

## Appendix A: Board memberships, meetings and committees

### Board committees

The *Audit and Risk Committee* assists the Board to maintain objective and reliable financial and performance reporting, and effective systems for risk management and internal control. It helps the Board ensure that Airservices complies with all relevant legislative and other regulatory obligations. These include obligations under the *Air Services Act 1995* and the Public Governance, *Performance and Accountability Act 2013*. The committee has at least four members, all of who must be independent non-executive Board members.

The *Safety Committee* assists the Board to ensure that we meet our operational safety, and work, health and safety obligations. It also monitors organisational preparedness to counter security threats. The committee has at least four non-executive Board members, plus the Chairman and Chief Executive Officer (CEO), both of whom are ex-officio committee members.

The *Technology and Investment Committee* assists the Board in overseeing our technology, systems engineering and information technology (IT) strategies and policies. It also oversees the strategic direction and policies of business systems, operational technology and IT security, and monitors development and delivery of our capital investment program. The committee has up to three non-executive Board members, plus the Chairman and CEO, both of whom are ex-officio committee members.

The *Remuneration and Human Resources Committee* assists the Board in reviewing the performance, remuneration and succession plans for the CEO and those who report to him. It also considers other human resources issues. The committee has three non-executive Board members, plus the Chairman and CEO, both of whom are ex-officio committee members.

## Airservices Board membership

### John Weber

Chairman  
*LLB, MAICD*



John Weber has been a member of Airservices Board since April 2017 and was appointed Chairman on 3 June 2018. He serves as a member of the Safety Committee, Remuneration and Human Resources Committee and Technology and Investment Committee. His current term expires on 2 June 2021.

Mr Weber served as the Australian Managing Partner of DLA Piper—one of the world's largest law firms—from 2014 to 2017. He was also a member of DLA Piper's international executive. Prior to that he was Chief Executive of Minter Ellison, a leading Australian law firm, for six years and a member of its executive management team for eleven years.

Mr Weber has worked extensively in the transport sector (rail and aviation), health, financial services, defence and security sectors for both industry and government.

Mr Weber is a Board member of the Western Sydney Airport Corporation, director of the Global Advisory Board of Elevate Services, director of the Australian Maritime Systems Group and a director of the Dimeo group.

Mr Weber is also a member of the Australian Institute of Company Directors and has extensive board experience across a diverse range of organisations in the public, private and not-for-profit sectors including the European Australian Business Council, the Council of the Asia Society, the ABCN Foundation, and the Horizons Foundation.

### Air Chief Marshal Mark Binskin AC (Ret'd)

Deputy Chairman  
*GAICD, FRAeS*



Air Chief Marshal Mark Binskin (Ret'd) was appointed Deputy Chairman of the Board on 13 September 2018. He serves as a member of the Safety Committee and Technology and Investment Committee. His current term expires on 13 September 2021.

Air Chief Marshal Binskin (Ret'd) is a highly decorated and respected senior executive and leader in the national security, defence and aerospace sectors. Most recently as Chief of the Defence Force of Australia from 2014–2018, and earlier Vice Chief of the Defence Force (2011–2014) and Chief of Air Force (2008–2011). He is currently Deputy Chair of the Sir Richard Williams Foundation, and on the Boards of the Western City and Aerotropolis Authority and the Australian International Military Games (Invictus Games Sydney 2018) and is Non-Executive Director Defence and National Security Policy with BAE Systems Australia.

As Chief of Defence, Air Chief Marshal Binskin (Ret'd) successfully led the Australian Defence Force—comprising 80,000 permanent and reserve personnel—to significantly improve capabilities and responses to major global events and championed organisational change across areas of national security, culture, diversity and leadership performance. He oversaw the First Principles Review of Defence and delivered the successful implementation of the One Defence approach.

Air Chief Marshal Binskin (Ret'd) has provided specialist advice to the highest levels of governments, industry leaders and international stakeholders and his aerospace knowledge and expertise is extensive. He has over 3,500 hours in single seat fighter aircraft including the A-4G Skyhawk, Mirage 1110, F-16C and F/A-18 Hornet, and continues to be active in general aviation, is a warbird owner and holds Commercial, Remote and Recreational Aviation Australia pilot licences.

Air Chief Marshal Binskin (Ret'd) has completed the Harvard Business School Advanced Management Program, is a graduate of the Australian Institute of Company Directors and a Fellow of the Royal Aeronautical Society.

**David Marchant AM**  
Chair, Board  
Technology  
and Investment  
Committee  
*GAICD*



David Marchant was appointed to the Board on 21 July 2014. He is Chair of the Board Technology and Investment Committee, and a member of the Safety Committee, Remuneration and Human Resources Committee and Audit and Risk Committee. His current term expires on 20 July 2021.

