

**INVESTIGATE THE POLICIES ASSOCIATED WITH TRAVEL FOR IFATCA OFFICIALS
TO ENSURE HEALTH AND WELL-BEING OF SAID OFFICIALS**

Presented by FIC/CAC

SUMMARY

This working paper investigates the policies established for travel for IFATCA officials in order to ensure the Federation supports the health and well-being of officials on IFATCA business

1. INTRODUCTION

- 1.1 EB members and other federation officers travel considerable distances to attend meetings and conferences and sometimes represent the federation at short notice. Upon arrival, they immediately engage in meetings that demand their utmost attention and effectiveness.
- 1.2 The well-being of EB members significantly influences their productivity, creativity, and decision-making abilities.
- 1.3 IFATCA is firmly committed to ensuring the health and well-being of all its members, including its own officials
- 1.4 Finding the balance between the necessity to ensure all members' well-being with the fiscal limitations of the federation is a challenge.

2 DISCUSSION

- 2.1 Fatigue is a very prominent factor in the overall health and well-being of Air Traffic Control Officers (ATCOs) across the globe. Research has consistently demonstrated that fatigue results in significant reductions in cognitive abilities regardless of occupation.
- 2.2 Federation officials subject themselves to significant levels of fatigue given the nature and frequency of their required travel.
- 2.3 Finding methods to help mitigate fatigue are essential to ensuring our Federation officials are performing at peak efficiency.
- 2.4 Fatigue mitigation techniques include ensuring proper amounts of rest along with proper eating and exercise habits.
- 2.5 Many fatigue mitigation techniques are outside the direct purview and control of the Federation and remain with the individual.

- 2.6 Mitigation techniques that do fall within the control of the Federation come with varied financial exposure. Such techniques might include premium economy class tickets to supplement abilities to secure rest on long-haul flights, additional travel days on either side of trans-global trips to allow for circadian rhythm adjustments, providing tools for improving personal well-being, etc.
- 2.7 At Conference in Singapore 2024, the Directors were informed of the potential financial costs to secure premium economy tickets for IFATCA officials to travel on flights of greater than 7 hours.
- 2.8 The IAM currently states: ...members of Standing Committees who are required to travel more than 12 hours door-to-door each way to attend a meeting shall be reimbursed for one extra day's expenses and night's accommodation either side of the Standing Committee meeting. (IAM, Article VIII, 2.1.6, pp125)
- 2.9 Educational materials for personal well-being are being explored by the IFATCA Well-Being Task Force and may be available at little to no cost for members to utilize for personal care.
- 2.10 The 2024 IFATCA budget as approved by the directors did not fully fund all Federation activities to requested levels.
- 2.11 The projected 2025 IFATCA budget is projected to be as similarly constrained as was the budget for 2024.

3 CONCLUSION

- 3.1 It is in the best interest of the Federation, both philosophically and in practice, to ensure its members' health and well-being are maintained.
- 3.2 The Federation budget currently does not allow for significant changes to the reimbursement levels for travel expenses incurred by IFATCA officials.
- 3.3 There may be low-cost resources that can be developed or procured internally that would assist IFATCA officials with developing personal techniques to assist with well-being. The IFATCA Well-Being Task Force should continue its efforts to provide educational materials associated with well-being that can be utilized by all Federation members.

4 RECOMMENDATION

- 4.1 No changes are recommended to reimbursement policies until the Federation's finances improve

5 REFERENCES

- 5.1 IFATCA IAM 2024
5.2 IFATCA Blue Book 2024
5.3 2024 Conference Report

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