

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO HEARING QUESTIONS ON NOTICE

Airservices Australia

Committee Question on Notice

Date asked: 28 AUGUST 2020

Topic: Code of Conduct – employee representatives

Proof Hansard Page: 1-2 (28 August 2020)

Senator Tony SHELDON asked:

Senator SHELDON: Thanks very much, Chair. In your letter to the committee ahead of today's hearing, you've mentioned that you have engaged with employee representatives on implementing enhancements to your code of conduct. Would you be able to list for us the employee representatives you've consulted with?

Mr Harfield: Off the top of my head—and, if I miss anybody, we'll ensure that that gets picked up—the employee representatives would have been our major unions: the United Firefighters Union of Australia Aviation Branch; Civil Air, the air traffic control union; Professionals Australia; the CPSU; and the ETU, which is one of the major bodies representing our members. As to anything further than that, I would have to make sure that I've covered it off, but they would be the main unions that we normally consult with and deal with.

Senator SHELDON: I'm just wondering: are there any issues that they raised that are not reflected in the changes to the code of conduct.

Mr Harfield: I don't have that with me. I'm not sure if Ms Gemmell is across that, but I can take on notice whether there are any differences. Not to my knowledge per se, but they were consulted with and it should have been addressed in some particular way.

Senator SHELDON: And you'd be able to come back to the committee?

Mr Harfield: I'd be able to come back to committee with that.

Answer:

Consultation on the Code of Conduct was held with representative officials and delegates from Civil Air, Community and Public Sector Union, Electrical Trades Union, Professional Australia and United Firefighters Union Aviation Branch, as well as other non-union employee representatives.

Three consultations workshops were held during July 2020 and employee representatives were encouraged to provide feedback during the discussion and in writing between meetings. All feedback was considered in the finalisation of the Code of Conduct and all substantive matters were included.

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO HEARING QUESTIONS ON NOTICE

Airservices Australia

Committee Question on Notice

Date asked: 28 AUGUST 2020

Topic: Code of Conduct and disciplinary proceedings

Proof Hansard Page: 2 (28 August 2020)

Senator Tony SHELDON asked:

Senator SHELDON: How many code of conduct or other disciplinary proceedings have been initiated since the announcement of Ms Broderick's cultural review?

Mr Harfield: For the period since the initiation of the cultural review, I would have to take it on notice, but Ms Gemmell, I think, has the information on how many have been undertaken since we published the review. There were ones being undertaken during that time, but, in answering the question, the number that we give is the number since we published the review.

Senator SHELDON: If Ms Gemmell could tell us those ones and also if there are ones—

Mr Harfield: We can provide the full details on that.

Senator SHELDON: That would be great.

...

Senator SHELDON: How many employees, excluding the executive and senior leadership team, have been investigated under the code of conduct or other disciplinary procedures since Ms Broderick's cultural review was announced?

Mr Harfield: Can we take that on notice to give that precise number, Senator?

...

Senator SHELDON: What is the current cost of engaging external law firms for code of conduct investigations? What is the 12-month budget for that as well?

Mr Harfield: Can I take that on notice, Senator? I'll provide that.

Answer:

Since August 2019, 87 Code of Conduct complaints have been initiated. Of those, 36 employees and 18 managers (excluding the senior leadership team and executive) have been formally investigated.

We spent approximately \$111,480 (2019-20) and \$56,265 (YTD 2020-21) engaging our two external, independent workplace investigation services providers.

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO HEARING QUESTIONS ON NOTICE

Airservices Australia

Committee Question on Notice

Date asked: 28 AUGUST 2020

Topic: Cost of Engagement of People and Culture Officers

Proof Hansard Page: 3 (28 August 2020)

Senator Tony SHELDON asked:

Senator SHELDON: Also what is the cost of engaging the new Chief People and Culture Officer and the team of cultural officers?

