

**Rural & Regional Affairs and Transport Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Additional Estimates February 2013

**Infrastructure and Transport**

**Question no.:** 118

**Program:** n/a

**Division/Agency:** (AA) Airservices Australia

**Topic:** Staff Turnover, Bullying And Harassment

**Proof Hansard Page/s:** 70 (12/02/13)

**Senator XENOPHON asked:**

**Senator XENOPHON:** On notice, can you give you me a note, because there were concerns about staff turnover, bullying and harassment within Airservices Australia. Can you tell me whether there has been any change in those figures in the last 12 months, for instance?

**Ms Staib:** I have some figures here now, but if you prefer I can go into the detail on notice.

**Senator XENOPHON:** If you can go into the detail on notice.

**Answer:**

The table below shows the data related to all staff complaints lodged under our Fair Treatment Review System. The FTRS deals with complaints of application of process (if an employee perceives an Airservices system, program, policy or procedure has been applied unfairly) and potentially unlawful treatment (if an employee believes they have been treated unfairly or unlawfully by another Airservices employee, including bullying, discrimination, harassment, sexual harassment, victimisation or vilification).

	2010-11	2011-12	2012-13 (at 31 Jan 2013)
Complaints	16	18	7

Staff turnover rate for 2012 calendar year - 6.3%

Staff turnover rate for 2011 calendar year - 6.7%

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**Question no.:** 119

**Program:** n/a

**Division/Agency:** (AA) Airservices Australia

**Topic:** CEO Expenditure

**Proof Hansard Page/s:** 71 (12/02/13)

**Senator XENOPHON asked:**

**Senator XENOPHON:** Could you, on notice, given that there was a concern that was expressed publicly about the expenditure on both credit cards and on travel for Mr Russell and senior executives, could we get some comparisons in terms of what has been spent in the last few months in respect of that?

**Ms Staib:** In respect to the previous CEO and compared to my expenses; is that what you are asking?

**Senator XENOPHON:** Since Mr Russell left. I am not picking on you. I am just saying since Mr Russell left, whether there has been a reduction of expenditure, in terms of credit cards, entertainment and the sort of matters that were raised publicly.

**Ms Staib:** I will take that on notice.

**Answer:**

The total average monthly expense for the Chief Executive Officer for the period 15 May 2012 to 22 February 2013, is \$4,236.57. These costs include credit card and travel related expenditure.

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**Question no.:** 120

**Program:** n/a

**Division/Agency:** (AA) Airservices Australia

**Topic:** Corporate Sponsorships

**Proof Hansard Page/s:** 71 (12/02/13)

**Senator FAWCETT asked:**

**Senator FAWCETT:** Ms Staib, can I take you to the issue of corporate sponsorships by Airservices?

**Ms Staib:** Yes.

**Senator FAWCETT:** At a time when everybody is looking at budgets I noticed \$350,000 annually is given to corporate sponsorships. Could you take a question on notice to come back to the committee with what those sponsorships are and the objectives for each one?

**Ms Staib:** Yes.

**Senator FAWCETT:** I would like, specifically, to go to the \$100,000 that is given to scholarships for people obtaining pilots' licences and the media release that was issued in November last year. It says, 'Some of the successful applicants have since taken up roles as commercial pilots.' In terms of a return, if you like, to the taxpayer, I would be interested to know how many people have actually translated parts of that \$100,000 into a commercial aviation career, as opposed to a nice bucket list activity that they have now ticked off.

**Ms Staib:** We will take that on notice in terms of the sponsorship question and in regard to the specific question around the scholarships for flying training.

**Answer:**

Airservices is not Budget funded.

Airservices allocates approximately \$350,000 annually for a range of corporate sponsorship commitments, which includes flight training opportunities for young people and are part of our ongoing commitment to developing and fostering the Australian aviation industry.

