey is structured in the following sections:

Part 1: General information about respondent

Part 2: Implementation of CAT.GEN.MPA.215 Support programme

Part 3: Implementation of CAT.GEN.MPA.175 Psychological assessment

Part 4: Implementation of CAT.GEN.MPA.170 Psychoactive substances

Part 5: Overall feedback. Comments and recommendations

Depending on the type of respondent, it may be the case that only few parts of the survey are visible.

Instructions for survey completion

The different parts of the survey might be addressed to different people in charge of these activities in your organisation. The operators are invited to disseminate the survey to the appropriate persons in charge of the respective tasks. Nevertheless, we kindly ask you to send us **only one integrated reply** to all parts per operator/organisation. Submission of an integrated response per operator/organisation will avoid duplication and confusion in data analysis.

In case you reply as a service provider performing activities in several areas (e.g. support programmes and psychoactive substances testing), you are invited to submit a separate survey per area (e.g. one survey submission in your role as a service provider for support programmes and another survey submission in your role as a service provider for psychoactive substances testing).

Confidentiality and Data Protection

Please note that the data collected from the surveys will be treated with utmost confidentiality. The data will be aggregated in a report (at Member State level and/or per type of stakeholder) to avoid the possibility to recognise any entity or person who answered the survey. Any information which will be used for the purpose of the report will be de-identified to ensure the confidentiality of the respondents.

Personal data will be processed in accordance with Regulation (EU) No 2018/1725 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001. The purpose and terms of the processing, as well as the means to exercise your rights are detailed in the survey dedicated privacy note. EASA will only process your data upon your explicit consent to such conditions, without which your contribution may not be submitted.

Deadline for response

The survey deadline is extended till **30th March 2023**.

Your contribution to the survey can be saved at any time as a draft. To retrieve your draft, you will need to follow the link you will receive from the EU Survey team.

Any additional questions with respect to this survey or evaluation can be addressed to impact.assessment@easa.europa.eu

Next steps

This data will form the essential basis of a report. The draft report is due by August 2023 and will be consulted with the Advisory Bodies.

Your active participation and engagement in the data collection is of utmost importance for the success of this project. It is also a key opportunity for you to raise any concerns and recommendations about the legislation.

Note that submission of your contribution is subject to acceptance of the terms of data processing contained in the privacy notice.

We count on your contribution and would like to thank you in advance for your time and efforts in replying to this survey!

It is expected that it takes ca 15-20 min to complete each part of it.

Part 1 - General information

* Name

* Your position

* Organisation

* Email

* Please identify your role as a respondent

- ☐ Commercial air operator (CAT aeroplane)
- ☐ Commercial air operator (CAT helicopter)
- ☐ Service providers: Support programmes
- ☐ Service providers: Psychological assessment services
- ☐ Service providers: Psychoactive substance testing services
- ☐ Association/organisations representing air operators, flight/cabin crew, mental health professionals in aviation or health specialists in aviation
- ☐ Other

* If other, please specify

* If needed, could we contact you for further clarification?

- ☐ Yes
- ☐ No

* Please specify your type of organisation

- ☐ Complex operator
- ☐ Non-complex operator

* Please specify your number of flight crew

Only values of at least 0 are allowed

* Please specify your number of cabin crew

Only values of at least 0 are allowed

Have any of the following provisions been in use by your organisation before the entry into force of the Commission Regulation (EU) 2018/1042 in February 2021?

	Yes	No
* Pilot support programme	<input type="radio"/>	<input type="radio"/>
* Psychological assessment of flight crew	<input type="radio"/>	<input type="radio"/>
* Psychoactive substance testing of crew (substances other than alcohol)	<input type="radio"/>	<input type="radio"/>
* Alcohol testing of crew	<input type="radio"/>	<input type="radio"/>

Since when have you had the implementation?

