

## 4. Our people

This section describes a range of employment and post-employment benefits provided to our people and our relationships with other key people.

### 4.1 Employee provisions

	2023 \$'000	2022 \$'000
<b>Current employee provisions</b>		
Employee benefits		
Recreation leave	57,624	50,572
Long service leave	132,198	119,967
Separations and redundancies	2,271	1,383
Pre-Comcare Workers compensation	163	195
<b>Total current employee provisions</b>	<b>192,256</b>	<b>172,117</b>
<b>Non-current employee provisions</b>		
Employee benefits		
Long service leave	27,833	26,403
Separations and redundancies	3,334	4,212
Pre-Comcare Workers compensation	1,534	1,576
<b>Total non-current employee provisions</b>	<b>32,701</b>	<b>32,191</b>

### Description of provisions

#### Employee benefits

##### Workers compensation

These provisions represent Airservices self-insured liability for workers compensation prior to 1 July 1989, which is calculated annually by an independent actuary.

##### Separations and redundancies

This includes \$5.6m (2022: \$5.2m) in early retirement benefits which have been elected to be taken by employees as a lump sum on retirement, and \$0.7m (2022: \$0.4m) for redundancy provisions.

The provision for early retirement benefits includes \$4.9m (2022: \$4.9m) for ATC employees who were employed by Airservices on 1 July 1998 and continue to meet the eligibility requirements under the relevant enterprise agreement.

## Notes to and forming part of the financial statements

### Accounting policy

#### Employee benefits

##### Salaries, wages, and termination benefits

Liabilities for short-term employee benefits and termination benefits expected to be wholly settled within 12 months of the end of the reporting period are measured at their nominal amounts. Liabilities for salary and wages are recognised and are measured as the amount unpaid at the reporting date at pay rates which will be applicable when paid, in respect of employees' services up to that date.

##### Recreation leave

The provision for recreation leave is not expected to be settled wholly within 12 months after the end of the period in which the employees render the related service. Accordingly, the employee benefit provision is measured as a long-term benefit by calculating the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

##### Long service leave and early retirement benefit

Employee benefit provisions for long service leave and early retirement benefits are assessed by qualified actuaries on an annual basis. Various actuarial assumptions are required when determining Airservices obligations and these are discussed below.

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date, using the projected unit credit method. A liability for early retirement benefit is recognised within the provision for separations and redundancies in accordance with the applicable Enterprise Agreement and is measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on high quality corporate bonds (AA and AAA rated bonds only) with terms to maturity that match, as closely as possible, the estimated future cash outflows.

On-costs associated with recreation leave and long service leave are classified as separate provisions from employee benefits, in accordance with section 24 of the FRR, and is recognised in Other Provisions, Note 2.5.

## Notes to and forming part of the financial statements

### 4.2 Defined benefit fund asset

#### Superannuation plan

Airservices is the principal sponsor of the superannuation fund AvSuper. The plan has a defined benefit section and a defined contribution section. The defined benefit section provides benefits based on the length of service and final average salary. The defined contribution section receives fixed contributions and Airservices legal or constructive obligation is limited to these contributions.

The following sections set out details relating only to the defined benefits section of the Plan. Note that the defined benefits section has been closed to new members since 2002. The valuation is based on estimated member data at 30 June 2023 using member data as at 30 June 2022 with exits removed and salaries increased at the salary increase rate. The Plan's liabilities and assets have been rolled up to 30 June 2023. Allowance is made for outstanding contributions and tax reserves when estimating the asset value.

#### Defined Benefit Surplus Assets repatriation

In accordance with clause 1.14.2 of the AvSuper Pty Ltd (the AvSuper Trustee) and Airservices Australia Trust Deed (the Trust Deed), when there are excess Surplus Assets, subject to certain conditions the excess Surplus Assets must be paid from the AvSuper Fund (the Fund) to the Principal Employer (Airservices Australia).

Consistent with the requirements of the Trust Deed and superannuation legislation, the AvSuper Trustee commissioned an actuarial review of the Fund to determine if the Fund was in an 'excess Surplus Assets' position. An initial review was conducted by the Fund's Actuary (the Actuary) on the Fund's 30 June 2022 audited financial statements and an actuarial certificate was issued in October 2022. A second review was then undertaken, and the report issued in March 2023. The Actuary determined excess Surplus Assets of \$77,506,352 was available for repatriation. The AvSuper Trustee approved the payment (once certain conditions were met) of \$77,506,352 to Airservices Australia and made the payment on 31 March 2023.