These include:

**Flying / Training Scholarships**

- Recreational Aviation Australia - \$25,000 per year for ten (10) scholarships a year (ended 2012)
- Australian Women Pilots' Association - \$33,000 per year – four (4) scholarships (ends 2014)
- Royal Federation of Aero Clubs - \$25,000 per year – four (4) scholarships (ends 2014)

The objective of these flying and training scholarships is to promote and foster the Australian aviation industry and encourage people with an interest in aviation to pursue employment opportunities within the industry. This will assist in contributing to the industry having access to appropriately skilled workers that can participate in many sectors of the aviation industry; an outcome of the Government's National Aviation Policy White Paper.

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**Question no.:** 121

**Program:** n/a

**Division/Agency:** (AA) Airservices Australia

**Topic:** Archerfield Scouts

**Proof Hansard Page/s:** 72 (12/02/13)

**Senator FAWCETT asked:**

**Senator FAWCETT:** The manager of Airport Relations, Mr Sparrow, wrote to the Queensland Scouts in December last year. You may recall the Queensland Scouts had invested a large amount of donated money on building a facility at Archerfield Airport which was then knocked down by the leaseholder, or at the leaseholder's direction. It is now still sitting vacant. They have been in discussions with Airservices for some time about potentially using land near a non-directional beacon to build a building. I noticed in a letter here that Airservices indicated that they are happy to discuss the Scouts building a building there. In the same letter though, they say, 'Airservices has a policy of disposing land which is surplus to requirements at full market value and would not see an exception in this case.' What does that mean for the Scouts, if they went ahead and invested money to build a new Scout air training facility on that land and then when NDBs become redundant in 2016, Airservices disposes of the land at full market rate, what protections do the Scouts have to make sure that what happened to them and their publicly donated monies last time does not happen again?

**Ms Staib:** I would have to take that on notice, in terms of the time line of when this has happened. As I understand, the demolition of the building occurred in 2008 and it would seem that on our current planning that the land would be available at 2016. In terms of protecting the Scouts' previous investment, I cannot speak to that just at the moment.

**Senator FAWCETT:** I am talking about the offer for them to potentially build a building on the site now because the siting locations for NDBs have been relaxed. It appears that there is the option for them to build a facility on that site now, even ahead of the decommissioning, but the letter then goes on to say that it would appear to be Airservices' intention to dispose of the land at full market value in 2016. Clearly there is a conflict there for the Scouts, who are very wary of yet again raising money from the public and building a building just to have it knocked down. I would like some clarity around that on their behalf and I am happy to take that on notice.

**Ms Staib:** I will take that on notice because my understanding was that the land would not be available until 2016. I will need to take that on notice to clarify that.

**Senator FAWCETT:** It indicates here, 'The criteria appear favourable to locating an activity centre in the north-west corner of the NDB site, providing the buildings are more than 120 metres from the NDB and below 10.5 metres in height,' which clearly indicates that it is co-located with the NDB, not in 2016. If you could clarify that, that would be useful.

**Ms Staib:** Certainly.

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**Answer:**

Airservices has written to the Scouts Association confirming the de-commissioning of the Non-Directional Beacon is expected to be in 2016 after which time the land will become surplus to Airservices requirements. The advice also indicates on what basis and conditions Airservices would be prepared to discuss with the Scouts Association options ahead of the expected de-commissioning date. A copy of this advice is attached.

**121 – Attachment A**



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Mr Ian Lightbody  
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The Scout Association of Australia  
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PO Box 520  
TOOWONG QLD 4066

Via email:

Dear Mr Lightbody

I refer to your letter dated 26 March 2013 and our letter dated 14 December 2012 in relation to potential siting options for the Scouts Air Activities Vocational Centre on land owned by Airservices at Archerfield airport. We note that you are considering a number of options for Scout Air Activities.

I wish to clarify a few points in relation to the availability of the land on which the Airservices Non Directional Beacon (NDB) is located as referred to in our last letter to ensure there is no misunderstanding of our requirements or the potential options for your project.

The NDB is expected to be de-commissioned in 2016 after which time the land will become surplus to Airservices requirements.

In the meantime, recently revised NDB siting criteria means that locating an Air Activities Vocational Centre in the North West corner of the NDB site is now feasible, but would be subject to the following conditions:

- a) The buildings need to be more than 120 metres from the NDB and below 10.5 metres in height; and
- b) The Scouts would need to acquire suitable land from Airservices at full market value.

