

No.	Staff Association Members Claim	Achieved?	Comment
1	No reduction in current terms and conditions of employment.	No	Extensive stripping of conditions and rights in the offer.
2	All entitlements in terms and conditions and in CSIRO policy to be incorporated into the Enterprise Agreement	No	As opposed to further incorporation, there is extensive removal of conditions and rights in the offer.
3	Nominal expiry date of 30 June 2017	No	Given delays by management, offer expires in 2019, with stripping of conditions and rights and paltry pay rises.
4	The Staff Association reserves the right to add further claims based on member consultation	Not applicable	No further claims have been made by Staff Association members.
5	Salary increases of 3.5% per annum. Should Enterprise Agreement not be finalised until after 17 August 2014, back pay will be paid	No	Offer of 2% p.a. averaged over 39 months in the offer, which is actually 1.3% per year given no backpay, is not agreed.
6	A minimum 15.4% employer superannuation contribution for all staff (non-CSS and non-PSSdb)	No	Staff who choose a fund other than PSSap still get 9.5%, not 15.4%, superannuation contribution from CSIRO.
7	All salary-related allowances to be adjusted with salary increases. All other allowances to increase as appropriate (e.g. applicable ATO rates)	Partially	Allowances not stripped from the agreement offer have been adjusted appropriately. However, numerous allowances have been stripped in the offer.
8	Increasing the minor expenses payment to \$20 per day	No	Right to \$15 minor expense payment is stripped in the offer.
9	Improving access and options for salary packaging	No	Right to salary packaging is stripped in the offer.
10	Inclusion of payment of health care and education costs upon the recruitment of staff who are non-Australian citizens or permanent residents. Inclusion of support for staff employed on 457 Visas, including assistance on permanent residency	No	Not agreed by CSIRO in the offer.
11	Updating first aid allowance provisions to reflect changes made to first aid training standards	Achieved	First aid allowance provisions updated.
12	Reduction in the number of Executive managers and abolition of performance bonuses. Identified savings to be returned to overall staff salaries pool	No	CSIRO has reduced the number of Executive managers but not abolished performance bonuses. Any savings have not been contributed into funding staff salaries in the offer.
13	Reduction in bureaucratic processes, with identified savings to be returned to overall staff salaries pool	No	Commitment in the agreement to identify opportunities for bureaucracy reduction stripped in the offer.
14	Abolition of the CSOF Level 3 Enhanced barrier to advancement	No	Not agreed by CSIRO. Entire clause is stripped in the offer.
15	Abolition of five yearly performance reviews for staff at CSOF Level 7 and above	No	Not agreed by CSIRO. Most conditions in this clause are stripped in the offer.
16	Reduction in the number of advancement steps at CSOF Level 2 and CSOF Level 3 to five	No	Not agreed by CSIRO. Right in the agreement to not be able to change work classification standards without the agreement of staff and unions is stripped in the offer.
17	Improving redundancy and redeployment processes including: strengthening redeployment provisions and consultation timeframes; abolition of over-67 yo exclusion to redundancy entitlements; improved access to estimates of redundancy entitlements	No	Not agreed by CSIRO. Redundancy processes extensively stripped in the offer, including how individual officers are identified and the right to the provision of information to staff outlining the reasons for the potential redundancy.
18	As a minimum, CSIRO to retain all current regional sites and staffing. Remote localities provisions to recognise all research stations where work by CSIRO officers is performed	No	Not agreed by CSIRO. Remoteness index downgraded and transitional payments for Townsville and Darwin staff is stripped in the offer.
19	Inclusion of a commitment to ensure the job security of CSIRO officers can not be undermined by the use of contractors and labour hire	No	Not agreed by CSIRO. Entire clause on right to consultation on proposed outsourcing is stripped in the offer.
20	Updating maternity/parental leave provisions to reflect changes to Federal legislation. Include full parental rights for same sex couples	Partially	CSIRO agreed to fostering and adoption leave, but not within the agreement. Consequently in CSIRO policy, these conditions would be not be enforceable.
21	Introduction of provision for domestic violence leave	Partially	CSIRO agreed to domestic/family violence leave, but not within the agreement. Consequently in CSIRO policy, these conditions would not be enforceable.
22	All public and locally observed holidays for all sites to be listed in the Enterprise Agreement	No	Not agreed by CSIRO. Entire clause on public holidays stripped in the offer.
23	Strengthening staff consultation to ensure it occurs before significant decisions are made	No	Conditions and rights to consultation severely stripped in the offer, including any consultation prior to decisions being made in CSIRO.
24	Strengthening rights for union delegates and organisers to represent members in APA, promotion and performance processes	No	All union delegate rights and facilities are stripped in the offer.
25	Inclusion of a misconduct procedure and an improved grievance procedure, including to reflect recommendations of the Pearce Investigation report	No	Not agreed by CSIRO. Entire grievance procedure is stripped in the offer and consequently would not be enforceable.
26	All staff to have the right to reasonable workloads. Inclusion of a provision for staff to have unreasonable workloads reviewed at anytime	No	Not agreed by CSIRO in the offer.
27	Recognising the provision for capability days in the Enterprise Agreement	No	Not agreed by CSIRO in the offer.
28	Improving access to childcare facilities including expanding current centres and developing new centres and partnership/provider arrangements	No	All conditions and provisions for childcare are stripped in the offer.