Mr Harfield: I don't know off the top of my head the remuneration of Ms Gemmell, but, being an executive position, we report that in our remuneration report. It's in line with our normal executive remuneration. We're in the process of introducing eight people for our Safe Place piece. We can give the cost of that to you on notice. They are external appointments. Because of the Safe Place requirement of independence they weren't open to internal people. We can provide that cost.

Answer:

The total remuneration (salary and superannuation) for the Chief People and Culture Officer is \$490,000 per annum and eight staff in Safe Place is \$1.2m per annum.

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO HEARING QUESTIONS ON NOTICE

Airservices Australia

Committee Question on Notice

Date asked: 28 AUGUST 2020

Topic: Government Assistance

Proof Hansard Page: 5 (28 August 2020)

Senator Susan MCDONALD asked:

CHAIR: Is this the first time that Airservices has received government assistance? It seems a very novel situation—

Mr Harfield: Sorry; I missed the last part, unfortunately.

CHAIR: I was just asking if this was the first time that you'd received government assistance since the organisation was established?

Mr Harfield: I don't know. I can't recall the early days, but I'll correct the record. I'll go back and check, but this is the first time that we've received this level of assistance, because we've been set up to be totally funded by industry and make a return, and we pay a dividend back to government each year. We're a tax-paying entity as well.

Answer:

There has been no other Government financial assistance provided to Airservices since it was established in 1995.

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO HEARING QUESTIONS ON NOTICE

Airservices Australia

Committee Question on Notice

Date asked: 28 AUGUST 2020

Topic: Government Funding Package

Proof Hansard Page: 6 (28 August 2020)

Senator Tony SHELDON asked:

Senator SHELDON: On 18 March this year the government announced a \$715 million package to support the Australian aviation industry. I understand that included funding for Airservices. There were a couple of rounds, as I understand it. Can you detail for the committee how much of the \$715 million was directed to Airservices?

Mr Harfield: I can't tell you exactly, just off the top of my head, how much of the \$715 million—I think, at that stage, it may have been about \$400 million of that. The funding that we've received out of the packages that have been agreed to so far—from March through to the end of this financial year, to June next year—has a total in the order of about \$850 million.

Senator SHELDON: Could you send me the details of that as a follow-up?

Mr Harfield: Yes.

Answer:

Airservices has received funding from the Government under two revenue grants.

The first revenue grant, totalling \$400.0 million, was provided to Airservices as part of the Airline Relief packages in two instalments. The first instalment of \$250m was received in the fourth quarter of financial year 2019/20 and the remaining \$150m was received in the first quarter of financial year 2020/21.

The second revenue grant totalling \$431.8 million will be provided in quarterly instalments over the 2020/21 financial year. To date Airservices has received \$39.8million of this grant.

As at August 2020 Airservices has received \$439.8million in funding from the Government as shown below

Revenue Grant	Received Date	Amount (\$000's)
1st Grant	24/04/2020	250,000
1st Grant	14/07/2020	150,000
2nd Grant	11/08/2020	39,801
Total received to date		439,801

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO HEARING QUESTIONS ON NOTICE

Airservices Australia

Committee Question on Notice

Date asked: 28 AUGUST 2020

Topic: Aviation Rescue Fire Fighting Costs

Proof Hansard Page: 7-8 (28 August 2020)

Senator Tony SHELDON asked:

Senator SHELDON: Could I get a breakdown of the costs for running the aviation rescue firefighting services specifically—an overall cost but also a breakdown for each of the 27 stations as well as their headquarters and training school? You can take that on notice. I'm not expecting you to have that at hand right now, but if you have I would be very pleased!

Mr Harfield: So, just for clarity, we will provide the cost of providing services for our aviation rescue and firefighting—

Senator SHELDON: Yes, the running of the service.

Mr Harfield: The running of the service. We will also provide what we would take in in a normal charging regime, previously—the revenue that that service earns.

Senator SHELDON: And can break it down to the 27 stations, the headquarters the training school?

Mr Harfield: Yes, we can—the cost, yes.

