

PART 6: APPENDICES AND REFERENCES

This section contains appendices that provide details of CASA's operations and address particular reporting requirements under the *Public Governance, Performance and Accountability Act 2013* and other legislation.

The appendices are followed by reference tools to help the reader to find and use information in the annual report.

In this part:

Appendix A: Operating statistics	188
Appendix B: Management and accountability data	199
Abbreviations list	208
Compliance index	210
Alphabetical index	211

APPENDIX A: OPERATING STATISTICS

Flight operations

Table A.1 Air operator certificates, 2012–13 to 2016–17

Type of application	2012–13	2013–14	2014–15	2015–16	2016–17
Initial issue	47	34	39	41	44
Subsequent issue	220	185	355	267	198
Variation	291	286	274	237	212
Total	558	505	668	545	454
Current certificates at 30 June	856	845	824	908 ^a	864 ^{a, b}

Note: Includes operators involved in one or more of aerial work, charter, charter (cargo), flying training, foreign aircraft (passengers and cargo), foreign aircraft (cargo), scheduled cargo services, and scheduled passenger services.

^a From 2015–16, current certificates at 30 June include foreign certificates, in addition to Australian and discrete certificates. The data for applications are for Australian and discrete certificates only.

^b From 2016–17, cancelled and suspended certificates are not included in current certificates.

Table A.2 Remotely piloted aircraft operator certificates, 2002–13 to 2016–17

Type of application	2002–13	2013–14	2014–15	2015–16	2016–17
Initial issue	51	51	154	419	474 ^a
Subsequent issue	n/a	n/a	n/a	136	392
Variation	n/a	n/a	n/a	62	74
Total	n/a	n/a	n/a	617	940
Current certificates at 30 June	51	102	256	688	1,070

n/a = not available

Note: Prior to 2016–17, these certificates were known as unmanned aerial vehicle operator certificates. The name was changed in September 2016, when changes to Civil Aviation Safety Regulations Part 101 were implemented, in line with International Civil Aviation Organization terminology.

During the 11 years before the centralisation of the Remotely Piloted Aircraft Branch in April 2013, 31 unmanned aerial vehicle operator certificates were managed through CASA's regional offices. Between April and June 2013, an additional 20 certificates were issued, bringing the total for 2002–13 to 51. The recent rapid increase in current certificates issued is due to the increased commercial use of unmanned aerial vehicles.

^a Includes certificates issued by external delegates.

Flight personnel

Table A.3 Flight crew licences, 2012–13 to 2016–17

Licence type	2012–13		2013–14		2014–15		2015–16		2016–17		
	Issued	Current	Issued	Current	Issued	Current	Issued	Current	Issued	Current	
Pilots											
Aeroplane	Air transport	533	7,287	527	7,573	245	7,278	162	7,203	190	7,240
	Multi-crew	–	–	–	–	–	–	–	–	–	–
	Commercial	1,039	4,347	1,032	4,307	980	4,539	1,048	4,780	967	4,943
	Private	1,316	13,886	1,212	13,414	1,101	14,258	1,071	13,704	1,093	13,728
	Recreational ^a	–	–	–	–	841	2,443	1,220	2,539	1,252	2,802
	Student (GFPT) ^b	1,234	3,120	1,106	2,812	169	–	n/a	n/a	n/a	n/a
	Total aeroplane pilots	4,122	28,640	3,877	28,106	3,336	28,518	3,501	28,226	3,502	28,713
Helicopter	Air transport	78	751	124	845	44	818	23	811	23	811
	Commercial	265	1,895	234	1,892	201	1,884	185	1,915	201	2,033
	Private	141	859	130	840	115	1,585	99	1,561	115	1,510
	Recreational ^a	–	–	–	–	7	16	7	16	7	21
	Student (GFPT) ^b	9	33	10	40	–	–	n/a	n/a	n/a	n/a
Total helicopter pilots	493	3,538	498	3,617	367	4,303	314	4,303	346	4,375	
Other	Commercial – Other ^c	6	98	2	104	7	102	2	100	7	106
	Private – gyroplane	–	1	–	2	–	4	1	3	–	3
	Student (GFPT) – Other ^b	1	3	1	3	–	–	n/a	n/a	n/a	n/a
	Student (no GFPT) ^b	2,609	5,704	2,534	5,455	352	–	n/a	n/a	n/a	n/a
	Total other pilots	2,616	5,806	2,537	5,564	359	106	3	103	7	109
Glider pilot ^a	–	–	–	–	22	22	18	38	11	43	
Total initial issues and current pilots^d											
7,231 36,805 6,912 36,086 4,085 30,830 3,836 30,562 3,866 31,111											
Flight engineers											
All	Flight engineer	–	111	–	97	1	88	1	82	–	75
	Restricted flight engineer	–	599	–	584	–	–	–	–	–	–
	Student flight engineer	–	8	–	9	–	–	–	–	–	–
Total initial issues and current flight engineers											
– 718 – 690 1 88 1 82 – 75											

n/a = not applicable

Note: Civil Aviation Safety Regulations (CASR) Part 61 was implemented on 1 September 2014, replacing Civil Aviation Regulation (CAR) 5 regulations. The calculation rules have changed for annual reports since the implementation of CASR Part 61 in 2014, to ensure consistency of figures across all years and to better reflect the numbers of each type of licence.

For current pilots, pilots are counted only once in each licence category (aeroplane, helicopter and other), against the highest licence level of privileges their medical certificate permits them to use.

As a result of changes to the medical records system in 2016–17, CASA has improved the accuracy of reporting on current pilots' licence levels. A pilot is only counted as an air transport pilot if their Class 1 medical permits them to utilise the privileges of the air transport pilot licence; otherwise they will be counted as a commercial pilot. Pilots who hold an air transport or commercial licence but only have a Class 2 medical or a recreational aviation medical practitioner's certificate will be counted as a private or recreational pilot. This new method of calculation has been applied retrospectively to results from 2014–15 and 2015–16, making them different from the results published for those years in previous annual reports.

The 'Total initial issues and current pilots' row includes all pilots who held a minimum of a Class 2 medical each financial year. This reflects the number of pilots who were active, but not necessarily exercising the full privileges of their licence. In this row a pilot is counted only once regardless of the number of categories of licences held; therefore, the total does not equal the sum of the licence categories above it.

^a Recreational and glider pilot licences did not exist under the CAR 5 regulations.

^b These licences ceased to be valid when CASR Part 61 was implemented. Pilots holding a general flying progress test (GFPT) licence were transitioned to a recreational pilot licence on 1 September 2014.

^c Includes balloons and airships.

^d Totals do not equal the sums of the numbers above – see the general note to the table.

Table A.4 Flight crew licensing examinations, 2012–13 to 2016–17

	2012–13		2013–14		2014–15		2015–16		2016–17	
	Exams sat	% passed	Exams sat	% passed	Exams sat	% passed	Exams sat	% passed	Exams sat	% passed
Air transport pilot licence	5,090	71.2	5,470	73.8	3,539	70.2	3,781	71.7	3,956	70.6
Commercial pilot licence	10,621	73.8	10,810	75.6	10,893	73.7	10,985	73.6	12,775	74.2
Private pilot licence	1,686	69.9	1,834	70.2	1,937	62.0	1,543	68.1	1,784	66
Recreational pilot licence ^a	n/a	n/a	n/a	n/a	17	47.1	279	49.8	324	59
Total	17,397		18,114		16,386	71.5	16,588	72.3	18,839	72.4

n/a = not applicable

^a Recreational pilot licence exams were introduced under Civil Aviation Safety Regulations Part 61, which replaced Civil Aviation Regulation 5 regulations on 1 September 2014. Three exams for recreational pilot licences were introduced, for aeroplanes, helicopters and navigation, in March 2015.

Table A.5 Medical certificates, 2012–13 to 2016–17

Certificate	2012–13			2013–14			2014–15		
	Initial	Renewal	Refusal	Initial	Renewal	Refusal	Initial	Renewal	Refusal
Class 1	1,894	15,050	60	1,904	15,502	56	1,646	15,317	44
Class 2	3,496	20,503	109	3,653	21,274	101	3,445	20,777	78
Class 3	104	668	5	105	667	7	134	732	3
Total	4,160	21,310	174	4,225	22,001	164	4,029	21,535	125

Certificate	2015–16			2016–17		
	Initial	Renewal	Refusal	Initial	Renewal	Refusal
Class 1	1,768	14,055	34	2,083	17,191	32
Class 2	3,640	19,183	29	4,252	23,216	50
Class 3	92	631	3	106	804	2
Total	4,229	19,901	66	4,718	23,928	84

Note: The certificate classes are 1 Professional pilots and flight engineers, 2 Student and private pilots, and 3 Air traffic control and flight service providers. A certificate issued may have more than one class of medical: for example, all Class 1 medicals are automatically issued a Class 2 medical. The total shown is the total number of certificates issued, not the sum of the three licence classes for initial issues or renewals.

Maintenance organisations

Table A.6 Certificates of approval, 2012–13 to 2016–17

Type of application	2012–13	2013–14	2014–15	2015–16	2016–17
Initial issue	36	22	19	17	13
Subsequent issue	53	79	32	21	18
Variation	156	29	86	95	75
Total	245	130	137	133	106
Current certificates at 30 June	701	654	665	653	619 ^a

Note: Includes operators involved in one or more of aircraft and component maintenance, design (aircraft, components and materials), distribution (components and materials), aircraft maintenance engineer training and examinations.

^a In 2016–17, the cancelled and suspended certificates were subtracted from the total for current certificates.

Table A.7 Civil Aviation Safety Regulations Part 145 approval certificates, 2012–13 to 2016–17

Type of application	2012–13	2013–14	2014–15	2015–16	2016–17
Initial issue	37	30	16	10	13
Subsequent issue	1	14	17	29	21
Variation	9	107	119	157	125
Total	47	151	152	196	159
Current certificates at 30 June	126	139	159	158	117

Note: Civil Aviation Safety Regulations (CASR) Part 145 came into effect on 27 June 2012. The total number of certificates as at 30 June includes certificates transitioned from Civil Aviation Regulations Part 30 to CASR Part 145 approvals. These are not included in the figures for initial issue in the table.

