



**CSIRO Staff Association
Operating Report 2010-11**

OUR CAUSE

**To protect and progress the interests of our members in CSIRO
and in society**

We do this as the democratic voice for staff

We advocate for CSIRO and science

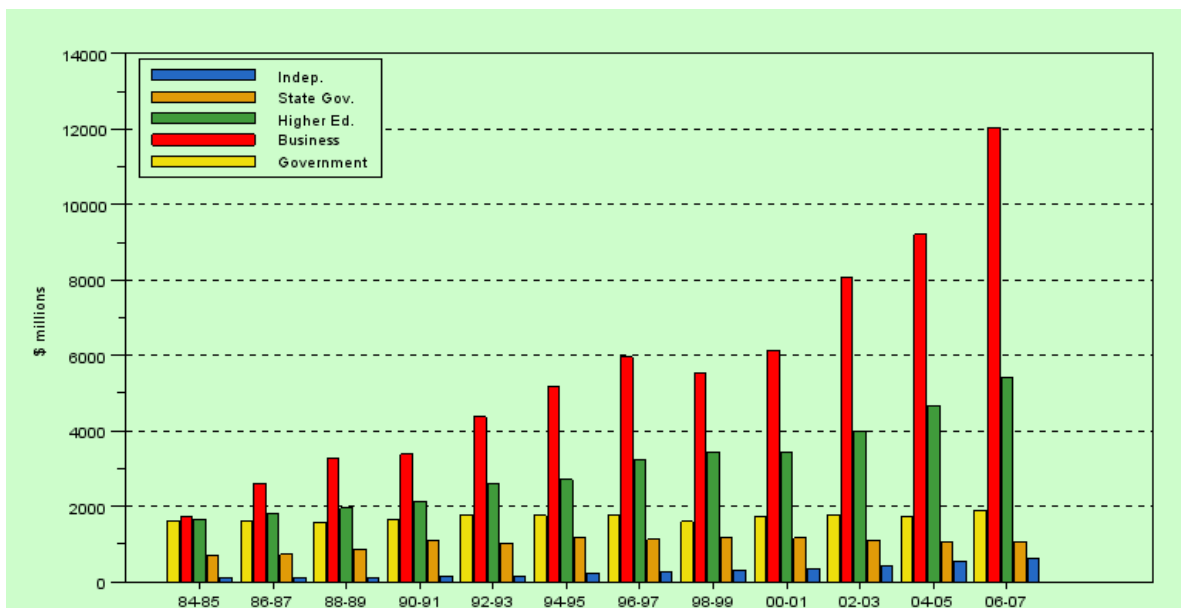
**We provide the means to promote a community of staff in CSIRO so
that we can assist members to enforce their rights**

Foreword from the Staff Association President, Michael Borgas

I am happy to report another active year for the Association, with a major contribution on behalf of members and staff through bargaining, through political lobbying on science matters, and with outreach to the broader science community inside and outside of government.

During the 2010 election campaign we wrote to the main political parties asking how they will treat science advice in government. It is pleasing to see this become a very recognisable feature of governance on a whole range of issues: climate change, water and food security, industry policy, conservation and fisheries policy and on and on and on. The Staff Association has recently met with the new Chief Scientist Professor Ian Chubb to advocate for science in government agencies and a State of Science review is in progress.

While it is pleasing to see the growing role for science in society, the ongoing job security and quality of jobs in the government science sector is not guaranteed, and our Association has an ongoing role to argue for change and enhancing the role of government science, both in the range and depth of science supported but also for the integrity, independence and openness of the science.



The funding of science by sector of performance over the last 26 years is shown in the figure with adjusted dollars. Even our new 'record' funding quadrennial agreement effectively represents status quo with very limited growth funding other than that freed up by reprioritisation and consequent job insecurity.

In the flat funding environment for government science, real opportunities for innovation and effective input of science for policy are being limited. During our bargaining, the community and many politicians of all parties supported the role of 'our' CSIRO scientists and the legacy and ongoing roles of CSIRO are popularly celebrated. We need to turn this into stronger funding support and grow the government science sector, at least in proportion to the economy.

