

Pilot Assistance Programs

IFALPA is committed to the maintenance of an 'inclusive' pilot assistance policy, dedicated to the promotion of the airline pilots' health, well-being, and professional performance.

It has been demonstrated that Pilot Assistance Programs are effective for dealing with a wide range of problems experienced by pilots. Member Associations (MA's) are strongly encouraged to establish these programs¹ to assist their own members. A list of successful programs by MA's is in Appendix A. Support from the regulator and operators are crucial to the success of these programs. An example of successful regulatory support for these programs includes the FAA, which has supported these programs for over 40 years with many success stories.

Pilot Assistance Programs provide peer support to fellow pilots, offering referral to professional resources when appropriate, maintaining strict confidentiality and keeping no records.

Pilot Assistance Programs help support pilots to address:

- ▶ Aviation-related medical issues,
- ▶ Emotional responses to accidents and incidents,
- ▶ Drug/alcohol intervention and rehabilitation for job reintegration,
- ▶ Training and pilot knowledge/skill difficulties,
- ▶ Professional conduct issues with the company and within the flight deck operations, and
- ▶ Other problems and stresses in their personal lives impacting professional performance.

Addressing these issues supports the overall long-term well-being of the pilot, allowing continued functioning as an effective pilot and crew member while enhancing safety.

Deliverables of a successful Pilot Assistance Program²

Aeromedical

The Aeromedical program coordinates aeromedical and medically related activities to support pilots with medical licensing issues.

Critical Incident Response Program (CIRP)

The Critical Incident Response Program ensures assistance and support is available to the pilot in the event of an accident or serious incident. The program should provide guidance and data on critical incident stress management issues.

Substance Abuse and Dependence Program

The Association coordinates efforts to implement and maintain peer intervention and treatment programs. Such efforts may include educating peer volunteers, airline representatives, and medical professionals responsible for working with airline pilots suffering the effects of chemical dependency, with the goal of getting such pilots medically re-certified and returned to the line as soon as possible.

Pilot Training Assistance

The Association coordinates efforts with their operator to develop and implement mutual agreeable programs to assist pilots who are experiencing difficulties in training or line operations. The objective is for all pilots-in-training to have access to and support from an experienced peer outside the normal group of training instructors/check airman if experiencing any training, pilot skill, or CRM difficulties. This program ensures that pilots receive the support and additional training necessary to overcome any training/skill difficulties in order to satisfactorily complete the training/checking event and return to line operations.

Professional Standards

The Association actively supports the highest standards of professional conduct among its members. The purpose of this program is to promote and maintain the highest degree of professional conduct among pilots in order to enhance the margin of safety in daily operations. This program addresses problems of a professional or ethical nature involving pilots, as well as helps resolve pilot conduct that could affect flight deck safety and/or professionalism. A successful program allows peers to resolve conflicts

that may occur between two pilots or between a pilot and a member of another employee group that may affect flight deck safety.

Pilot Well-being

The Association holistically supports the pilot during distressing circumstances (be they professional, personal or societal in nature) and stresses in their personal lives which may impact professional performance. The issue(s) may or may not be caused by or result in a critical incident, substance addiction, aeromedical issues, etc. However, the impact of the situation or circumstances may affect the individual personally and professionally (e.g. relationship issues, violence, bereavement).

1. National customs and laws may affect how a Pilot Assistance Program is implemented. Member Associations are encouraged to coordinate all programs with their operator and regulator.

2. The type and makeup of individual pilot assistance program deliverables will depend on the needs of individual member associations and amount of volunteers available. Member associations may need to combine, delete, or structure the suggested deliverables to address diverse national or societal issues.

Appendix A

	HIMS	CIRP	PRO STANS	AERO MEDICAL	PILOT ASSIST	Training Support
DUTCH ALPA (VNV)	YES	YES	YES	YES	N/A	N/A
HONG KONG ALPA (HKALPA)	YES	YES	NO	NO	N/A	N/A
NEW ZEALAND ALPA (NZ ALPA)	YES	YES	NO...but developing one	YES	N/A	N/A
FRANCE ALPA (SNLP)	YES	YES	YES	YES	N/A	N/A
THAIPA	NO	NO-But would like to have one.	NO-But would like to have one.	YES	N/A	N/A
SPAIN ALPA (SEPLA)	NO	YES	NO	NO	N/A	N/A
JAPAN ALPA	NO	YES	NO	NO	YES-MENTAL PEER SUPPORT	N/A
FINLAND	YES	NO	NO	YES-UNOFFICIALLY	N/A	N/A
AUSTRALIA ALPA (AusALPA)	NO	NO	NO	NO	YES-COVERS THE SPECTRUM OF PA ISSUES	N/A