

Tripartite Mental Health and Wellness Support Framework

Quotes from airline and union representatives

Mr Barathan Pasupathi
Chief Executive Officer, Jetstar Asia Airways

“Jetstar Asia is pleased to endorse this important framework that supports the mental health and wellbeing of these critical aviation teams.

As the aviation industry continues to feel the impacts on the pandemic, it’s important that we come together to prioritize the safety of our people, ensuring it’s at the forefront of everything we do.

At Jetstar Asia, we’ve implemented a number of initiatives and programmes that recognise we all benefit from having an engaged and supported workforce, particularly as we ramp up of our operations and plan for future growth.

We look forward to working with CAAS and industry partners to help create a trusted and safe environment so that our pilots continue to feel supported.”

Mr Ng Chee Keong
Chief Operating Officer, Scoot

“At Scoot, our employees’ health and well-being are our priority. With additional support and resources provided through the tripartite mental health and wellness Support framework, we will be able to better address the needs of our flight crew and operations staff. This collaboration also allows us to enhance our operational resilience and development of the aviation sector in Singapore.”

Mr Mak Swee Wah
Executive Vice President, Singapore Airlines

“The mental well-being of our pilots, and indeed all SIA staff, is a priority for Singapore Airlines. We have a comprehensive programme in place to support them, and this is regularly reviewed to ensure that it meets the evolving requirements of our people. Through this collaboration with all stakeholders in the Singapore aviation eco-system,



we can strengthen our collective efforts and enhance the support systems for pilots and air traffic controllers.”

Captain Subramaniam R
President, Air Line Pilots Association Singapore

“In addition to the emphasis placed on physical health and fitness, mental well-being is an important aspect in aviation, as the aviation industry can be a high-stress environment that can impact the mental health of pilots, air traffic controllers, and other aviation professionals.

For airline pilots, the demands of the job can be intense, as it can include very long workhours, irregular shift patterns, time zone changes, disruptive sleep/rest periods and high-pressure situations.

These factors can contribute to stress, anxiety, emotional and other mental health issues that can affect performance, safety, and overall well-being.

The Air Line Pilots Association of Singapore (ALPA-S) represents over 2,000 pilots in Singapore. We welcome and endorse this Tripartite EPIC Framework addressing Mental Health and Wellbeing, as it enhances our own existing Peer Support programme.

It also signifies our joint commitment to promote mental well-being in aviation and that it is important, not only for the health and well-being of individual aviation professionals, but also for ensuring the safety and efficiency of the aviation industry as a whole.”

Mr Jefry Bin Mohamad
President, Amalgamated Union of Public Employees

“The signing of the tripartite framework to strengthen mental health and wellness support is a step in the right direction collectively between our employers, unions and our pilots and air traffic controllers. Especially for the critical roles they do and the heavy responsibilities that comes with their jobs. Mental wellness is invisible and many may not know they may be affected till the issue gets worse hence this will enable our workplace to have sufficient awareness for self help and support mechanisms to ensure everyone looks out for one another. This will provide assurance as well as avenues for early intervention, better recovery for our officers as well as increase in morale and productivity for employers when our officers are able to work in a safe and cared for environments.”

Captain Vivek Motiram Hiranandani
President, Scoot Staff Union



“The mental health and support framework for pilots and air traffic controllers is truly timely and definitely a step in the right direction. We, the Scoot Staff Union, are proud to be a part of this historic moment and look forward to working with the other partners under this framework!”