

CSIRO Redundancy Entitlements

The Know Your Rights (KYR) series of fact sheets assist CSIRO union members to better understand and enforce rights at work. The source of these rights is the CSIRO Enterprise Agreement 2017-2020 (EA) and specifically Schedule Three (3).

1) What is the retrenchment process?

As outlined in KYR Redeployment and Redundancy, 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 which will commence four weeks from the date of the formal written notification as per Schedule 3, Clause 8 (a).

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 (Clause 8 (d)).

2) What is '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 entitlement (lump sum or income maintenance payments). This is commonly 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 entitlement option (lump sum or income maintenance), per Clause 8 (b).

3) What is '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 their termination benefit (lump sum or income maintenance payments), salary for the remainder of the formal notice period.

Employment will end at the completion of the notice period. 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, as per Clause 8(c).

4) What is the lump sum termination entitlement?

An officer made redundant will receive the lump sum payment option unless the officer elects to receive income maintenance.

The lump sum payment is 2 weeks pay for each completed year of continuous service plus a pro-rata payment for any additional completed months of continuous service; subject to a minimum payment of 4 weeks pay and a maximum payment of 48 weeks (Clause 9).

For officers whose continuous service totals between 2 and 3.5 years, the lump sum payment under the National Employment Standards exceeds 2 weeks pay for each completed year of continuous service. These officers receive either 6 weeks pay (for 2 to less than 3 years service) or 7 weeks pay (for 3 to 3.5 years service). The following payments are included in the calculation of salary for redundancy purposes: regular shift work, restriction duty or overtime payments, enhanced responsibility allowance (for 12 months or more), superior performance rating, first aid allowance and AAHL site allowances.

5) What is the income maintenance termination entitlement?

An officer made redundant who elects to receive income maintenance will receive 8 months of payments following termination, except for officers with 20 or more years of service, who receive 14 months of payments (clause 10).

Income maintenance payments by CSIRO are reduced by the amounts received by the officer in the 8 or 14 month period in salary in employment outside CSIRO or through unemployment payments. During income maintenance, an officer is eligible to apply and compete on merit for internally advertised CSIRO vacancies.

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Important points

- For permanent ongoing employees, CSIRO is obligated to consider Voluntary Redundancy Substitution (VRS) and redeployment – refer to the Redeployment and Redundancy KYR.
- Where VRS and Redeployment efforts are unsuccessful, CSIRO will provide written 'formal advice' with a termination timeframe and a calculation of benefits.
- If requested CSIRO will find access to a nominated outplacement service and a mutually agreed financial advisor.
- Officers have access to either a 'fast track' or 'slow track' redundancy process.
- Lump sum termination entitlement is calculated according to length of continuous CSIRO service.
- Officers may elect an income maintenance termination entitlement.



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