

**Question on notice no. 100**

**Portfolio question number: 100**

**2020-21 Additional estimates**

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

**Senator Glenn Sterle:** asked the Airservices Australia on 22 March 2021—

Senator STERLE: I want to go to the Broderick report—a couple of questions around that. I'll take you to one of the last paragraphs on your website, which talk about the review team finding there were distinct areas of culture that require immediate action and reform, including the levels of bullying and harassment. One of the recommendations from the Broderick report was the creation of the Safe Place team. How's that gone? Mr Harfield: That was established late last year and is now up and running. Senator STERLE: Can you walk us through it? Who's on it; what do they do; do they meet regularly? Mr Harfield: Safe Place is a unit, a group of staff, that handles investigations, as well as reviewing. It is independent of normal line management for people to report to in a confidential manner. One of the findings that came out of the Broderick review is that people were not confident in reporting through the management chains, so that unit is there to do the investigations et cetera under the code of conduct or anything that may be referred to them. Senator STERLE: Have they done any investigations since their formation? Mr Harfield: They have done a number of investigations. Senator STERLE: Can you walk us through—no names, no pack drill—the success of it? Mr Harfield: To give you the exact numbers, I'd have to take that on notice.

**Answer —**

Answer attached.

**Rural & Regional Affairs and Transport Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Additional Estimates 2020 - 2021  
**Infrastructure, Transport, Regional Development and Communications**

**Committee Question Number:** 100  
**Departmental Question Number:** SQ21-000229

**Program:** n/a  
**Division/Agency:** Airservices Australia  
**Topic:** Broderick Report  
**Proof Hansard Page:** 62 (22 March 2021)

**Senator Glenn Sterle asked:**

**Senator STERLE:** I want to go to the Broderick report—a couple of questions around that. I'll take you to one of the last paragraphs on your website, which talk about the review team finding there were distinct areas of culture that require immediate action and reform, including the levels of bullying and harassment. One of the recommendations from the Broderick report was the creation of the Safe Place team. How's that gone?

**Mr Harfield:** That was established late last year and is now up and running.

**Senator STERLE:** Can you walk us through it? Who's on it; what do they do; do they meet regularly?

**Mr Harfield:** Safe Place is a unit, a group of staff, that handles investigations, as well as reviewing. It is independent of normal line management for people to report to in a confidential manner. One of the findings that came out of the Broderick review is that people were not confident in reporting through the management chains, so that unit is there to do the investigations et cetera under the code of conduct or anything that may be referred to them.

**Senator STERLE:** Have they done any investigations since their formation?

**Mr Harfield:** They have done a number of investigations.

**Senator STERLE:** Can you walk us through—no names, no pack drill—the success of it?

**Mr Harfield:** To give you the exact numbers, I'd have to take that on notice.

**Answer:**

Safe Place was established on 1 October 2020 and has completed a number of investigations that were previously underway as well as commencing new investigations, which have included:

- 44 misconduct allegations assessed which led to 10 investigations. Of the 10 investigations, 2 breaches were found which resulted in either termination or sanctions with 8 investigations still open nearing completion.