

CEO-Opening Statement

Thank you for the opportunity to brief the committee today.

As the committee is aware, I commissioned an enterprise wide review into culture at Airservices last year based on reports of bullying and harassment in the workplace.

At the outset, I committed to make the report public and to accept all recommendations made in the review.

The review was conducted by former Sexual Discrimination Commissioner Elizabeth Broderick and her organisation. In June I sent the final report to the committee, which is also published on our website. The review has made 19 recommendations.

While the report reflects positively on Airservices' commitment to a strong safety culture and the commitment of our people to the very important work they undertake on a daily basis, it also identifies cultural issues that required urgent attention.

As CEO, I am naturally very disappointed in some of the findings of the review and take full responsibility to ensure that Airservices is a safe, diverse and inclusive workforce.

I have zero tolerance for any form of harassment or bullying and have taken this issue very seriously, and as I have already shown, I will act to stamp out bad behaviour.

The Report acknowledged that Airservices senior leadership engaged readily with the review team to explore strategies for reform, and had already commenced a number of initiatives to progress the necessary cultural transformation.

We have made good progress on our action plan to address the recommendations, which was endorsed by Elizabeth Broderick and Co. We will continue to publish progress updates on our website, and last week I provided the committee a copy of our latest update.

I have brought along with me today our new Chief People and Culture leader, Ms Lucinda Gemmell who is supporting me on driving the cultural change and will be also able to provide details on the work we are doing.

I'm happy to answer your questions.