Only values between 1950 and 2020 are allowed

Part 2 - Implementation of CAT.GEN.MPA.215 Support programme

CAT.GEN.MPA.215 reads:

- (a) The operator shall enable, facilitate and ensure access to a proactive and non-punitive support programme that will assist and support flight crew in recognising, coping with, and overcoming any problem which might negatively affect their ability to safely exercise the privileges of their licence. Such access shall be made available to all flight crew.
- (b) Without prejudice to applicable national legislation on the protection of individuals with regard to the processing of personal data and on the free movement of such data, the protection of the confidentiality of data shall be a precondition for an effective support programme as it encourages the use of such a programme and ensures its integrity.
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You are invited to share information about progress, solutions your organisation has chosen, any possible outcomes and your experience on **CAT.GEN.MPA.215** Support programme.

You are going to be asked several times to use the following scale to rate your implementation progress:

1. **In planning:** Initial planning stage with essential decisions still to be taken. Considering options and designing the programme. Implementation expected in mid/long term.
2. **Under implementation:** Intermediate stage where earlier decisions are being executed. (Executing the plan, putting the elements in place [e.g. training, infrastructure, procedures]; try-outs.)
3. **Operational:** All planned solutions are effectively implemented. Solutions are in use and output is being produced.

* Q1. Please rate the implementation stage of your support programme using the scale above.

☐ In planning

- Under implementation
- Operational

Q2. Which of the following possible constraints, if any, have influenced the ease of progression of the implementation of the support programme and to what extent?

	No influence	Slight influence	Moderate influence	Significant influence	Very much influence
Low availability of (management) staff to conduct the implementation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low availability of suitably qualified mental health professionals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low availability of peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low availability of resources for training staff/professionals/peers (trainers/time/planning)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National legislation issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
COVID-19 pandemic related difficulties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Budgetary issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other factors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q2.a If other, please specify

Q2.b Please provide more information about the COVID-19 pandemic related difficulties.

Q3. Please provide information about your organisation's support programme

	Not available	In planning	Under implementation	Operational
Peer support programme managed by staff within the operator	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peer support programme contracted to independent third-party provider	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support programme managed by staff within the operator, no peers involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support programme contracted to independent third-party provider, no peers involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q3.a Please specify

Q3.b With respect to this aspect, are there issues with implementation that you want to share?

Q4. Please provide information about your support programme's third-party provider.

	Only peer support	Only non-peer support	Both peer and non-peer support
Support programme foundation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental health services provider (non-profit/for-profit)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pilot representative body	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other kind of provider	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q4.a Please specify the other kind of provider

Q5. Who will participate in the governance of the support programme?

	Yes	No
Accountable manager within the AOC	<input type="radio"/>	<input type="radio"/>
Safety department management	<input type="radio"/>	<input type="radio"/>
Flight crew representatives	<input type="radio"/>	<input type="radio"/>
Support programme management	<input type="radio"/>	<input type="radio"/>
Peers	<input type="radio"/>	<input type="radio"/>
Mental health professional (MHP)	<input type="radio"/>	<input type="radio"/>
Aero-medical examiner (AME)	<input type="radio"/>	<input type="radio"/>
National competent authority (NCA)	<input type="radio"/>	<input type="radio"/>
Others	<input type="radio"/>	<input type="radio"/>

* Q5.a If 'others', please specify

Q6. How is the access to your support programme organised?

	Not applicable	In planning	Under implementation	Operational
Direct personal contact (office) with staff, peer or professional, is available.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dedicated website/app	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Telephone hotline	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Any other mode	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q6.a If there is any other mode, please specify

Q6.b With respect to this aspect, are there issues with implementation that you would like to share?

Q7. Does the support programme grant access to concerned family, colleagues and friends to report concerns?

- ☐ Yes
- ☐ No

Q7.a With respect to this aspect, are there issues with implementation that you would like to share?

Q8. Does your support programme allow other categories of personnel (cabin crew, maintenance staff, other sensitive personnel, managers) to benefit?

- ☐ Yes
- ☐ No

Q8.a Which other categories of personnel can benefit?

	Yes	No	No, but would consider it in the future
Cabin crew	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintenance staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other sensitive personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q8.b If other, please specify.

