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| **Requirements reference** | GENERAL  | **References on company document /manual** |
| CAT.GEN.MPA.215 (a) | *Does the operator enable, facilitate and ensure access to a proactive and non-punitive support programme?*  |  |
| CAT.GEN.MPA.215 (b) | *Without prejudice to applicable national law, is the protection of the confidentiality of data a precondition for an effective support programme?* |  |
| GM1 CAT.GEN.MPA.215 (a) | *Is the support programme a proactive programme applying the principles of ”just culture” as defined in Regulation (EU) No. 376/2014, whereby the senior management of the operator, mental health professionals, trained peers, and in many cases representative organization of crewmembers work together to enable self-declaration, referral, advice counselling and/or treatment, where necessary, in case of decrease in medical fitness?*  |  |
| GM1 CAT.GEN.MPA.215 (b) | *Is the support programme easily accessible for all flight crews providing adequate means of support at the earliest stages?*  |  |
| **Requirements reference** | **PRINCIPLES GOVERNING A SUPPORT PROGRAMME** | **References on company document /manual** |
| AMC1CAT.GEN.MPA.215(a)  | *Does the operator enable self-declaration or referral in case of a decrease in a flight crew’s medical fitness with an emphasis on prevention and early support?*  |  |
| AMC1 CAT.GEN.MPA.215(b) | *When appropriate does the operator allow the flight crews to receive temporary relief from flight duties and be referred to professional advice?*  |  |
| **Requirements reference** | **CONFIDENTIALITY AND PROTECTION OF DATA** | **References on company document /manual** |
| AMC2 CAT.GEN.MPA.215(a) | *Are the personal data of crewmembers, who have been referred to a support programme, handled in a confidential, non-stigmatizing, and safe environment?*  |  |
| AMC2 CAT.GEN.MPA.215(b) | *Are the culture of mutual trust and cooperation maintained so that the crewmembers are less likely to hide a condition and more likely to report and seek help?*  |  |
| AMC2 CAT.GEN.MPA.215(c) | *Does the operator have a procedure for disclosure of data that may only granted in an anonymized manner?*  |  |
| AMC2 CAT.GEN.MPA.215(d) | *Is an agreement with related procedures in place between the operator and the support programme on how to proceed in the event of serious safety concern?*  |  |
| **Requirements reference** | **ELEMENTS OF A SUPPORT PROGRAMME** | **References on company document /manual** |
| AMC3 CAT.GEN.MPA.215 (a)(1) | *Does the support programme contain procedures including education of flight crew regarding self-awareness and facilitation of self-referral?* |  |
| AMC3 CAT.GEN.MPA.215 (a)(2) | *Does the support programme contain assistance provided by professionals, including mental and psychological health professionals with relevant knowledge of the aviation environment?*  |  |
| AMC3 CAT.GEN.MPA.215 (a)(3) | *Does the support programme contain involvement of trained peers?*  |  |
| AMC3 CAT.GEN.MPA.215 (a)(4) | *Does the operator monitor the efficiency and effectiveness of the programme?* |  |
| AMC3 CAT.GEN.MPA.215 (a)(5) | *Does the support programme contain monitoring and support of the process of returning to work?*  |  |
| AMC3 CAT.GEN.MPA.215 (a)(6) | *Does the support programme contain a system to manage risks resulting from fear of loss of licence?* |  |
| AMC3 CAT.GEN.MPA.215 (a)(7) | *Does the support programme contain a referral system to an aero-medical examiner in defined cases raising serious safety concerns?*  |  |
| AMC3 CAT.GEN.MPA.215 (b) | *Is the support programme linked to the management system of the operator, provided that data is used for purposes of safety management and is anonymized and aggregated to ensure confidentiality?*  |  |
| **Requirements reference** | *.***TRAINING AND AWARENESS** | **References on company document /manual** |
| AMC4 CAT.GEN.MPA.215(a) | *Does the operator promote access to the support programme for all flight crew?*  |  |
| AMC4 CAT.GEN.MPA.215(b) | *Have the Professionals, including mental and psychological health professionals, as well as trained peers, that are involved in the support programme, received initial and recurrent training related to their role and function within the support programme?*  |  |
| AMC4 CAT.GEN.MPA.215(b) | *Has the operator a procedure for the psychological health professionals and for trained peers coming from other organization regarding the initial and recurrent training related to their roles and functions within the support programme?* |  |
| **Requirements reference** | FACILITATION OF TRUST IN THE SUPPORT PROGRAMME  | **References on company document /manual** |
| GM2 CAT.GEN.MPA.215 (a) | *Has the operator established a platform for multi-stakeholder participation and partnership in the governance process of the support programme by involving flight crew representatives from one or more operators and representatives of the relevant operator and ENAC ?.*  |  |
| GM2 CAT.GEN.MPA.215 (b) | *Does the operator facilitate participation of the representatives of those personnel covered by the support programme in the design, implementation and operation of the support programme ?*  |  |
| GM2 CAT.GEN.MPA.215 (c) | *Does the operator have a formal agreement between management and crew, identifying the procedures for the use of data, its protection and confidentiality?* |  |
| GM2 CAT.GEN.MPA.215 (d) | *Does the operator have clear and unambiguous provisions on data protection?* |  |
