



Terms of Reference

Sydney Airport Air Traffic Control Working Group

August 2026

1. Purpose

The Sydney Airport Air Traffic Control Working Group is established by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts to support transparency, stakeholder engagement and implementation oversight relating to operational and workforce challenges affecting Sydney Airport air traffic control.

2. Role and objectives

The Working Group will provide a structured forum for government, industry, workforce and regulatory stakeholders to maintain a shared understanding of issues affecting Sydney Airport ATC operations, improve transparency regarding actions being undertaken by Airservices Australia, and provide feedback on implementation of Airservices’ Sydney service resilience plan.

1. The Working Group will provide a structured forum for government, industry, workforce and regulatory stakeholders to maintain a shared understanding of issues affecting Sydney Airport ATC operations.
2. The Working Group will improve transparency regarding actions being undertaken by Airservices Australia and provide feedback on implementation of Airservices’ Sydney service resilience plan.
3. The Working Group will identify emerging risks, issues and practical opportunities relevant to operational resilience, workforce capability and implementation of improvement activities.
4. The Working Group will support coordination and information sharing across the aviation system while maintaining confidence in aviation safety.

The Working Group is advisory and does not replace or duplicate Airservices’ management and accountability responsibilities, CASA’s regulatory oversight functions or ATSB investigation activities.

3. Membership

Membership will comprise the senior representatives from the following organisations, reflecting attendees at the initial Sydney Airport ATC Stakeholder Group meeting on 13 August 2026.

Organisation
Airservices Australia
Airlines for Australia and New Zealand
Civil Aviation Safety Authority
Civil Air
Sydney Airport Corporation
Transport Workers Union
Department
Minister’s Office

Members may nominate an alternate representative with the agreement of the Chair. The Chair may invite additional participants, observers, subject matter experts or agency representatives where relevant.

4. Chair and Secretariat

The Working Group will be chaired by the Deputy Secretary Transport or their nominee. The Department will provide secretariat support, including meeting coordination, agenda development, distribution of papers, preparation of meeting records and action items, and coordination of follow-up activities.

5. Meetings

The Working Group will meet approximately every four weeks, or more frequently at the discretion of the Chair. Meetings may be conducted in person, virtually or in a hybrid format. Agendas and supporting material will normally be distributed before meetings.

6. Information sharing and transparency

Airservices will provide updates on implementation of the Operational Improvement Plan, progress against key milestones, workforce and training initiatives, operational performance and resilience measures, and other matters agreed by the Working Group.

Members will support the sharing of relevant information, subject to legal, commercial, privacy, operational and security considerations. Information may be used to support transparency and stakeholder engagement objectives, subject to any confidentiality requirements identified by the Chair.

7. Reporting

Outcomes of each meeting will be documented and shared between members.

The Chair may provide updates to the Minister and Departmental Executive on Working Group progress, implementation issues and risks, stakeholder perspectives, and emerging matters requiring attention.

8. Review of Terms of Reference

These Terms of Reference may be amended by agreement of the Chair following consultation with members. They will be reviewed after six months of operation to ensure they remain fit for purpose.

Document Control

Refer to the following table for the approver and latest version of this document.

Version	Release date	Approver	Reason for update
1.0	Aug 2026	Rachel Parry	Initial draft for Working Group consultation
1.1	28 Aug 2026	Rachel Parry	Endorsed draft and adopted without amendment