

**Question on notice no. 130**

**Portfolio question number: SQ24-000239**

**2023-24 Additional estimates**

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

**Senator Bridget McKenzie:** asked the Airservices Australia on 22 February 2024—

(1.How many staff have departed the organisation since 2015 broken down by year and categorised as follows:

- a.Voluntary Redundancy
- b.Redundancy
- c.Terminated
- d.Resigned
- e.Mutual Termination

2.What was the total number of complaints received of bullying and harassment in 2023?

3.How many of those complaints were investigated?

4.Were any actions taken?

5.Have you provided any briefs to the department on this report? If so, what dates?

6.Have you provided any briefs to the Minister on this report? If so what dates?

7.What date did the board recommend the reappointment of the CEO?

8.What was the date the brief was provided to the Minister on the reappointment of the CEO?

**Answer —**

Please find answer attached

**Rural and Regional Affairs and Transport**

**QUESTION ON NOTICE**

**Additional Estimates 2023 - 2024**

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

**Committee Question Number: 130**

**Departmental Question Number: SQ24-000239**

**Division/Agency Name:** Agency - Airservices Australia

**Hansard Reference:** Written (22 February 2024)

**Topic:** AIRSERVICES - Culture

**Senator Bridget McKenzie asked:**

1. How many staff have departed the organisation since 2015 broken down by year and categorised as follows:
  - a. Voluntary Redundancy
  - b. Redundancy
  - c. Terminated
  - d. Resigned
  - e. Mutual Termination
2. What was the total number of complaints received of bullying and harassment in 2023?
3. How many of those complaints were investigated?
4. Were any actions taken?
5. Have you provided any briefs to the department on this report? If so, what dates?
6. Have you provided any briefs to the Minister on this report? If so what dates?
7. What date did the board recommend the reappointment of the CEO?
8. What was the date the brief was provided to the Minister on the reappointment of the CEO?

**Answer:**

1. The number of staff departures via the specified categories is shown below.

		2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
a.	Voluntary Redundancy	22	661	74	18	11	59	321	125	14	3
b.	Redundancy	1	32	99	76	12	8	4	8	6	3
c.	Terminated	23	35	31	35	19	26	20	17	24	5
d.	Resigned	134	134	81	115	110	98	103	164	152	18
e.	Mutual Termination	24	19	5	7	56	91	31	42	41	0

2. In 2023, there were 28 complaints which included allegations of Bullying & Harassment (including sexual harassment).
3. Five are under formal investigation and awaiting findings.

4. 15 matters did not warrant investigation and instead, alternative resolutions were applied such as Training/coaching, Facilitated Conversations, Local Management Action, Counselling, Team Cultural intervention and Support. The remaining 8 matters remain under preliminary assessment.
5. Airservices provides quarterly progress reports on its Corporate Plan to the Department of Infrastructure, Transport, Regional Development, Communications and the Arts and Minister of Infrastructure, Transport, Regional Development and Local Government, the Hon Catherine King MP on its Culture program including actions in response to the Broderick & Co progress review.
6. See response to Question 5.
7. The Board provided advice to the department regarding the re-appointment of the CEO on 24 March 2023.
8. Airservices did not provide a brief to the minister on the re-appointment of the CEO.