



In addition, we have also identified a role for one of the CSOF 6 Research Scientists who has spent a portion of his time working on Cotton projects. A recent resignation has created a capability gap in the cereal area and it proposed that this scientist has a number of skills that would be suitable as a replacement rather than filling the vacancy via recruitment.

As a result, we expect an overall reduction of Forestry staff of up to 9 staff including a term officer.

**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 group of staff who would be impacted by this proposed reduction includes 1 x CSOF 8 Research Scientist based in Canberra, 1 x CSOF 7 Research Scientist based in based in Brisbane, 2 x CSOF 6 Research Scientists based in Canberra and 1 x CSOF 6 Research Scientist based in Brisbane, 2 x CSOF 4 Research Projects Officers based in Canberra (one of which is on a term), 1 x CSOF 4 Research Project Officer based in Brisbane and 1 x CSOF 4 Research Project Officer located at Gympie.

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

The potentially redundant officers were identified through a process of reviewing the current projects being undertaken and when the funding was due to finish. The current information indicates that there are no new projects confirmed to replace those that are finishing in September or December this year. There is only project identified as continuing beyond December 2014 and it was decided to continue this project to the current end date in June 2018. The staff have been identified based on which staff are not working on ongoing projects, with one exception, a CSOF 6 Research Scientist who has been supporting some of the Division's Cotton research. This staff member will be used to cover a potential vacancy in cereal research and is therefore not impacted by this proposal.

As the proposal will have a direct impact on all 9 remaining positions in the Forestry group, the process of selecting affected officers as outlined in the Enterprise Agreement is not relevant.

With the announcement of the proposed changes staff will be advised that the following consultation process would be followed:

- The Chief will meet with affected officers and inform them of the proposal and the consultation process to be undertaken
- The Chief will inform all staff in Plant Industry of the proposed changes via email
- All staff potentially impacted by the proposed changes will be given 2 weeks to provide feedback on the proposed reduction
- Call for voluntary redundancy substitution will again be made within Plant Industry
- The Chief will meet with affected officers and they will be informed of the outcome of the consultation process, his likely decision and what the decision is based on
- They will be provided with an opportunity to make further comments for a period of 1 week.
- After consideration of all inputs, the Chief will make a final decision and affected officers will be advised of the outcome in writing. If the proposed changes are to be implemented, formal notification of potential redundancy will be made at that time.

**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).