Answer:

The costs directly attributable to running ARFF services for 2019/20 was \$193.0 million.

This attribution of the cost of shared Airservices resources, shared asset costs or overheads, which indirectly support the provision of ARFF services, (for example, information technology, safety assurance and financial services), is approximately \$15 million.

ARFFS revenue for the previous financial year (2018/19) was \$189.6 million.

A more detailed breakdown of costs and revenues by location is provided at [Attachment A](#)

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO HEARING QUESTIONS ON NOTICE

Airservices Australia

Attachments

- [Attachment A](#) – ARFF Services Costs and Revenues by Location & Function

Airport Location/Function (\$mil)	Staff Costs	Supplier Costs	Deprec- iation	Total	Revenues*
Airport Fire Services					
Adelaide	6.3	0.2	0.6	7.0	8.3
Alice Springs	2.2	0.1	0.4	2.6	0.5
Avalon	4.3	0.1	0.5	4.9	0.7
Ayers Rock	1.9	0.3	0.3	2.5	0.3
Ballina	2.6	0.1	1.0	3.7	0.3
Brisbane	10.7	0.3	1.1	12.1	26.4
Broome	2.3	0.2	0.6	3.1	0.4
Cairns	5.5	0.2	0.8	6.5	5.9
Canberra	4.9	0.1	0.6	5.5	7.6
Coffs Harbour	2.8	0.1	0.9	3.9	0.3
Coolangatta	4.8	0.1	0.5	5.4	5.7
Darwin	5.8	0.2	0.7	6.7	2.8
Gladstone	2.3	0.2	0.9	3.4	0.2
Hamilton Island	2.3	0.2	1.2	3.8	0.3
Hobart	3.7	0.1	0.5	4.3	4.9
Whitsunday Coast Airport**	1.5	0.1	0.0	1.7	-
Karratha	2.0	0.2	0.4	2.7	0.5
Launceston	3.2	0.1	0.3	3.7	0.8
Mackay	3.0	0.2	0.6	3.7	0.6
Melbourne	11.8	0.2	1.6	13.6	42.4
Newman	2.3	0.3	0.8	3.4	0.3
Perth	10.3	0.2	1.3	11.8	25.7
Port Hedland	2.3	0.3	1.1	3.6	0.4
Rockhampton	2.6	0.1	0.4	3.1	0.4
Sunshine Coast	2.8	0.1	0.9	3.8	0.7
Sydney	12.5	0.3	1.7	14.6	50.0
Townsville	5.3	0.1	0.2	5.6	3.3
sub-total	122.0	4.8	19.9	146.7	189.6
Training School	4.8	3.5	1.6	9.8	-
ARFF Headquarters & Support	18.6	16.9	1.0	36.5	-
Estimated allocation of Shared Services Costs	9.5	3.5	2.0	15.0	-
TOTAL	154.9	28.7	24.4	208.0	189.6

*Revenues relate to financial year 2018/19. Costs relate to financial year 2019/20

** Whitsunday coast airport service became operational in the 2nd half of 2019/20.

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO HEARING QUESTIONS ON NOTICE

Airservices Australia

Committee Question on Notice

Date asked: 28 AUGUST 2020

Topic: Code of Conduct Investigations – numbers and departures

Proof Hansard Page: 12-13 (28 August 2020)

Senator Janet RICE asked:

Senator RICE: Okay. I think Senator Sheldon asked earlier on about the code of conduct investigations. I'm interested in the code of conduct investigations being brought forward at a management level as well as at a staff level. Are there equal numbers of code of conduct investigations being considered against management as against staff?

Mr Harfield: Yes, and we'll provide that information on notice.

Senator RICE: Right. So you're saying there are proportionally code of conduct investigations—

Mr Harfield: There are code of conduct investigations going on against the leadership cohort as well as the broader place in the ones that are underway. Since the Broderick review has started—it hasn't been published, but we will provide the actual breakdown on notice.

...