The Civil Aviation Safety Authority (CASA) also has members of the Defined Benefit Scheme. Airservices Australia worked with the Fund's Actuary to determine the CASA component of the surplus, which was subsequently communicated and agreed with CASA. The agreed amount was \$1,500,000 which was paid to CASA on 18 May 2023.

The initial \$77,506,352 repatriation was recognised in the financial statements as a reduction in the AvSuper Defined Benefit asset with a corresponding increase in cash. The subsequent payment to CASA increased the AvSuper Defined Benefit asset to represent the net portion relating to Airservices Australia only and decreased cash.

## Notes to and forming part of the financial statements

	2023 \$'000	2022 \$'000
<b>Benefit asset</b>		
The amounts recognised in the statement of financial position are determined as follows:		
Present value of the defined benefit obligation	(466,809)	(462,122)
Fair value of defined benefit plan assets	581,591	725,015
<b>Net benefit asset–non-current</b>	<b>114,782</b>	<b>262,893</b>
<b>Categories of plan assets</b>		
The major categories of plan assets are as follows:		
Cash	47,706	29,802
Equity instruments	255,298	444,422
Debt instruments	85,235	101,981
Other assets	193,352	148,810
	<b>581,591</b>	<b>725,015</b>
<b>Reconciliations</b>		
<b>Reconciliation of the present value of defined benefit obligation:</b>		
Balance at the beginning of the year	462,122	679,738
Current service cost	15,994	23,641
Contribution by members	7,052	6,258
Interest cost	23,510	19,005
Remeasurements		
Effect of changes in financial assumptions	(5,391)	(96,371)
Effect of experience adjustments	68,689	(25,031)
Benefits paid	(105,167)	(145,118)
<b>Balance at the end of the year</b>	<b>466,809</b>	<b>462,122</b>
<b>Reconciliation of the fair value of plan assets:</b>		
Balance at the beginning of the year	725,015	865,338
Interest Income	37,620	24,509
Remeasurements		
Return on plan assets (excluding interest income)	(6,949)	(26,079)
Contribution by Airservices	(75,980)	107
Contribution by members	7,052	6,258
Benefits paid	(105,167)	(145,118)
<b>Balance at the end of the year</b>	<b>581,591</b>	<b>725,015</b>

## Notes to and forming part of the financial statements

	2023 \$'000	2022 \$'000
<b>Net amount recognised in the Statement of Comprehensive Income</b>		
The amounts recognised in the Statement of Comprehensive Income are as follows:		
<b>i. Defined benefit cost recognised in profit or loss</b>		
Current service cost	15,994	23,641
Interest on the net defined benefit asset	(14,110)	(5,504)
<b>Total included in employee benefits expense</b>	<b>1,884</b>	<b>18,137</b>
<b>ii. Remeasurements (recognised in Other Comprehensive Income)</b>		
Effect of changes in financial assumptions	(5,391)	(96,372)
Effect of experience adjustments	68,689	(25,031)
Return on plan assets (excluding interest income)	6,949	26,080
<b>Total remeasurements included in Other Comprehensive Income - (gain)/ loss</b>	<b>70,247</b>	<b>(95,323)</b>
<b>iii. Total defined benefit (gain)/ loss recognised in the Statement of Comprehensive Income</b>	<b>72,131</b>	<b>(77,186)</b>
<b>Actual return on plan assets</b>	<b>39,809</b>	<b>(3,394)</b>

### Principal actuarial assumptions

The principal actuarial assumptions used (expressed as weighted averages) were as follows:

	2023	2022
Discount rate	5.70%	5.30%
Future salary increases - short term	5.70%	4.00%
Future salary increases - long term	5.00%	4.90%

The economic assumptions used by the actuary to make the funding arrangements were:

- a discount rate of 5.70% p.a. (2022: 5.30% p.a.) derived by applying the yield curve reported by Milliman to the expected cash flows of AvSuper and equating this to a single equivalent rate
- the salary increase rate assumption is equivalent to a liability weighted single rate assumption of 5.10% p.a. (2022: 4.80% p.a.).

### Sensitivity analysis

A sensitivity analysis for the key actuarial assumptions, holding other assumptions constant, and their potential impact on the defined benefit obligation, are shown below.

