



Advice to Relevant Unions

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

Business Unit: CCI

Date: 17 June 2014

Contact for further information: *Iain Collings*
(name)

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Details of the circumstances causing the potential redundancy situation

The CSIRO Computational Informatics Division (CCI) and the Digital Productivity and Services Flagship (DPAS) will merge into a single entity, starting to operate as the new DPAS Flagship on July 1.

As a result of the recalibration of CSIRO's four year budget and the signals in the Annual Direction Setting Statement (ADS (FY14)) there are several science areas of CCI/DPAS impacted.

There is a clear directive that the Organisation must fit within the financial parameters provided by Government and external clients. Therefore CCI/DAPS has undertaken a comprehensive review of its research capability areas in light of the organisational structure and budget constraints. It is anticipated that CCI/DPAS will have a reduced labour budget heading into FY14/15 and beyond which is a reduced demand for CCI/DPAS capability by other flagships and a reduced external earnings target.

With the decision by CSIRO to cease investment in the areas of neurosciences and colorectal cancer research CCI has identified a number of activities that will need to cease and a number of capabilities that will not be required going forward or will need to be reduced.

As a result of the continued funding reductions flagged in the CSIRO Budget FY14/15 for the Transformational Biology Transformational Capability Platform (TB TCP) there are research activities that will need to be ceased. There have also been large funding reductions to the other two TCP's in CCI – Sensor and Sense Networks (SSN) and Computational & Simulation Science (CSS) this will impact on a number of research activities.

The imaging capability across CCI has been identified as an area requiring close scrutiny. Some aspects of this capability have been identified as not being critical, not world class science (external science review rated imaging as only Favourable) and there currently exists fragmented deployment to portfolios and a reliance on grants at co investment levels which are not sustainable.

CCI/DAPS is looking at reducing its footprint and part of this strategy is to exit from Adelaide and in Sydney to consolidate staff onto one site.

This is the first stage of identifying potentially surplus officers for DPAS. A number of other areas have been identified to reduce numbers to meet the financial constraints of the 14/15FY budget and beyond. There is also the potential impact DPAS will have from the other Flagships having to reduce numbers, this is particularly important to DPAS as we have about 42% of staff deployed to other Flagships. In order to get more clarity on these additional reductions we need to work with the other Flagships and also work through the process as outlined in Schedule 3 of the Enterprise Agreement, including the consideration of voluntary redundancy substitution.

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

The CCI division is deploying capability across the entire organisation. With the current information available from other Flagships that deploy CCI capability into their research projects and with the planning for the new DPAS Flagship, a decrease by 39 FTE is required to bring labour costs within the funding envelope. Efforts to reduce costs for travel and consumables have already been taken into account.
Voluntary redundancy substitution will be accommodated wherever possible.

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 of officers affected is 39 broken down by location functional area and CSOF level.

Acton – 17 staff

RM – 1 x CSOF7
 SS – 1 x CSOF7
 RP – 1 x CSOF3, 2 x CSOF4, 4 x CSOF5, 3 x CSOF6
 RS – 1 x CSOF4, 2 x CSOF5, 1 x CSOF6, 1 x CSOF7

Sydney – 11 staff

RP – 2 x CSOF5, 4 x CSOF6, 1x CSOF7
 RS – 1 x CSOF5, 2 x CSOF6, 3 x CSOF7

Brisbane – 5 staff

RP – 1 x CSOF6
 RS – 1 x CSOF5, 3 x CSOF6

Adelaide (Waite) – 5 staff

RP – 1 x CSOF4, 2 x CSOF6
 RS – 1 x CSOF7
 RM – 1 x CSOF8

Clayton – 1 staff

RS – 1 x CSOF8

Timelines

Following approval to proceed with restructuring these officers will be formally notified in accordance with Schedule 3 of the CSIRO Enterprise Agreement and then usual redeployment activities will follow. These dates are only indicative and dependent on a number of things outside our control e.g. cessation estimates & super estimates

Action	Date	Status
General communication by Chief to whole of Division following the release of the ADS	21 May 2014	Done
Reminder for Voluntary Redundancy Substitution	Throughout the process	
Communication to Staff Association – Chief and HRM	Early to Mid June 2014	Planned
As appropriate, complete Psychosocial Risk	Mid June	Planned

Assessments for affected individuals prior to discussions		
Discussion with affected staff <ul style="list-style-type: none"> - This will be undertaken by the Chief and HRM - Will provide initial letter advising potentially surplus together with cessation estimates, super estimates EAP support	mid – late June 2014	Planned
Follow up discussion with the staff association	As required	
Assistance with CV preparation if required – HR team	As required	
Implementation of redeployment procedures in accordance with CSIRO Policy and Schedule 3 of Enterprise Agreement 2011 – 2014 Ongoing exploration for redeployment opportunities Contact all HRM’s regarding redeployment opportunities for affected staff	June 2014 to August 2014	
Access to outplacement support and financial planning advice		
Options letters issued following redeployment period	August 2014	
Staff exits where redeployment efforts unsuccessful	September 2014	
Any other relevant information		
None that we are aware of.		

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