Senator RICE: Have the people who have left the organisation post code of conduct investigations been replaced in their positions?

Mr Harfield: I'll have to take that on notice. Two that I'm aware of that have left the organisation have not been replaced. We will take that on notice so that I can give you some accurate information.

Answer:

Since August 2019, 36 employees, 18 managers and 8 from the senior leader team and executive have been formally investigated

Staff that have separated from the organisation following an investigation since the Broderick report's release in May have not been permanently replaced. This has primarily been as a result of recruitment restrictions currently in place as part of our response to COVID-19.

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO HEARING QUESTIONS ON NOTICE

Airservices Australia

Committee Question on Notice

Date asked: 28 AUGUST 2020

Topic: Government Funding Arrangements

Proof Hansard Page: 14 (28 August 2020)

Senator Janet RICE asked:

Senator RICE: What sorts of agreements under the financial relationship have been entered into since the COVID pandemic began? Have there been ministerial directives under the Air Services Act, for example?

Mr Harfield: Not since COVID. It's been part of the assistance packages that were announced for domestic aviation that were part of that. We've taken on notice an earlier question as to the exact details of that.

Senator RICE: Okay. Maybe I missed that. Does that cover the other types of agreements—the revenue replacement agreements and Airservices expense reduction agreements?

Mr Harfield: Sorry, say that again, Senator.

Senator RICE: Has there been a revenue replacement agreement or an Airservices expense reduction agreement?

Mr Harfield: No, there hasn't been an agreement like that. I will come back to you with the exact details on how the funding has been provided to us. It is covering, ostensibly, what would have been the domestic fees that we would have received from the aviation industry during that period of time.

Senator RICE: Okay, yes. If you could take on notice any documentation related to your financial arrangements with the Commonwealth that would be appreciated. Thank you very much.

Answer:

For funding details please see Hearing QoNs (28 August 2020) 5 Government Funding Package

Documentation from the Deputy Prime Minister and response by Airservices Australia CEO to funding arrangements under the Airline Relief Package is below.

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO HEARING QUESTIONS ON NOTICE

Airservices Australia



The Hon Michael McCormack MP

**Deputy Prime Minister
Minister for Infrastructure, Transport and Regional Development
Leader of The Nationals
Federal Member for Riverina**

Ref: MS20-00479

27 MAR 2020

Mr Jason Harfield
Chief Executive Officer
Airservices Australia
25 Constitution Avenue
CANBERRA ACT 2601

Dear Mr Harfield

I am writing to you to outline the arrangements that are being put in place in light of the Australian Government's decision to waive Airservices Australia's (Airservices) charges from 1 February 2020 until 30 September 2020.

The Government has assessed that it is appropriate to provide Airservices with funding of \$400 million in lieu of revenue foregone from the waiving of aviation charges to ensure Airservices ongoing financial viability over this period.

It is proposed that Airservices will receive funding from the Commonwealth through the Department based on the following instalment plan:

February – March 2020	\$100 million
April – May – June 2020	\$150 million
July-August-September 2020	\$150 million
Total	\$400 million

I am seeking your written agreement to these arrangements. If agreed, Airservices will need to provide the Department with an invoice in line with the instalment plan. Invoices should be provided to invoices@infrastructure.gov.au.

Officials from my Department will also continue to work closely with your officials on future funding arrangements acknowledging that there are major implications for Airservices' future revenue streams from the massive reductions of both domestic and international air traffic.

I can assure you that I recognise that Airservices needs to continue to provide their critically important air traffic and aviation rescue and fire fighting services and to retain the currency skills of your safety specialist staff and to progress other key aviation safety initiatives.