Maintenance personnel

Table A.8 Aircraft maintenance engineer examinations, 2012–13 to 2016–17

	2012–13	2013–14	2014–15	2015–16	2016–17
Scheduled examination sittings ^a	3,492	3,863	3,569	842	908
Special examination sittings ^b	904	400	157	n/a	n/a
Category technical competency examinations ^c	76	29	53	n/a	n/a
Weight control authority examinations	3	48	93	27	18
Total	4,475	4,340	3,872	869	926

n/a = not applicable

^a Scheduled examination sittings (including weight control authority examination sittings) are conducted by a CASA-approved examination provider.

^b Before 2016–17, individuals who had a particular reason to seek an aircraft maintenance engineer licence but were unable to attend scheduled examination sittings could seek a special sitting. Training organisations were also able to seek special sittings, to coincide with completion of their courses. Special examination sittings were conducted by CASA until 1 July 2015 and by a CASA-approved examination provider in 2015–16. Special sittings ceased in 2016–17.

^c These examinations are for Australian Defence Force and overseas licence holders only. CASA stopped carrying out category technical competency examinations in July 2015; they are now managed by CASA-approved Civil Aviation Safety Regulations Part 147 maintenance training organisations.

Table A.9 Aircraft maintenance engineer licences, 2012–13 to 2016–17

	2012–13	2013–14	2014–15	2015–16	2016–17
Licence assessments					
Category Technical Competency Assessment and Licence Technical Assessment (combined) ^a					
Australian military	57	112	114	8	–
Foreign civil	145	114	72	2	–
Total	202	226	186	10	–
<i>Trans-Tasman Mutual Recognition Act 1997 assessments</i>					
Total	20	46	51	34	12
Licences					
Issued	266	341	417	236	92
Total current^b	7,704	8,041	8,458	8,695	8,784
Average age of licence holder	48	48.7	49.1	49.7	50.5

^a In 2015–16, CASA ceased conducting Australian military and foreign civil licensing assessments; they are now conducted by the CASA-approved Civil Aviation Safety Regulations (CASR) Part 147 maintenance training organisations.

^b CASR Part 66 licences.

Table A.10 Airworthiness authorities, 2012–13 to 2016–17

	2012–13	2013–14	2014–15	2015–16	2016–17
Maintenance authorities	93	41	35	28	18
Non-destructive testing authorities	5	34	6	9	5
Weight control authorities	8	3	15	9	5
Welding authorities	3	5	2	7	5

Airworthiness

Table A.11 Airworthiness certificates, authorisations and approvals issued, 2012–13 to 2016–17

	2012–13	2013–14	2014–15	2015–16	2016–17
Type certificate (includes amendments)^a					
Aeroplanes	2	2	–	4	3
Lighter than air	1	1	–	1	1
Rotorcraft	1	1	–	–	1
Engine	–	–	–	–	–
Propeller	–	2	–	–	–
Total	4	6	–	5	5
Type acceptance certificate (includes amendments)^a					
Aeroplanes	13	15	15	12	33
Lighter than air	1	–	2	–	1
Rotorcraft	8	4	17	7	7
Total	22	19	34	19	41
Other authorisations, certificates and approvals					
Supplemental type certificate ^a	17	9	24	24	13
Certificate of airworthiness ^b	532	512	443	162	343
Special flight authorisation	23	13	25	17	14
Special flight permit ^b	245	371	288	314	429
Experimental certificate ^b	168	144	157	24	133
Simulator certification (flight simulator training devices)	36	41	48	48 ^c	57 ^{c, d}
Design advice	60	63	66	82	80
Flight manual supplement	2	–	5	3	2

^a Includes amendments to supplemental data including type certificate data sheets and type certificate holder details.

^b Figures include all permits issued by CASA and industry delegates.

^c Includes certificates issued for devices located overseas.

^d Includes approval of the first two Australia-based helicopter simulators.

Table A.12 Aircraft registrations, 2012–13 to 2016–17

	2012–13	2013–14	2014–15	2015–16	2016–17
Initial registrations	566	418	349	343	352
Changes of registration holder	1,239	1,354	1,213	1,526	1,491
Cancellations of registration	234	240	321	283	286
Changes of registration marks	58	54	56	50	56
Reservations of registration marks	1,285	1,143	964	774	870 ^b
Reissues of certificates of registration ^a	34	123	81	39	52 ^b
Aircraft registered as at 30 June	15,082	15,259	15,287	15,347	15,413
Marks reserved as at 30 June	716	666	685	510	559

^a Due to changes of address or loss, for example.

^b These totals are at 2 July 2017, not 30 June 2017, due to the way data are extracted from the data processing system. Given that only weekend dates occurred between 30 June and 2 July, it is assumed that the number of reservations on 2 July was close or identical to the number on 30 June.

Table A.13 Average age of the Australian fleet of civil aircraft at 30 June 2017

Aircraft group by airframe and propulsion characteristics				> 56 years	56- 47 years	46- 37 years	36- 27 years	26- 17 years	16-7 years	6-2 years	< 2 years	Total by group	% of total fleet		
Gliders				57	149	436	168	86	73	22	3	994	6.45		
Powered gliders				-	11	36	57	58	59	52	7	280	1.82		
Balloons				-	-	11	54	85	142	84	35	411	2.67		
Airship				-	-	-	-	1	-	-	-	1	0.01		
Amateur-built aircraft	Aeroplane	Single-engine	Diesel	-	-	-	-	-	1	-	-	1	0.01		
			Piston	-	10	70	118	336	547	227	60	1,368	8.88		
			Turboprop	-	-	-	-	1	3	-	-	-	4	0.03	
			Jet	-	-	1	-	-	1	-	-	-	2	0.01	
	Multi-engine	Rotary	-	-	-	-	-	-	1	-	-	-	1	0.01	
		Piston	-	-	-	2	3	3	3	3	-	-	11	0.07	
		Diesel	-	-	-	-	-	-	1	-	-	-	1	0.01	
		Piston	2	-	-	1	30	41	16	3	3	3	93	0.60	
Helicopter			Turboshaft	-	-	-	-	-	5	4	2	11	0.07		
			Piston	3	61	43	126	180	620	188	35	1,256	8.15		
Production aircraft	Helicopter	Single-engine	Piston	4	49	153	145	64	100	51	3	569	3.69		
			Turboshaft	-	-	18	53	53	45	13	3	185	1.20		
		Multi-engine	Up to 5,700 Kg MTOW	Turboshaft	-	-	-	9	1	23	39	19	91	0.59	
			Over 5,700 Kg MTOW	Turboshaft	-	-	-	-	-	-	-	-	-	0	0.00
	Aeroplane	Single-engine	Up to 5,700 Kg MTOW	Diesel	-	-	-	-	-	7	-	-	7	0.05	
				Piston	1,144	1,495	2,738	618	436	692	156	32	7,311	47.43	
				Turboprop	1	1	23	53	112	107	46	15	358	2.32	
				Jet	10	11	13	15	-	-	-	-	49	0.32	
			Over 5,700 Kg MTOW	Piston	5	-	-	-	-	1	-	-	-	6	0.04
				Turboprop	-	-	-	1	19	30	28	2	80	0.52	
				Jet	5	-	-	-	-	-	-	-	5	0.03	
				Jet	-	-	-	-	-	3	1	1	5	0.03	
		Multi-engine	Up to 5,700 Kg MTOW	Piston	41	216	686	153	18	45	25	5	1,189	7.71	
				Turboprop	-	4	69	62	23	32	10	-	200	1.30	
				Jet	-	6	7	3	5	15	5	-	41	0.27	
				Piston	22	4	-	-	-	-	-	-	26	0.17	
			5,701 to 20,000 Kg MTOW	Turboprop	3	-	1	58	115	36	14	1	228	1.48	
				Jet	1	-	16	29	23	31	2	-	102	0.66	
				Piston	5	1	-	-	-	-	-	-	6	0.04	
				Turboprop	2	-	-	4	4	22	23	-	55	0.36	
20,001 to 50,000 Kg MTOW	Jet	1	-	1	22	62	28	5	-	119	0.77				
	Piston	1	-	-	-	-	-	-	-	1	0.01				
	Jet	-	1	-	5	15	152	93	4	270	1.75				
	Jet	1	-	-	-	6	45	24	-	76	0.49				
Over 100,000 Kg MTOW			Jet	1	-	-	-	6	45	24	-	76	0.49		
			Jet	1	-	-	-	6	45	24	-	76	0.49		
Total by age bracket				1,308	2,019	4,322	1,756	1,736	2,911	1,131	230	15,413			
% of total fleet				8.49	13.10	28.04	11.39	11.26	18.89	7.34	1.49				

MTOW = maximum take-off weight

Table A.14 Appointments of airworthiness delegates and authorised persons, 2012–13 to 2016–17

	2012–13	2013–14	2014–15	2015–16	2016–17
Appointments excluding Civil Aviation Safety Regulations (CASR) subpart 21.M					
Initial issue	7	21	10	9	23
Subsequent issue	48	37	39	46	37
Variation	6	15	8	6	8
Appointments (active) at 30 June	110	113	111	97	162
Appointments under CASR subpart 21.M					
Initial issue and variation	n/a	33	34	26	25
CASR subpart 21.M appointments (active) at 30 June	n/a	39	42	39	36
Total appointments active at 30 June	n/a	152	153	136	198

n/a = not available

Table A.15 Production authorisations, 2012–13 to 2016–17

	2012–13	2013–14	2014–15	2015–16	2016–17
Production certificates					
Initial issue	–	–	–	–	–
Variation	–	–	–	1	2
Under voluntary suspension at 30 June	4	3	3	3	4
Active as 30 June	9	9	9	5	7
One-off production certificates					
Initial issue	4	3	5	5	4
Variation	33	2	2	8	8
Under voluntary suspension at 30 June	1	2	2	3	4
Active at 30 June	23	24	29	33	33
Australian parts manufacturer approval					
Initial issue	8	1	1	1	2
Variation	4	3	7	8	8
Under voluntary suspension at 30 June	6	10	11	11	11
Active at 30 June	45	40	38	39	35
Australian Technical Standard Order authorisation					
Initial issue or variation	4	3	4	2	–
Under voluntary suspension at 30 June	2	2	3	3	4
Active at 30 June	7	9	10	11	9
Parts approval under Civil Aviation Safety Regulations regulation 21.305A					
Initial issue or variation	1	4	1	–	1
Under voluntary suspension at 30 June	1	3	3	3	3
Active at 30 June	11	9	9	9	9
Total production authorisation holders at 30 June	109	111	117	120	119

Table A.16 Airworthiness directives and bulletins, 2012–13 to 2016–17

	2012–13	2013–14	2014–15	2015–16	2016–17
Australian Airworthiness Directive					
Issued	10	2	6	3	1
Cancelled	65	86	60	45	33
Amended	11	72	21	17	34
Current ^a	n/a	n/a	8,191	8,014	7,996
State of design airworthiness directive	540	565	649	618	641
Exclusion from airworthiness directive	125	101	67	35	40
Review of airworthiness directive	6	9	6	6	–
Airworthiness Bulletin					
Issued or amended	44	41	67	33	14
Current ^a	n/a	n/a	349	374	384

n/a = not applicable

^a Measure introduced in 2014–15 to enhance reporting.