Q8.c Please explain why you would consider extending the support programmes to the above additional categories.

Q9. Which communication channels do you use to promote the support? (Please choose the options that apply.)

	Yes	No
Website / App	<input type="radio"/>	<input type="radio"/>
Names and photos of peers in printed communications	<input type="radio"/>	<input type="radio"/>
Posters	<input type="radio"/>	<input type="radio"/>
Presentations by senior management	<input type="radio"/>	<input type="radio"/>
Awareness education and training for crew	<input type="radio"/>	<input type="radio"/>
Attention to availability of support is given in CRM- and safety training	<input type="radio"/>	<input type="radio"/>
Attention to support is given in debriefings by instructors	<input type="radio"/>	<input type="radio"/>

Other	<input type="radio"/>	<input type="radio"/>
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* Q9.a If other, please specify.

Q10. Has your organisation implemented a policy in regard to allowing the flight crew to receive temporary relief from flight duties when recommended by support programmes?

- ☐ Yes
☐ No

Q10.a Could you please provide more details to your answer.

Q11. Has your organisation implemented any specific policy to manage the risks of a pilot's loss of licence?

- ☐ Yes
☐ No

Q11.a Which measures does your organisation use?

- ☐ Insurance against a loss of licence
☐ Other policy options

Q11.b Please provide as much details as possible, e.g. whether it depends on contract.

Q11.c Please provide as much detail as possible.

Q12. Has your organisation implemented a policy in regard to offering motivating alternative positions to flight crew in case a return to in-flight duties is not possible?

- ☐ Yes
☐ Partially
☐ No

Q12.a If 'partially' or 'no', what are your considerations?

Q13. How does your support programme ensure protection of confidentiality and personal data?

	Not applicable	In planning	Under implementation	Operational
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Formal agreements between company management, providers and crew.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education and training about confidentiality in practice for all staff, peers and professionals that may be involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peer confidentiality agreements are part of the protection	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other protection measures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q13.a If other, please specify.

Q13.b With respect to this aspect, are there issues with implementation that you would like to share?

Q14. Have you implemented the link between the support programme and the Safety Management System of the AOC?

	In planning	Under implementation	Operational
Aggregated and anonymised data from programme to SMS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Data from Support Programmes used in the continuous improvement cycle	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q14.a With respect to this aspect, are there issues with implementation that you would like to share?

Q15. In which areas can your programme provide support? Please choose the areas that apply.

	No support provided	In planning	Under implementation	Operational
Critical incident response	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pilot-training assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pilot well-being	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional conduct issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Substance abuse and dependence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aeromedical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

COVID-19 pandemic related support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other kinds of support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q15.a Please specify the COVID-19 pandemic related support that you provide.

* Q15.b Please specify the other kinds of support that you provide.

Q16. Please provide information about the professionals involved in the support programme.

	Not available	In planning	Under implementation	Operational
Peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(Clinical) psychologists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other mental health professionals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aeromedical doctors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
HR staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other professionals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q16.a Please specify the other professionals

Q16.b Could you give the (approximate) number of the following expertise?

Q16.b1 Peers

Only values of at least 0 are allowed

Q16.b2 (Clinical) psychologist

Only values of at least 0 are allowed

Q16.b3 Other mental health professionals

Only values of at least 0 are allowed

Q16.b4 Aeromedical doctors

Only values of at least 0 are allowed

Q16.b5 HR staff

Only values of at least 0 are allowed

Q16.b6 Other expertise

Only values of at least 0 are allowed

Q16.c With respect to this aspect, are there issues with the implementation that you would like to share.

Q17. Could you please indicate the average annual numbers of crew using the support programme you implemented?

	2020	2021	2022
Self-referrals			
Referrals to professional help			
Referral to professional help and temporary relief from flight duty			
Return to flight duty after follow-up			

Q18. The added value of a support programme is clear.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Too early to assess

Q18.a Could you please explain your answer?

Q19. What do you see as being the benefits of the implementation of the support programme?

