



Advice to Relevant Unions

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

Business Unit: CSIRO Marine and Atmospheric Research

Date: 03 June 2014

Contact for further information: Mike Whittle 03 62325262

Details of the circumstances causing the potential redundancy situation

The CSIRO Annual Direction Statement 2014 has provided direction for prioritization of research across CSIRO leading to potential impacts on CSIRO Marine and Atmospheric Research capability in 2014-15 and following years.

The CSIRO Annual Direction Statement 2014 makes a number of statements that affect CMAR capability ... "We will integrate work currently delivered across the Climate and Atmosphere theme in CMAR and the Pathways to Adaptation theme in CAF. We will continue to deliver whole of system scale capability to support the management of Australia's ocean territories and coasts and, consistent with the national interest, to the world's oceans and coasts. We will also continue to deliver excellent science in support of marine industries, especially with our longstanding partners in fisheries. To support this focus, we will reduce our overall investment in marine biodiversity, especially research currently conducted in WfO on bathymetry and marine habitat mapping."

The integration of work currently delivered across the Climate and Atmosphere theme in CMAR and the Pathways to Adaptation theme in CAF will involve focusing on climate and atmosphere projects and research areas that are delivering maximum impact and earning external revenue. Such focus will require some reduction in research capabilities in some areas. There will also be a reduction of our overall investment in marine biodiversity.

There also has been a general reduction in funding for research at CSIRO, through reduction in both appropriation from government as announced in the 2014 Federal Budget and decline in external earnings from other agencies and industry. These changes to available revenue mean that we can no longer support the level of research staff that we have in recent years, necessitating strategic reductions in selected areas of climate and marine biodiversity research capability.

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

Focused reductions or reshaping of research delivered by CMAR capability means that there is a need to reduce research capability in CMAR in 2014 by approximately 31 FTEs across the following areas:

- Coastal modeling;
- Ocean Climate processes;
- Biochemical processes;
- Coasts and Oceans Biodiversity and Ecosystem Dynamics;
- Pelagic Spatial Dynamics and Population Dynamics;
- Marine Risk Assessment;
- Atmospheric Chemistry and Climate;
- Climate Modeling;
- Climate Variability;
- Climate projections;
- Genomics; and
- Science Engineering.

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.

The anticipated number and classifications of officers likely to be affected are:

- 11 Research Scientist (RS) positions (1 x CSOF8, 5 x CSOF7 2 x CSOF6, 3 x CSOF5); [Floreat, Hobart, Aspendale and Canberra]
- 17 Research Projects (RP) positions (2 x CSOF6, 5 x CSOF5, 8 x CSOF4, 2 x CSOF3); [Brisbane, Hobart, Canberra, Aspendale]
- 1 General Management (GM) position (CSOF7);
- 2 Technical Services (TS) positions (2 x CSOF6).

The anticipated reductions in capability are predominantly in Hobart (18) and Aspendale (8), with smaller effects at Black Mountain in Canberra (2), in Floreat (1), and at the Ecosciences Precinct in Brisbane (2). Specifying by location and functional area may allow identification of individuals where smaller numbers are impacted.

The method of identifying potentially redundant officers.

Detailed discussions have been held at Divisional Executive level and with other relevant Capability and Portfolio Leaders (Research Program Leaders and Theme Leaders respectively) to ensure that the appropriate areas have been identified based on on-going requirements. Likely future deployment opportunities of affected groups have been explored with the relevant portfolio leaders.

Some Divisional staff have nominated for Voluntary Redundancy Substitution and we expect to be in a position to accommodate a number of those requests during the next stages of the process.

The method of identifying potentially redundant officers from a capability group of affected people will be in accordance with CSIRO Enterprise Agreement 2011 – 2014, Schedule 3 – Redeployment and Retrenchment.

The expected schedule for the process from now is provided below.

Dates	Actions
4-6 June 2014	<p>Staff also invited to advise HR Manager if they are interested in voluntary redundancy substitution.</p> <p>EAP and HR support to be in place with impacted staff when communication commences.</p> <p>Affected groups advised of impact and process to be followed.</p> <p>Staff invited to provide relevant Program Leader with comments on the process and raise any concerns or issues, including via email or by appointment if preferred.</p> <p>Where an assessment from an impacted group is required staff will be invited to provide information to the managing Program Leader – can be in a written statement or via a discussion. There is no requirement to do so.</p>
10-11 June 2014	<p>Managing Program Leaders confirm the final assessment process, if applicable and necessary after considering VRS options, for selection of individuals from affected groups after considering any input from staff. They also will confirm that their assessment will be completed by 17 June 2014, noting that the timeline can be shortened at any time with the agreement of staff.</p> <p>Unambiguously identified individuals or accepted VRS nominees – i.e., where no further selection from a larger group is required - advised of their potential redundancy with discussion of Redeployment and Redundancy details per Clause 6(a) of Schedule 3 of the CSIRO Enterprise Agreement</p>
17-19 June 2014	<p>Managing Program Leaders 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 feedback on their assessments. Managing Program Leaders will confirm the outcome after considering any feedback from staff.</p> <p>Individuals identified as potentially redundant from the above advised and Redeployment and Redundancy details discussed per Clause 6(a) of Schedule 3 of the CSIRO Enterprise Agreement.</p>

Any other relevant information

Nil.

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