



Advice to Relevant Unions

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

Business Unit: Communications

Date: 12 May 2014

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Details of the circumstances causing the potential redundancy situation

With the announcement of the organisational reform in March 2014 to a 'line of business' (LoB) model focussed on Flagships, a decision has been made that CSIRO's Communications and BD teams will be managed centrally and work more closely together. This change is being implemented on the basis that Communications professionals will continue to be deployed in a way that supports our key lines of business as an enterprise function, allowing greater alignment on our external engagement efforts and deliver these mission critical functions with greater efficiency and align to our future business needs.

Specifically in relation to Communication, an organisational decision has been made to create efficiencies within the Communications function. To achieve that, all of CSIRO communication services are to be delivered under a single centralised structure, focussed on the delivery of 'impact' communication rather than science communication. The model will remain primarily the same, covering the core channels – External, Brand and Channel Management, Internal and Enterprise Communications and Science Communication replacing the current In Business Communication teams. The key challenges will be to change the focus on fewer, higher value-add activities, drawing communication resources from across the business as required.

In order to achieve this transition to a smaller and more focused function, a significant change to the way communication services are delivered to the business will be required.

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

The impact to Communications will be centralising the model and deploying services to the business in a similar fashion to other Research Support functions eg: HR, Finance. The broader In business Communication teams will merge with the Corporate Communications function reporting to the General Manager Communications. This change will see a new model and structure designed for the new operating environment supporting the three LoB and other corporate functions.

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 services provided by the Communication teams both Corporate and In Business are all under review and a full realignment will need to be undertaken. This will include identifying areas that are no longer core services to the business and may need to be delivered in an alternative way.

It is envisaged that there will be significant impact to the current staffing profile in order to achieve the proposed financial savings.

The proposed model will see a reduction of up to 40.1 FTE depending on the structure and final staffing profile (refer attached – Proposed Staffing Profile and Proposed Structure).

The overall potential impact of FTE is proposed to be 40.1 FTE based on the proposed structure.

1.8 FTE @ CSOF7
8.4 FTE @ CSOF6
7 FTE @ CSOF5
14.92 FTE @ CSOF4
12.78 FTE @ CSOF3

Since the initial draft structure was communicated back in April 2014 this structure has seen an increase from 58 FTE to 63 FTE after considering feedback and from staff and key stakeholders.

The locations of impacted staff are yet to be identified and will be known following the assessment process. There should be no specific changes to staff locations resulting from this restructure (location neutral).

The method of identifying potentially redundant officers.

CSIRO Officers identified as in scope for the Communications reform, will be assessed in line with Paragraph 5 of Schedule 3, as the proposed number of roles in the new structure is fewer than the current population across all levels.

We will seek preferences from the potentially Impacted Officers on 19 May - 30 May, and completing assessments during 30 May and 23 June with the aim of communicating placements by end of June.

Any other relevant information

Please find attached proposed structure, proposed roles and staffing profile and presentation provided to staff at the all staff briefing schedule 12 May 2014.

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