	No	To some extent	Yes
Availability of the support is appreciated by flight crew and other crew as well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It fulfills a need which was felt already.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More openness about mental health problems in the company, less stigma felt.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other beneficial impact.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q19.a If other beneficial impact, please specify.

Q19.b Do you have any further comment about the benefits of the support programme?

Q20. What do you see as being the drawbacks of the implementation of the support programme as you may have experienced?

	No	To some extent	Yes
Implementation is challenging.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trust of crew is hard to get.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Costs outweigh the benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other drawbacks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q20.a If other drawbacks, please specify.

Q20.b Do you have any further comment about the drawbacks of the support programme?

Part 3 - Implementation of CAT.GEN.MPA.175 Psychological assessment before commencing line flying

CAT.GEN.MPA.175 Endangering safety reads

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.

The operator shall ensure that flight crew has undergone a psychological assessment before commencing line flying in order to:

- (1) identify psychological attributes and suitability of the flight crew in respect of the work environment; and
- (2) reduce the likelihood of negative interference with the safe operation of the aircraft.

Considering the size, nature and complexity of the activity of an operator, an operator may replace the psychological assessment referred to in point (b) with an internal assessment of the psychological attributes and suitability of flight crew.

You are invited to share information about progress, solutions your organisation has chosen, any possible outcomes, and your experience on **CAT.GEN.MPA.175 Psychological assessment**.

You are going to be asked several times to use the following scale to rate your implementation progress:

1. **In planning:** Initial planning stage with essential decisions still to be taken. Considering options and designing the programme. Implementation expected in mid/long term.
2. **Under implementation:** Intermediate stage where earlier decisions are being executed. (Executing the plan, putting the elements in place [e.g. training, infrastructure, procedures]; try-outs.)
3. **Operational:** All planned solutions are effectively implemented. Solutions are in use and output is being produced.

* Q1. Please rate the implementation stage of the AOC's psychological assessment programme for pilot applicants using the scale above:

- ☐ In planning
- ☐ Under implementation
- ☐ Operational

Q2. Which of the following possible constraints, if any, have influenced the ease of progression of the implementation of the psychological assessment and to what extent?

	No influence at all	Low influence	Medium influence	High influence	Very high influence
Low availability of (management) staff to conduct the implementation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low availability of suitably qualified psychologists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low availability of resources for training staff (trainers/time/planning)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National legislation issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Budgetary issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
COVID-19 pandemic related difficulties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other factors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q2.a Please specify the COVID-19 pandemic related difficulties

* Q2.b If other, please specify.

Q3. Who will be conducting the psychological assessments of pilot applicants for your AOC?

	Not applicable	In planning	Under implementation	Operational
External provider including a psychologist (outsourced)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employed staff including a psychologist (internal assessment)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employed staff (internal assessment)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other professional (please specify e.g. mental health professional, internal /external;)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q3.a If other professional, please specify

Q3.b With respect to this aspect, are there issues with the implementation that you want to share?

Q4. Who oversees and validates the psychological assessment for your AOC?

- ☐ Employed psychologist (internal)
- ☐ Consultant psychologist (external)
- ☐ Designated selection team including:
- ☐ Other

* Q4.a If other, please specify:

Q4.b Please specify

- ☐ Accountable Manager
- ☐ Assigned pilot(s)
- ☐ HR staff member
- ☐ Employed psychologist, internal
- ☐ Consultant psychologist, external
- ☐ Other

* Q4.c If other please specify:

Q4.d Please specify function of Accountable Manager within company:

Q5. How has/is the AOC's policy on the psychological assessment of its pilot applicants been/being established?

	Not applicable	In planning	Under implementation	Operational
Performing a job analysis, incl. the particularities, complexity and challenges of the work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Defining the job requirements (pilot competencies required/pilot profile)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Determining the abilities and competencies to be assessed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deciding on the test instruments to be used	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q5.a With respect to your policy, are there issues with implementation that you want to share?

Q6 What does your AOC's psychological assessment programme look like?