Yours sincerely


Michael McCormack

The Hon Michael McCormack MP

Parliament House Canberra | (02) 6277 7520 | minister.mccormack@infrastructure.gov.au
Suite 2, 11-15 Fitzmaurice Street, Wagga Wagga NSW 2650 | michael.mccormack.mp@aph.gov.au

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO HEARING QUESTIONS ON NOTICE

Airservices Australia



Office of the Chief Executive
GPO Box 367, Canberra ACT 2601
25 Constitution Avenue, Canberra ACT 2600

t +61 2 6268 4182
f +61 2 6268 5685

www.airservicesaustralia.com

ABN 59 098 720 886

The Hon Michael McCormack MP
Deputy Prime Minister
Minister for Infrastructure, Transport and Regional Development
Parliament House
CANBERRA ACT 2601

Dear Deputy Prime Minister

Funding of Airservices Australia

Thank you for your letter of 27 March 2020 outlining the Australian Government's plan to fund Airservices Australia to the amount of \$400 million.

This letter is to formally notify you of our acceptance of the terms stated in your letter and we will work closely with your Department to provide all necessary invoices.

I can confirm that Airservices' charges will be waived for all domestic operators until September 2020. I also understand the grant is not intended to be repayable by Airservices Australia as it funds our staff and critical assets in the short term during the significant traffic reduction as a result of the COVID-19 pandemic.

I would like to thank you for providing this vital support for Airservices Australia which will ensure that we can continue to provide the essential services to support our aviation sector. The safety and efficiency of the aviation industry will continue to be our priority during this time of crisis and as it recovers from the Covid-19 pandemic.

Contingency planning for our critical services is in place to minimise impacts due to any outbreaks at our facilities. We are also working hard on safely minimising costs, including pausing any non-essential activities, and reducing discretionary expenditure.

We will continue to work closely with the Department on how the impacts are progressing and how we can continue to support the aviation industry.

Yours sincerely

A handwritten signature in blue ink, appearing to be "J Harfield".

Jason Harfield
Chief Executive Officer
21 April 2020

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO WRITTEN QUESTIONS

Airservices Australia

Committee Written Question Numbers: 1, 2

Date asked: 1 September 2020

Topic: Stored aircraft

Senator Tony SHELDON asked:

Questions:

1. How many aircraft are currently stored at Australian airports?
2. Is it correct that aircraft are stored with fuel on-board?

Answer:

1. That question is best directed the airlines and airports.
2. The fuel quantities in stored planes is a matter for airlines, however it is our understanding that aircraft are stored with minimal fuel to aid maintenance and to enable the starting of engines and moving of aircraft.

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO WRITTEN QUESTIONS

Airservices Australia

Committee Written Question Numbers: 3, 4, 5, 6, 7

Date asked: 1 September 2020

Topic: Fire fighter numbers and capacity

Senator Tony SHELDON asked:

Questions:

3. How many airports have seen a reduction in the level of firefighter capacity required?
4. How many Australian airports have seen ARFF category downgraded?
5. How many fewer firefighters are there active at Australian airports now than prior to the pandemic?
 - a. How many fewer vehicles does that equate to per shift?
 - b. What support has been provided to those firefighters who are required on fewer shifts?
 - c. With fewer shifts, has this reduced the level of training Australian airport firefighters are undertaking?
6. Was this change due to reduced operational requirements, or due to a reduction in funding received through service changes?
7. How long would it take to scale up firefighting capabilities back to usual levels when COVID ends?

Answer:

3. Every airport has the same capacity of ARFFS as they did before the COVID-19 pandemic.
4. Ten stations have reduced category to meet flight reductions however they are able to increase category as required in response to changing airline schedules.
5. No firefighters have lost their employment due to the COVID-19 pandemic; there has been a net gain of seven operational staff in ARFFS since Sep 2019. Rosters have been adjusted to match the changes in category.
 - a. The number of vehicles available at each station has not changed. The number of vehicles required per shift will depend on the category on the day.
 - b. Those firefighters not currently required for category are either on recreation leave by agreement or given alternate duties. All remain in full employment.
 - c. The changes to category have had no impact on training. There has been a limited reduction in training in line with site and travel restrictions and safety measures however, that is being managed at a local level, in consultation with the Civil Aviation Safety Authority.
6. The changes in category are in direct response to the changes in airline schedules.
7. Approximately 72 hours.