Table A.17 Aircraft defect reports, 2012–13 to 2016–17

	2012–13	2013–14	2014–15	2015–16	2016–17
Received during the year	2,737	3,091	2,829	1,984	2,182
Closed during the year	2,174	2,170	2,092	2,950	2,084
Open at 30 June ^a	991	935	1,646	680	693

^a A significant portion of this figure consists of aircraft above 5,700 kg awaiting follow-up reports, such as investigation reports or laboratory reports, including some from overseas manufacturers.

Aerodromes

Table A.18 Aerodromes at 30 June, 2012–13 to 2016–17

	2012–13	2013–14	2014–15	2015–16	2016–17
Certified	191	191	192	189	188
Registered	139	136	135	133	133
Total	330	327	327	322	321

Training

Table A.19 Civil Aviation Safety Regulations Part 141 flight training certificates, 2015–16 to 2016–17

Type of application	2015–16	2016–17
Initial issue ^a	2	16
Subsequent issue	4	4
Variation	27	47
Total	33	67

^a The figures for initial issue do not include interim certificates and transitions.

Table A.20 Civil Aviation Safety Regulations Part 142 flight training certificates, 2015–16 to 2016–17

Type of application	2015–16	2016–17
Initial issue ^a	3	8
Subsequent issue	2	3
Variation	3	13
Total	8	24

^a The figures for initial issue do not include interim certificates and transitions.

Table A.21 Civil Aviation Safety Regulations Part 147 maintenance training organisation certificates, 2012–13 to 2016–17

	2012–13	2013–14	2014–15	2015–16	2016–17
Initial issue ^a	7	4	2	1	2
Variation	23	26	34	40	42
Total	30	30	36	41	44
Suspended certificates	–	–	–	2	2
Surrendered certificates	–	–	1	2	2

^a The figures for initial issue do not include interim certificates and transitions.

APPENDIX B: MANAGEMENT AND ACCOUNTABILITY DATA

Staffing

Table B.1 Employees by classification and location at 30 June 2017

Classification	Adelaide	Brisbane	Cairns	Canberra	Darwin	Melbourne	Perth	Sydney	Tamworth	Townsville	Total
Aviation Safety Regulator – Safety Systems Inspector	–	3	1	–	–	4	3	4	1	–	16
Aviation Safety Regulator – Aviation Safety Adviser	1	1	–	2	1	2	1	–	–	–	8
Aviation Safety Regulator – Airworthiness Inspector	4	11	3	–	5	13	9	13	2	3	63
Aviation Safety Regulator – Aerodrome Inspector	1	4	–	3	–	1	3	2	–	–	14
Aviation Safety Regulator – Other	1	37	1	48	1	16	2	9	–	–	115
Certificate Team Manager	2	5	1	5	1	6	3	4	1	2	30
Flight Training Examiner	1	4	–	–	–	3	–	4	1	–	13
Flying Operations Inspector	5	17	9	7	2	16	7	12	2	–	77
Professional Services	1	3	–	10	–	–	1	1	–	–	16
National Office Manager	–	5	–	28	–	1	–	–	–	–	34
Senior Management	1	3	1	18	–	2	1	1	–	–	27
Other classifications	3	76	5	298	1	14	5	14	1	–	417
Total	20	169	21	419	11	78	35	64	8	5	830

Table B.2 Permanent and temporary employees by classification and gender at 30 June 2017

Classification	Female			Male			Total
	Casual	Permanent	Temporary	Casual	Permanent	Temporary	
Aviation Safety Regulator – Safety Systems Inspector	–	6	–	–	10	–	16
Aviation Safety Regulator – Aviation Safety Adviser	–	1	–	–	7	–	8
Aviation Safety Regulator – Airworthiness Inspector	–	–	–	–	63	–	63
Aviation Safety Regulator – Aerodrome Inspector	–	2	–	–	12	–	14
Aviation Safety Regulator – Other	–	15	2	1	94	3	115
Certificate Team Manager	–	3	–	–	26	1	30
Flight Training Examiner	–	2	–	–	11	–	13
Flying Operations Inspector	–	4	–	–	72	1	77
Professional Services	4	–	–	2	10	–	16
National Officer Manager	–	7	–	1	26	–	34
Senior Management	–	3	2	–	21	1	27
Other classifications	4	215	29	4	147	18	417
Total	8	258	33	8	499	24	830

Table B.3 Employees by classification and age grouping at 30 June 2017

Classification	Age grouping						Total
	< 25	25-34	35-44	45-54	55-64	> 64	
Aviation Safety Regulator – Safety Systems Inspector	–	2	3	6	5	–	16
Aviation Safety Regulator – Aviation Safety Adviser	–	–	2	4	2	–	8
Aviation Safety Regulator – Airworthiness Inspector	–	–	5	29	22	7	63
Aviation Safety Regulator – Aerodrome Inspector	–	–	2	6	6	–	14
Aviation Safety Regulator – Other	–	9	22	38	37	9	115
Certificate Team Manager	–	–	4	14	10	2	30
Flight Training Examiner	–	–	1	3	6	3	13
Flying Operations Inspector	–	3	11	13	37	13	77
Professional Services	–	1	4	6	4	1	16
National Office Manager	–	1	8	14	10	1	34
Senior Management	–	–	7	13	6	1	27
Other classifications	9	108	133	114	47	6	417
Total	9	124	202	260	192	43	830

Table B.4 Workplace diversity data for employees by classification at 30 June 2017

Classification	NESB ^a	Indigenous	Disability
Aviation Safety Regulator – Safety Systems Inspector	–	–	–
Aviation Safety Regulator – Aviation Safety Adviser	1	–	1
Aviation Safety Regulator – Airworthiness Inspector	3	–	1
Aviation Safety Regulator – Aerodrome Inspector	2	–	2
Aviation Safety Regulator – Other	6	2	3
Certificate Team Manager	3	–	12
Flight Training Examiner	1	–	–
Flying Operations Inspector	5	–	–
Professional Services	–	–	1
National Officer Manager	–	–	–
Senior Management	1	–	–
Other classifications	54	4	–
Total	76	6	20

^a Previous annual reports provided numbers for employees with a culturally and linguistically diverse (CALD) background. Non-English speaking background (NESB) is a subgroup of the CALD category and describes employees who, in addition to coming from a culturally diverse background, do not speak English as a first language. This matches the NESB definition used by the Australian Public Service Commission.

Reviews of regulatory decisions

Table B.5 Administrative Appeals Tribunal merits reviews of CASA regulatory decisions, 2012–13 to 2016–17

	2012–13	2013–14	2014–15	2015–16	2016–17
Applications on hand from the previous year	19	15	19	12	15
Applications lodged during the year	20	40	30	19	14
Total	39	55	49	31	29
Matters dealt with					
Decisions affirmed	8	6	5	8	5
Decisions varied	2	8	7	1	2
Decisions set aside	2	4	3	8	1
Matters dismissed	1	5	3	1	1
Total	13	23	18	18	9
Other matters					
Applications withdrawn by the applicant	11	14	23	8	8
Applications remaining on hand at 30 June	15	18	13	15	15
Total	26	32	36	23	23

Note: A single application to the Administrative Appeals Tribunal often involves more than one reviewable decision. In such cases, a decision by the tribunal on a particular application may be composed of multiple decisions to affirm, set aside or vary decisions made by CASA. For that reason, some of the figures shown for matters dealt with reflect multiple outcomes arising out of a single application, and the figures shown for total applications dealt with do not reflect the total numbers of decisions affirmed, varied or set aside or matters dismissed.

Table B.6 Categories of CASA decisions appealed to the Administrative Appeals Tribunal, 2016–17

Subject of decision	Refusal to issue	Issue subject to conditions not sought by applicant for the authorisation	Cancellation/suspension	Variation/imposition of conditions not sought by holder	Total
Flight crew licence (including ratings and endorsements)	1	–	2	–	3
Aviation maintenance licence or authority (including ratings)	–	–	–	–	–
Medical certificate	1	3	2	2	8
Air operator certificate	–	–	1	–	1
Certificate of approval	–	–	–	–	–
Certificate of registration or airworthiness	–	–	–	–	–
Chief pilot approval	–	–	–	–	–
Maintenance controller approval	–	–	–	–	–
Exemption	1	–	–	–	1
Freedom of information	–	–	–	–	–
Other matters	1	–	–	–	1
Total	4	3	5	2	14

Table B.7 Applications to Federal Court for judicial review of CASA regulatory decisions, 2012–13 to 2016–17

	2012–13		2013–14		2014–15		2015–16		2016–17	
	Filed by subject person	Filed by CASA	Filed by subject person	Filed by CASA	Filed by subject person	Filed by CASA	Filed by subject person	Filed by CASA	Filed by subject person	Filed by CASA
Matters with the court										
Applications on hand from the previous year	2	1	–	–	3	–	–	–	–	–
Applications filed during the year	3	1	5	1	1	1	1	–	1	3
Total	5	2	5	1	4	1	1	–	1	3
Matters dealt with										
Applications granted	–	2	–	–	2	1	–	–	–	1
Matters dismissed	3	–	2	–	1	–	–	–	–	–
Total	3	2	2	–	3	1	–	–	–	1
Other matters										
Proceedings discontinued	2	–	1	–	1	–	1	–	1	1
Applications on hand at 30 June	–	–	2	1	–	–	–	–	–	1
Total	2	–	3	1	1	–	1	–	1	2
Decisions arising from Administrative Appeals Tribunal decision										
	–	1	3	1	4	1	–	–	–	1

External scrutiny

Table B.8 Coronial inquiries, 2012–13 to 2016–17

	2012–13	2013–14	2014–15	2015–16	2016–17
Inquiries on hand from previous year	3	3	2	1	2
New inquiries	2	2	–	1	3
Total	5	5	2	2	5
Conclusions handed down	2	2	1	–	3
Inquiries remaining in progress at 30 June	3	2	1	2	2

Enforcement

Table B.9 Medical certificate cancellations and suspensions, 2012–13 to 2016–17

Certificate	2012–13		2013–14		2014–15		2015–16		2016–17	
	C	S	C	S	C	S	C	S	C	S
Class 1	13	42	13	28	–	1	15	33	12	41
Class 2	20	65	19	49	12	45	9	21	23	60
Class 3	1	3	1	4	2	10	2	3	5	7

C = cancelled, S = suspended

Note: The certificate classes are 1 Professional pilots and flight engineers, 2 Student and private pilots, and 3 Air traffic control and flight service providers.