Please specify the kind of test instruments used per dimension assessed

	Yes	No
General: Interview	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Biographical data: Curriculum Vitae	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Biographical data: Pilot career data	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Biographical data: other	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Cognitive abilities: paper- and pencil (written) tests	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Cognitive abilities: computer-based tests	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Cognitive abilities: online tests	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Cognitive abilities: other	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Personality traits: paper- and pencil questionnaires	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Personality traits: computer-based questionnaires	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Personality traits: online questionnaires	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Personality traits: other	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Operational and CRM* skills: assessment centre exercises	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Operational and CRM* skills: computer-based work-sample	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Operational and CRM* skills: other	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Social and interpersonal skills: group exercises	<input type="checkbox"/>	<input type="checkbox"/>
Assessing Social and interpersonal skills: other	<input type="checkbox"/>	<input type="checkbox"/>

* CRM: Crew Resource Management

* Q6a.1 Please specify (biographical data)

* Q6a.2 Please specify (cognitive abilities)

* Q6a.3 Please specify (personality traits)

* Q6a.4 Please specify (operational and CRM skills)

* Q6a.5 Please specify (social and interpersonal skills)

Q7. How much time is planned for a complete assessment the way you perform it?

(This is not meant to include the flight simulator session you may want to plan with the candidate)

- ☐ Less than half a day
- ☐ Half a day up to one day
- ☐ More than one day

Q8. Does the AOC also accept assessments performed by other operators in the selection of their pilots?

	Yes	No
When available and matching our requirements, yes	<input type="radio"/>	<input type="radio"/>
When available, we may take them into consideration as part of our selection process	<input type="radio"/>	<input type="radio"/>
No, we don't	<input type="radio"/>	<input type="radio"/>

Q9. How is the AOC's psychological assessment system documented?

	Not applicable	In planning	Under implementation	Operational
Job analysis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job requirements (pilot profile)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessment criteria	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Test instruments used	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Procedures followed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Validity period of assessment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q9.a If other, please specify:

Q10. Counting from February 2021, how many pilot applicants have participated in the AOC's psychological assessment?

Q11. The AOC's psychological assessment system is useful

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Too early to assess

Q11.a With respect to this, what would you like to share?

Q12. What do you see as being benefits to the AOC of the pilot application assessments as being/having been implemented?

	Yes	No
We have a better idea of who is joining us	<input type="radio"/>	<input type="radio"/>
We use the test results for further career development	<input type="radio"/>	<input type="radio"/>
We use the test results in matching our training to the actual training needs	<input type="radio"/>	<input type="radio"/>
The pilots know more about themselves and can work on their competencies	<input type="radio"/>	<input type="radio"/>
Other beneficial impacts	<input type="radio"/>	<input type="radio"/>

* Q12.a Please specify the other beneficial impacts:

Q13. What do you see as being drawbacks to the AOC of the pilot applicant assessments as being/having been implemented?

	Yes	No
Burden of implementation	<input type="radio"/>	<input type="radio"/>
Costs outweigh the benefits	<input type="radio"/>	<input type="radio"/>
Other drawbacks	<input type="radio"/>	<input type="radio"/>

* Q13.a Please specify the other drawbacks

Part 4 - Implementation of CAT.GEN.MPA.170 Psychoactive substances

[CAT.GEN.MPA.170 Psychoactive substances reads](#)

- (a) The operator shall take all reasonable measures to ensure that no person enters or is in an aircraft when under the influence of psychoactive substances to the extent that the safety of the aircraft or its occupants is likely to be endangered.
- (b) The operator shall develop and implement a policy on the prevention and detection of misuse of psychoactive substances by flight and cabin crew members and by other safety-sensitive personnel under its direct control
- (c) Without prejudice to the applicable national legislation on data protection concerning testing of individuals, the operator shall develop and implement an objective, transparent and non-discriminatory procedure for the prevention and detection of cases of misuse of psychoactive substances by its flight and cabin crew and other safety-sensitive personnel.
- (d) In case of a confirmed positive test result, the operator shall inform its competent authority and the authority responsible for the personnel concerned, such as a medical assessor of the licensing authority.
-

