



Advice to Relevant Unions

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

Business Unit: Education

Date: 20 May 2014
(amended following discussion with Paul Girdler – 19 May 2014)

Contact for further information: Leanne Currie (03) 9731 3463

Details of the circumstances causing the potential redundancy situation

Following an external review of CSIRO Education and Outreach by Paili Consulting in 2013, a restructure has been proposed that will take account of the findings of the review and better align with CSIRO's strategic direction. The purpose of the review and subsequent consultation process is to:

- define a viable mission for CSIRO education and outreach over the next decade, and
- determine metrics for success.

The review was driven by a need to re-examine CSIRO's place in science, technology, engineering and mathematics (STEM) education in Australia, given changes to CSIRO's internal and external environments over the last decade. Some of the education activities had become increasingly unsustainable and were not well aligned with CSIRO's strategic direction. The last comprehensive review of CSIRO's education function was in 2003.

In the future model, education and outreach programs will:

1. Have a national focus, with a presence in each state and territory, as part of a consistent CSIRO educational model
2. Align with CSIRO's science and strategic directions, concentrating on the Flagships
3. Have a sustainable funding model
4. Provide a pathway to attract talented students into careers in CSIRO
5. Deliver through the most effective means, including an increased digital presence
6. Be based on best practice in education and outreach, and when delivering to schools, align with the Australian curriculum.

Under the future operating model, all programs will be centrally-coordinated, national programs categorised into five modules:

1. Careers
2. Community Engagement
3. Teacher Professional Development
4. School Experience – Extension
5. Digital Delivery, Marketing and Evaluation

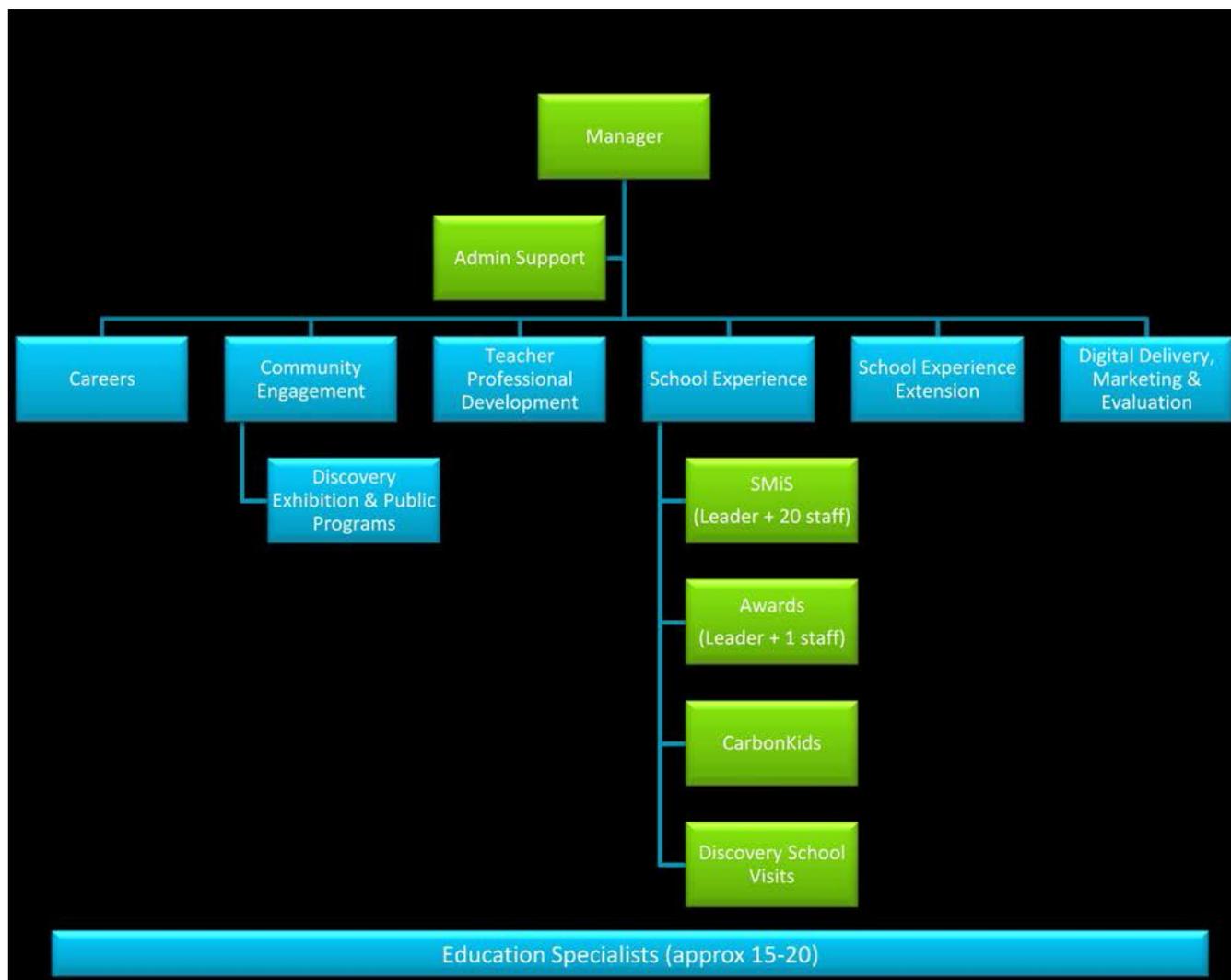
The existing centrally-coordinated, national programs will continue largely unchanged.