	Increase \$'000	Decrease \$'000
<b>2023</b>		
Discount rate (0.5% movement)	(21,231)	25,616
Future salary increases (0.5% movement)	24,333	(20,248)
<b>2022</b>		
Discount rate (0.5% movement)	(23,351)	27,919
Future salary increases (0.5% movement)	25,874	(21,676)

## Notes to and forming part of the financial statements

### Maturity profile

The following payments are expected to be made in future years out of the defined benefit plan obligation.

	2023 \$'000	2022 \$'000
<b>Undiscounted Benefit Payments</b>		
1 year or less	32,071	34,237
2 to 5 years	163,955	168,873
5 to 10 years	225,732	224,840
Greater than 10 years	712,251	770,564
<b>Total expected payments</b>	<b>1,134,009</b>	<b>1,198,514</b>

The average duration of the defined benefit plan obligation at the end of the reporting period is 9 years (2022: 9 years).

### Employer contributions

Employer contribution rates are reviewed by the Employer as required under the Trust Deed. The Trustee receives advice on contribution rates with each actuarial investigation of the Plan undertaken for the Trustee. The Employer also reviews contributions rates as required if the financial position of the plan deteriorates. An actuarial investigation of the Plan is made each year (current practice), and the last such assessment was made as at 30 June 2022. This disclosed a surplus of \$214m (2022: \$245.4m). An actuarial investigation meeting requirements of the *Superannuation Industry (Supervision) Act 1993* is undertaken every 3 years.

For the year ended 30 June 2023 the employer contribution rate was:

- 3% of gross salary for those employees who remain members of the Commonwealth Superannuation Scheme (CSS category) (2021-22: 3%)
- From 1 July 2018, a contribution holiday was applied for other Airservices employees who are full members (FULL) accruing a defined benefit under Division 2 of the Trust Deed.

The Employer and Trustee have an agreement regarding contributions required should the Fund's financial position become unsatisfactory.

The objectives in setting the contribution rate are to ensure:

- the benefit entitlements of members and other beneficiaries are fully funded by the time they become payable
- there is a low probability that the assets are insufficient to meet the minimum benefit liabilities of the Fund should it terminate.

To achieve the first objective, the actuary has adopted a method of funding benefits known as the Attained Age Normal funding method. This funding method seeks to have benefits funded by means of a total contribution which is expected to be a constant percentage of members' salaries over their remaining working lifetimes. To achieve the second objective, the actuary undertakes scenario testing of the short-term financial position of the Plan.

Employer contributions expected to be paid by Airservices for the year ending 30 June 2023 are \$0.025m due to the contribution holiday for FULL members, not including any additional contributions required (2022: \$0.1m).

### Net financial position of the plan

In accordance with AASB 1056 Superannuation Entities, the Plan's net financial position is determined as the difference between the present value of the accrued benefits and the fair value of Plan assets. This was determined as at the date of the most recent financial report of AvSuper (2022), when a surplus of \$214.4m was reported (2021: \$245.4m). Last year in these financial statements, Airservices recognised a defined benefit asset of \$262.9m at 30 June 2022. The difference between the amounts is due to the different accounting treatment of the net financial position for the employer under AASB 119, and the Plan under AASB 1056.

As at 30 June 2023 these financial statements disclose a defined benefit asset of \$114.8m (2022: \$262.9m). AvSuper's net financial position for the Plan under AASB 1056 will not be available until after these financial statements have been signed.

## Notes to and forming part of the financial statements

### Accounting policy

#### Superannuation

Contributions are made predominantly to AvSuper (sponsored by Airservices) and Commonwealth Superannuation Corporation (ComSuper), which administers the Commonwealth Superannuation Scheme (CSS) and Public Sector Superannuation (PSS) funds. AvSuper has a defined benefit section and an accumulation section within its fund. Contributions to the AvSuper defined benefit fund are made in accordance with advice received from the fund's actuary. Contributions to accumulation funds are in accordance with the organisation's Enterprise Agreement(s) and other employee contracts, in line with legislative requirements. Contributions to ComSuper for the PSS and CSS funds are in accordance with actuarial reports as notified by the Department of Finance.

Contributions to all funds except the AvSuper defined benefit fund are recognised as an expense as they become payable. With respect to the AvSuper defined benefit fund, the net interest on the net defined benefit asset is recognised in the profit before income tax, whereas actuarial gains and losses are recorded in other comprehensive income.

