

**Senator Katy Gallagher** asked Airservices Australia, in writing, on 3 July 2020:

With reference to measures adopted by Airservices Australia in relation to its staff due to the COVID-19 pandemic:

1. Why were no staff offered redeployment to other agencies under the Australian Public Service's (APS) temporary mobility arrangements. Did Airservices Australia discuss this option with the APSC or with the Minister's office? If so, with whom and when was it discussed?
2. What were the other cost management initiatives referred to in the answer? Were these discussed with the Minister's office?
3. How many staff (in absolute numbers and as a percentage) were directed to reduce their leave balance to zero under clause 45.6(a) of the Airservices Australia Enterprise Agreement 2019-2022 (EBA).
4. Were any staff required to take leave where they did not meet the requirements in clause 45.6(a) of the EBA. If so, how many and what was the basis for requiring these staff to take leave.
5. Did any staff have leave included in their rosters without their agreement. If so, how many staff did this affect and how many satisfied the requirements of clause 45.6(a) of the EBA.
6. Did Services Australia tell staff the organisation would potentially consider entering a partial or full shutdown and using clause 45(b) to direct leave.

**Airservices Australia** has provided the following answer to the honourable Senator's question:

1. Airservices staff are have continued to remain fully employed in their substantive roles providing or supporting essential services.
2. Other cost management initiatives include: pausing recruitment activities; and expenditure reductions in staff travel, staff overtime, consultancy/contractor, and discretionary staff training. The Minister's office has been regularly briefed on the impact of the pandemic on Airservices financial position.
3. 82 (or 6.7 per cent) staff with 'excess' annual leave were required to reduce their balance in accordance with clause 45.6(a) of the EBA.
4. All remaining employees were *requested* to reduce their annual leave balance.
5. No. In some cases leave was allocated in advanced rosters for planning purposes, subject to agreement with employees.
6. Staff were advised that Airservices was introducing cost saving measures in response to the significant reduction in revenue. The measures introduced were to minimise any requirement for Airservices to consider other options that would impact staff more significantly.