You are invited to share information about the progress, the solutions your organisation has chosen, any possible outcomes, and your experience on **CAT.GEN.MPA.170 Psychoactive substances**

You are going to be asked several times to use the following scale to rate your implementation progress:

1. **In planning:** Initial planning stage with essential decisions still to be taken. Considering options and designing the programme. Implementation expected in mid/long term.
2. **Under implementation:** Intermediate stage where earlier decisions are being executed. (Executing the plan, putting the elements in place [e.g. training, infrastructure, procedures]; try-outs.)
3. **Operational:** All planned solutions are effectively implemented. Solutions are in use and output is being produced.

* Q1. Please rate the implementation stage of your policy on the prevention and detection of misuse of psychoactive substances using the scale above:

- ☐ In planning
- ☐ Under implementation
- ☐ Operational

Q2. Which of the following possible constraints, if any, have influenced the ease of progression of the implementation of your policy and to what extent?

	No influence	Slight influence	Moderate influence	Significant influence	Very much influence
Low availability of (management) staff to conduct the implementation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low availability of suitably qualified testing providers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low availability of resources for training staff (trainers/time/planning)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National legislation issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Budgetary issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Covid-19 pandemic related difficulties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q2.b Please specify the COVID-19 pandemic related difficulties

* Q2.c If other, please specify:

Q3. Our AOC's policy on education and training on psychoactive substances includes material on:

	In planning	Under implementation	Operational
The effects of psychoactive substances on individuals and on flight safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Established procedures within our organisation to prevent and detect misuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual responsibilities with regard to applicable legislation and company policies on substance use and misuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assistance provided by the company's support programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other material	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q3.a Please specify the other material

Q4. Please provide information on how the AOC's training on psychoactive substances is/will be conducted.

	Yes	No
Class-room courses conducted by own staff	<input type="radio"/>	<input type="radio"/>
Class-room courses conducted by contracted third-party provider	<input type="radio"/>	<input type="radio"/>
Group discussions	<input type="radio"/>	<input type="radio"/>
Stand-alone computer based individual lessons at operator's location	<input type="radio"/>	<input type="radio"/>
Access to operator's online teaching channel	<input type="radio"/>	<input type="radio"/>
Other means	<input type="radio"/>	<input type="radio"/>

* Q4.a If other, please specify:

Q4.b With respect to this, are there issues with implementation that you would like to share?

Q5. How does your AOC ensure effectiveness of your education and training on psychoactive substances?

	Yes	No
Regular reviews of training content	<input type="radio"/>	<input type="radio"/>
Knowledge tests during courses	<input type="radio"/>	<input type="radio"/>
Course evaluation forms filled in by course participants	<input type="radio"/>	<input type="radio"/>
Surveys to crew	<input type="radio"/>	<input type="radio"/>
Other means	<input type="radio"/>	<input type="radio"/>

* Q5.a If other, please specify:

Q5.c With respect to this, are there issues with implementation that you would like to share?

Q6. The AOC's policy ensures testing for the following psychoactive substances:

	Yes	No
Alcohol	<input type="radio"/>	<input type="radio"/>
Opioids	<input type="radio"/>	<input type="radio"/>
Cannabinoids	<input type="radio"/>	<input type="radio"/>
Sedatives and hypnotics	<input type="radio"/>	<input type="radio"/>
Cocaine	<input type="radio"/>	<input type="radio"/>
Synthetic drugs	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>

Q6.a If other, please specify

Q7. Our company's policy ensures testing **flight crew** for **alcohol and other psychoactive substances** in the following cases:

	Not applicable	In planning	Under implementation	Operational
Upon employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With due cause	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unannounced after rehabilitation and return to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other cases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q7.a Flight crew: If other, please specify

Q8. Our company's policy ensures testing **cabin crew** for **alcohol and other psychoactive substances** in the following cases:

	Not applicable	In planning	Under implementation	Operational
Upon employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With due cause	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unannounced after rehabilitation and return to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other cases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q8.a Cabin crew: If other, please specify