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO WRITTEN QUESTIONS

Airservices Australia

Committee Written Question Numbers: 1, 2

Date asked: 31 August 2020

Topic: Code of Conduct – employee representatives

Senator Tony SHELDON asked:

Questions:

1. Can you list what employee representatives you have consulted during the creation of the Code of Conduct?
2. Were there any issues they raised that are not reflected in your changes to the code of conduct?

Answer:

See Hearing QoNs (28 August) 1 Code of Conduct Employee Reps

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO WRITTEN QUESTIONS

Airservices Australia

Committee Written Question Numbers: 3, 4, 5, 6

Date asked: 31 August 2020

Topic: Code of Conduct – investigations

Senator Tony SHELDON asked:

Questions:

3. How many Code of Conduct or other disciplinary proceedings have been initiated since the announcement of Ms Broderick's cultural review?
4. How many employees (excluding the executive or senior leadership team) have been investigated under the Code of Conduct or other disciplinary proceedings since Ms Broderick's cultural review was announced?
5. How many of the executive or senior leadership team have been investigated under the Code of Conduct or other disciplinary proceedings since Ms Broderick's cultural review was announced?
6. What is the current cost of engaging external law firms for Code of Conduct investigations and what is the 12-month budget?

Answer:

Refer to Hearing QoNs (28 August 2020) 2 Code of Conduct and Disciplinary Proceedings

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO WRITTEN QUESTIONS

Airservices Australia

Committee Written Question Numbers: 7, 8

Date asked: 31 August 2020

Topic: Costs and budget

Senator Tony SHELDON asked:

Questions:

7. What is the cost of engaging the new Chief People and Culture Officer and her team of cultural officers?
8. Can you tell the Committee what your normal budget would be?

Answer:

7. Refer to Hearing QoNs (28 August 2020) 3 P&C Officers

8. Airservices operating budget for the 2019/20 financial year was \$1.041 billion. This includes staff costs, supplier costs and depreciation, as shown below:

Expenditure type (\$mil)	Amount
Staff Costs	658.9
Supplier Costs	243.1
Depreciation	139.4
Total	1,041.4

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO WRITTEN QUESTIONS

Airservices Australia

Committee Written Question Numbers: 9, 10

Date asked: 31 August 2020

Topic: Staffing Levels

Senator Tony SHELDON asked:

Questions:

9. Can you provide the committee with a breakdown of staffing levels before the pandemic occurred, say as at 1 March 2020?

10. How many staff do you have currently?

- If there is a reduction, can you explain what has brought about this reduction?
- Which business units have lost staff and how many?

Answer:

9. Staffing levels at 1 March 2020 were:

<i>Group</i>	<i>Headcount</i>
Air Traffic Management	1,376
Aviation Rescue Fire Fighting	864
Enabling Professions (finance, HR etc)	662
Engineering	174
Information & Comms Technology	124
Senior Leadership	174
Technical and Trade	269
<i>Total</i>	<i>3,643</i>

10. Staffing levels at 4 September 2020 were:

<i>Group</i>	<i>Headcount</i>
Air Traffic Management	1,382
Aviation Rescue Fire Fighting	879
Enabling Professions (finance, HR etc)	634
Engineering	165
Information & Comms Technology	115
Senior Leadership	177
Technical and Trade	270
<i>Total</i>	<i>3,622</i>

- There were 96 staff separations and 75 new hires from 1 March to 4 September 2020.
- The net impact by job family is:

<i>Job Family</i>	<i>Net</i>
Air Traffic Management	6
Aviation Rescue Fire Fighting	15
Enabling Professions (finance, HR etc)	-28
Engineering	-9
Information & Comms Technology	-9
Senior Leadership	3
Technical and Trade	1

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO WRITTEN QUESTIONS

Airservices Australia

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO WRITTEN QUESTIONS

Airservices Australia

Committee Written Question Numbers: 11, 12, 13

Date asked: 31 August 2020

Topic: Staff leave, working hours and competencies

Senator Tony SHELDON asked:

Questions:

11. Have any staff across the organisation have been required and/or encouraged to use their leave balances during the pandemic?

