

Appendix B: Airservices Remuneration Report 2023–24

2023–24 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 \$250,000.

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 25: Board members¹

Name	Position	Term
John Weber	Chair	Full year
Greg Hood	Deputy Chair	Full year
Anne Brown	Board Member	Full year
Nicolle Connelly	Board Member	Part year – commenced 1 August 2023
Eileen Doyle	Board Member	Full year
Marlene Kanga	Board Member	Full year – expired 3 September 2024
Melvin Hupfeld	Board Member	Part year – commenced 1 August 2023
Lawrence Turner	Board Member	Part year – expired 2 March 2024 and reappointed on 10 May 2024
David Marchant	Board Member	Part year – finished 20 July 2023
Jason Harfield	Chief Executive Officer	Part year – finished 8 June 2024
Peter Curran	Acting Chief Executive Officer	Part year – commenced 9 June 2024 and finished 28 July 2024

¹ Rob Sharp was announced as interim CEO 8 July 2024 and commenced with the organisation on 29 July 2024.

Table 26: Executive

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

Name	Position ¹	Term
Michelle Bennetts ²	Chief Service Delivery Officer	Full year - finished 31 July 2024
Craig Charker	Acting Chief Service Delivery Officer	Part year - commenced 14 May 2024
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 Counsel and Board Secretary	Full year - finished 5 August 2024
Mark Scanlan	Director of Safety, Security and Environment Assurance	Current
Vivienne King	Chief Operating Officer	Part year - commenced 21 August 2023
Danielle Mesa	Chief Culture and Diversity Officer	Part year - commenced 30 October 2023
Sarah Davis	Acting Chief People & Culture Officer	Part year - finished 30 August 2023
Paul Stoddart	Acting Chief Customer and External Relations Officer	Part year - commenced 11 June 2024

¹ Position reflects position title at the end of the financial year or at employment cessation date.

² Michelle Bennetts transitioned out of her position as Chief Service Delivery Officer on 13 May 2024 and ceased employment with Airservices on 31 July 2024.

Remuneration strategy and settings

Executive and other leadership roles remuneration

Each 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, all performance bonus or short-term incentive (STI) plans were removed in entirety for all eligible employees.

Executive and other leadership roles remuneration is made up of total fixed remuneration only.

Other highly paid staff remuneration

Other highly paid staff remuneration is determined in accordance with the relevant enterprise agreement or a combination of the 50th percentile of MNGM and individual position benchmarking.

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.