Q9 Our company's policy ensures testing **other safety sensitive personnel** for **alcohol and other psychoactive substances** in the following cases:

	Not applicable	In planning	Under implementation	Operational
Upon employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With due cause	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unannounced after rehabilitation and return to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other cases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q9.a Other safety sensitive personnel: If other, please specify:

Q10. The alcohol tests on behalf of our AOC are performed by:

	Yes	No
Company staff	<input type="radio"/>	<input type="radio"/>
External provider (outsourced) Private Company	<input type="radio"/>	<input type="radio"/>
External provider (outsourced) Law enforcement	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>

* Q10.a If other, please specify:

Q11. The tests for other psychoactive substances on behalf of our AOC are performed by:

	Yes	No
Company staff	<input type="radio"/>	<input type="radio"/>
External provider (outsourced) Private Company	<input type="radio"/>	<input type="radio"/>
External provider (outsourced) Law enforcement	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>

* Q11.a If other, please specify:

Q12. The AOC's policy on timing and location of substance testing for crew includes:

	Alcohol	Other substances
According a programme	<input type="checkbox"/>	<input type="checkbox"/>
At busy times of many departures	<input type="checkbox"/>	<input type="checkbox"/>
During the festive seasons	<input type="checkbox"/>	<input type="checkbox"/>
At operator's home base only	<input type="checkbox"/>	<input type="checkbox"/>
At operator's other bases as well	<input type="checkbox"/>	<input type="checkbox"/>
On more vulnerable flights according to our experience	<input type="checkbox"/>	<input type="checkbox"/>
In stressful situations like delays, weather	<input type="checkbox"/>	<input type="checkbox"/>
Prior to night flights	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

* Q12.a If other, please specify:

Q12.b With respect to this, are there any issues with the implementation you would like to share?

Q.13 In case of outsourcing of the testing for substances, does your agreement with the external service provider ensure medical confidentiality and data protection?

- ☐ Yes
☐ No

Q14. Your company's operations may have personnel of contracted service providers on duty in safety-sensitive positions. Does your company's policy ensure the testing of those crew as well?

- ☐ Yes
☐ No

Q15. Results of testing (in the last available 12-month period)

	Flight crew number of tests	Flight crew number of positives	Cabin crew number of tests	Cabin crew number of positives	Other safety-sensitive personnel number of tests	Other safety-sensitive personnel number of positives
Alcohol						
Other psychoactive substances (opioids, cannabinoids, cocaine, hypnotics, etc.)						

Q15.a Please provide more details about the positive results of other psychoactive substances.

Q16. Which of the following options have your company used following a confirmed positive test since the introduction of CAT.GEN.MPA.170?

Suspension from duty

- ☐ Yes
☐ No

Please specify the number of cases.

Only values of at least 0 are allowed

Referral to crew support programme

- ☐ Yes
☐ No

Please specify the number of cases.

Only values of at least 0 are allowed

Counselling

- ☐ Yes
☐ No

Please specify the number of cases.

Only values of at least 0 are allowed

Referral to rehabilitation programme

- ☐ Yes
☐ No

Please specify the number of cases.

Only values of at least 0 are allowed

Conditional return to duty

- ☐ Yes
☐ No

Please specify the number of cases.

Only values of at least 0 are allowed

Employment consequences (other than termination of employment)

- ☐ Yes
☐ No

Please specify the number of cases.

Only values of at least 0 are allowed

Termination of employment

- ☐ Yes
☐ No

Please specify the number of cases.

Only values of at least 0 are allowed

Other follow-up measure in case of positive identification

- ☐ Yes
☐ No

Please specify

Please specify the number of cases.

Only values of at least 0 are allowed

Q17. We see positive effects of the prevention and detection measures as implemented

- ☐ Strongly agree
☐ Agree
☐ Neither agree nor disagree
☐ Disagree
☐ Strongly disagree
☐ Too early to assess

Q17.a Would you have any further comment?

Q18. What do you see as being benefits of the implementation of CAT.GEN.MPA.170?