I think it is a proud achievement that as an Association we are clearly recognised as representing the interests of staff in CSIRO. This reflects the participation of our members, our

ability to continue to attract new members and maintain our numbers with a constant churn of staff, our delegates and activists, organisers, councillors and sub-section executive and the Union office staff and other parts of the CPSU that have assisted our activities. For the efforts of past year I thank you all, and particularly those of Council and the Executive that are finishing their terms this year. Special thanks to Christiane Ludwig and Steve McEvoy, both at a personal level and on the behalf of all members, and in fact all staff, who have ongoing good benefits and conditions because of your efforts over many years.

Finally, thanks to Sam Popovski who as Secretary navigates the complex corporate, political and union life for us all in a sure and professional way and we in no way begrudge him his holidays in exotic places.

A handwritten signature in black ink, appearing to read 'MBorgas', with a long horizontal flourish extending to the right.

Michael Borgas

Nov 2011

About the Association in 2010-11

The CSIRO Staff Association (the Association) is a Section of the Community and Public Sector Union (CPSU, PSU Group).

The Association represents the professional and industrial interests of members employed in the Commonwealth Scientific and Industrial Research Organisation (CSIRO), the Australian Astronomical Observatory (AAO), the National Measurement Institute (NMI), Co-operative Research Centres (CRCs), and members who have been previously employed by these organisations (retired members). We also provide representation to students in these organisations.

The Association aims to protect and progress the interests of members by bringing them together collectively and democratically. In doing so, the Association seeks to:

- Assist members in enforcing their rights at work including the rights to
 - i) fair and equitable treatment at work
 - ii) proper recognition and remuneration for merit
 - iii) reasonable conditions and a balanced working life
 - iv) a workplace which is healthy, safe and environmentally sustainable
- Represent the views of members to their Organisation's management
- Make claims or representations on behalf of members to appropriate authorities
- Provide advocacy for the membership to Government and other political or policy bodies in the interests of the CSIRO, AAO, NMI, CRCs and their staff
- Co-operate with other parts of the CPSU, other unions, the ACTU and other organisations to progress matters of common interest.

The Association's primary source of income is from member subscriptions, which for the year to 30 June 2011 were 0.55% of gross salary for full members; \$30 (1 year) or \$75 (3 years) for retired members and \$30 for student members (until their period as a student is completed).

Subscription income for 2010-11 was \$1,238,229, an increase of \$17,924 (or 1.5%) compared to the previous year. The Association also receives income from its cash deposits and equity investments. In 2010-11, the combination of interest and investment income contributed \$123,995, or 9% of total income.

The largest component of the Association's expenditure was on salaries and related costs totalling \$813,869 (65% of total expenditure). Industrial expenditure totalled \$158,226, an increase of \$45,987 (or 41%) compared to the previous year, primarily due to expenditures in campaigning and negotiating for a new CSIRO Enterprise Agreement.

The Association's overall financial performance resulted in a net surplus this year of \$107,465 or 8% of total income.

Membership

Membership of the Association at 30 June 2011 was 2816 members of which 2790 were financial. This was a decrease of 136 financial members (or 4.6%) compared to the previous year. Recruitment for the year was 292, compared to 256 the previous year (increase of 14%). Cessations were 384 compared to 236 the previous year (increase of 63%) and the number of cancellations increased to 35 from 12 in the previous year. The number of unfinancial members was reduced to 26 compared to 229 in the previous year.

Membership in the Anglo-Australia Observatory (AAO) this year grew by 7, to a total of 32 members. The Association does not recruit new members in the National Measurement Institute but continues to provide service to 39 members retained from the former National Measurement Laboratory. The Association also had 85 associate, retired or student members at 30 June 2011.

Membership Year to 30th June 2011							
	Recruited	Cessations			Membership		
		Cancelled*	RRR#	Total	Unfinancial	Financial	Total
ACT	43	5	78	83	0	460	460
NA	20	0	12	12	0	76	76
NSW	62	14	58	72	3	476	479
QLD	30	3	55	58	0	320	320
SA	21	2	13	15	5	188	193
TAS	16	0	23	23	1	168	169
VIC	77	9	88	97	14	892	906
WA	23	2	22	24	3	210	213
TOTAL	292	35	349	384	26	2790	2816

* Left the Association but not their employment

Left their employment (redundant, retired, resigned)

The growth in recruitment, as well as cancellations, derived from our enterprise bargaining campaign, where members campaigned to achieve improved industrial outcomes. The number of redundancies, retirements and resignations grew substantially from the previous year, which was a major contributor to the overall membership decline. The other major contributor was that our 85 associate, retired and student members are no longer included in the Association's official financial membership figures. This change arose subsequent to translation of all members to the CPSU-wide membership system. Associate, retired and student membership numbers do not contribute to financial membership figures in the CPSU.

