

Appendix B: Airservices remuneration report 2022–23

2022–23 remuneration report

The purpose of this section is to summarise the:

- remuneration for Board members
- performance outcomes and remuneration of the Executive
- remuneration for other leadership roles and other highly paid staff who were remunerated over \$240,000.

Board members and Executive

Board members

We are governed by a Board that consists of a Chair, Deputy Chair, 6 non-executive members and the CEO. The Board, other than the CEO, is appointed by the Minister. The CEO is appointed by the Board.

The Board is responsible for determining the corporate objectives, strategies and policies, and ensuring that we perform our functions in a proper, efficient and effective manner.

Table 1 – Board members

Name	Position	Term
John Weber	Chair	Current
Greg Hood	Deputy Chair	Current
Anne Brown	Board member	Part year – expired 3 December 2022 and reappointed on 2 February 2023
Sue Bussell	Board member	Part year – finished 3 December 2022
Eileen Doyle	Board member	Current
Marlene Kanga	Board member	Current
David Marchant	Board member	Ceased – finished 20 July 2023
Lawrence Turner	Board member	Current
Jason Harfield	Chief Executive Officer	Current

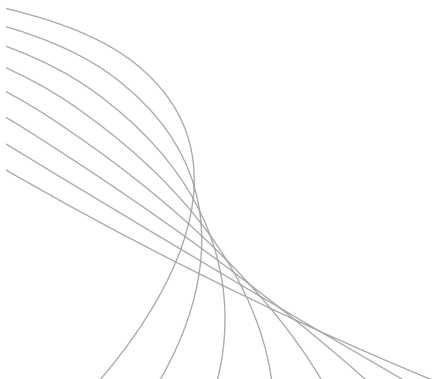


Table 2 – Executive

The Executive is accountable for leading, planning and managing Airservices operations, activities and performance in achieving Airservices purpose and objectives.

Name	Position	Term
Michelle Bennetts	Chief Service Delivery Officer	Current
Peter Curran	Chief Customer and External Relations Officer	Current
Paul Logan	Chief Finance and Performance Officer	Current
Mark Hind	Chief Technology Enablement Officer	Current
Christian Patten	Chief Strategy Execution Officer	Current
Elizabeth Grinston	General Council and Board Secretary	Current
Nicole Devlin	Chief Communications Officer	Part year – finished 1 October 2022
Thomas Hunter	Acting Chief Communications Officer	Part Year – commenced 19 December 2022
Lucinda Gemmell	Chief People and Culture Officer	Part year – finished 10 February 2023
Sarah Davis	Acting Chief People and Culture Officer	Part year – commenced 11 February 2023
Glen Lang	Acting Chief Safety and Risk Officer	Part year – commenced 3 June 2022, ceased 31 January 2023
Mark Scanlan	Director of Safety, Security and Environment Assurance	Part year – commenced 31 January 2023

Remuneration strategy and settings

Executive remuneration

Each Executive role is independently evaluated to determine internal and external relativities of the position's level of work value, size and complexity, accountability, and expertise and judgement required to be successful.

The position is benchmarked against a comparator group for Airservices comprising a blend of industry and sector-relevant private and public sector organisations. The remuneration is subsequently set using a combination of the 50th percentile of the Mercer National General Market (MNGM) and individual position benchmarking.

The MNGM comprises comprehensive data from over 750 organisations with over 330,000 data points across multiple industries, sectors and job families to provide an overall representation of the market. Other factors considered include the Remuneration Tribunal data and guidance.

In September 2021, any performance bonus or Short-Term Incentive (STI) plans were removed in entirety for all eligible employees.

Executive remuneration is made up of Total Fixed Remuneration only.

Total fixed remuneration

Total fixed remuneration includes cash salary, employer contributions and any salary sacrifice component. It is reviewed annually against the remuneration benchmarking data and corporate performance, with a focus on maintaining a commercially responsible position.

Remuneration governance

A key objective of the Board People, Culture and Remuneration Committee is to review matters relating to the remuneration and performance of the CEO and Executive.

The Committee comprises at least 3 non-executive Board members, with one appointed as the Chair. In addition, the Board Chair and CEO are ex-officio members of the Committee.

In 2022-23, the Committee Chair was Sue Bussell until 3 December 2022 and Lawrence Turner from 4 December 2022. The non-executive Board members were Anne Brown and Greg Hood.

