

# 19. Retrenchment



CSIRO Staff Association



This is the nineteenth in a series of fact sheets to assist CSIRO union members better understand and enforce our rights at work. The source of these rights is contained in the new CSIRO Enterprise Agreement 2011-2014 (EA) at schedule 3. This Know Your Rights should be read in conjunction with number 18. Redeployment.

## Know Your Rights

### What is the retrenchment process?

As outlined in Know Your Rights No.18 - Redeployment, CSIRO is obligated to consider Voluntary Redundancy Substitution and seek redeployment for potentially redundant officers. Where there are no apparent redeployment opportunities and redundancy is to proceed, the officer will first be advised in writing (the “formal advice”). This notification will detail the various options in terms of the timing of termination and the relevant benefits.

This notification shall provide formal notice of five weeks (or nine weeks in the case of officers over 67) which will commence 4 weeks from the date of the formal written notification (clause 8a).

- When requested by an officer CSIRO will fund up to two visits to a CSIRO nominated outplacement service to obtain job seeking skills, career assessment and planning and CV preparation. In lieu of this the officer may request an equivalent amount to undertake relevant training. CSIRO will also fund one visit to a mutually agreed financial advisor(8d).

### “Fast track” redundancy.

- If an officer does not contest redundancy and agrees to a termination date that is within 10 working days of the receipt of formal advice the officer shall be paid the equivalent of 8 weeks pay in addition to their termination benefit (lump sum or income maintenance payments). This is known as the “fast track” option. During the ten day period officers who “fast track” must also provide formal advice as to their preferred termination benefit option (lump sum or income maintenance)(8b).

### “Slow track” redundancy.

- Officers who choose to “slow track” and remain in CSIRO beyond the 10 days following the receipt of their formal written notification, will receive, in addition to the lump sum or income maintenance benefit (where applicable), the remainder of the formal notice period.

• During the notice period the officer will continue to be eligible for redeployment within CSIRO. Employment will end at the completion of the notice period if the officer remains excess to CSIRO’s requirements. Where, prior to the completion of the notice period, the officer seeks appointment to an advertised vacancy but has not been assessed by the end of the notice period, employment will be extended until the suitability for the position has been determined.