Table B.10 Licence and certificate actions, 2012–13 to 2016–17

Action	2012–13	2013–14	2014–15	2015–16	2016–17
Show cause notices issued	46	30	19	27	35
Variations	5	6	2	4	5
Suspensions ^a	9	9	10	9	10
Cancellations	22	20	6	7	8

Note: These figures do not include action taken in relation to Civil Aviation Safety Regulations Part 99 offences in relation to medical certificates (see Table B.9) or variations processed by the CASA Service Centre.

^a These include suspensions under regulations 265 and 269 of the Civil Aviation Regulations 1988.

Table B.11 Serious and imminent risk suspensions under section 30DC of the *Civil Aviation Act 1988*, 2012–13 to 2016–17

Action	2012–13	2013–14	2014–15	2015–16	2016–17
Suspensions	1	–	1	1	2

Table B.12 Infringement notices and prosecutions, 2012–13 to 2016–17

Action	2012–13	2013–14	2014–15	2015–16	2016–17
Infringement notices issued	190 ^a	181 ^b	155	132	135
Matters referred to the Director of Public Prosecutions	14	7	12	7	10
Prosecutions finalised	8	4	9 ^c	10 ^c	6
Acquittals	2	–	–	1	–
Convictions	7	4	8	8	6

^a Two matters were withdrawn.

^b Five infringement notices were reissued.

^c One matter was withdrawn.

Media, advertising and direct mail costs

Table B.13 Payments to media, advertising and direct mail organisations, 2016–17

Vendor	Amount (\$)
Media organisations	
Australian Associated Press	14,201
Australia–Pacific Aviation Services Pty Ltd	23,940
iSentia Pty Ltd	52,980
Song Zu Sydney	21,667
Total	112,788
Advertising agencies	
Business Essentials (Edge)	17,500
Yaffa Publishing Group Pty Ltd	33,830
Total	51,330
Direct mail organisations	
Australia Post	162,441
Decipha Pty Ltd	26,097
Toll Transport	68,257
Total	256,795
Total payments	420,913

Note: In accordance with indexation as prescribed in the *Commonwealth Electoral Act 1918*, only payments over \$13,000 (inclusive of GST) are reported. Amounts exclude GST and are rounded to whole dollars.

Legal costs

Table B.14 Legal costs, 2016–17

Vendor	Amount (\$)
Australian Government Solicitor	26,581
Ian Harvey	58,413
Peter Ward	51,564
Maurice Blackburn Lawyers	13,314
Total	149,872

Note: Relates to amounts over \$13,000. Amounts exclude GST and are rounded to whole dollars.

ABBREVIATIONS LIST

AAT	Administrative Appeals Tribunal
ADS-B	Automatic Dependent Surveillance Broadcast
AGRS	Advisory Group on Runway Safety
Airservices	Airservices Australia
AOC	air operator certificate
APG	Aviation Policy Group
APRAST	Asia Pacific Regional Aviation Safety Team
APS	Australian Public Service
ARSMM	Airspace Risk and Safety Management Manual
ARSMP	Airspace Risk and Safety Management Program
ASAOs	approved self-administering aviation organisations
ASRR	Aviation Safety Regulation Review
ASTRA	Australian Strategic Air Traffic Management Group
ATS	air traffic services
ATSB	Australian Transport Safety Bureau
AWPA	Australian Women Pilots' Association
BASA	Agreement on the Promotion of Aviation Safety between the Government of Australia and the Government of the United States of America (Bilateral Aviation Safety Agreement)
BITRE	Bureau of Infrastructure, Transport and Regional Economics
CAA NZ	Civil Aviation Authority New Zealand
CAAS	Civil Aviation Authority of Singapore
CASA	Civil Aviation Safety Authority
CASA PNG	Civil Aviation Safety Authority of Papua New Guinea
CASR	Civil Aviation Safety Regulations
CEO/DAS	Chief Executive Officer and Director of Aviation Safety
Chicago Convention	1944 Convention on International Civil Aviation
Civil Aviation Act	<i>Civil Aviation Act 1988</i>
CNS/ATM	communications, navigation, surveillance and air traffic management
CSM	CASA Surveillance Manual
DAME	designated aviation medical examiner
DAS	Director of Aviation Safety
Defence	Department of Defence
DFAT	Department of Foreign Affairs and Trade
DGCA	Indonesian Directorate General of Civil Aviation
DIRD	Department of Infrastructure and Regional Development
EAP	European Aviation Processing
EASA	European Aviation Safety Agency
FAA	Federal Aviation Administration (United States)
GST	goods and services tax

IAGDP	Indigenous Australian Government Development Program
IATA	International Air Transport Association
ICAO	International Civil Aviation Organization
ICC	Industry Complaints Commissioner
IOSA	IATA Operational Safety Audit
IPAs	Implementation Procedures on Airworthiness
ITSAP	Indonesia Transport Safety Assistance Package
KPI	key performance indicator
LGBTI	lesbian, gay, bisexual, transgender and intersex
LSA	light sport aircraft
MOU	memorandum of understanding
MRS	CASA medical records system
NCN	non-compliance notice
OAR	Office of Airspace Regulation
PACS	Performance and Communication Scheme
PASO	Pacific Aviation Safety Office
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PNG	Papua New Guinea
Q&A	question and answer
RAAA	Regional Aviation Association of Australia
RAAOs	recreational aviation administration organisations
RASG–APAC	Regional Aviation Safety Group – Asia and Pacific Regions
RPAS	remotely piloted aircraft systems
SARPs	standards and recommended practices (ICAO)
SCC	Standards Consultative Committee
SOE	Statement of Expectations
UASSC	Unmanned Aircraft Systems Standards Sub-Committee
WHS	work health and safety

COMPLIANCE INDEX

Public Governance, Performance and Accountability Rule 2014		
Approval of the report by directors	Section 17BB	1
Parliamentary standards of presentation	Section 17BC	Throughout
Plain English and clear design	Section 17BD	Throughout
Enabling legislation	Paragraph 17BE(a)	82
Legislated objects and functions	Paragraph 17BE(b)(i)	82
Purpose	Paragraph 17BE(b)(ii)	31
Responsible minister	Paragraph 17BE(c)	82
Ministerial directions	Paragraphs 17BE(d) and (f)	83
Policy orders	Paragraphs 17BE(e) and (f)	83
Annual performance statements	Paragraph 17BE(g)	26–78
Significant issues related to financial compliance	Paragraphs 17BE(h) and (i)	None to report
Details and attendance of board members	Paragraph 17BE(j)	83–86
Organisational structure	Paragraph 17BE(k)	88–96
Location	Paragraph 17BE(l)	Inside back cover
Governance	Paragraph 17BE(m)	86–87, 97–102
Related entity transactions	Paragraphs 17BE(n) and (o)	144
Significant activities and changes	Paragraph 17BE(p)	140
Judicial decisions or decisions of administrative tribunals	Paragraph 17BE(q)	133–134
Reports by the Auditor-General, a parliamentary committee, the Commonwealth Ombudsman or the Office of the Australian Information Commissioner	Paragraph 17BE(r)	132, 134
Information from subsidiaries	Paragraph 17BE(s)	Not applicable
Indemnity and insurance	Paragraph 17BE(t)	144
Compliance index	Paragraph 17BE(u)	210
Other reporting requirements		
<i>Civil Aviation Act 1988</i>	Section 49	83
<i>Commonwealth Electoral Act 1918</i>	Section 311A	143
<i>Environment Protection and Biodiversity Conservation Act 1999</i>	Section 516A	141–142
<i>Regulator Performance Framework</i>	Page 13	31–32
<i>Work Health and Safety Act 2011</i>	Schedule 2, Part 4	113–117

ALPHABETICAL INDEX

A

- abbreviations list, 208–209
- Aboriginal and Torres Strait Islander people, employees, 104, 108, 202
- access clause, contracts, 143
- accidents and incidents, employee, 116
- accidents per hours flown, 28–30
- accountability reporting, 140–144; *see also* corporate governance
- Administrative Appeals Tribunal, 134, 203, 204
- Administrative Decisions (Judicial Review) Act 1977*, 134
- administrative scrutiny, 134
- advertising and market research, 143
 - expenditure, 207
- advisory circulars, issuing of, 7, 41
- Advisory Group on Runway Safety, 58
- aerial application sector risk profiling, 97
- aerial mustering sector, 54, 97
- aerial work sector, accident and incidents rate trends, 28–30
- aerodromes
 - registration and certification, 4, 8, 132
 - risk profile, 97
 - statistics, 197
- Aeronautical Information Package, 51
- Aeronautical Information Publication, 37, 38
- Aeronautical Study of Hobart, 34
- age, staff, 104, 106, 108, 201
- ageing aircraft, 41–42
- Air Navigation Commission (ICAO), 125
- air operator certificate holders, 4, 6, 188
 - foreign, 48 (*see also* foreign aircraft operators, surveillance and audit mechanisms)
- air traffic controllers, 4, 59
- air traffic management, 12, 38, 54, 122; *see also* airspace, administration of; Australian Strategic Air Traffic Management Group; OneSKY Project
- air traffic services, 10, 23
 - audits of, 38
- Aircraft Airworthiness and Sustainment (Australia) Conference, 42
- aircraft maintenance engineers, 4, 6, 79, 191–192
- Aircraft Owners and Pilots Association, 58
- Airlines Technik – Bratislava, post-authorisation review of, 111
- Airport Safety Week, 55
- Airservices Australia, 11, 63, 123, 124, 125
 - consultative role, 35, 51, 58, 80
 - OneSKY project, 45
- Airservices Australia Accelerate Program, surveillance of, 132
- Airspace Act 2007*, 82
- airspace, administration of, 4, 8, 10, 34–35, 37–38, 132; *see also* Office of Airspace Regulation
- Airspace and Aerodrome Consultative Forum, 57, 58
- Airspace Change Proposals, assessment of, 7, 35
- Airspace Review within 50 Nautical Miles of Perth Airport, 34
- Airspace Risk and Safety Management Program, 34
- airworthiness certification, international agreements on, 127, 128
- Airworthiness Directive, on flight control cable, 41
- airworthiness statistics, 193–197
- alcohol and drug management, 6, 8, 24
- annual performance statement, 26–78
 - requirement to publish, 69
- Annual Report 2015–16*, award for, 15, 100
- annual reporting obligations, 69, 82, 99
- approved testing officers, extension of delegations, 42
- apps, development of, 6, 13
- Asia and Pacific Annual Safety Report, 35
- Asia and Pacific Office (ICAO), 52, 126