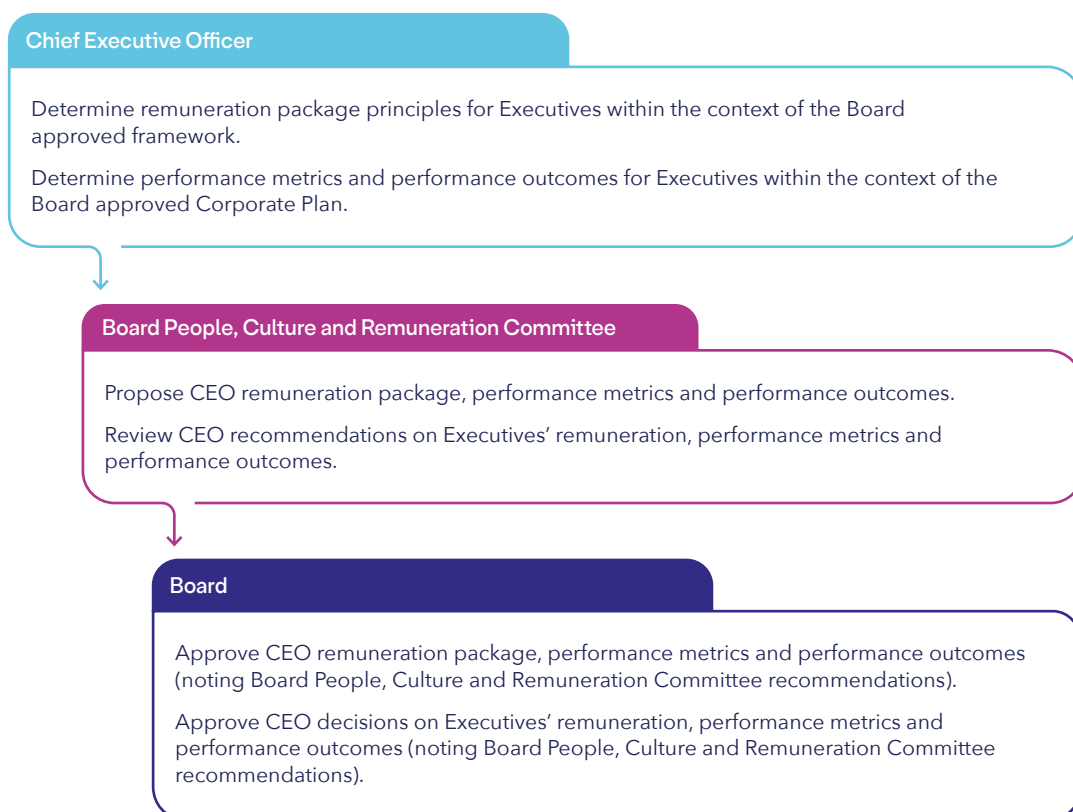
Remuneration governance

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 2023-24, the Committee Chair was Lawrence Turner, except for the period between 2 March to 9 May 2024 when Melvin Hupfeld was the Committee Chair. The non-executive Board members were Anne Brown and Greg Hood.

Remuneration Governance Framework



The CEO approves performance assessments and remuneration outcomes for other leadership and highly paid staff, as recommended by Airservices managers.

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 2023-24.

Table 27: Board remuneration

Name	Position title	Short-term benefits			Post-employment benefits	Other long-term benefits			Total remuneration
		Base salary	Bonuses	Other benefits & allowances ¹	Superannuation contributions	Long service leave	Other long-term benefits	Termination benefits	
John Weber	Chair	\$178,073	-	\$15,113	\$19,650	-	-	-	\$212,836
Greg Hood	Deputy Chair	\$133,562	-	\$3,804	\$14,738	-	-	-	\$152,104
Anne Brown	Board member	\$89,042	-	\$6,265	\$9,826	-	-	-	\$105,133
Nicolle Connelly	Board member	\$81,420	-	\$13,485	\$8,973	-	-	-	\$103,878
Eileen Doyle	Board member	\$89,042	-	\$3,050	\$9,826	-	-	-	\$101,918
Marlene Kanga	Board member	\$89,042	-	\$3,315	\$9,826	-	-	-	\$102,183
Melvin Hupfeld	Board member	\$81,420	-	\$8,026	\$8,973	-	-	-	\$98,419
Lawrence Turner	Board member	\$72,349	-	\$4,396	\$7,990	-	-	-	\$84,735
David Marchant	Board member	\$5,054	-	\$314	\$570	-	-	-	\$5,938
Total		\$819,004	-	\$57,768	\$90,372	-	-	-	\$967,144

1 Includes Board Committee membership and travel allowances.

Executive remuneration

The following table outlines the remuneration earned and accrued by Executive members throughout 2023–24.

Table 28: Executive remuneration

Name	Position title	Short-term benefits		Post-employment benefits		Other long-term benefits			Total remuneration
		Base salary ¹	Bonuses	Other benefits & allowances ²	Super-annuation contributions	Long service leave	Other long-term benefits	Termination benefits	
Jason Harfield³	Chief Executive Officer	\$850,586	-	\$7,824	*\$130,172	\$24,597	-	\$997,987	\$2,011,166
Peter Curran⁴	Chief Customer and External Relations Officer	\$555,913	-	\$8,110	\$28,203	\$22,137	-	-	\$614,363
Paul Logan	Chief Finance and Performance Officer	\$447,956	-	\$6,725	*\$50,042	\$12,333	-	-	\$517,056
Michelle Bennetts	Chief Service Delivery Officer	\$516,823	-	\$9,362	\$28,203	-\$6,198	-	-	\$548,190
Christian Patten	Chief Strategy Execution Officer	\$471,440	-	\$8,308	\$28,203	\$8,995	-	-	\$516,946
Mark Hind	Chief Technology Enablement Officer	\$426,996	-	\$8,308	\$28,203	\$10,380	-	-	\$473,887
Elizabeth Grinston	General Counsel and Board Secretary	\$493,391	-	-	\$28,203	\$8,851	-	-	\$530,445
Mark Scanlan	Director of Safety, Security and Environment Assurance	\$415,410	-	\$3,587	\$28,203	\$7,532	-	-	\$454,732
Vivienne King	Chief Operating Officer	\$440,868	-	-	\$26,314	\$3,438	-	-	\$470,620
Danielle Mesa	Chief Culture and Diversity Officer	\$326,739	-	-	\$21,174	\$5,393	-	-	\$353,306
Craig Charker	Acting Chief Service Delivery Officer	\$22,184	-	-	*\$3,609	\$1,273	-	-	\$27,066
Paul Stoddart	Acting Chief Customer and External Relations Officer	\$22,704	-	\$369	\$2,195	\$559	-	-	\$25,827
Sarah Davis	Acting Chief People and Culture Officer	\$55,346	-	-	\$4,922	\$1,118	-	-	\$61,386
Total		\$5,046,356	-	\$52,593	\$407,646	\$100,408	-	\$997,987	\$6,604,990

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.