The imperative to retain and grow our membership density in CSIRO and the AAO remains an underpinning priority if the Association is to succeed in furthering the interests of our members. The Association has increasing challenges to build membership density and activism in growing areas of CSIRO, particularly within very large sites, some of which have not had a consistently strong union presence. The Association also needs to increase the diversity of our membership base, particularly in relation to age, gender and job type. Increasing our visibility and facilitating the activities of our workplace delegates continues to be our best opportunity to grow and effectively represent staff at CSIRO, AAO and NMI.

Note that members have the right to resign at any time by providing a written notice of resignation to the Association Secretary, in accordance with Rule 5.3 of the CPSU (PSU Group). At least two weeks' notice is required except where the member ceases to be eligible to be a member of the Association. The full rules of the CPSU are available at <http://www.e-airc.gov.au/090v/rules>

Association Structure

The Committee of Management is the Association (or CSIRO Section) Council. The Council is an elected body with an Executive and Councillors representing the Sub-Sections. Council has responsibility for governance of the Association within the CPSU. It also develops Association policy at a national level, contributes to CPSU policy, determines national campaigns and activities and represents issues affecting the membership across all parts of the Association. The Executive, comprising the Section Secretary, oversee the operations of the Association.

The elected Council Officers for 2010-11 were:

Executive

Section President	Michael Borgas
Section Deputy President	Christiane Ludwig
Section Deputy President	Steve McEvoy
Section Secretary	Sam Popovski
Section Treasurer	Phil Hendry

Councillors

ACT Councillor	Janet Anstee
NA Councillor	Scott Wilkinson
NSW Councillor	Suzy Jackson
QLD Councillor	Ian McLeod
SA Councillor	Sonia Grocke
TAS Councillor	Ann Thresher
VIC Councillor	Carl Braybrook
WA Councillor	Elizabeth Hulm

The Association has three representatives on the CPSU Governing Council: Section President Michael Borgas; Section Secretary Sam Popovski; and an elected Governing Councillor, Warren Hicks.

Councillors represent members in their respective Sub-Sections through elected Sub-Section Delegates Committees (SDCs). The committees are comprised of SDC Executives (SDC President, SDC Secretary and Councillor) and delegates from Sub-Section workplaces. SDC Executive positions, other than the Councillor, are elected every two years. Vacancies can be filled by appointment of the Section Council or by a vote of a meeting of the relevant SDC.

Workplace delegate and deputy delegate elections are held annually, with nominations called in June. In 2010-11, there were 97 workplace delegates and deputy delegates in the Association. This is a ratio of one delegate per approximately 29 members in the workplace.

Association Council Priorities

In 2010-11, the Association Council met formally on nine occasions: two in face and seven by telephone. All meetings have Minutes which record the motions and actions of the Council.

In 2010-11, the Association Council implemented a number of priority activities and campaigns, based on input and participation from members and Sub-Section Delegates Committees:

- CSIRO bargaining campaign
- AAO bargaining campaign
- Advocacy for science
- Effort logging and bureaucracy
- Enforcement and support for members
- Member communications

CSIRO bargaining campaign



Members in Queensland and Victoria taking action

The CSIRO bargaining campaign absorbed the vast majority of time and resources of the Association Council, our delegates, members and staff during the year. The campaign included the following activities:

