

## Advice to Relevant Unions

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

**Business Unit:** CSIRO Animal, Food & Health Sciences

**Date:** 14 July 2014

Details of the circumstances causing the potential redundancy situation
<p>Two organisational imperatives:</p> <ul style="list-style-type: none"> <li>• ADS – exit investments in neurosciences and colorectal cancer (both p-health activities) except where it relates to nutrition.</li> <li>• CSIRO budget reductions to Food &amp; Nutrition, Biosecurity and Agriculture flagships</li> </ul> <p>Capability from CAFHS affected by the ADS directives will be retained where possible (within budget constraints) where it is relevant to the ADS focus on investment on the intersection between food, nutrition and health. Approx 41 FTE from the two p-health themes are capability in CCI and CMSE. Those Divisions are considering implications for that capability in their planning.</p>
Impact of the proposed change upon science, research capabilities and/or support for these areas.
<p>ADS impacts:</p> <ul style="list-style-type: none"> <li>• Colorectal Cancer – no appropriation investment from ADS; finalisation of externally funded projects</li> <li>• Neuroscience - no appropriation investment from ADS; finalisation of externally funded projects</li> </ul> <p>Budget cuts to FNB, Agric and FMF</p> <ul style="list-style-type: none"> <li>• Livestock – changing priorities away from methane in Agriculture flagship (SAF)</li> <li>• Parasitology/immunology in livestock – refocusing on phemonics, genomics and genetics of livestock rather than traditional immunology in the gut (Agric Flagship)</li> <li>• Nutrition &amp; Health – cessation of AusAid Africa project</li> <li>• Food Processing – consolidation of capability in Werribee</li> <li>• Grains Science – lack of critical mass to sustain this science effort in Perth</li> <li>• Healthy Grains – excess capability in Research Projects, general laboratory skills</li> <li>• Biomaterial development – lack of project take-up by industry (FMF)</li> <li>• Nanosafety – excess capacity (FMF)</li> </ul> <p>NB: The CAFHS impacts from the Biosecurity Flagship and AAHL facility are <u>not included</u> in this advice.</p>
The anticipated number of officers affected and their level, functional area and location.
<p><b>Note:</b> 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><u>Capabilities which will reduce:</u></p> <p>Biomarkers for cancer 5 FTE  Clinical genomics 1 FTE  Behavioural science 1 FTE  Modelling 1 FTE  Food science 2 FTE  General Laboratory/analytical skills 3 FTE  Livestock – 3 FTE</p>

Food Processing – 1 FTE  
 Grains Sciences – 3 FTE  
 Biomaterial development – 1 FTE  
 Nanosafety – 1 FTE

PFA and functional areas-

Research Scientists: 3 x CSOF8, 5x CSOF7, 2 x CSOF6, 1 x CSOF5, 1 xCSOF4  
 Research Projects: 1 x CSOF5, 3 x CSOF4, 3 x CSOF3, 1-2 x CSOF2

Locations:

Perth – 4 to 5  
 Adelaide – 6 to7  
 Werribee – 2 to3  
 North Ryde – 4 to 5  
 Armidale – 1  
 Brisbane – 1  
 Townsville - 1

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

- Individually positions have been identified through organisational priorities and alignment to the ADS in science capability areas.
- Initial assessment of Voluntary Redundancy Substitution (and continue through to confirmation of individually impacted officers (Clause 6a)
- Where individuals will be identified from a group of staff the proposed process is:

<b>Due Dates</b>	<b>Actions</b>
Early July 2014	Staff to provide Dr ..... with comments on the process and raise any concerns or issues via email or by appointment if preferred. This feedback can include any feedback on the names of Research Scientists or other managers who are nominated to assist Dr ..... and the proposed role and capabilities that will be used. Staff should also advise the HR Manager if they are interested in voluntary redundancy substitution.
	Dr ..... will confirm the final identification process after considering any feedback from staff. He will also confirm that his assessment will be completed by ..... 2014 after considering any feedback from staff. The timeline can be shortened at any time with the agreement of staff.
	Staff may choose to provide information to Dr ..... – can be in a written statement or via a discussion.
	Dr ..... will meet with individual staff to provide them with their assessments against the role and capabilities in line with the CSIRO Work Classification Standards.
	Staff have the option of providing Dr .....with feedback on their assessments via email or by appointment if preferred.
	Dr ..... will confirm the outcome after considering any feedback from staff.
	Martin Cole and Deb Miller will meet with identified staff from the above to discuss Redeployment and Redundancy details as indicated in Clause 6(a) of Schedule 3 of the CSIRO Enterprise Agreement

**Any other relevant information**

It should be noted that these may not all result in actual redundancies, as some headcount reductions may be from non-renewal of term appointments, retirements and some through VRS. Some of the budget shortfalls will also be met by reductions in capability being deployed into the FNB Flagship that is no longer relevant for the projects. We are in the midst of negotiating these final numbers with the other Flagships.