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

The transition to the future operating model will result in a decrease in staff numbers with Education Centres most impacted as regional programs are wound up.

Currently the Education Centres rely on income generated from delivering programs to enable them to cover salaries. Under the new model there will, by necessity, be a reduction in activities while new programs are developed. This will lead to a decrease in the number of staff who can be employed. Over time, as sustainable funding models are introduced for new programs, staff numbers may increase accordingly.

The organisation for CSIRO Education and Outreach is as follows. The staffing in the areas highlighted in green are unaffected by the changes proposed.



Education and Outreach headquarters will continue to be located at CSIRO Corporate Centre in Campbell. In future, all programs will have a national approach and will be delivered by regional teams located on CSIRO sites in each state and territory. This case focuses on the areas impacted by the changes, as highlighted in blue above.

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.

A summary of the staffing impacts across the entire Education and Outreach function based on the projected budget reduction of 30% is as follows:

CSOF Level	Current Headcount (end April)*	Current FTE (end April)*	Proposed Headcount	Proposed FTE
CSOF 7	1	1	1	1

CSOF 6	4	4	2	2
CSOF 5	7	7	10	10
CSOF 4	8	7.4	3	2.6
CSOF 3	51	42.3	33	29.4
CSOF 2	4	2.4	0	0
Total	75	64.1	49	45

* Current headcount and FTE includes specified terms

In terms of the changes, the functional area most impacted will be Communications and Information, with a small impact in Administrative Services.

In total 41 indefinite staff and 7 specified term staff are working within the areas where there is projected to be an impact and hence may be potentially directly impacted by this change. There are 27 positions and staff who are "out of scope" and hence not impacted by the change. In the case of the specified term staff most terms will continue to their natural conclusion unless they provide the opportunity for the redeployment of indefinite staff or the position is no longer required once the new operating model and revised structure has been implemented.

Under the new operating model, Education and Outreach will have regional teams delivering national programs in every state and territory. Clearly geographic considerations will need to be taken into account to ensure effective program delivery, however it is anticipated that most, but not all, staff in the revised structure will be able to continue to work from their existing locations around the country. In terms of the staffing reduction it is likely that most locations will have some degree of impact but this will depend on the outcomes of the assessment process and individual preferences. The regional location where the CSIRO Education and Outreach presence will possibly be impacted, but where we will still maintain a presence, is Darwin and potentially Townsville. Some positions in the new structure will be notified to staff as being available in Townsville and in capital cities which may mitigate the impact on Townsville.

It is also worth mentioning that there are several vacancies in other parts of Education and Outreach not impacted by this restructure. Where possible staff will be redeployed to these vacancies thus reducing the total number of staff individually impacted.

The method of identifying potentially redundant officers.

After voluntary redundancy substitution has been fully explored the following process will be adopted.

- The responsible Line Manager will use available knowledge and information to undertake an assessment of each officer against the organisational requirements for the role/s developed in line with the applicable work classification standards. The principles of procedural fairness will be applied. The officer will have the opportunity to provide information if they so choose, however they will not be required to make a formal application for their existing role. This will include all available roles.
- The final decision will be made by the responsible Line Manager and affected officers will be advised. Where it is determined that there is no ongoing organisational requirement for the officer's skills, the officer will be advised that they are potentially redundant and will be provided with information in accordance with sub-paragraph 6(a), Schedule 3 of the CSIRO Enterprise Agreement.
- We anticipate that the majority of new positions will be filled by redeploying existing staff. It is expected that staff assessments will commence as soon as the formal consultation period is concluded and will be completed by 30 June 2014, if not earlier, with the new staffing structure to take effect from 1 July 2014.
- There will be a transition period from July to December 2014 which will involve developing new programs whilst simultaneously delivering on existing commitments for existing programs. New Programs developed under the new operating model will take effect from January 2015.

Any other relevant information

In addition to redeployment into positions in the broader Education and Outreach function, opportunities will be explored to redeploy staff into the proposed BHP Billiton Indigenous STEM Education Project as well as across other functions.

Redeployment will also be explored across the broader Communications function and Administrative groups in CSIRO. However, it is acknowledged that given the sizable reductions in staff numbers across the organisation, this option will be unlikely for many staff.

Naturally, potentially redundant staff will be offered full support in line with the CSIRO Enterprise Agreement.

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