- a. Which business units? (explore how many staff, how much leave they have been required to use)

12. Have any staff across the organisation been required and/or encouraged to reduce their working hours since the start of the pandemic?

- b. Which business units?

13. How is Air Services maintaining skills and competencies of staff during the pandemic?

Answer:

11. In accordance with our employment instruments, staff with 'excess' annual leave were required to reduce their balance. All other staff were requested to reduce annual leave balances.

- a. All Airservices staff were requested to reduce annual leave balances (as at March 2020) to zero by 30 June 2020 for corporate staff and 30 September 2020 for operational staff.

12. None.

13. Airservices has robust systems to ensure all air traffic controllers and aviation rescue fire fighters maintain required competency and proficiency standards in accordance with applicable CASA regulations. A number of risk based initiatives have been implemented during the current COVID-driven decline in air traffic. This includes:

- Each air traffic control unit has been risk assessed to determine the impact on service delivery and have proposed or implemented risk controls including: regular access to simulation to refresh skills associated with pre-COVID traffic levels; and establishing triggers relating to future air traffic increases to provide additional training for newly endorsed controllers who have not yet been exposed to higher traffic levels in the operational environment
- A low traffic endorsement training and performance monitoring process has been implemented to provide assurance of ongoing maintenance and consolidation of skills.

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO WRITTEN QUESTIONS

Airservices Australia

Committee Written Question Numbers: 14, 15, 16, 17

Date asked: 31 August 2020

Topic: Aviation Rescue Fire Fighting Service

Senator Tony SHELDON asked:

Questions:

14. Could I get a breakdown of the costs for running the Aviation Rescue Fire Fighting Service with a breakdown for each of the 27 stations as well their Headquarters and training school?
15. As of today, how many people are currently employed as part of the Aviation Rescue Fire Fighting Service?
16. Have the crewing numbers at each station changed since this time last year?
17. Would you be able to take on notice and provide to the committee the number of people employed in the Aviation Rescue Fire Fighting Service currently and this time last year broken down by station to the committee?

Answer:

14. See Hearing QoNs (28 August 2020) 6 ARFFS costs
15. There are 879 employed in the Aviation Rescue Fire Fighting Service job family, comprising Fire Commander, Station Officer, Substation Officer, Leading Fire Fighter, Fire Fighter and Recruit Fire Fighter.
16. Yes. Changes to crew numbers reflect standard staff movement practices in and across stations such as temporary transfers, and fly in/fly out rosters, as well as changes caused by Covid-19 travel restrictions.
17. Number of staff employed in the Aviation Rescue Fire Fighting Service job family, by station is:

<i>Station</i>	<i>September 2020</i>	<i>September 2019</i>
Adelaide	49	47
Alice Springs	14	14
Avalon	30	29
Ayers Rock	11	11
Ballina	20	17
Brisbane	80	76
Broome	16	13
Cairns	41	43
Canberra	35	34
Coffs Harbour	20	18
Coolangatta	34	36
Darwin	43	42
Gladstone	15	16
Hamilton Island	16	17
Hobart	24	24
Karratha	11	12
Launceston	23	23
Mackay	21	21
Maroochydore	22	20

Rural & Regional Affairs and Transport Legislation Committee

Oversight of Airservices Australia

ANSWERS TO WRITTEN QUESTIONS

Airservices Australia

Melbourne (incl Recruit)	90	106
Newman	12	10
Perth	73	81
Port Hedland	12	12
Proserpine	11	-*
Rockhampton	20	21
Sydney	98	92
Townsville	38	37
<i>Total</i>	<i>879</i>	<i>872</i>

* Proserpine commenced ARFFS on 1 July 2020.