Remuneration Governance Framework

01 Chief Executive Officer

- Determine remuneration package principles for Executives
- Determine performance metrics and performance outcomes for Executives

02 Board People, Culture and Remuneration Committee

- Propose CEO remuneration package, performance metrics and performance outcomes
- Review CEO recommendations on Executives' remuneration, performance metrics and performance outcomes

03 Board

- Approve CEO remuneration package, performance metrics and performance outcomes (noting Board People, Culture and Remuneration Committee recommendations)
- Endorse CEO decisions on Executives' remuneration, performance metrics and performance outcomes (noting Board People, Culture and Remuneration Committee recommendations)

Annual fees and allowances for Board members

Annual fees and allowances for our Chair, Deputy Chair and Board members are determined by the Commonwealth Remuneration Tribunal. In setting remuneration, the Tribunal considers a range of matters including workload and value of the office, fees in the private sector, and wage and other economic indices.

Board member remuneration

The following table outlines the remuneration earned and accrued by Board members throughout 2022-23.

Table 3 – Board remuneration

Name	Position title	Short-term benefits			Post-employment benefits	Other long-term benefits			Total remuneration
		Base salary	Bonuses	Other benefits and allowances ¹	Superannuation contributions	Long service leave	Other long-term benefits	Termination benefits	
John Weber	Chair	\$170,772	-	\$4,156	\$17,956	-	-	-	\$192,884
Greg Hood	Deputy Chair	\$128,086	-	\$1,088	\$13,468	-	-	-	\$142,642
David Marchant	Board member	\$85,391	-	\$5,536	\$8,978	-	-	-	\$99,905
Marlene Kanga	Board member	\$85,391	-	\$2,426	\$8,978	-	-	-	\$96,795
Sue-Ellen Bussell	Board member	\$36,724	-	\$2,175	\$3,869	-	-	-	\$42,768
Anne Brown	Board member	\$71,306	-	\$5,780	\$7,500	-	-	-	\$84,585
Lawrence Turner	Board member	\$85,391	-	\$3,604	\$8,978	-	-	-	\$97,974
Eileen Doyle	Board member	\$85,391	-	\$3,814	\$8,978	-	-	-	\$98,183
Total		\$748,452	-	\$28,580	\$78,706	-	-	-	\$855,737

¹ Includes Board Committee membership and travel allowances.

Executive remuneration

The following table outlines the remuneration earned and accrued by the Executive members in 2022-23.

Table 4 – Executive remuneration

Name	Position title	Short-term benefits		Other benefits and allowances ²	Post-employment benefits	Other long-term benefits			Total remuneration
		Base salary ¹	Bonuses		Superannuation contributions	Long service leave	Other long-term benefits	Termination benefits	
Jason Harfield	Chief Executive Officer	\$871,632	-	\$8,000	*\$126,750	\$23,953	-	-	\$1,030,335
Peter Curran	Chief Customer and External Relations Officer	\$507,176	-	\$7,444	\$25,414	\$11,035	-	-	\$551,070
Paul Logan	Chief Finance and Performance Officer	\$443,548	-	\$8,000	*\$46,152	\$11,918	-	-	\$509,618
Michelle Bennetts	Chief Service Delivery Officer	\$470,229	-	\$6,430	\$25,867	-\$43,462	-	-	\$459,064
Christian Patten	Chief Strategy Execution Officer	\$448,531	-	\$5,209	\$26,153	\$8,196	-	-	\$488,089
Mark Hind	Chief Technology Enablement Officer	\$401,133	-	\$8,000	\$25,414	\$9,502	-	-	\$444,048
Elizabeth Grinston	General Council and Board Secretary	\$397,867	-	-	\$25,867	\$7,796	-	-	\$431,531
Lucinda Gemmell	Chief People and Culture Officer	\$333,974	-	-	\$19,197	\$6,431	-	-	\$359,602
Thomas Hunter	A/g Chief Communications Officer	\$140,280	-	-	\$12,994	\$2,395	-	-	\$155,669
Sarah Davis	A/g Chief People and Culture Officer	\$122,268	-	-	\$10,075	\$2,414	-	-	\$134,757
Nicole Devlin	Chief Communications Officer	\$123,140	-	-	\$7,384	\$1,837	-	-	\$132,361
Glen Lang	A/g Chief Safety and Risk Officer	\$131,628	-	-	\$14,294	\$3,520	-	-	\$149,441
Mark Scanlan	Director of Safety, Security and Environment Assurance	\$177,888	-	-	\$12,994	\$3,035	-	-	\$193,916
TOTAL		\$4,569,295	-	\$43,083	\$378,553	\$48,571	-	-	\$5,039,502

1 Base salary includes annual leave paid in accordance with RMG 138 Commonwealth entities' executive remuneration guide for annual reports.