| GM2 CAT.GEN.MPA.215 (e) | *Has the operator a senior management’s demonstrated commitment to promote a proactive safety culture?*  |  |
| GM2 CAT.GEN.MPA.215 (f) | *Does the operator have a non-punitive policy that also covers the support programme?*  |  |
| GM2 CAT.GEN.MPA.215 (g) | *Is the support programme management established either within the operator or by a separate independent organization?* |  |
| GM2 CAT.GEN.MPA.215 (h) | *Has the operator involved persons with appropriate expertise when advising crews (for example, pilot peers with similar cultural backgrounds and professional staff with appropriate training in e.g. psychology, etc.) ?* |  |
| GM2 CAT.GEN.MPA.215 (i) | *Does the operator have a structured system to protect the confidentiality of personal data?*  |  |
| GM2 CAT.GEN.MPA.215 (j) | *Does the operator have an efficient communication system that promotes the benefits of the support programme, such as its positive impacts, temporary relief from duties without fear of dismissal, management of risks resulting from fear of loss of licence?*  |  |
| **Requirements reference** | **TRAINING AND AWARENESS**  | **References on company document /manual** |
| GM3 CAT.GEN.MPA.215(a)(1) | *Has the operator stressed positive impacts of a support programme?* |  |
| GM3 CAT.GEN.MPA.215(a)(2) | *Has the operator stressed awareness of job stressors and life stressors?* |  |
| GM3 CAT.GEN.MPA.215(a)(3) | *Has the operator stressed coping strategies?* |  |
| GM3 CAT.GEN.MPA.215(a)(4) | *Has the operator stressed potential effects of psychoactive substances and their use or misuse ?* |  |
| GM3 CAT.GEN.MPA.215(a)(5) | *Has the operator stressed the medication use (prescribed and over-the-counter medication) to ensure the safe exercise of the privileges of the licence whilst taking medication ?* |  |
| GM3 CAT.GEN.MPA.215(a)(6) | *Has the operator stressed early recognition of mental unfitness?*  |  |
| GM3 CAT.GEN.MPA.215(a)(7) | *Has the operator stressed principles and availability of a support programme?* |  |
| GM3 CAT.GEN.MPA.215(a)(8) | *Has the operator stressed data protection and confidentiality principles?*  |  |
| GM3 CAT.GEN.MPA.215(b)(1) | *Are the health professionals involved in the support programme trained on psychological first aid ?* |  |
| GM3 CAT.GEN.MPA.215(b)(2) | *Are the health professionals involved in the support programme trained on applicable legal requirements regarding data protection ?*  |  |
| GM3 CAT.GEN.MPA.215(b)(3) | *Are the health professionals involved in the support programme trained on cases where information should be disclosed due to an immediate and evident safety threat and in the interest of public safety?* |  |
| GM3 CAT.GEN.MPA.215(c) | *Have the peers involved in the support programme received practically orientated basic training in psychological first aid and regular refresher trainings?*  |  |
| **Requirements reference** | **ELEMENTS CONTRIBUTING TO A SUPPORT PROGRAMME**  | **References on company document /manual** |
| GM4 CAT.GEN.MPA.215 (a) | *Has the operator established and verified operational and data protection procedures ?*  |  |
| GM4 CAT.GEN.MPA.215 (b) | *Has the operator chosen and trained dedicated and experienced staff and peers?*  |  |
| GM4 CAT.GEN.MPA.215 (c) | *Does the operator have a procedure to offer motivating alternative positions to flight crew in case a return to inflight duties is not possible ?* |  |
| GM4 CAT.GEN.MPA.215 (d) | *Does the operator consider how to limit the financial consequences of a loss of licence?*  |  |
| **Requirements reference** | **POSSIBILITY TO CONTRACT THE ESTABLISHEMENT OF A SUPPORT PROGRAMME TO A THIRD PART**  | **References on company document /manual** |
| GM5 CAT.GEN.MPA.215 | *Has the operator contracted the establishment of a support programme to a third party?*  |  |
| **Requirements reference** | **OBLIGATION TO SEEK AERO-MEDICAL ADVICE IN CASE OF A DECREASE IN MEDICAL FITNESS**  | **References on company document /manual** |
| GM6 CAT.GEN.MPA.215  | *Does the operator have a procedure to permit the flight crew’s obligation to seek aero-medical advice in case of a decrease in medical fitness in accordance with MED.A.020 of Commission Regulation (EU) No 1178/2011 ?*  |  |
| **Requirements reference** | **SCOPE OF THE SUPPORT PROGRAMME**  | **References on company document /manual** |
| GM7 CAT.GEN.MPA.215 | *Has the operator extended the scope of the support programme to include, apart from flight crew, other safety-sensitive categories personnel, e.g. cabin crew or maintenance, as well ?* |  |
| **Requirements reference** | **MEANING OF TERM “PEER”**  | **References on company document /manual** |
| GM8 CAT.GEN.MPA.215(a) | *Has the operator, In the context of a support programme,recognized a ‘peer’ as a trained person who shares common professional qualifications and experience, and has encountered similar situations, problems or conditions with the person seeking assistance from a support programme.?* |  |
| GM8 CAT.GEN.MPA.215(b) | *Does the operator have a procedure where a mental health professional should support the peer when required, e.g. in cases where intervention is required to prevent endangering safety ?*  |  |
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OPERATORS NAME……………………………………….

IT.AOC…………………….

**The Operator declares compliance with the applicable requirements, in accordance with the relevant EASA AMCs**

**Date**: …...... **Compliance Monitoring Manager name:…………………………………………**

 **signature:………………………………………….**