A liability or asset in respect of the AvSuper defined benefit superannuation plan is recognised in the Statement of Financial Position and is measured as the present value of the defined benefit obligation at the end of the reporting period less the fair value of plan assets as outlined above. The defined benefit obligation is calculated annually by an independent actuary using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using the interpolation between the yield on high quality corporate bonds (AA and AAA rated bonds only) that have terms approximating to the terms of the related obligation. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service.

### Accounting judgements and estimates

#### AvSuper defined benefit plan

Various actuarial assumptions are required when determining Airservices obligations under the AvSuper defined benefit plan. The assumptions relied on for the period to 30 June 2023 are discussed above.

#### Long Service Leave and Early Retirement Benefits

Various actuarial assumptions are required when determining Airservices obligations for long service leave and the early retirement benefit scheme. The long-term employee benefit assumptions relied on for the period to 30 June 2023 are based on enterprise agreements that were applicable during the financial year. These include a 5.7% annual salary increase for the first 2 years and 5.0% p.a. thereafter, staff turnover rates ranging from 7% to 21% (depending on period of service), and the rate at which long service leave is taken while an employee assumed to be 0.228 months of leave per annum. The Discount Rate is derived from a yield curve based on interpolation of high quality corporate bonds (AA and AAA rated bonds only) based on the durations that reflect the estimated mean term of the liabilities, as follows:

Liability	Mean term	Corporate bonds	Discount rate
Defined Benefits	8.9 years	Discount rate derived by applying Milliman's yield curve to expected cash flows of AvSuper and equating this to a single rate	5.7% p.a.
Long Service Leave	6.4 years	6 year and 7 year	5.5% p.a.
Early Retirement Benefit	2.7 years	2 year and 3 year	5.2% p.a.
Recreation leave	0.9 years	1 year and 2 year	5.2% p.a.

## Notes to and forming part of the financial statements

### 4.3 Key management personnel remuneration

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of Airservices, directly or indirectly, including any Board member. Key management personnel remuneration is reported in the table below.

	2023 \$'000	2022 \$'000
<b>Key executive remuneration expense for the reporting period</b>		
<b>Board</b>		
Short-term employee benefits:		
Salary	748	777
Allowances and other benefits	29	19
<b>Total short-term employee benefits</b>	<b>777</b>	<b>796</b>
Post-employment benefits:		
Superannuation (post-employment benefits)	79	79
<b>Total post-employment benefits</b>	<b>79</b>	<b>79</b>
<b>Total Board remuneration</b>	<b>856</b>	<b>875</b>
The information about non-executive Board members included in the table above relates to 8 individuals (2022: 9 individuals)		
<b>Key executive management</b>		
Short-term employee benefits:		
Salary <sup>1</sup>	4,569	3,823
Allowances and other benefits	43	39
<b>Total short-term employee benefits</b>	<b>4,612</b>	<b>3,862</b>
Post-employment benefits:		
Superannuation (post-employment benefits)	379	272
<b>Total post-employment benefits</b>	<b>379</b>	<b>272</b>
Other long-term benefits:		
Long service leave	49	90
<b>Total other long-term benefits</b>	<b>49</b>	<b>90</b>
<b>Total key executive management remuneration</b>	<b>5,040</b>	<b>4,224</b>
<b>Total key management personnel remuneration<sup>2</sup></b>	<b>5,896</b>	<b>5,099</b>

1 Salary includes recreation leave paid and the net movement in recreation leave balance in the current reporting period.

2 The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the entity.

Airservices has determined the key management personnel to be the Board members, Chief Executive Officer, 7 Executive General Managers (positions of which were covered by 10 officers during the year) and the Director of Safety, Security and Environment Assurance and the General Counsel & Board Secretary. The information about executives in the above table relates to 9.84 Full Time Equivalents (FTEs) (2022: 8.05 FTEs).



