



## Advice to Relevant Unions

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

**Business Unit:** CSIRO Astronomy & Space Science (CASS)

**Date:** 30 June 2014

**Contact for further information:**

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

CSIRO has implemented a New Operating Model consisting of 3 lines of Business: The National Facilities (of which CASS is a part), 9 Flagships, and Commercial Services. This new structure will be in place by 1 July 2014.

Further, CSIRO's Operating budget has been reduced by \$27M in 14/15 and \$114.8M over forward estimates. This has led to a budget reduction to CASS of between \$3 and \$5 million for 14/15.

Assuming the reduction in funding is approximately \$3.5M, there will need to be a 12% to 15% reduction in FTE which will result in several redundancies across CASS.

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

The reduction of \$3.5M will likely result in:

- About 12 actual redundancies, but the loss of 30+ FTE positions over the coming year as the redundancies take place, term appointments end and are not renewed and vacant positions are not filled.
- compulsory relocation of some staff from Parkes and Narrabri to Geraldton.
- reduced support for observers visiting the sites.
- ceasing long-term upgrades.
- CSIRO will cease funding the Mopra telescope (as mandated in the Annual Directions Statement).

And may result in:

- a reduction in access (i.e. fewer observing projects) and/or a reduction in capability (i.e. fewer receiver changes) at the telescopes.

CASS is currently in negotiation with Finance concerning the final budget outcome. There is unfortunately scope for staff reductions in addition to those outlined above if the funding reduction for CASS exceeds \$3.5M.

**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.

Approximately 11 staff will be affected at this point.

Levels range between CSOF 2 through to CSOF 8.

Site	CSOF	Functional Area	Number of Positions Impacted
Marsfield	8	RS	1
Marsfield	8	RM	1
Marsfield	4	TS	1
Marsfield	5	RP	1
Marsfield	7	RE	2
Geraldton	4-6	*	1
Parkes	2/3	AS/GS	2
Parkes/Narrabri	4-6	RP/TS	2
Total			11

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

Capability Assessments and geographic reallocation of work.

**Any other relevant information**

CASS is currently in negotiation with Finance concerning the final budget outcome.

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