



15. Market Related Employment



This is the fifteenth 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 11 of the new CSIRO Enterprise Agreement 2011-2014 (EA).

Know Your Rights

Under what circumstances may CSIRO offer Market Related Employment Arrangements?

CSIRO may, at its discretion, offer supplementary remuneration for a specified period to an officer who possesses skills or capabilities that are in high market demand. CSIRO can only offer Market Related Employment Arrangements to officers who would otherwise be classified at CSOF Level 5.1 or above (Clause 11a).

What happens at the conclusion of a Market Related Employment Arrangement?

Where an officer is to continue in employment with CSIRO at the conclusion of a Market Related Employment Arrangement, they will revert to the standard conditions applicable to their classification (Clause 11b). Officers retain their pre-Arrangement employment status (i.e. indefinite).

What about Market Related Employment Arrangements made under a previous EA?

Where a Market Related Employment Arrangement has been made prior to the commencement of the current EA, it will continue to operate until the specified expiry date in the Arrangement (Clause 11d).

What happens with disputes about the application of Market Related Employment Arrangements?

Disputes are resolved in accordance with the dispute procedures contained at Clause 87 of the EA (refer to Know Your Rights fact sheet 9). Members who have concerns about the application of their Market Related Employment Arrangement, should contact their Staff Association delegate or organiser for advice.