

**Question on notice no. 238**

**Portfolio question number: SQ22-000834**

**2022-23 Budget estimates October and November**

**Rural and Regional Affairs and Transport Committee, Infrastructure,  
Transport, Regional Development, Communications and the Arts Portfolio**

**Senator Larissa Waters:** asked the Airservices Australia on 7 December 2022—

Airservices introduced a Retirement Incentive Scheme (RIS) in 2021 for employees between 56 and 65. Please provide a table outlining how many employees have left the organisation since Oct 2021, including their role, years with AA, and whether they left as part of the RIS.

What was the total cost of the RIS?

How many of the positions / work functions that left since Oct 2021 have been re-advertised by Airservices?

How will Airservices meet the workforce demands for more ATCs, support staff and especially experienced senior flight path designers required to implement the measures Airservices has adopted in the Brisbane draft PIR report?

**Answer —**

Please find answer attached.

## Rural and Regional Affairs and Transport

### QUESTION ON NOTICE

#### Budget Estimates 2022 - 2023

#### Infrastructure, Transport, Regional Development, Communications and the Arts

Committee Question Number: 238

Departmental Question Number: SQ22-000834

Division/Agency Name: Agency - Airservices Australia

Hansard Reference: Written (7 December 2022)

Topic: Retirement Incentive Scheme

Senator Larissa Waters asked:

Airservices introduced a Retirement Incentive Scheme (RIS) in 2021 for employees between 56 and 65. Please provide a table outlining how many employees have left the organisation since Oct 2021, including their role, years with AA, and whether they left as part of the RIS. What was the total cost of the RIS?

How many of the positions / work functions that left since Oct 2021 have been re-advertised by Airservices?

How will Airservices meet the workforce demands for more ATCs, support staff and especially experienced senior flight path designers required to implement the measures Airservices has adopted in the Brisbane draft PIR report?

**Answer:**

- a. **Table 1** shows how many employees departed Airservices between 1 October 2021 and 8 December 2022, their role, whether they left as part of the RIS, and length of service.

**Table 1: Employee departures 1 October 2021 – 8 December 2022**

Role	Total exits	RIS exits	VR <sup>1</sup> exits	Resignation exits	Other exits <sup>4</sup>	Length of service
ARFF <sup>2</sup> cohort	109	91	0	16	2	0–49 years
ATC <sup>3</sup> cohort	184	144	1	27	12	0-52 years
Other	193	0	29	137	27	0-43 years

1 Voluntary Redundancy

2 Aviation Rescue Fire Fighting

3 Air Traffic Control

4 Other exits include departures such as dismissals, retirements, failure to meet course requirement (operational), or end of contract.

- b. The total cost of the RIS was \$58 million.

- c. The RIS offered an incentive to eligible operational employees aged 56 years or older as at 30 June 2021 and expected to retire within the next three years, to bring forward their retirement date. The RIS allowed Airservices to focus our operational recruitment pipeline on the anticipated loss of skill due to retirement, and to employ, train and develop new recruits in time for the projected return of air traffic, whilst recovering the overall operating costs from accrued employee benefit liabilities at a time of significantly reduced revenue due to the pandemic.

The roles of employees who departed Airservices over the period October 2021 – 8 December 2022 via:

- voluntary redundancy have not been advertised as these roles are no longer required or did not meet new capability requirements
  - resignation or other exits have been advertised where required.
- d. Recruitment for roles to maintain required staffing levels to meet service requirements is undertaken as part of Airservices' overall workforce management. Airservices is fully compliant with staffing requirements nationally to ensure the safety of airlines, airports and the travelling public.