- Asia-Pacific Bilateral Partners Meeting, 128
- Asia-Pacific region, engagement in, 10, 35, 36, 52–53, 124, 126, 129–130
- Asia Pacific Regional Aviation Safety Team, 35, 126
- Asia-Pacific regional working groups (ICAO), 125
- Assessment of non-destructive testing procedures (ATSB safety issue), 37
- ATR 72 in-flight pitch disconnect design concerns (ATSB safety issue), 37
- audiometric tests, employee, 115, 116
- Auditor-General
 - contract access clause, 143
 - reports, 134
 - see also Australian National Audit Office (ANAO)
- Audits of the financial statements of Australian Government entities for the period ended 30 June 2016 (ANAO Report no. 33)*, 134
- audits, regulatory
 - Defence air traffic services, 38
 - delegates and approved persons, 40
 - disclosure of findings from, 73
 - light sport aircraft industry, 40
 - policies and procedures, 3, 33, 45–48, 73, 74
 - third-party, 48, 74
 - see also internal audit; surveillance operations
- Australasian College of Aerospace Medicine, 44
- Australasian Reporting Awards, 15, 100
- Australasian Society of Aerospace Medicine, 59
- Australia–Indonesia Transport Safety Forum, 52
- Australia–New Zealand mutual recognition agreements, 82
- Australian Aid Program, 129–131
- Australian Airports Association, 58
- Australian Airports Association National Conference, 55
- Australian Airspace, classifications and reviews, 7, 34
- Australian Airspace Policy Statement, 34
- Australian and New Zealand International Standards Organisation Risk Management – Principles and Guidelines, 97
- Australian Ballooning Federation, 40, 80
- Australian Breastfeeding Association, accreditation by, 106
- Australian Civil Aircraft Register, 6
- Australian Helicopter Industry Association, 54
- Australian Information Commissioner, 134
- Australian International Air Show, 3, 50, 55, 120
- Australian Maritime Safety Authority, 31, 52, 129
- Australian National Audit Office (ANAO)
 - audit reports relating to CASA, 134
 - independent audit report, 146–147
- Australian Parts Manufacturer Approval – parts approval (ATSB safety issue), 37
- Australian Public Service Code of Conduct, 70, 101
- Australian Public Service Commission, 52
- Australian Public Service Values, 70
- Australian Strategic Air Traffic Management Group, 57, 122
- Australian Transport Safety Bureau, 11, 28, 38, 82
 - aviation safety data sharing, 10, 37, 72, 124
 - consultation with, 38, 51
 - memorandum of understanding with, 37, 51, 68, 70, 124
- Australian Women Pilots' Association conference, 55
- Automatic Dependent Surveillance Broadcast (ADS-B), 11, 12, 23, 132
- average staffing level, 66
- Aviation Association of Australia Forum, 58
- Aviation Careers Expo, 55
- Aviation Group, 90, 91
 - aviation history, key moments, 16–17
- Aviation Implementation Group, 51, 123
- Aviation Law Association of Australia and New Zealand Conference, 131
- aviation medicine, 8, 59–60, 125
 - complaints relating to, 136
 - discussion paper, 14, 43, 57, 59, 78
 - review of function, 43–44, 49, 78
- Aviation Medicine Regulatory Standards, Policy and Guidelines, 44
- Aviation Policy Group, 35, 37–38, 51, 123, 126
- aviation safety advisers, 7, 55, 92

- Aviation Safety Advisory Panel, 40, 49, 92, 121
 establishment of, 3, 30, 50, 58, 59, 77
- aviation safety campaign, 3, 7, 50, 54–55
- Aviation Safety Committee, 100
- Aviation safety regulation and service delivery (key performance area), 27, 31
 measures and results, 34–44
- Aviation Safety Regulation Review (ASRR), 11, 12, 132
 progress against Government's response, 68–78
see also regulatory reform program
- aviation safety seminars, 3, 7, 13, 41, 50, 55, 57
- Aviation State Safety Program, 36–37
- Aviation Transport Security Act 2004*, 82
- Aviation Wildlife Hazard Group Forum, 55
- AvMed; *see* aviation medicine
- AvSafety seminars; *see* aviation safety seminars
- B**
- Ballarat airspace review, 34
- balloon adventurer, world record flight, 80
- Bell Helicopter conversion project, 79
- Bilateral Aviation Safety Agreement with the United States, 33, 36, 127, 138
- bilateral aviation safety arrangements, 33, 36, 52–53, 112, 127–128; *see also* international engagement; regional engagement
- Board
 conflict of interest disclosures, 101–102
 meetings, 86
 membership, 83–86
 role and responsibilities, 83
- Board Audit Committee, 86–87, 97, 99, 100
- Brazil, bilateral aviation safety arrangements with, 127
- Brisbane Airport Corporation, Board meeting with, 11
- Brisbane Airport, new parallel runway for, 35, 49
- Brisbane New Parallel Runway Advisory Group, 35
- Budget Estimates Committee hearings, 132
- Bureau of Infrastructure, Transport and Regional Economics, 28, 51
- Bureau of Meteorology, 52
- business continuity arrangements, 98
- Business Continuity Policy and Framework, 98
- Business Coordination Section, 90
- business intelligence capabilities, enhancement of, 63
- C**
- Cairns Airport, surveillance activities, 24
- Can I fly there?, drone safety app, 6, 13, 54, 120
- Can I pack that?, dangerous goods app, 6, 54
- Canada, bilateral safety arrangement with, 131
- capability framework, 65, 66, 71; *see also* workforce capability development
- car pooling register, 141
- The CASA Briefing* (e-newsletter), 120
- CASA Enterprise Agreement 2016–19, 110
- CASA Surveillance Manual, 45, 46, 99
- CASA's capability and capacity (key performance area), 27, 31
 measures and results, 65–67
- case management support, employee, 116
- cash flow, 21; *see also* financial statements
- CEO Instructions, 38, 56
- Chair of the Board
 message from, 10–11
 statement of preparation, 26
 statement on financial statements, 148
- challenges in 2016–17, 33, 50, 61
- Chicago Convention, 38, 124; *see also* International Civil Aviation Organization (ICAO)
- Chief Executive Officer, appointment of new, 10, 32; *see also* Director of Aviation Safety
- Chief Executive Officer of Airservices Australia, 123
- Chief Financial Officer, statement on financial statements, 148
- Chief of Air Force, 123
- China, bilateral aviation safety arrangements with, 127
- cinema advertising on drone safety, 13, 54, 143

- Civil Aviation Act 1988*, 4, 26, 76, 82, 132
 CASA functions, 32, 46, 82, 140, 144
 establishment of Board, 83
 establishment of CASA, 4, 82
 external engagement obligations, 120, 124
- Civil Aviation Advisory Publication on delegations and authorisations, 42
- Civil Aviation Authority of Fiji, 36
- Civil Aviation Authority of New Zealand, 11, 44, 86, 128
 memorandum of understanding with, 128
- Civil Aviation Authority of Singapore, bilateral safety arrangement with, 128; *see also* Singapore, bilateral aviation safety arrangements with
- Civil Aviation (Carriers' Liability) Act 1959*, 82, 144
- Civil Aviation Orders, 82
- Civil Aviation Regulations 1988, 82
- Civil Aviation Safety Authority of Papua New Guinea, 53, 130–131
- Civil Aviation Safety Regulations 1998 (CASR), 43, 76, 79, 82, 109, 132, 138
 consultation on, 39, 41, 47–48, 59, 75, 122, 123
 development and implementation process, 14, 39, 43, 47–49, 59, 75–77
 post implementation reviews, 14, 39, 58
see also regulatory reform program
- classification, staff, 199–202
- Client Service Centre, 42, 93
- Close Calls Sport Aviation Special 2017*, 41, 50
- cloud migration planning, 3, 61
- Code of Conduct policy, 70, 101, 108
 investigation of breaches, 101
- Collaboration Branch, 90
- colour vision deficiency in pilots, 125, 132
- Comcare audit, 113, 115
- Comcover, discussions on indemnity, 42–43
- Comcover risk management benchmarking survey, 62, 98
- commercial balloons sector risk profiling, 46, 97
- commercial drone activities, notification of, 7
- Commonwealth Director of Public Prosecutions, 102, 140
- Commonwealth Electoral Act 1918*, 143
- Commonwealth Government Risk Management Forum, 97
- Commonwealth Ombudsman, 100, 134
- Commonwealth Procurement Rules, 143
- Commonwealth Risk Management Policy, 97
- communications strategy, development of, 55–56;
see also community engagement; stakeholder engagement
- community engagement, 120–121; *see also* external engagement; information dissemination
- complaints, 134–136
 mechanisms to handle, 59, 78 (*see also* Industry Complaints Commissioner)
 processing statistics, 135–136
 relating to aviation medicine, 136
- compliance index, 210
- conflict of interest, 99, 101–102
- consultancy services, 144
- consultative forums, 34, 50, 52, 57, 58–59, 77, 121–123; *see also* industry consultation; stakeholder engagement
- contact details, inside back cover
- continuous improvement; *see* Corporate goal 3: Continuous improvement of organisational performance
- contract employment arrangements, 110
- Convention on International Civil Aviation 1944, 124; *see also* International Civil Aviation Organization (ICAO)
- coronial inquiries, 133, 205
- Corporate goal 1: Maintain and enhance a fair, effective and efficient safety regulation system, 5, 27, 31
 challenges, 33
 key achievements in 2016–17, 3, 33
 key performance indicators, 27
 performance report, 32–49
- Corporate goal 2: Collaborative engagement with the wider aviation community to promote and support a positive safety culture, 5, 27, 31
 challenges, 50
 key achievements in 2016–17, 3, 50
 key performance indicators, 27
 performance report, 50–60

