



Limestone Avenue, Campbell, ACT 2602
PO Box 225, Dickson ACT 2612, Australia
T (02) 6476 6493 • ABN 41 687 119 230
E trevor.heldt@csiro.au

Dr S Popovski
Secretary CSIRO Staff Association
Level 10/440 Collins Street
Melbourne VIC 3000

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Dear Sam

Thank you for your letter to Dr Clark on 11 November 2013 which I understand is a follow up to our meeting on Thursday 31 October 2013 and Thursday 7 November 2013 regarding the interim recruitment arrangements announced by CSIRO on 31 October 2013. Dr Clark has asked me to respond to you directly.

We have shared with you the processes we have put in place during this period, especially with regard to positions that our Executive Team regard as 'mission critical', as well our post-doctoral fellow and Indigenous employment arrangements. Responses to your questions follow:

1. **Staff Association question** - *Why is this recruitment/staffing process being put in place in CSIRO when it seems clear from advice issued by the Australian Public Service Commission (APSC) that a recruitment freeze is only intended to apply to the Australian Public Service (APS)?*

CSIRO Response - CSIRO decided to adopt this measure consistent with our ongoing careful oversight of staffing levels in the light of budget pressures, that current staffing levels are above budgeted levels for 13/14, and the need to ensure we meet our commitments to Government and other stakeholders. As discussed at our meetings, we are also mindful of the need to support redeployment initiatives across the public sector and to maximise opportunities for CSIRO people and members of the APS who may be potentially redundant.

2. **Staff Association question** - *What evidence do you have to support the statement on the CSIRO Intranet (under the heading 'Recruitment restrictions') that there is a 'whole of public sector approach' (as opposed to APS) being taken by Government?*

CSIRO Response - We are currently updating the CSIRO Intranet in this regard. Please refer to Senator Abetz's media release of 31 October 2013 and subsequent advice to agencies from the APS Commission to agencies such as CSIRO, indicating the Government's expectations.

3. **Staff Association question** - What is your response to statements made by the Prime Minister and Minister for Industry, that indicate that it is CSIRO management, not Government, that has sole authority on decisions on staffing matters, including the current recruitment/staffing process at CSIRO?

CSIRO Response - We agree with the Prime Minister and Minister for Industry that CSIRO management has responsibility for managing CSIRO matters. Obviously, CSIRO's management of staffing matters is within the context of the budgetary resources available to CSIRO, amongst other issues.

4. **Staff Association question** - Why has misleading information been provided to staff which implies that the decision on the recruitment/staffing process at CSIRO is in line with decisions of Government and APSC, when in fact, no such alignments exist through either legislation or policy?

CSIRO Response - We do not accept that we have mislead staff.

5. **Staff Association question** - How long will the so-called 'interim' recruitment/staffing process remain in place?

CSIRO Response - The arrangements will be reviewed periodically by the CSIRO Executive. No end date has been set at this time.

6. **Staff Association question** - What percentage of work currently performed by staff at CSIRO is estimated to be 'mission-critical'?

CSIRO Response - The term "mission-critical" refers to roles that are vital to delivery against current and future projects, rather than to the project themselves. These roles will be filled under the mechanisms described in my emails of 1 November and 5 November.

If you would like to meet further regarding this matter, please let me know.



Trevor Heldt
General Manager
CSIRO Human Resource Business Services