- 'Force CSIRO Executive to bargain' mini-campaign;
- Development of the log of claims through member surveys and meetings and Council and delegate input and feedback;
- Preparation of draft clauses to efficiently discuss and advance claims in negotiations;
- Twelve negotiation meetings (~64 hrs) with CSIRO Executive and Corporate HR representatives in November and December 2010;
- Council meetings, delegate hook-ups and members meetings in preparation of, and during, the negotiation period;
- Member communications through a dedicated campaign website, e-newsletters and regular update bulletins;
- Production and distribution of campaign materials and merchandise;
- Application (and approval of) a Protected Action Ballot to Fair Work Australia in January 2011;
- Outbound calls, emails and letters to home addresses of members to vote to support the Protected Action Ballot;
- 91% of members that voted (which was 71% of all members) elected to support the Protected Action Ballot;
- Two rounds of national two hour work stoppages;
- Administrative work bans for two months;
- Letter writing campaign by members to Federal MPs;
- Council meetings, delegate hook-ups and members meetings during protected action period and subsequent negotiations and resolution;
- Several negotiation and agreement drafting meetings with CSIRO Executive and Corporate HR representatives in 2011;
- Progress on outstanding issues in negotiations and drafting of proposed agreement;
- Membership vote on proposed agreement (696 in favour, 169 against);
- All staff vote to support proposed agreement;
- Approval of agreement, with a nominal expiry date (NED) of 16 August 2014, by the Australian Public Service Commission and Fair Work Australia.



Members in New South Wales and the ACT taking action

During the negotiation period in the campaign, membership grew by 31. Overall, delegate and member participation was notably higher than previous campaigns, including in the protected action period. Industrial outcomes of the campaign included:

- Three pay rises of 3.5% pay rises in July 2011, July 2012 and July 2013, equivalent to an annualised NED-NED pay rise of 3%;
- Improved redundancy and redeployment processes, including abolishment of 'spill and fill' practices;
- Retention of obligation for consultation on CSIRO initiatives or proposals;

- Incorporating entitlements and conditions from CSIRO policies into the agreement (e.g. travel, relocation, leave without pay, assistance with studies);
- Minimum entitlement to five days per annum training and development for all staff;
- Payment of employer superannuation on periods of unpaid parental leave;
- Delegates rights and facilities included into the agreement;
- Mutual obligations on staff as well as supervisor/s in the Annual Performance Agreement process;
- Improved annual shut down provisions.

Overall, the bargaining campaign successfully mobilised members into collectively participating and taking actions to achieve improved outcomes. Although not all of the industrial objectives were reached, the new agreement has improved employment conditions overall compared to the previous agreement.

AAO bargaining campaign



The AAO bargaining campaign was effectively coordinated by AAO delegates at Epping and Siding Spring, with the support of our NSW Organiser and the CPSU bargaining unit. The campaign was conducted in a tough environment, given the incorporation of the AAO agreement into the Department of Innovation, Industry, Science and Research (DIISR) agreement and the limitations on bargaining imposed by the Australian Public Service Commission.

During the campaign, membership grew by 7 members and participation by delegates and members also improved compared to previous campaigns. Given the bargaining environment, the industrial outcomes, including the retention of significant AAO-specific employment conditions, were an important achievement for members. In coming years, there will be opportunities for members in AAO (and other Federal government science agencies and departments) to work with CSIRO members to advance matters of common interest through the CPSU Science Network.

Advocacy for science

In 2010-11, the Association engaged with numerous decision makers and peak bodies to advocate for government science and for the work that our members do in CSIRO, AAO and NMI. This included the Minister of Innovation, Industry, Science and Research, Senator the Hon. Kim Carr, the Shadow Minister Sophie Mirabella, and other parliamentarians; CSIRO Board members; the Chief Scientist, and the Federation of Scientific and Technological Societies (FASTS). The CPSU is a general member of FASTS, with Michael Borgas being the CPSU representative on the FASTS Board.



Members Denise Hardesty, Rob Russell and Sarah Perkins at Science Meets Parliament.

The Association worked with FASTS to advance the 'Respect the Science' campaign, which gained attention this year, particularly as a result of attacks on Australian climate scientists. In June, the Staff Association sponsored 4 Staff Association and 2 CPSU members to attend Science meets Parliament, which as well as being a prominent science advocacy event, is also a unique development opportunity for early- to mid-career scientists in our membership. This year we have also worked closely with the ACTU on the issues of climate change and energy.

In 2010-11, the Association proudly advocated for the work of our members at regional sites. Our 'Save Regional Science' campaign has brought together delegates, OICs and members across regional sites and given prominence to issues at the level of the CSIRO CEO and Executive. The CSIRO Strategic Plan 2011-15 reflected this prominence, in including the vibrancy of regional sites as one of its key strategic objectives. The Association also continued its longstanding support for Women In Science activities and networks, which are achieving increasing prominence across CSIRO.