Mr Marchant has extensive experience in the transport industry, and is the Chairman of QR and QR Ltd. He is a former Managing Director and Chief Executive Officer of Australian Rail Track Corporation Ltd and Director and Chair of the Australasian Railways Association. Mr Marchant also served as a Director of the Rail Industry Safety and Standards Board.

Mr Marchant has worked as Managing Director of Lend Lease Engineering and Managing Director of Lend Lease Infrastructure Services, and was a director of the Hunter Valley Coal Chain Coordination Company Pty Ltd.

He was appointed a member of the General Division of the Order of Australia in 2013 for significant service to the rail industry through national structural reform and infrastructure upgrades, and is a Graduate of the Australian Institute of Company Directors.

**Fiona Balfour**

Chair, Board Safety Committee  
*BA (Hons), GradDipIM, MBA, FAICD, Fellow of The University – Monash University*



Fiona Balfour was appointed to the Board on 3 June 2013. She is Chair of the Board Safety Committee, and is a member of the Audit and Risk Committee and the Technology and Investment Committee. Her current term expires on 2 June 2020.

Ms Balfour has almost 40 years' experience across aviation, information and telecommunication services, distribution and logistics and corporate governance. She has been an advisor to Medibank Private Limited and was previously Chief Information Officer at Telstra Corporation Limited. Following several years in technology consulting, Ms Balfour spent 14 years as a senior executive with Qantas Airways Limited, during which time she held various positions including Chief Information Officer and Executive General Manager of Qantas Business Services.

Ms Balfour has been an independent non-executive director since 2002, and currently sits on the boards of Metcash Limited (ASX:MTS) and Western Sydney Airport Co. She is also a nominee director for the Public Sector Investment Board (Canada) at Land Services South Australia. Ms Balfour is a former director of SITA SC (Geneva), Salmat Limited (ASX:SLM), Knox Grammar School, Wahroonga, TAL (Dai-ichi Life) Australia Pty Limited (formerly Tower Australia Limited (ASX:TAL)) and the Australian Red Cross Blood Service.

**Tim Rothwell**

Chair, Board Audit and Risk Committee  
*BEconAcc (Hons), FCA, MAICD*



Tim Rothwell was appointed to the Board on 21 July 2014. He is Chair of the Board Audit and Risk Committee, a member of the Remuneration and Human Resources Committee, and the Technology and Investment Committee. His current term expires on 20 January 2020.

Mr Rothwell retired as Chief Financial Officer of Brisbane Airport Corporation in 2013, after 20 years with the organisation and is now a consultant to industry. He is a Board member of the Cross River Rail Development Authority and a member of the Council of the University of the Sunshine Coast.

Mr Rothwell mentors Queensland University of Technology executive MBA students and lectures to University of New South Wales undergraduates each year as part of their Aviation Business Degree.

He holds a Bachelor of Economics and Accounting (Honours), is a Fellow of the Institute of Chartered Accountants and a Member of the Australian Financial Executives Institute and the Australian Institute of Company Directors.

**Samantha Betzien**

Chair, Remuneration  
and Human  
Resources  
Committee  
*BA, LLB (Hons),  
MAICD*



Samantha Betzien was appointed to the Board on 4 June 2012. She is Chair of the Remuneration and Human Resources Committee, and a member of the Safety Committee. Her current term expired on 3 September 2019.

Ms Betzien is a partner in the human resources and industrial relations team in Minter Ellison's Brisbane office. She has over 20 years' experience providing legal advice on all aspects of employment, industrial relations, and work health and safety to major employers in the transport, aviation, energy and resources and construction sectors. Her clients also include a number of Queensland Government-owned corporations.

Ms Betzien is a member of the Australian Institute of Company Directors and the Safety Institute of Australia, and is listed in the Australian Financial Review's Best Lawyers and Doyle's Guide in the areas of labour law, employment and occupational health and safety law. She was named 2014 Queensland Woman Lawyer of the Year by the Women Lawyers Association of Queensland.

Ms Betzien holds a Bachelor of Laws (Honours) from Queensland University of Technology and a Bachelor of Arts (Double Major in Psychology) from the University of Queensland.

**Dr Marlene**

**Kanga AM**  
*BTech, MSc,  
PhD, HonFIEAust,  
HonFIChemE FTSE,  
FAICD*



Dr Marlene Kanga was appointed to the Board on 4 September 2017. She is a member of the Board Technology Committee, Safety Committee, Remuneration and Human Resources Committee and Audit and Risk Committee. Her current term expires on 3 September 2020.

Dr Kanga has extensive experience in process safety systems engineering in the oil and gas and energy industry. She is an experienced non-executive director and is on the board of Sydney Water Corporation and a past member of the boards of Innovation Science Australia and Engineers Australia, where she was Chair and National President in 2013. She is President of the World Federation of Engineering Organisations. Dr Kanga is a director of iOmniscient Pty Ltd which has artificial intelligence based video analytic technologies.

