

## Anthony Keenan

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**Subject:** FW: Interim Recruitment arrangements

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**From:** Clark, Megan (OCE, Campbell)  
**Sent:** Thursday, 31 October 2013 11:36 AM  
**To:** CSIRO - All Staff  
**Subject:** Interim Recruitment arrangements

Dear all

Following review by the Executive Team, and in line with the announcement by the Government today regarding APS recruitment, I announce an immediate recruitment freeze covering the following:

- External recruitment; and,
- Entering into any new, or extending existing term or contract employment arrangements.

The above applies in all circumstances except where written offers have already been provided to candidates, noting the further guidance below.

Reflecting the government's intentions, and in order to maintain longer term capability, we will continue targeted recruitment programs for our Indigenous employment and Post-Doctoral Fellows.

Cases for maintaining or filling mission critical capability (including industry and externally supported commitments) will need approval by DCE (Science, Strategy and People) after demonstrating the critical nature of the role and secondly that redeployment opportunities have been exhausted within CSIRO and the wider APS.

I am conscious that these measures will raise personal concerns with some members of staff. I ask line managers and HR professionals to work with potentially impacted people to clarify their personal situation and provide support.

Further advice will be provided on the mechanism for implementing these changes.

Regards

Megan

**Dr Megan Clark**

Chief Executive

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