

Question on notice no. 391

Portfolio question number: 395

2019-20 Supplementary budget estimates

**Rural and Regional Affairs and Transport Committee, Infrastructure,
Transport, Cities and Regional Development Portfolio**

Senator Glenn Sterle: asked the Civil Aviation Safety Authority on 8 November 2019—

Does CASA agree that there are serious issues with workplace culture?

What steps is CASA taking to improve workplace culture?

How many vacant positions exist in the technical workforce?

What is the impact on industry and aviation safety of these positions being unfilled?

When does CASA plan on filling these vacancies?

CASA's corporate plan recognises that staff lacking skill or not having the capacity to perform their role is a risk to aviation safety, why has CASA allowed so many vacancies to remain in the technical workforce?

Answer —

See attachment.

Rural & Regional Affairs and Transport Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Supplementary Budget Estimates 2019 - 2020
Infrastructure, Transport, Cities and Regional Development

Committee Question Number: 391
Departmental Question Number: SQ19-000395

Program: n/a
Division/Agency: Civil Aviation Safety Authority
Topic: CASA's workplace culture
Proof Hansard Page: Written (8 November 2019)

Senator Glenn Sterle asked:

- Does CASA agree that there are serious issues with workplace culture?
- What steps is CASA taking to improve workplace culture?
- How many vacant positions exist in the technical workforce?
- What is the impact on industry and aviation safety of these positions being unfilled?
- When does CASA plan on filling these vacancies?
- CASA's corporate plan recognises that staff lacking skill or not having the capacity to perform their role is a risk to aviation safety, why has CASA allowed so many vacancies to remain in the technical workforce?

Answer:

1. CASA's findings from the 2019 APS Employee Census show that employee engagement remains strong at 72 per cent.
2. The CASA Workforce Plan 2019-2023 includes a wide range of initiatives that will further improve CASA's positive workplace culture, including:
 - a. implementing a new Work Health and Safety Strategy to foster CASA's safety culture;
 - b. refreshing the CASA Award Scheme to continue the promotion of a high-performance culture; and
 - c. reviewing CASA's performance and communication scheme to foster employee development and performance.
3. As at 31 October 2019, there were 41 vacancies of the 381 technical roles in CASA.
4. CASA continues to meet industry oversight obligations. Planned surveillance for FY 2018/19 consisted of around 1100 planned safety audits with the current year achievement rate running at 93 per cent.
5. CASA continues to recruit to technical roles with three offers under consideration. If accepted, this will reduce the current technical vacancies to 38 noting additional offers will be made.
6. The industry from which CASA recruits its technical staff is highly competitive which makes it challenging to recruit and retain staff with technical skills who are in demand across the industry.

CASA manages vacancies by having in place a longitudinal recruitment program, rolling induction and training modules and by implementing programs to make best use of all the staffing resources available.