



11. Relocation



CSIRO Staff Association

This is the eleventh 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 at clause 83 of the new CSIRO Enterprise Agreement 2011-2014 (EA). These rights are now part of the EA as a result of advocacy by the Staff Association in the enterprise bargaining campaign.

Know Your Rights

When relocation is being considered, must consultation occur?

Yes. When either inter-city or intra-city relocation is being considered by CSIRO, early and informal discussion will occur with officers and their representatives (workplace delegates) (clauses 83(a) and (f)).

If compulsory relocation is confirmed, are officers required to give notice?

Yes. Formal written notice must be provided by officers, not less than three months in the case of intra-city relocation (83b) and not less than twelve months in the case of inter-city relocation (83g).

Are there processes in place to compensate the cost and inconvenience of intra-city relocation?

Yes. Intra-city relocation arrangements will be determined consultatively by the Business Unit, officers and their representatives, taking into account the circumstances of the move and the likely expense to impacted officers. This may include but is not limited to:

- Excess travelling time and fares;
- Motor vehicle allowance; and/or
- Other costs associated specific to an officer's particular situation (83h).

What about inter-city relocation?

In the case of inter-city relocation, the arrangements include provisions for:

- Familiarisation, pre transfer and post transfer visits;
- Special living allowance;
- Disturbance allowance;
- Leave;
- Sale and purchase of houses allowance;
- Education costs allowance;
- Fares and travelling expenses;
- Other costs specific to an officer's particular situation; and
- Advances to cover other reimbursable expenses (83d).

Where necessary, specific arrangements will be determined consultatively by the Business Unit, officers and their representatives for each relocation taking into account the circumstances of the move and likely expenses to the impacted officers (83e).