



## **Mental Wellbeing Task Force TERMS OF REFERENCE**

### **Objective:**

The objective of the Mental Wellbeing Task Force (MWTF) is to promote and support mental health and wellbeing initiatives for the International Federation of Air Traffic Controllers' Association (IFATCA).

### **Scope:**

The Task Force will address the following areas:

- Assessment of current mental health and wellbeing initiatives and policies of IFATCA.
- Identification of potential stressors and mental health and wellbeing challenges within the Air Traffic Management domain.
- Development and implementation of strategies to enhance mental health and wellbeing.
- Promotion of awareness and education on mental health and wellbeing issues.
- Evaluation of the effectiveness of implemented initiatives.

### **Responsibilities:**

The Mental Wellbeing Task Force will be responsible for:

#### 1. Assessment and Analysis:

- Conducting a comprehensive review of existing mental health and wellbeing policies and resources.
- Identifying factors that may impact mental health and wellbeing within the Air Traffic Management domain worldwide.

#### 2. Strategy Development:

- Developing and recommending strategies to address identified mental health and wellbeing challenges.
- Collaborating with relevant organisations to integrate mental health and wellbeing initiatives including training into Air Traffic Management practices.

#### 3. Education and Awareness:

- Implementing programmes to increase awareness and reduce stigma surrounding mental health and wellbeing.
- Providing educational resources to Member Associations (MAs) and IFATCA EB on mental health and wellbeing topics.
- Support mental health and wellbeing-based research amongst the ATC community that will further the business case for mental health and wellbeing considerations with governing bodies such as ICAO.

#### 4. Monitoring and Evaluation:

- Establishing metrics to measure the effectiveness of mental health and wellbeing initiatives.
- Conducting regular assessments to ensure ongoing relevance and impact.

## 5. Communication:

- Communicating regularly with IFATCA MAs to keep them informed about mental health and wellbeing initiatives and resources.
- Serving as a point of contact for IFATCA MAs seeking information or support related to mental health and wellbeing.

### **Membership:**

The Mental Wellbeing Task Force (MWTF) will comprise of various representatives from the IFATCA MAs. It will consist of a chairperson and 2-3 members from each IFATCA region, these members will be appointed by the IFATCA Executive Board (EB). The members of the TF must have experience in Critical Incident Stress Management (CISM) and an interest in mental wellbeing. If possible, it will be in IFATCA's interest to have a mental health professional on the TF, but this is not a requirement.

### **Reporting:**

The task force will provide a report to the IFATCA EB on progress, challenges, and recommendations at least two weeks before each board meeting.

### **Duration:**

The Mental Wellbeing Task Force will operate for an initial period of 2 years, with the option for renewal as deemed necessary.

### **Review:**

These Terms of Reference will be reviewed annually to ensure alignment with organisational goals and evolving mental health and wellness needs.