



17. Post-doctoral Fellows: 'Post docs'



CSIRO Staff Association

This is the seventeenth 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 3 of Schedule 2 of the new CSIRO Enterprise Agreement 2011-2014 (EA). These rights have been achieved through sustained advocacy by Post docs and researchers in the Staff Association, and we encourage continued participation to advance the work environment for Post docs and early career researchers.

Why does CSIRO offer Post-doctoral Fellowships?

The *Science and Industry Research Act 1949* requires CSIRO to develop scientists, including in training Post docs. A Post-doctoral Fellowship is intended to enhance a person's research capability so that they are better able to pursue a career in science, either within CSIRO or beyond, as well as:

- providing early career scientists with skills and experience to develop capability for the nation;
- assisting universities to produce a pool of potential employees;
- refreshing and adding value to CSIRO's research activities (through original insights, new knowledge and/or techniques); and
- identifying and recruiting potential science leaders.

What special conditions of employment apply to Post docs?

- Post docs are employed on a maximum 3 year term, but in some circumstances, can be offered a further term of up to 3 years. The total period of relevant work experience of a Post doc cannot exceed 6 years following confirmation of their doctorate.
- Post docs must complete a training and development (T&D) plan, no later than one month after commencement of their term. The T&D plan assists Post docs to develop capabilities to those expected of an independent researcher, and should provide opportunities to apply those capabilities in their work at CSIRO.
- The T&D plan will include defined opportunities for formal involvement in research planning, conference attendance, publication and review of scientific papers, and fully funded training courses for skills development (unless otherwise agreed between CSIRO and the Post doc).

How do Post docs progress through CSOF Levels?

- Post docs are appointed at a minimum CSOF Level 4.2. However, they may be appointed at CSOF Level 4.1, until their doctorate has been confirmed. Post docs advance through performance and development steps as part of the APA process.
- If a Post doc has demonstrated CSOF Level 5 capabilities in prior Post-doctoral work experience and CSIRO determines there is scope to upgrade the role specification, a Post doc may be appointed at CSOF Level 5.
- Where consecutive Post-doctoral Fellowships are offered, the previous Fellowship will be regarded as continuous for the purposes of access to rewards, including performance and development steps and promotion.