## Notes to and forming part of the financial statements

### 4.4 Related party transactions

#### a. Board members

The names of persons who were Board members of Airservices during the financial year and up to the date of signing these financial statements are as follows:

	Status	Commenced	Finished
<b>Board Chair</b>			
<b>John Weber</b>	On-going	6 April 2017	Current
<b>Deputy Chair</b>			
<b>Greg Hood</b>	On-going	8 September 2021	Current
<b>Board members<sup>1</sup></b>			
<b>Anne Brown<sup>2</sup></b>	On-going	4 December 2019	Current
<b>Sue-Ellen Bussell</b>	Ceased	4 December 2019	3 December 2022
<b>Dr Eileen Doyle</b>	On-going	21 April 2021	Current
<b>Dr Marlene Kanga AO</b>	On-going	4 September 2017	Current
<b>David Marchant AM</b>	Ceased	21 July 2014	20 July 2023
<b>Lawrence Turner</b>	On-going	3 March 2021	Current
<b>Chief Executive Officer</b>			
<b>Jason Harfield</b>	On-going	11 August 2015 <sup>3</sup>	Current

#### b. Executives<sup>4</sup>

The names of persons who were Executives of Airservices during the financial year (excluding the CEO, included above) and up to the date of signing these financial statements are as follows:

Executives	Title	Commenced	Finished
<b>Peter Curran</b>	Chief Customer and External Relations Officer	6 May 2019	Current
<b>Michelle Bennetts</b>	Chief Service Delivery Officer	16 April 2018	Current
<b>Paul Logan</b>	Chief Finance and Performance Officer	2 July 2015	Current
<b>Lucinda Gemmell</b>	Chief People and Culture Officer	1 June 2020	28 February 2023
<b>Sarah Davis</b>	Acting Chief People and Culture Officer	11 February 2023	Current
<b>Mark Hind</b>	Chief Technology Enablement Officer	27 April 2020	Current
<b>Christian Patten</b>	Chief Strategy Execution Officer	13 June 2022	Current
<b>Nicole Devlin</b>	Chief Communications Officer	29 March 2021	30 September 2022
<b>Thomas Hunter</b>	Acting Chief Communications Officer <sup>5</sup>	19 December 2022	28 June 2023
<b>Glen Lang</b>	Acting Chief Safety and Risk Officer	1 July 2022	31 January 2023
<b>Mark Scanlan</b>	Director of Safety, Security and Environment Assurance	30 January 2023	Current
<b>Elizabeth Grinston</b>	General Council and Board Secretary	17 January 2022	Current

1 Two new Board members were appointed on 1 August 2023 and will be included as part of the KMP in 2023-24 financial year.

2 Not a member of the Board for the period 4 December 2022 to 1 February 2023.

3 Acting until appointment date of 9 March 2016.

4 A new Chief Operating Officer (COO) has been appointed to join the Airservices executive leadership team commencing 21 August 2023 and will be included as part of the KMP in the 2023-24 financial year.

5 The Chief Communications Officer role ceased to exist on 28 June 2023.

## Notes to and forming part of the financial statements

### c. Transactions with related parties

Certain Board member-related entities have transactions with Airservices that occur within normal customer or supplier relationships on terms and conditions no more favourable than those which it is reasonable to expect Airservices would have adopted if dealing with the Board member-related entity at arm's length in similar circumstances. These transactions include the following entities and have been described below where the transactions are considered likely to be of interest to users of these financial statements:

#### 2023

- Airservices provided payments to Dimeo Cleaning Services amounting to \$2,874.30 for the period 1 July 2022 to 30 June 2023 during which time John Weber was Board Chair of the Airservices Board and was a Director at Dimeo Group.
- Airservices provided payments to the Civil Aviation and Safety Authority amounting to \$1,614,856.01 for the period 1 July 2022 to 30 June 2023 during which time Greg Hood was Deputy Chair of the Airservices Board and their domestic partner was an employee of the Civil Aviation and Safety Authority.
- Airservices provided payments to Harris Communications Australia amounting to \$50,739,895.81 for the period 1 July 2022 to 30 June 2023 during which time Greg Hood was Deputy Chair of the Airservices Board and had a personal relationship with the Chief Executive Officer of Harris Communications Australia.
- Airservices provided payments to the Civil Aviation Historical Society amounting to \$80,000.00 for the period 1 July 2022 to 30 June 2023 during which time Greg Hood was Deputy Chair of the Airservices Board and was a member of the Society.
- Airservices provided payments to Santos Limited amounting to \$605.00 for the period 1 July 2022 to 30 June 2023 during which time Eileen Doyle was both a Board member of Airservices Australia and Non-Executive Director at Santos Limited.
- Airservices provided rent payments to Queensland Rail Limited amounting to \$81,585.08 for the period 1 July 2022 to 30 June 2023 during which time David Marchant was both a Board member of Airservices Australia and Chair of Queensland Rail Limited.
- Airservices provided rent and electricity payments to Port Authority of New South Wales amounting to \$16,753.80 for the period 1 July 2022 to 30 June 2023 during which time David Marchant was both a Board member of Airservices Australia and Chair of the Port Authority of New South Wales.
- Airservices provided payments to Jigsaw Group (AUS) Limited amounting to \$11,935.00 for the period 1 July 2022 to 30 June 2023 during which time Lawrence Turner was both a Board member of Airservices Australia and had a family member participate in training programs run by Jigsaw.
- Airservices provided payments to Tractix Pty Ltd amounting to \$3,094,780.71 for the period 1 July 2022 to 30 June 2023 during which time Mark Hind was both Chief Technology Enablement Officer of Airservices Australia and has a family member employed by Tractix Pty Ltd.

