

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 (a 34.5 month agreement from 16 August 2014, nominal expiry of current agreement)	No	Given delays by management, offer expires in December 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 the Staff Association during bargaining negotiations
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 2.75%, 2% and 1.75% pay rises over 39 months in the offer, which is actually no more than 1.0% per year given no backpay, has not been 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 will 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 contributed to 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 is 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	Partially	Mostly not agreed by CSIRO, plus further cuts in the offer. Removal of right to receive individual information to provide reason/s for a potential redundancy. Removal of two month redeployment/retention period for all redundancy substitutions (VRSs). Abolition of over-67yo exclusion is agreed
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 not updated/downgraded by CSIRO and transitional payments for Townsville and Darwin staff are 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 not be legally enforceable
21	Introduction of provision for domestic violence leave	Partially	CSIRO agreed to domestic and family violence leave, but not within the agreement. Consequently in CSIRO policy, these conditions would not be legally 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 or any consultation on anything that isn't 'major change'
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