2 Includes motor vehicle allowances.

* Defined benefit superannuation plan

Other leadership roles remuneration

The following table outlines the average remuneration earned and accrued by other leaders in 2022-23.

Table 5 – Other leaders remuneration¹

Total remuneration bands	Number of senior executives	Short-term benefits			Post-employment benefits	Other long-term benefits	Termination benefits	Total remuneration	
		Average base salary ²	Average bonuses	Average other benefits and allowances ³	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
\$0 - \$220,000	103	128,434	-	1,100	15,241	1,103	-	5,943	151,822
\$220,001 - \$245,000	26	204,817	-	1,109	22,940	4,505	-	-	233,371
\$245,001 - \$270,000	19	222,034	-	1,903	24,819	3,658	-	8,087	260,502
\$270,001 - \$295,000	8	246,435	-	1,804	24,785	5,865	-	-	278,890
\$295,001 - \$320,000	7	274,209	-	1,398	27,661	5,884	-	-	309,152
\$320,001 - \$345,000	2	262,827	-	43,900	25,502	7,353	-	-	339,582
\$345,001 - \$370,000	2	326,862	-	-	25,745	6,607	-	-	359,214
	167	1,665,618	-	51,214	166,693	34,975	-	14,030	1,932,533

1 Individuals who form part of the Senior Leadership Team, including new hires and leavers during the year.

2 Base salary includes annual leave paid and reflects the adjustment for change in accrued annual leave. A market remuneration increase was applied in 2022-23 recognising increasing CPI and WPI figures the recommendation from the Remuneration Tribunal.

3 Includes fly in fly out, living away from home and home purchase/sale allowances to eligible employees.

Other highly paid staff remuneration

The following table outlines the average remuneration earned and accrued by other highly paid staff in 2022-23.

Table 6 – Other highly paid staff remuneration

Total remuneration bands	Number of other highly paid staff ¹	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Average base salary ²	Average bonuses	Average other benefits and allowances ³	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
\$240,001 - \$245,000	41	207,797	-	2,612	27,658	4,963	-	-	243,030
\$245,001 - \$270,000	225	219,236	-	3,978	28,430	4,854	-	565	257,064
\$270,001 - \$295,000	163	241,694	-	5,021	29,042	4,990	-	1,366	282,173
\$295,001 - \$320,000	111	262,059	-	9,020	29,712	5,136	-	733	306,659
\$320,001 - \$345,000	57	288,306	-	7,693	30,604	4,994	-	-	331,598
\$345,001 - \$370,000	22	294,216	-	17,428	29,885	4,234	-	8,061	353,824
\$370,001 - \$395,000	14	334,807	-	9,309	32,368	5,718	-	-	382,202
\$395,001 - \$420,000	3	310,495	-	56,107	31,474	5,623	-	-	403,698
\$420,001 - \$445,000	6	385,295	-	14,774	30,928	2,047	-	-	433,044
\$445,001 - \$470,000	0	-	-	-	-	-	-	-	-
\$470,001 - \$495,000	3	412,736	-	30,919	30,162	5,955	-	-	479,772
\$495,001 - \$520,000	0	-	-	-	-	-	-	-	-
\$520,001 - \$545,000	1	487,035	-	6,384	28,780	5,187	-	0	527,385
\$545,001 - \$570,000	1	158,123	-	14,555	15,876	2,770	-	357,024	548,347
	647	3,601,799	-	177,800	343,722	56,471	-	367,749	4,547,791

1 Includes 621 staff employed under the Air Traffic Control and Supporting Air Traffic Services Enterprise Agreement, 2 staff employed under the Air Traffic Control Line Manager Enterprise Agreement and 3 staff employed under the Aviation Rescue Fire Fighting Enterprise Agreement, 6 staff employed under the Airservices Enterprise Agreement and 15 employed on individual contracts.

2 Base salary includes annual leave paid and reflects adjustment for change in accrued annual leave, early retirement benefit payments. Increases to base salary ranged from 2.7% to 4.9% dependent on the industrial instrument the staff member was employed under.

3 Includes fly in fly out, living away from home and home purchase/sale allowances to eligible employees.