## Notes to and forming part of the financial statements

### 2022

- Airservices provided payments to Dimeo Cleaning Services amounting to \$617.61 for the period 1 July 2021 to 30 June 2022 during which time John Weber was Board Chair of the Airservices Board and was a Director at Dimeo Group.
- Airservices provided payments to Recreational Aviation Australia amounting to \$27,500 for the period 1 July 2021 to 31 December 2021. Mark Binskin was both Deputy Chair of the Airservices Board and a member of Recreational Aviation Australia for the period 1 July 2021 to 31 August 2021.
- Airservices provided payments to the Civil Aviation and Safety Authority amounting to \$42,880 for the period 1 July 2021 to 31 December 2021. Mark Binskin was both Deputy Chair of the Airservices Board and Chair-designate of the Civil Aviation and Safety Authority for the period 19 August 2021 to 31 August 2021.
- Airservices provided payments to the Civil Aviation and Safety Authority amounting to \$86,860 for the period 1 September 2021 to 30 June 2022 during which time Greg Hood was Deputy Chair of the Airservices Board and their domestic partner was an employee of the Civil Aviation and Safety Authority.
- Airservices received payments from the Temora Aviation Museum amounting to \$22.78 for the period 1 July 2021 to 31 December 2021. Mark Binskin was both Deputy Chair of the Airservices Board and a governing committee member of the Temora Aviation Museum for the period 1 July 2021 to 31 August 2021.
- Airservices provided payments to Harris Communications Australia amounting to \$18,007,349.25 for the period 1 September 2021 to 30 June 2022 during which time Greg Hood was Deputy Chair of the Airservices Board and had a personal relationship with the Chief Executive Officer of Harris Communications Australia.
- Airservices provided payments to Klynveld Peat Marwick Goerdeler (KPMG) under a standing panel arrangement amounting to \$275,863.41 for the period 1 July 2021 to 30 June 2022 during which time Sue Bussell was a board member of Airservices Australia and held a contract with KPMG to undertake work on an ad hoc basis through her own business, DAIS.
- Airservices provided rent payments to Sydney Water Corporation amounting to \$22,894.37 for the period 1 July 2021 to 30 June 2022 during which time Dr Marlene Kanga was both a Board member of Airservices Australia and a Board member of the Sydney Water Corporation.
- Airservices provided rent payments to Queensland Rail Limited amounting to \$77,700.07 for the period 1 July 2021 to 30 June 2022 during which time David Marchant was both a Board member of Airservices Australia and Chair of Queensland Rail Limited.
- Airservices provided rent and electricity payments to Port Authority of New South Wales amounting to \$16,933.15 for the period 1 July 2021 to 30 June 2022 during which time David Marchant was both a Board member of Airservices Australia and Non-Executive Director of Port Authority of New South Wales.
- Airservices provided payments to Santos Limited amounting to \$27,002.09 for the period 1 July 2021 to 30 June 2022 during which time Eileen Doyle was both a Board member of Airservices Australia and Non-Executive Director at Santos Limited.
- Airservices received payments from Santos Limited amounting to \$165 for the period 1 July 2021 to 30 June 2022 during which time Eileen Doyle was both a Board member of Airservices Australia and Non-Executive Director at Santos Limited.
- Airservices received payments from the Australian Warbirds Association amounting to \$404.89 for the period 1 July 2021 to 31 December 2021. Mark Binskin was both Deputy Chair of the Airservices Board and a member of the Australian Warbirds Association for the period 1 July 2021 to 31 August 2021.
- Airservices provided payments to the Starlight Foundation amounting to \$690 for the period 1 July 2021 to 30 June 2022 during which time Lucinda Gemmell was both Chief People & Culture Officer of Airservices Australia and Non-Executive Director at the Starlight Foundation.