- Corporate goal 3: Continuous improvement of organisational performance, 5, 27, 31
 challenges, 61
 key achievements in 2016–17, 3, 61
 key performance indicators, 27
 performance report, 61–67
- corporate goals, 5, 27; *see also* Corporate goal 1: Maintain and enhance a fair, effective and efficient safety regulation system; Corporate goal 2: Collaborative engagement with the wider aviation community to promote and support a positive safety culture; Corporate goal 3: Continuous improvement of organisational performance
- corporate governance, 82–103; *see also* Corporate goal 3: Continuous improvement of organisational performance
- corporate internet site, 3, 56, 61, 64
- corporate mentoring, 24, 53, 130, 131
- corporate objectives, 5; *see also* *Corporate Plan 2016–17 to 2020–21*
- Corporate Plan 2016–17 to 2020–21*, 5, 26, 27, 31
- corporate plan for 2017–18, 15, 83
- Corporate planning in the Australian public sector* (ANAO Report no. 6), 134
- cost-recovery arrangements, 62
- counselling services, employee, 116
- culturally and linguistically diverse communities, 104, 106, 202
- Culture and Leadership Strategy, 67
- cyber examinations system, agreement with Fiji on use of, 36
- D**
- dangerous goods app, 6, 54
- data sharing, aviation safety data, 37, 72, 124
- deeds of agreement, with self-administering sport aviation organisations, 41
- Defect Reporting Service, 41
- Defence air traffic services, audits of, 38
- Defence ATS Airworthiness Board, 38
- Defence Aviation and Air Force Safety, 51
- Defence Aviation Medicine Working Group, 44
- Defence–CASA agreement on safety and airworthiness, 38
- Delegate and Flight Examiner Professional Development Program, 54
- deliverables, portfolio, 27; *see also* corporate goals
- Department of Defence, 37, 52, 58
 agreement on safety and airworthiness, 38
- Department of Finance, 42, 52
- Department of Foreign Affairs and Trade, 52, 129
- Department of Infrastructure and Regional Development, 12, 31, 35, 52, 62, 129
 collaboration with, 38, 42, 51, 123, 124
 provision of advice to, 36, 37, 43, 51, 52
- Department of the Prime Minister and Cabinet
 Careers Expo, 105
- designated aviation medical examiners (DAMES), 44, 59, 78
- digital services strategy, development of, 64, 67, 69
- Director of Aviation Safety
 appointment of new, 10, 69, 83
 review by, 12–15
 statement on financial statements, 148
- Director’s Advisory Panel, 50, 58, 59
- Directors General of Civil Aviation Conference, 126, 131
- Disability Discrimination Act 1992*, 105
- disability reporting, 117; *see also* people with disability
- disclosure of conflict of interest, 99, 101–102
- discussion papers, 14, 43, 57, 59, 78
- Diversity Plan, 67; *see also* Workplace Diversity Program
- diversity, workplace, 104–108, 202
- drone safety app, 6, 12, 54, 120
- Drone Showcase, 3, 50, 55
- drones, 6, 7, 11, 50, 54, 55, 60; *see also* remotely piloted aircraft systems
- drug and alcohol management, 6, 8, 24

E

e-learning programs, 37, 62, 97, 98, 109

e-newsletter, 120

Eagle Copters Australasia Pty Ltd, 79

ecologically sustainable development report, 141–143

editorial style guide, development of, 56

education and awareness activities, 13, 37, 41, 42, 53, 54, 55; *see also* aviation safety seminars; information dissemination; training and development, staff

education and training programs, staff; *see* training and development, staff

EduTECH, 45, 55

efficiency dividend and indexation parameter updates, refusal of exemption from, 62, 140

employee assistance program, 116

employee engagement survey, 63, 67

enabling legislation, 82

end-to-end certificate management, 99

energy use, organisational, 142, 143

enforcement actions, 40, 206

Enforcement Manual, 72

enterprise agreement, 110

Environment Protection and Biodiversity Conservation Act 1999, 141

Environmental Management Manual, 141

environmental management system, 141

environmental sustainability performance report, 141–143

Equal Employment Opportunity (Commonwealth Authorities) Act 1987, 104

equity and diversity principles (online module), 101

Essendon Airport accident, 11, 132

Europe, bilateral aviation safety arrangements with, 127; *see also* European Aviation Safety Agency

European Aviation Processing portal, 64

European Aviation Safety Agency, 128
working arrangement with, 33, 36

Executive Committee, 98, 100

expenses, 20; *see also* financial statements

external engagement, 120–132

external review, of internal audit function, 99

external scrutiny, 132–135; *see also* performance validation panel

F

Facebook, 6, 54, 120

factors affecting performance, 32

fatigue management rule set, delay of release, 10

Federal Court, judicial review of administrative decisions, 134, 205

feedback
mechanisms, 58, 120
training and forums, 41, 57
see also surveys

female employees, 104, 108, 200

Finance Branch, 93

financial outlook, 22; *see also* financial statements

financial position, 21; *see also* financial statements

financial results, 5, 14; *see also* financial statements; financial summary

financial statements, 149–186

financial summary, 18–22; *see also* financial statements

firefighting and rescue services, 8

flexible work arrangements, 106

flight crew licensing, 6, 11, 13
statistics, 189–190

Flight Examiner and Professional Development Program, launch of new, 54

Flight Examiner Rating Course, 109

Flight manual requirements for amateur-built experimental aircraft (ATSB safety issue), 37

Flight Operations Panel (ICAO), CASA appointment as chair of, 137

flight operations statistics, 188

flight personnel statistics, 189–190

Flight Safety Australia 2016 Collectors' Edition, 121

- Flight Safety Australia* (magazine), 42, 54, 60, 92, 120–121
- Flight Safety Foundation, 54
- flight simulation training devices, recognition of, 127, 131
- Flight Standards Branch, 90
- flight test management system, 3, 61
- Flight Testing Office, 90, 123
- flight validations, instrument flight procedures, 7
- flying training industry, 8, 123
 - accident and industry rate trends, 28–30
 - statistics, 198
- Flying Training Panel, 123
- foreign aircraft operators, surveillance and audit mechanisms, 3, 8, 33, 36, 48, 128
- foreign based maintenance providers, surveillance of, 48, 111, 128
- 'Fostering Safe, Secure and Efficient Aviation System in an Eco-friendly Environment with No Country Left Behind', 126
- Fraud Control Plan, 102
- Freedom of Information Act 1982*, 140
- freedom of information reporting obligations, 140
- fuel excise revenue, 14, 18, 19; *see also* financial statements
- funding strategy, long term, 62
- G**
- gender, staff, 104, 108, 200
- General Aviation liaison officer, 57, 73
- general aviation sector, 24, 41, 57, 73, 132
 - accident and incident rate trends, 28–30, 60
- Generic Human Factors (online training program), 41, 122
- Gliding Federation of Australia, 40
- Global Aviation Safety Plan (ICAO), 125, 126
- Global Aviation Safety Roadmap (ICAO), 126
- Governance and organisational effectiveness (key performance area), 27, 31
 - measures and results, 62–64
- governance, corporate, 82–103
- Government and International Relations Branch, 92
- Government Partnerships Fund, 130
- GP16, 55
- grants, 143–144
- greenhouse gas emissions, initiatives to reduce, 141, 142, 143
- H**
- Hang Gliding Federation of Australia, 40
- hazard notifications, work health and safety, 116
- health and safety management arrangements, review of, 114
- Health and Wellbeing Program, 105
- helicopter and aeroplane medical transport sector risk profiling, 46, 97
- helicopter conversion project, 79
- helicopter mustering, safety, 54; *see also* aerial mustering sector
- helicopter transport sector risk profiling, 46, 97
- helicopter simulators, first approvals for, 7
- Hong Kong, bilateral aviation safety arrangements with, 127
- human resource management, 103–110
- I**
- ICT strategic plan, 3, 61, 67
- Implementation Procedures on Airworthiness, 36, 127
- Implementing CASA's Regulatory Philosophy workshops, 3, 38, 56
- incident notifications, employee, 116
- incidents per hours flown, 28, 29
- income, 19; *see also* financial statements
- indemnities and insurance, 144
 - policy on provision of, 42–43, 71
- Indigenous Australian Government Development Program, 105, 107
- Indigenous Australians, employees, 104, 108, 202
- Indigenous Engagement Network, 105

Indonesia, assistance on aviation safety management, 36, 52, 129–130; *see also* Indonesia Transport Safety Assistance Package

Indonesia Transport Safety Assistance Package, 129, 130

Indonesian Directorate General of Civil Aviation, 52, 129, 130

induction courses, 66, 116

industry advisory panels, 11, 13; *see also* consultative forums; industry consultation

Industry Complaints Commissioner, 59, 78, 134; *see also* complaints

industry consultation, 59, 71, 74
on information sharing, 57
on regulatory changes, 12, 13, 39, 47, 49, 75, 76
see also consultative forums; industry engagement

industry engagement, 11, 30, 121; *see also* industry consultation; stakeholder engagement

Industry oversight (key performance area), 27, 31
measures and results, 45–48

Industry Relations Branch, establishment of, 3, 30, 50, 73, 90, 92

influenza vaccination program, 116

information dissemination, 41–42, 54, 60, 120; *see also* education and awareness activities

information management systems, 63

Information Publication Scheme, 140

Information Systems Branch, 99

Informing Aeromedical Certification Policy in General and Recreational Aviation, 60

infringement notices, 7, 140, 206

Innovate Reconciliation Action Plan, 105, 107

inoperative staff, 103

instrument flight procedures, flight validations, 7

instrument flight rules aircraft, requirement to use ADS-B technology, 11, 12, 14, 23

insurance and indemnities; *see* indemnities and insurance

Intelligence and Analytics Section, transfer to Strategy, Quality and Intelligence Branch, 90

interesting facts in 2016–17, 6–7

internal audit, 98–99

internal communication framework, 56–57

internal reporting arrangements, changes to, 90

International Air Transport Association, 128
agreement on IATA Operational Safety Audit reports, 3, 33, 74, 128

