

Annex III to Decision 2018/012/R
'AMC and GM to Part-CAT — Issue 2, Amendment 15'
The Annex to Decision 2014/015/R of 24 April 2014 is hereby
amended as follows:

8. AMC1 CAT.GEN.MPA.175(b) is inserted as follows:

AMC1 CAT.GEN.MPA.175(b) Endangering safety

PSYCHOLOGICAL ASSESSMENT

(a) The psychological assessment should be:

(1) appropriate to the particularity, the complexity and the challenges of the operational environment that the flight crew is likely to be exposed to, as defined by a job analysis identifying the safety-critical dimensions related to the flight crew's function and role within the operator and should include at least the following assessment criteria:

(i) cognitive abilities;

(ii) personality traits;

(iii) operational and professional competencies; and

(iv) social competences in accordance with crew resource management principles;

(2) validated and either directly performed or overseen by a psychologist with acquired knowledge in aviation relevant to the flight crew's operating environment and with expertise in psychological assessment, and where possible, the psychological selection of aviation personnel; and be

(3) undertaken at least within the past 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). Such a demonstration should be based on the tests previously performed, an updated Annex III to risk assessment based on data gathered from previous operational experience and continuous human performance monitoring since the last psychological assessment.

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AS(b) As regards the psychological assessment, the following should be documented:

- (1) the procedures followed;
- (2) the personnel involved;
- (3) the assessment criteria and instruments used in the assessment; and
- (4) the validity period.

9. GMC1 CAT.GEN.MPA.175

GUIDANCE ON CONDUCTING A PSYCHOLOGICAL ASSESSMENT

(a) A psychological assessment performed by one operator **may subsequently be accepted by a different operator**, provided that the latter is satisfied that the assessment has been performed in accordance with AMC1 CAT.GEN.MPA.175(b).

(b) A psychological assessment conducted by or on behalf of an operator **should not be considered or conducted as a clinical psychological evaluation**.

(c) When establishing the policy on psychological assessment of flight crews, the operator may refer to recognised industry standards and **best practices in the field of pilot selection, aptitude testing and psychological assessment** such as:

- (1) IATA 'Guidance Material and Best Practices for Pilot Aptitude Testing'; and
- (2) national or European standards of ethical codes of conduct when conducting a **psychological assessment, such as by national or European associations for (aviation) psychology**.

10. AMC1 CAT.GEN.MPA.175(c)

AMC1 CAT.GEN.MPA.175(c) Endangering safety

INTERNAL ASSESSMENT FOR NON-COMPLEX OPERATORS

(a) An operator may replace the psychological assessment with an internal assessment of the psychological attributes and suitability of the flight crew, if the operator is considered to be a non-complex operator, i.e. when it has a workforce of 20 full-time equivalents (FTEs) or less, that are involved in an activity subject to Regulation (EU) 2018/1139 and its implementing rules.

(b) The internal assessment for non-complex operators should as far as possible apply the same principles as the psychological assessment before commencing line flying for complex operators. Annex III to ED Decision 2018/012/R

We are well aware that there are quite a lot of differences in the legal framework concerning clinical and occupational psychology within the European member states. However we should be careful not mix up the issue brought up and the new regulation in terms of psychological assessment of pilots. Here it always had been the aim to focus on psychological selection of pilots and ***not on clinical*** assessment. The latter is currently part of the 'med section'.