While the full site is not available for purchase until the NDB has been de-commissioned in 2016, we would be happy to enter commercial discussions with you on options to proceed ahead of our de-commissioning date.

We look forward to further discussions when your plans in regards to Scout Air Activities at Archerfield progress.

Yours sincerely

Andrew Sparrow  
Manager Airport Relations

04 April 2013

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**Question no.:** 122

**Program:** n/a

**Division/Agency:** (AA) Airservices Australia

**Topic:** Gold Coast Instrument Landing System

**Proof Hansard Page/s:** Written

**Senator FAWCETT asked:**

1. In relation to the planned installation of the Gold Coast Instrument Landing System, can you please provide me with the progress towards implementing an Instrument Landing System at Gold Coast Airport?
2. Do you have any updated costings of the installation of the ILS at Gold Coast Airport?
3. What further decisions need to be made or actions undertaken before the ILS can be installed?
4. Is detailed engineering, technical and airspace design work underway at the moment?
  - (a) When did this begin?
  - (b) When will this conclude?
  - (c) Has community consultation commenced? If not, why not?
  - (d) When will community consultation commence?
  - (e) When will it conclude?
  - (f) Is installation of the Gold Coast ILS being fast-tracked? If not, why not?
  - (g) When do you expect that the ILS will be installed?
  - (h) What are the impediments to the installation of the ILS being fast-tracked and installed as soon as possible?
  - (i) Will the installation of ILS result in a change to flight paths at the airport?

**Answer:**

1. Airservices has provided Gold Coast Airport Ltd (the Airport) with additional data and information requested to help inform the Airport's decision on which runway end to locate the Instrument Landing System (ILS). The Airport and Airservices have signed a Letter of Agreement that outlines mutual roles and responsibilities in terms of progressing the installation of one ILS at the Gold Coast.
2. The costs for our component of the ILS installation will be finalised once a location has been determined.

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3. Issues to be addressed include:
- i. A decision by the Airport on which runway end to locate the ILS.
  - ii. The potential acquisition of State land by the Airport.
  - iii. Resolution of site issues (environment protection, native title, swamp reclamation, surrounding infrastructure such as roads etc).
  - iv. Approval of the Major Development Plan, including community consultation.
  - v. Regulatory approval of the proposed approach procedures.
  - vi. Environmental assessment.
4. Initial planning work to evaluate the scope of works has been undertaken by Airservices to assist the Airport in making a decision on the ILS location. More detailed engineering, technical and airspace design work cannot commence until a location has been determined. The draft preliminary airspace design work for proposed flight paths is progressing and will be included in all community consultation.

Airservices and the Airport have consulted with the airlines in regards to operational requirements. Installation of the ILS will require the Airport to progress a Major Development Plan (MDP). Formal community consultation will occur as part of the MDP process.

Airservices has committed funds for one ILS facility in their forward capital program and have agreed to progress the installation as soon as the ILS site is confirmed by the airport and made available.

Any changes to flight paths will be considered as part of the airport's MDP process.



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**Question no.:** 123

**Program:** n/a

**Division/Agency:** (AA) Airservices Australia

**Topic:** RNP installation

**Proof Hansard Page/s:** Written

**Senator FAWCETT asked:**

1. What is AA's progress towards implementing RNP at Australia's major capital city airports?
2. What is the order of priority of airports for the installation of RNP?
3. What impact will the installation of RNP have on noise amelioration for residents living close to the airport?

**Answer:**

1. and 2.

A Smart Tracking (RNP) trial has been underway at 17 airports since 2006. Smart Tracking was made permanent at Brisbane in March 2012, and at Melbourne and Canberra in February 2013. Community consultation has been completed at Adelaide and Cairns and the procedures are scheduled to be implemented in May 2013.

3. In most areas, there are no new areas of population exposed to noise as the tracks are within existing flight path (and noise) corridors. The maximum noise level from existing aircraft types will not change.