3 Jason Harfield ceased employment with Airservices in the position of Chief Executive Officer with effect from 8 June 2024. An agreed taxable termination payment of \$997,987 is reflected as part of total remuneration.

4 Peter Curran was appointed Acting Chief Executive Officer with effect from 9 June 2024 to 28 July 2024.

* Defined benefit superannuation plan

Other leadership roles remuneration

The following table outlines the average remuneration earned and accrued by other leaders in 2023-24.

Table 29: 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 & allowances ³	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
\$0-\$220,000	70	\$130,551	-	\$1,246	\$16,393	-\$989	-	\$6,885	\$154,086
\$220,001-\$245,000	41	\$200,591	-	\$2,917	\$23,791	\$4,215	-	-	\$231,514
\$245,001-\$270,000	25	\$215,264	-	\$4,931	\$25,089	\$5,165	-	\$4,083	\$254,532
\$270,001-\$295,000	16	\$240,590	-	\$7,754	\$27,979	\$4,968	-	-	\$281,291
\$295,001-\$320,000	14	\$260,504	-	\$6,041	\$28,216	\$5,835	-	\$4,133	\$304,729
\$320,001-\$345,000	5	\$245,081	-	\$11,889	\$26,328	\$5,933	-	\$42,549	\$331,780
\$345,001-\$370,000	4	\$314,510	-	\$7,901	\$30,500	\$5,589	-	-	\$358,500
\$370,001-\$395,000	3	\$324,672	-	\$21,204	\$32,331	\$6,544	-	-	\$384,751
\$395,001-\$420,000	2	\$356,207	-	\$3,580	\$29,350	\$7,548	-	-	\$396,685
\$420,001-\$445,000	1	\$170,482	-	-	\$21,563	-\$907	-	\$233,076	\$424,214
	181	\$2,458,452	-	\$67,463	\$261,540	\$43,901	-	\$290,726	\$3,122,082

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 2023-24 recognising increasing CPI, WPI figures and 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 2023-24.

Table 30: 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 & allowances ³	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
\$250,000-\$270,000	144	\$223,464	-	\$3,903	\$28,996	\$3,969	-	-	\$260,332
\$270,001-\$295,000	204	\$242,476	-	\$4,831	\$30,140	\$4,640	-	\$292	\$282,379
\$295,001-\$320,000	142	\$263,007	-	\$8,276	\$31,359	\$4,817	-	-	\$307,459
\$320,001-\$345,000	92	\$284,512	-	\$10,141	\$31,653	\$4,717	-	\$784	\$331,807
\$345,001-\$370,000	51	\$309,084	-	\$9,117	\$32,238	\$5,074	-	-	\$355,513
\$370,001-\$395,000	23	\$327,730	-	\$17,696	\$33,788	\$5,618	-	-	\$384,832
\$395,001-\$420,000	12	\$356,168	-	\$13,346	\$33,240	\$4,286	-	-	\$407,040
\$420,001-\$445,000	5	\$398,182	-	\$3,049	\$29,682	\$1,614	-	-	\$432,527
\$445,001-\$470,000	0	-	-	-	-	-	-	-	-
\$470,001-\$495,000	5	\$423,032	-	\$14,494	\$35,356	\$5,856	-	-	\$478,738
\$495,001-\$520,000	1	\$477,247	-	-	\$33,024	\$5,187	-	-	\$515,458
\$520,001-\$545,000	1	\$482,083	-	\$2,026	\$39,263	\$6,755	-	-	\$530,127
\$545,001-\$570,000	1	\$516,329	-	-	\$35,962	\$6,141	-	-	\$558,432
\$570,001-\$595,000	0	-	-	-	-	-	-	-	-
\$595,001-\$620,000	0	-	-	-	-	-	-	-	-
\$620,001-\$645,000	1	\$586,399	-	-	\$37,050	\$6,141	-	-	\$629,590
	682	\$4,889,713	-	\$86,879	\$431,751	\$64,815	-	\$1,076	\$5,474,234

- 1 Includes 652 staff employed under the Air Traffic Control and Supporting Air Traffic Services Enterprise Agreement, 3 staff employed under the Aviation Rescue and Fire Fighting Enterprise Agreement, 10 staff employed under the Airservices Enterprise Agreement and 17 employed on individual contracts.
- 2 Base salary includes annual leave paid and reflects adjustment for change in accrued annual leave and early retirement benefit payments. Increases to base salary ranged from 3.0% to 4.0%, 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.