



**Australian Government**  
**Civil Aviation Safety Authority**

CHIEF EXECUTIVE OFFICER and  
DIRECTOR OF AVIATION SAFETY

CASA Ref: EC25-000535

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Dear CASA Union Representatives

### Conduct of Consultation in CASA

I am writing in response to your correspondence of 17 June 2025 regarding how consultation in CASA is conducted. My apologies for the delay in responding.

I appreciate your suggestions regarding our consultation arrangements; however, I remain committed to the responsibilities and processes outlined in the *CASA Enterprise Agreement 2023-2026* (EA).

I have reviewed the examples in your letter and agree that there were opportunities for CASA to conduct these processes better. That said, I understand that once concerns were raised, CASA engaged with you on each occasion and took appropriate corrective action. I would be happy to meet with you to discuss in more detail the specific examples you raised if you think that would be helpful.

I am committed to continually improving our consultation practices and making sure that we are providing you all with timely and appropriate information. I have reminded my Executive Leadership Team of the importance and value of consultation, and the important role unions perform on behalf of their members and the need include unions at the beginning of consultation processes.

Nicole Forbes, National Manager, People and Capability and her team continue to work with business areas to ensure they understand and meet the consultation requirements of the EA. Nicole has established monthly meetings with union representatives to assist with early engagement on matters and to provide information on any upcoming changes or consultation processes. I hope over time that these meetings, and as well of other engagement opportunities through the Workplace Relations Group (WRG) and the Technical Consultative Committee (TCC), will be beneficial in building relationships between CASA and employee representatives.

If you think there would be value, as previously offered to all the unions, I would be happy to establish an annual catch up to discuss any feedback or observations you may have regarding CASA. This would be in addition to the regular catch up you have with Nicole and the WRG and TCC meetings.

Yours sincerely

Ms Pip Spence PSM

7 July 2025