



## Advice to Relevant Unions

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

**Business Unit:** Business Development

**Date:** 5<sup>th</sup> May, 2014

**Contact for further information:** Sharon Jones  
(name)

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(contact phone number)

### Details of the circumstances causing the potential redundancy situation

With the announcement of the organisational reform in March 2014 to a 'line of business' model focussed on Flagships, a decision has been made that CSIRO's BD teams will be managed centrally and work more closely together. This change is being implemented on the basis that Business Development and Commercialisation professionals will continue to be deployed in a way that supports our key lines of business as an enterprise function, allowing us to get greater alignment on our external engagement efforts and deliver these mission critical functions with greater efficiency. To achieve this CSIRO business development and commercial services are to be delivered under a single centralised structure, focussed on the delivery of end to end business engagement service to the enterprise.

### Impact of the proposed change upon science, research capabilities and/or support for these areas.

The impact to BD will be centralising the model and aligning it with the Commercial department. The BD roles will be merged with Commercial at the senior levels of the business and report to the General Manager of BD&C. The broader BD team hard wired into the Flagships/Divisions will now report through to the centralised BD&C team.

### The anticipated number of officers affected and their level, functional area and location.

**Note:** Where the provision of this information will allow an individual officer to be identified, all but the identifying information has been made available.

Please see attached organisation structure. The senior roles going forward in the new BD&C structure are:

3 x CSOF8 Executive Manager, BD&C positions  
9 x CSOF 7/8 BD&C Director Flagship positions  
2 x CSOF 7/8 Commercial Director positions  
TOTAL is 14 COSF 7/8 position  
Potentially impacted officers through Phase 1

	Indefinite	Term
CSOF7	28	9
CSOF8	9	4

**The method of identifying potentially redundant officers.**

CSIRO Officers CSOF7 and 8 in BD roles, in line with Paragraph 5 of Schedule 3, are being assessed for the 3 x Executive Managers BD&C and 9 x BD&C Flagship Directors, we are also assessing 5 x Commercial Directors for 2 roles. We are currently seeking preferences from the Impacted Officers 28 April - 9 May, and completing assessments and communicating placements by end of May.

When these roles have been completed this leadership group will commence designing Phase 2 to take to the broader group for their consultation and feedback to incorporate into the structure. We currently anticipate completing the Phase 2 process in June and July.

Please see the attached presentation "Integrated BDC Phase 1 structure" which was presented to the BD&C community on 28 April 2014.

**Any other relevant information**

When completed this form should be forwarded to Sam Popovski at [sam.popovski@cpsu.org.au](mailto:sam.popovski@cpsu.org.au)