Bureaucracy and effort logging

The Association has consistently campaigned to reduce unnecessary bureaucracy in CSIRO. This is based on extensive feedback from members who want more time to effectively support and conduct their science and research, as opposed to spending time on bureaucratic activities. The Association has represented member views at Consultative Council, as well as directly with CSIRO Executive and senior management, on issues such as effort logging, procurement, SAP and the matrix.

In 2010-11, the Association's sustained advocacy on effort logging over recent years resulted in improvements to the process. Staff are now able to effort log to projects based on planned hours and are only required to confirm these hours on a monthly basis. This has reduced the time and complexity of the effort logging process and for most staff.

Enforcement and support for members

The Association ensures that the rights and conditions of our members are enforced, no matter if these conditions are contained in an agreement or in organisational policies or legislation. To promote awareness of employment conditions, the Association produces the 'Know Your Rights' series of fact sheets, which provide concise information to members on a wide variety of industrial matters. The fact sheets are also a resource for Association delegates, who can provide advice and assist members in the workplace.

Consistent with our cause, the Association has allocated staffing resources to protect and progress the interests of our members. Support for members continues to constitute a significant component of the work of our organising team. This is particularly the case in supporting members through redundancy and redeployment processes and in protecting members from bullying and harassment.

Member communications

The Association has continued to invest into systems and people this year to improve our communications with members. The Association has employed a Communication Officer to improve our website and electronic communications. These improvements will continue as the Association seeks to develop a new website and increase the participation of members online.

The CSIRO bargaining website was an important campaign resource and providing new modes of communication for members, including interactive blogs, polls and surveys. The campaign also effectively utilised bulletins and e-newsletters to ensure members received regular updates on negotiations and campaign activities.

Our Team

The main office of the Association is in the Melbourne office of the CPSU at 10/440 Collins Street, Melbourne, Victoria 3000. The Association also has staff in CPSU offices in Adelaide, Brisbane, Canberra, Perth and Sydney. The Section Secretary position, like other Association Council positions, is elected by the membership. It is the only salaried position on the Association Council with responsibility for the operations of the Association and management of the team of organising and support staff. This position is held by Sam Popovski.

In 2010-11, the team members were:

Organising Staff	Location	Responsibility
Jeff Carig	Sydney	NSW (excluding Southern NSW)
Tom Dixon	Brisbane	QLD and NT
Rod Drinkwater	Canberra	ACT and Southern NSW
Paul Girdler	Melbourne	Lead/National Organiser
Louise Jarman	Melbourne	VIC and TAS
Ian Treloar	Adelaide	SA
Jason Tebbutt & Ash van Dijk	Perth	WA
Support Staff		
Margaret Puls	Brisbane	Communication Officer
Carrie Wilson	Melbourne	Administrative and Organising Support
Angela Yuan	Melbourne	Membership and Finance Officer

Financial Changes of Note in 2010-11

The Association returned an overall operating surplus for the year of \$107,465. This result compared to the budgeted surplus for the year of \$29,720. Total income was \$44,385 greater than budgeted whilst total expenditure was \$33,361 less than budgeted. The variances in total income primarily arose from greater income from interest on cash deposits and investments, which totalled (\$123,995), than was budgeted (\$48,706) and less income from membership subscriptions (\$1,238,229) than was budgeted (\$1,269,745). In 2010/11, the Association Council diversified its reserves and income sources by investing \$300,000 into a Smaller Companies Trust Managed Fund with Australian Ethical Investment. This fund is intended for investment for at least seven years and balances the Association's term deposit reserves with Members Equity Bank (\$450,000), Members Australia Credit Union (\$450,000) and Laboratories Credit Union (\$450,000).

Statements on Superannuation Trustees and Reporting

The CSIRO Staff Association does not have any officer or member who is known to be:

- i) a trustee of a superannuation entity or an exempt public sector superannuation scheme; or
- ii) a director of a company that is a trustee of a superannuation entity or an exempt public sector superannuation scheme.

This report has been prepared in accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*.



Sam Popovski
Secretary
9 November 2011