	Yes	No
Useful preventive measure to improve safety	<input type="radio"/>	<input type="radio"/>
Useful corrective and follow-up measure to support medical fitness of aircrew	<input type="radio"/>	<input type="radio"/>
Other benefits	<input type="radio"/>	<input type="radio"/>

* Q18.a If other, please specify:

Q19. What do you see as being the drawbacks for the AOC of the implementation of CAT.GEN.MPA.170?

	Yes	No
Burden of implementation	<input type="radio"/>	<input type="radio"/>
Costs outweigh the benefits	<input type="radio"/>	<input type="radio"/>
Other drawbacks	<input type="radio"/>	<input type="radio"/>

* Q19.a If other drawbacks, please specify

Q20. To what extent has your company been encountered with any of the following undesired impacts during alcohol testing within the ramp inspection programme?

	To no extent	To little extent	To some extent	To a large extent	To a very large extent
Delays in performing operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflicts between crew and authorities during testing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
False positive results	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Q20.a If other, please specify:

Part 5 - Overall feedback. Comments and recommendations

Q1. How would you assess the following aspects of the rules, related to **Support programme**?

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	Very negative	Negative	Neutral	Positive	Very positive
Complexity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear and easy to understand	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proportionality to different stakeholders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequate to address safety risks and enhance level of safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q1.a Is there anything else you would like to share with respect to **Support programme**?

In addition, because not specified in the rules, could you please answer questions 2 and 3?

Q2 Is your support programme available in other than the national language?

- ☐ Yes
☐ No

Q2.a Please specify the language/s other than the national language.

Q3 Would your AOC accept or consider accepting if any of your pilots would report to another support programme than your own, because it can provide assistance in their mother tongue?

- ☐ Yes
☐ No

Q3.a If no, what possible issues do you see?

Q4 How would you assess the following aspects of the rules, related to **Psychological assessment**?

	Very negative	Negative	Neutral	Positive	Very positive
Complexity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear and easy to understand	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proportionality to different stakeholders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequate to address safety risks and enhance level of safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q4.a Is there anything else you would like to share with respect to **Psychological assessment**?

Q5 How would you assess the following aspects of the rules, related to **Psychoactive substances**?

	Very negative	Negative	Neutral	Positive	Very positive
Complexity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear and easy to understand	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proportionality to different stakeholders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequate to address safety risks and enhance level of safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q5.a Is there anything else you would like to share with respect to **Psychoactive substance**?

Q6. You are invited to provide comments on the implementation of the rules subject to evaluation and/or make suggestions for regulatory improvements.

	Comments on the implementation	Suggestions for regulatory improvements
Support programmes		
Psychological assessment		
Psychoactive substances		
Other aspects		

Privacy Statement

The personal data collected in this survey is your name, organisation and email. Personal data will be processed for the sole purpose of following up questions which may arise from your contribution to the survey. The legal basis for collecting the data is the data subject's consent as provided for under Article 5 (d) of the Regulation (EU) 2018 / 1725.

Personal data will be only processed by the EASA staff members' conducting this survey.

Personal data will be deleted as soon as the evaluation of the survey results is concluded.

EASA exercises the tasks of the data controller for the purpose of these processing operations.

You have the right to request from EASA, access to and rectification or erasure of your personal data or restriction of processing.

You also have the right to withdraw at any time your consent for EASA to process your personal data. This will result in the deletion of your personal data. The withdrawal of consent shall not affect the lawfulness of processing based on consent before the withdrawal.

EASA exercises the tasks of the data controller for the purpose of these processing operations.

To exercise the mentioned rights, you can contact the controller. If you consider your data protection rights have been breached, you can always lodge a complaint with the EASA's Data Protection Officer (dpo@easa.europa.eu) or with the European Data Protection Supervisor: edps@edps.europa.eu.

* I confirm having read and understood the privacy statement linked to this survey. I consent to the processing of my personal data in the context of this survey and under the conditions defined in the privacy statement.

☒ Yes