International Air Transport Association Operational Safety Audit reports, 3, 33, 74, 128

International Civil Aviation Organization (ICAO), 14, 35–36, 49, 52, 124–126
tripartite arrangement on Australia's participation, 35, 124, 125

International Day Against Homophobia, Transphobia and Biphobia, 107

International Day of People with Disability, 105

international engagement, 35–36, 49, 52, 124–131; *see also* bilateral aviation safety arrangements; International Civil Aviation Organization (ICAO); International Engagement Strategy; regional engagement

International Engagement Strategy, 3, 35, 36, 49, 50

International Women's Day, 106, 107

intragovernmental engagement, 51–52, 123–124

intranet, launch of new, 3, 56, 61, 64

J

Joint Agency Aviation Safety Analysis Coordination Group, 51

Joint Authorities on Rulemaking for Unmanned Systems, 47

Joint Standing Committee on Treaties, 127

judicial decisions, 132

'just culture' principles, 38, 56, 63, 72, 125; *see also* Regulatory Philosophy

K

key performance indicators, 27, 31, 32
reporting arrangements, 62, 63, 69

knowledge and information management systems, 63

Korea, bilateral aviation safety arrangements with, 127

L

large aeroplane transport sector risk profiling, 97
 Leadership and Culture Strategy, 63, 108, 110
 leadership development plan, 63
 Learning Circles, 108
 Legal Affairs, Regulatory Policy and International Strategy Branch, 94, 102
 legal costs, 132, 207
 length of service awards, employee, 7, 110
 lesbian, gay, bisexual, transgender and intersex community, inclusion in diversity program, 107
 letter of transmittal, 1
 liability insurance, 144; *see also* indemnities and insurance
 licensed aircraft maintenance engineers, 4, 6, 79, 191–192
 licensing activities, 8, 79, 80, 123; *see also* flight crew licensing
 light sport aircraft industry, compliance checks, 40
 LinkedIn, 54, 120
 locations, staff, 199
 looking ahead, 14, 49, 60, 67, 98, 99
 lost time incidence rate, 116

M

m-learning, development of, 98
 maintenance organisations, 4, 8
 audit of foreign, 48, 111, 128
 statistics, 191, 198
 maintenance personnel statistics, 191–192
 male staff, 200
 management and accountability data, 199–207
 Managing Psychological Risk at Work Program, 114
 Mandatory Occurrence Reports, 72
 Manuals of Standards, 39, 41, 47, 58, 82, 123
 Mareeba, Qld, balloon surveillance activities, 24
 market research and advertising, 143
 expenditure, 207
 mature-aged employees, 104, 106, 108, 201

Measuring our Performance survey, 53
 media campaigns, 143, 207; *see also* advertising and market research
 medical certificate holders, 6
 medical certificates, 6, 7, 43, 44, 78, 190
 processing time, 11, 136 (*see also* aviation medicine)
 Medical Certification Standards Discussion Paper, 78; *see also* aviation medicine
 medical records system, 44
 implementation of new version, 3, 11, 33
 Melbourne aeronautical study, 34
 Melbourne Airport, new runway for, 34, 49
 Member State of chief importance (ICAO), 125
 memoranda of understanding, 36
 with Australian Transport Safety Bureau, 37, 68, 70, 124
 with Civil Aviation Authority of New Zealand, 128
 drafting of on aviation medicine matters, 44
 with Indonesia on aviation matters, 53, 129
 with International Air Transport Association, 74, 128
 with Papua New Guinea on transport matters, 53, 130, 131
 memorandum of cooperation with United States, 112; *see also* Bilateral Aviation Safety Agreement with the United States
 mental health awareness, 114
 mentoring program, corporate, 24, 53, 130, 131
 milestone awards, employee, 7, 110
 military airspace management, 37–38; *see also* OneSKY Project
 Minister for Finance, 62, 83, 140
 Minister for Infrastructure and Regional Development (in 2012–13 and 2014–15), 68, 132
 Minister for Infrastructure and Transport, 51, 62, 68, 82, 112; *see also* Ministers' Statements of Expectations
 Ministerial directions, 83
 Ministers' Statements of Expectations, 10, 15, 49, 68, 70, 71, 72, 74, 83, 132
 mission, 5
 motor vehicle fleet, organisational, 142, 143

N

NAIDOC Week events, 105

National Australian Built Environment Rating System, 141

National Disability Strategy 2010–2020, 105, 117

National Health and Safety Committee, 114, 115

National Health Week, 115

National Operations Manager, 90

National Reconciliation Week, 107

net result, 19–20; *see also* financial statements

New Zealand, bilateral aviation safety arrangements with, 127, 128; *see also* Civil Aviation Authority of New Zealand

Newman Report on aviation medicine, 60; *see also* aviation medicine

non-compliance notices (NCNs), 45, 74

non-English speaking background employees, 104, 106, 108, 202

non-ongoing employees, 4

notice of strategic direction, 83

notifiable incidents, employee, 117

O

occupational health and safety; *see* work health and safety, employee

Office of Airspace Regulation, 14, 34, 63
review of operations and functions, 34

Office of Best Practice Regulation, 39

Office of Parliamentary Counsel, 75, 77

Office of the Industry Complaints Commissioner, 134; *see also* Industry Complaints Commissioner

offshore helicopter operations, 46, 48, 97

Ombudsman, 100, 134

Ombudsman Act 1976, 134

on-site visits, aviation safety, 3, 7, 50, 55

OneSKY Project, 45

ongoing employees, 4

online collaboration software, replacement of, 3, 61

online store, items available, 7, 41, 54

operating environment, 4

operating statistics, 188–198

operating surplus, 5, 14, 18; *see also* financial statements

‘Operation Cluck Norris’, 24

organisational structure, 88–89
restructure, 63, 73, 90

orientation program, 67, 97, 108

Out-n-Back 2, 119

Out-n-Back (video series), 41, 54, 64, 119

outcome, portfolio, 4, 27, 28–30

outcomes not achieved, 14, 131

overseas based maintenance providers, oversight of, 48, 111, 112

overview, 10–24

OzKosh, 41, 55

P

Pacific Aviation Safety Office, 52, 129

Pacific Islands, strategic engagement with, 52, 131

Papua New Guinea
assistance on aviation safety management, 36, 53, 129, 130–131
memorandum of understanding on transport sector, 53, 130, 131

parental leave arrangements, 106

parliamentary accountability, 132

Part 61 Solutions Taskforce, cessation of activities, 11, 14

passengers, infringement notices, 7

penalties for offences, review of, 46, 76

People Committee, 100, 101

people management, 103–110

people with disability, 104, 105, 108, 117, 202

Performance and Communication Scheme, 67

performance indicators; *see* key performance indicators

- performance reports
 - Corporate goal 1, 3, 32–49
 - Corporate goal 2, 3, 50–60
 - Corporate goal 3, 3, 61–67
 - performance validation panel, 31, 62
 - Perth Airport, new runway for, 34, 49
 - pilot health initiative, 118
 - Port Douglas, Qld, helicopter surveillance activities, 24
 - Portfolio Budget Statements 2016–17, 27, 28
 - Portfolio Budget Statements 2017–18, 18, 22, 62
 - portfolio outcome, 4, 27, 28–30
 - Post Implementation Review of Airspace in the Oakey and Brisbane West Wellcamp Area, 34
 - post-implementation reviews, 40, 99
 - of CASR Parts, 14, 39, 58
 - of Renewing CASA, 15, 32, 48, 61
 - procurement, 143
 - Procurement Section, 90
 - professional development program, 67; *see also* training and development, staff
 - Professional Development Section, 90
 - professional indemnity, 144
 - program and outcome structure, 27
 - psychiatric assessments, industry, 59–60
 - psychological health and wellbeing, employee, 114, 115
 - psychometric assessment of job applicants, 66
 - Public Governance, Performance and Accountability Act 2013*, 26, 31, 69, 70, 82, 83, 86, 102, 140
 - rules relating to indemnity, 42, 71
 - Public Governance, Performance and Accountability Rule 2014, 102, 140
 - Public Interest Disclosure Act 2013*, 100, 134
 - public interest disclosure policy, 100
 - public safety zones at airports, 132
 - purchasing, 143
- Q**
- Qantas, 44, 58, 59, 60
 - quality management systems approach, 42, 61
 - Queensland Institute of Medical Research, 118
 - Question and Answer document for Safety Information Policy Statement, 38, 72
 - questions on notice, 132
- R**
- RAAF Bases, audit of air traffic services, 38
 - radio frequency options, discussion paper, 97
 - ramp inspections
 - foreign aircraft operations, 33, 36, 128
 - sport and recreational aviation sector, 40
 - Reconciliation Action Plan, 105, 108
 - Reconciliation Week, 105
 - recreational aviation administration organisations, 7, 40, 75, 122; *see also* sport and recreational aviation sector
 - Recreational Aviation Australia, 40, 58, 75, 123
 - recruitment, staff, 10, 66
 - recycling, waste, 141
 - Regional Airspace and Procedures Advisory Committees, 34, 57, 92, 122
 - Regional Aviation Association of Australia, 55, 58
 - Regional Aviation Safety Forum, 50
 - Regional Aviation Safety Group – Asia and Pacific Regions (ICAO), 35, 126
 - regional engagement, 10, 35–36, 52–53, 124, 126, 127–131; *see also* International Engagement Strategy
 - registered aerodromes, number of operators, 4
 - registered aircraft, 4, 6
 - regular public transport sector, accident and incident rate trends, 28–30
 - Regulator Performance Framework, 31–32, 62
 - Regulatory and Technical Training Framework, 67, 108
 - Regulatory and Technical Training Section, 90
 - Regulatory and Technical Training Section Quality Manual, 54

Regulatory Philosophy, 10, 14–15, 30, 56, 59, 63, 71, 72
 induction courses, 66
 workshops on implementing, 3, 33, 38, 56
see also 'just culture' principles

regulatory reform program, 10, 14, 39, 41, 68–78
 consultation on, 12, 13, 32, 58
 information dissemination on, 60, 120
see also Aviation Safety Regulation Review (ASRR); Civil Aviation Safety Regulations 1998 (CASR)