Dr Kanga is an Honorary Fellow of Engineers Australia, an Honorary Fellow of the Institution of Chemical Engineers (UK), a Fellow of the Australian Academy of Technological Sciences and Engineering and a Fellow the Australian Institute of Company Directors.

Dr Kanga is the Engineers Australia 2018 Professional Engineer of the Year, and has been listed among the Top 100 Women of Influence in Australia and the Top 100 Engineers in Australia. She is a Member of the Order of Australia, in recognition of her leadership of the engineering profession.

## John McGee

John McGee was appointed to the Board on 4 September 2015. He is a member of the Board Audit and Risk Committee, Technology and Investment Committee and Safety Committee. His current term expires on 3 December 2019.



Prior to joining the Airservices Board, Mr McGee was Managing Director of BNY Mellon Australia Pty Ltd for nine years, heading up the Bank of New York's corporate trust operation in Australia.

Mr McGee has also served on other boards as a non-executive director. He was Deputy Chair and Chair of the Audit and Compliance Committee of the Private Health Insurance Administrative Council (PHIAC)—the regulator of all private health insurers—and a non-executive director of that body for nine years.

Other non-executive board roles have included Westpac Funds Management (where he was Chair of the Audit and Compliance Committee), Delhi Petroleum, and other companies in the financial and pharmaceutical industries.

In his executive roles, Mr McGee has also been a director of many subsidiaries and held responsible manager status on various ASIC and APRA licences. He was also Head of Funds Management, and later Chief Financial Officer, for a listed life insurer.

## Jason Harfield

Chief Executive Officer  
*MBA, DipAv (ATS), FAICD, FRAeS*



Jason Harfield was appointed Chief Executive Officer on 9 March 2016, beginning his career with Airservices as a flight data officer in Adelaide in 1989. He serves as a member of the Safety Committee, Remuneration and Human Resources Committee and Technology and Investment Committee.

With more than 30 years of experience in aviation and the air traffic management industry, Mr Harfield has been a core member of the Airservices executive leadership team since 2005. His executive leadership roles included leading the safety and future services functions, as well as leading and transforming the air traffic control operations through the introduction of new services, advanced airport capacity, and air traffic flow management capabilities, while reinvigorating Airservices largest operational workforce.

Prior to this, Mr Harfield held a number of operational management and senior management positions including Australia's Head Air Traffic Controller and Australian Airspace Regulator, as well as operating as a qualified operational air traffic controller.

He has an Executive MBA from Melbourne Business School (Mt Eliza) and has completed the Advanced Management Program at Harvard Business School. He is also a Fellow of both the Australian Institute of Company Directors and Royal Aeronautical Society. He is also a private pilot.

## Meeting attendance

The number of meetings of the Board and Board Committees held during the period ended 30 June 2019, along with corresponding attendance by each Board member, are shown in the table below.

Table 1: Board and Board Committee meeting attendance 2018–19

	Board		Safety		Audit and Risk		Remuneration and Human Resources		Technology and Investment	
	Eligible to attend	Attended	Eligible to attend	Attended	Eligible to attend	Attended	Eligible to attend	Attended	Eligible to attend	Attended
J Weber	7	7	5	5	0	0	4	4	5	5
M Binskin	6	5	2	2	0	0	0	0	2	2
D Marchant	7	7	5	5	4	4	4	4	5	5
F Balfour	7	6	5	5	4	3	0	0	5	4
T Rothwell	7	7	0	0	4	4	4	4	5	5
S Betzien	7	7	5	4	0	0	4	4	0	0
M Kanga	7	6	1	1	4	2	4	4	5	3
J McGee	7	7	5	5	4	3	0	0	5	4
J Harfield	7	7	5	5	0	0	4	4	5	5

### Notes:

1. Mark Binskin appointed Deputy Chairman effective 13 September 2018
2. Mark Binskin appointed to Safety Committee and Technology and Investment Committee effective 23 November 2018
3. Marlene Kanga appointed to Safety Committee effective 5 February 2019
4. While not members of the Audit and Risk Committee, the Chairman and Chief Executive Officer were present for all meetings

## Benefits and interests in contracts with Airservices Australia

Details of directors' benefits and interests in contracts with Airservices are set out in notes 4.3 and 4.4 of the financial statements.

## Directors' and officers' indemnities and insurance

In 2018–19, we held a Directors' and Officers' liability insurance policy. It is a condition of this policy that the nature of the Directors' and Officers' indemnities and insurance—including the limits of liability and the premium payable—are not disclosed to third parties except to the extent that we are required to do so by law or the insurer consents in writing to such disclosure.