



Advice to Relevant Unions

Advice in accordance with Clause 3(a), Schedule 3 of the CSIRO Enterprise Agreement

Business Unit: Agriculture

Date: 4 May 2015

Contact for further information:



Details of the circumstances causing the potential redundancy situation
<p>Early in 2014, CSIRO reviewed the number of sites it occupied across the country. This review was based on the need for the organisation to shrink its footprint as a critical component of a comprehensive strategy to become financially sustainable, and was included in the Chief Executive's Annual Direction Setting (ADS) document that was distributed to all staff in April 2014. As a result of the review, CSIRO identified the Griffith site for closure prior to the commencement of a lease renewal in 2016.</p>
Impact of the proposed change upon science, research capabilities and/or support for these areas.
<p>While the Chief Executive's ADS explicitly referred to the reduction of CSIRO's footprint, it did not mention exiting the areas of science that are conducted at the Griffith site, and therefore much of the work being undertaken by the CSIRO staff based at Griffith will continue either by the staff who are now employed by Deakin University, or by CSIRO staff based elsewhere. In addition, CSIRO will expand the work currently being undertaken at the NSW Department of Primary Industries site at Yanco to include some of the work that was previously undertaken at the Griffith site.</p>
The anticipated number of officers affected and their level, functional area and location.
<p>Note: Where the provision of this information will allow an individual officer to be identified, all but the identifying information has been made available.</p>
<p>There were originally 10 staff based at Griffith when the decision was first announced in 2014, however, there are now only 6 CSIRO officers based at the site – 2 Admin staff and 4 Research Projects staff. The 4 Research Scientists who were employed at the site have all resigned to take up other jobs outside CSIRO. As previously discussed, 1 Admin Staff member (not in Agriculture Flagship) will be relocated to Yanco and 1 Research Projects staff member will be relocated to Canberra.</p> <p>As a result, 1 Admin Officer (CSOF2) and 3 Research Projects (1 x CSOF4 and 2 x CSOF3) staff are potentially redundant, although we have recently approved 2 new Research Projects positions (1 x CSOF4 and 1 x CSOF3 part-time) to be based at Yanco. We will assess the 3 Griffith based staff, along with any other potentially redundant staff who are suitable for these positions. As a result, we anticipate that only 2 staff will cease due to a redundancy as a result of the closure of this site.</p>
The method of identifying potentially redundant officers.
<p>CSIRO had a series of conversations with staff over a period of more than 6 months exploring options including relocation to other sites (eg Canberra), undertaking other work associated with the Agriculture Flagship in the region (eg Yanco) and transferring projects to Deakin University to allow staff to remain employed in a research role based in the region. As a result of those discussions, several staff left CSIRO and the number of potential redundancies has been significantly reduced.</p>

The 4 staff who are now identified as potentially redundant have all indicated that they are not prepared to relocate from the Griffith region and they were not offered alternative employment through Deakin University. The Research Projects staff have been identified as potentially redundant, because the project work that they were undertaking is largely coming to an end and there will be no further work at the Griffith site beyond May 2016. However, these staff will now be considered for similar field-based work at Yanco, which has previously been serviced by teams of casual staff travelling from Canberra. In the case of the Admin officer, there is no requirement for a Receptionist at the Yanco site, so no relocation is available. The work currently being undertaken is also subject to other organisational changes within the organisation and there is an expectation that from January 2016 there will not be a requirement for a Receptionist at the Griffith site.

Any other relevant information

None

When completed this form should be forwarded to Sam Popovski at sam.popovski@cpsu.org.au.