Regulatory Safety Management Program, 36–37
 rehabilitation management system, 113, 115
 related entity transactions, 144

remote areas, safety of air operations in; *see* Out-n-Back (video series)

remotely piloted aircraft systems, 12, 112, 130, 132
 certificate holders, 4, 6, 188
 integration into Australian airspace, 33, 49
 risk profile, 97
 safety awareness measures, 3, 6, 13, 50, 54, 55, 120
 Senate inquiry into safe operation, 13, 47
 surveillance capacity, 47–48
see also drones

remotely piloted aircraft systems, unmanned aerial systems and associated systems, inquiry into safety regulation requirements, 13, 47

Renewing CASA program, 15, 32, 61, 65, 114

Renmark, South Australia, aircraft accident, 11, 15

responsible minister, 82

retention, staff, 100, 106

retirement planning support services, 106

Review of Department of Defence Managed Airspace within the Vicinity of Adelaide, 34

review of regulatory decisions, 134, 203, 204

Review of the Pilbara Airspace Classification, 34

Review of Wellcamp/Toowoomba, 34

Risk and Investment Committee, 100

risk management, 62, 97–98; *see also* sector risk profiling

Risk Management Fundamentals Course, 97

Risk Management Policy and Framework, 97

role, organisational, 4, 8

Royal Australian Air Force, 123

Royal Flying Doctor Service, Board meeting with, 11

RPAS in Australian Skies, 55

Russia, bilateral aviation safety arrangements with, 127

S

Safe skies for all, 5, 15, 97, 132

Safety Around Helicopter Mustering booklet, 54

Safety Assessment of Foreign Aircraft program, 33, 36, 128

Safety Assurance Branch, 90

safety education material, provision of, 41, 42, 54

Safety Information Policy Statement, 38, 72

Safety Information Protection Implementation Group (ICAO), 35

Safety Management Panel (ICAO), 35

safety management systems, 36, 60, 111, 122, 125

Safety Promotion Branch, 92

Safety Systems Branch, transfer of functions from, 90

satellite-based surveillance technology, 23;
see also Automatic Dependent Surveillance Broadcast (ADS-B)

sector risk profiling, 46, 97, 98

self-administering aviation organisation model, 41

self-assessment appraisal, organisational, 31–32, 62

Self Service portal, 3, 61

Senate Rural and Regional Affairs and Transport Legislation Committee Budget Estimates, 132

Senate Rural and Regional Affairs and Transport References Committee inquiry, 13, 47

senior management
 appointments and departures, 90
 roles and responsibilities, 91–96

service delivery standards
 improvements in, 30, 64
 medical certificate processing, 3, 7, 11, 33, 43
 publication of, 42, 69

- Service Difficulty Reporting System, replacement of, 41
- significant activities and changes, 140
- Singapore, bilateral aviation safety arrangements with, 127, 128
- Sky Sentinel, 73
- Slovakia, audit of maintenance organisation in, 111
- small aeroplane transport sector risk profiling, 97
- snapshot of performance, 3
- social media, 6, 56, 120, 122
promotion of safety information resources, 41, 54
- sponsorships, 6, 143–144
- Sport Aircraft Association of Australia, 40
- sport and recreational aviation sector, 40–41, 122
surveillance events, 40
see also recreational aviation administration organisations; Sport Aviation Safety Forum
- Sport Aviation Safety Forum, 7, 41, 57, 122
- staff engagement survey, 63, 67
- staff recruitment, 10, 66
- staff secondments, 70
- staff statistics, 4, 103, 199–202
- staff training; *see* training and development, staff
- staff turnover, 66, 104
- Stakeholder Communications Branch, 90, 92
- stakeholder engagement, 3, 13, 30, 50, 99; *see also* external engagement; industry engagement; Stakeholder Engagement Group; Stakeholder engagement (key performance area)
- Stakeholder Engagement Group, 66, 67, 90, 91
- Stakeholder engagement (key performance area), 27, 31
measures and results, 51–60
- Stakeholder Engagement Strategy, 55; *see also* industry engagement; stakeholder engagement
- stakeholder relationship health survey, 30, 53, 69
- Standards Consultative Committee, 50, 57, 77, 121
- Standards Development Procedures Manual, 39, 40, 58
- Standing Notice of Material Personal Interest (Board Members), 102
- state and territory governments, relationships with, 52
- State of the Service Report*, 103
- State Safety Programs, 36–37, 124
- Statement of Expectations, Minister's, 10, 15, 49, 68, 70, 71, 72, 74, 83, 132
- Statement of preparation, 26
- States of Chief Importance in Air Transport (ICAO), 125
- strategic risk register, 97
- Strategic Workforce Plan, 64, 103; *see also* workforce plan
- Strategy, Quality and Intelligence Branch, 96, 98
- structure, organisational, 88–89
changes to, 63, 73, 90
- Sunshine Coast Airport, new runway for, 49
- surveillance operations, 7, 24
function, 8, 48
policies and procedures, 45–48, 73, 74 (*see also* CASA Surveillance Manual)
regional events, 24
remotely piloted aircraft systems, 47–48
sport and recreational aviation sector, 40
see also audits, regulatory
- surveys
industry stakeholders, 30, 53, 69
staff engagement, 63, 67
- Sustainability Group, 93
- Swan River aviation accident, 11, 132
- ## T
- Taste of Harmony events, 106
- Technology and Gadget Expo, 55
- temporary contracts, 110
- third-party audits, proposal to introduce, 48, 74;
see also audits, regulatory
- 39th ICAO Assembly, 125, 131
- three-tier structure, regulatory framework, 75, 76
- training and development, staff, 10, 57, 66–67, 99,

101, 108–110
 risk management, 97, 98
 work health and safety, 113, 116
see also e-learning programs

Training Branch, 90, 91

transmittal letter, 1

Transport Canada, bilateral aviation safety arrangement with, 131

Transport Safety Investigation Act 2003, 82

treaty-level agreement, with United States, 33, 36, 127; *see also* Bilateral Aviation Safety Agreement with the United States

turnover, staff, 66, 104

Twitter, 54, 120

2016–17 Portfolio Budget Statements, 27, 28

2017–18 Portfolio Budget Statements, 18, 22, 62

2017–2019 Innovate Reconciliation Action Plan, 107

U

United Kingdom, bilateral aviation safety arrangements with, 127

United Nations Convention on the Elimination of All Forms of Discrimination Against Women, 106

United States, bilateral aviation safety arrangements with, 33, 36, 127, 138

United States Department of Transportation, 112

United States Federal Aviation Administration, 36, 112, 127, 138

Universal Safety Oversight Audit Programme Continuous Monitoring Approach (ICAO), 125, 130

Unmanned Aircraft Systems Standards Sub-Committee, 47

unplanned absences, employee, 103

use of discretion principles, 72

V

values, organisational, 5; *see also* Code of Conduct policy

videoconferencing, corporate, 141

Virgin, 44, 58, 59, 60

virtual desktop capability, delivery of, 3, 61

vision, 5, 97, 132

visual flight rules issues, 119

volcanic ash safety issues, 52, 130

Vulcan-Aus Group, 52

W

waste management, 141, 142, 143

website redevelopment, 6, 56, 61, 64

Welcome to Country protocol, 105

Western Sydney Airport, 34, 49

WHS management system, review of, 113

Wings over Illawarra, 55

Women in Aviation/Aerospace Australia summits, 108

Women in Leadership Panel, 106, 107

work health and safety, employee, 113–117

Work Health and Safety Strategy, 113, 115

objectives and achievements, 115

workers compensation, 116

workforce capability development, 65–67, 71; *see also* training and development, staff

workforce plan, 65, 70; *see also* Strategic Workforce Plan

workforce planning, 10

working with respect (online module), 101

workplace agreements, 110

workplace diversity, 104–108, 202

Workplace Diversity Program, 104, 105–106, 117

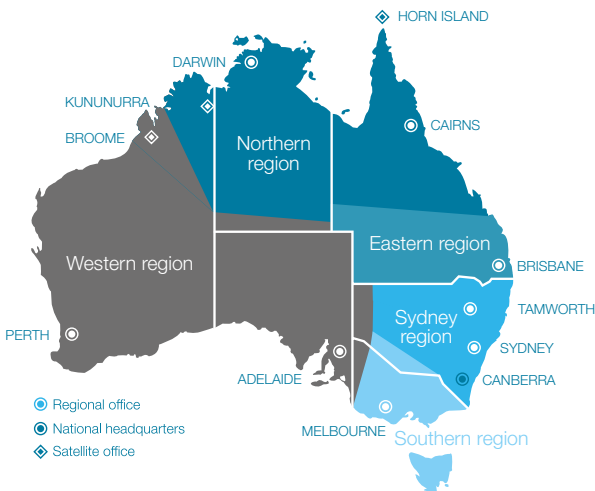
workshops
 implementing regulatory philosophy, 3, 33, 38, 56
 risk management, 97
 sector risk profiles, 46

workstation assessments, 116

Y

YouTube, 54, 120

CASA locations



Acknowledgements

Drafted by: Lisa Harvey

Assisted by: Michelle Spence

Design: Duncan Grant

Editing: WordsWorth Writing Pty Ltd

Printing: CanPrint Communications Pty Ltd

Thank you to all contributors and divisional coordinators for your invaluable support and input throughout the development and drafting process.

Contact details

This report and other CASA corporate publications can be accessed online at www.casa.gov.au

Readers are invited to provide constructive feedback and suggestions for improvement to annualreport@casa.gov.au

For more information on the report, or to request printed copies, please contact:

Manager, Governance Systems
Civil Aviation Safety Authority
GPO Box 2005
Canberra ACT 2601
AUSTRALIA

Phone +61 2 6217 1614

Fax +61 2 6217 1290

Email annualreport@casa.gov.au

CASA regulatory instruments and publications can be accessed on the CASA website. All proposed regulatory changes and related consultation documents for 2016–17 are published on the CASA website and can be accessed at www.casa.gov.au/newrules

Australasian Reporting Awards recognition for CASA



CASA National Headquarters

Aviation House
16 Furzer Street
Phillip ACT 2606

GPO Box 2005
Canberra ACT 2601

Phone 131 757 (local call)

Fax 02 6217 1209

Email annualreport@casa.gov.au

Website www.casa.gov.au

Twitter [@CASABriefing](https://twitter.com/CASABriefing)

