

## Advice to Relevant Unions

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

**Business Unit:** Ecosystem Sciences

**Date:** 27 June 2014

**Is this a partial advice:** No

**Contact for further information:**

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

In July 2014 the CES staff will be dispersed to five new Flagships (Land and Water, Agriculture, Biosecurity and Food & Nutrition, Energy), the National Facilities & Collections and CBIS. Prior to this transition, CES is seeking to restructure staffing in response to the organisation's budget imperative for the 2014/15 FY.

CES is directly impacted through the Annual Directions Statement as follows;

Reduced investment in social and economic sciences with a focus on rationalisation of effort currently located in CESRE and CES.

Reduced investment in terrestrial biodiversity with a particular focus on rationalising work currently conducted across the "Managing Species and Natural Ecosystems in a Changing Climate" theme in CAF and the "Building Resilient Australian Biodiversity Assets" theme in CES.

There are also other elements of the ADS that flow to CES e.g. liquid transfer fuels.

Reductions in external co-investment in several areas e.g. cuts to foreign aid budget; climate change programs; forest systems research

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

This will result in impacts to the following areas:

- Research in software/informatics development for urban systems research
- Impact delivery in the research for development domain
- Liquid transport fuels
- Research capability in evolutionary genomics
- Analytical chemistry for bio-products
- Invasive animals and vertebrate pests
- Energy/Bio-fuels
- Bushfire Dynamics and applications
- Forest Ecophysiology
- Managing Forests
- Fieldwork for carbon research
- Field based ecology in Northern Australia
- Ecological process- based modelling and GIS
- Ecology of environmental weeds
- Research support for in biodiversity applications
- Geography and human ecology delivering to biodiversity and climate applications
- Natural resource economics in the water domain

- Social and economic science in the research for development domain

**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.

It is anticipated that up to 40 positions may be impacted. Indicative details of the level, location and functional area are set out below: Please note these may change following consultation

We anticipate up to 14 positions impacted at Black Mountain both RS and RP with RS at CSOF6, 7 and 8 and RPs at levels 2 through 5.

Up to 11 positions may be impacted at Sandy Bay and Dutton Park. RS positions impacted are likely to be at the CSOF5 through 7 range and RP roles at CSOF3 and 4.

Up to 15 positions RS and RP positions at other sites in Northern Australia, Melbourne, and at Floreat are also likely to be impacted. Levels of RS positions are likely to be CSOF6 and 7 and RP at CSOF3-5.

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

Detailed discussions have been held at Divisional Executive level with current Research Program Leader, incoming Flagship and Research Directors as appropriate to ensure that, based on on-going requirements, proposed staffing changes both address strategic intent and budgetary imperatives.

The broad ranges of skills of identified individuals have been considered with all options for redeployment opportunities across the Division being explored.

We have also considered Divisional staff who have nominated for Voluntary Redundancy Substitution and we anticipate being able to accommodate some of these requests.

Where individual officers need to be identified from a group of officers the proposed process, in accordance with Clause 5 of the CSIRO Agreement will be:

- Affected officers will be informed of the process to be undertaken;
- They will be provided with the opportunity to make comment on the process and raise any concerns;
- The line manager with the appropriate delegation will make the decision;
- Affected officers will be provided with the opportunity to provide information and/or names of people who can be contacted in relation to the assessment;
- In making his /her decision the line manager may take into account the views of other line managers and may involve them in the process;
- Affected officers will be offered the opportunity to provide a short written statement, if they choose;
- Affected officers will be advised of the date by which the assessment will be completed and will be given an opportunity to review their assessment and to provide comment on that assessment; and
- After consideration of all inputs a final decision will be made and affected officers advised of the outcome verbally and in writing, with detail around the decision.

We expect that the total assessment process will take between one to 2 weeks.

**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)