

Advice to Relevant Unions

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

Business Unit: Health, Safety & Environment

Date: 5th May, 2014

Contact for further information: Sharon Jones
(name)

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Details of the circumstances causing the potential redundancy situation

As an Enterprise Services function Health, Safety & Environment are looking at how to best position their services aligned to the new lines of business operating model. 11 March, 2014 Megan Clark sent an email confirming the new business operating model, 12 March HSE held a teleconference and advised the new operating model would have an impact on HSE and invited ideas and thoughts on what that could look like moving forward, if people didn't have ideas and thoughts in this regard they were encouraged to share what worked and what didn't work from their perspective.

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

The matrix nature of the structure has been removed, HSE Officers now report directly to HSE Managers (previously known as Business Unit Leaders), Rehab Case Management would be the responsibility of HSE Managers (previously the responsibility of HSE Officers, the HSE Officer will still be utilised with this work), Environment Risk Manager role will be incorporated into the current Corporate Manager role, introduction of an Operations Manager that the HSE Managers will report to, as well as a Strategic Projects Officer role in the corporate area and a Deputy HSE Manager role.

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.

This is a reduction of 5 x CSOF6 officers and an addition of 2 x CSOF5 roles introduced into the structure to allow better career pathways.

The method of identifying potentially redundant officers.

CSIRO Officers occupying the BU Leader roles, Environment Risk Manager role and Service Delivery roles, in line with Paragraph 5 of Schedule 3, are being assessed for the 1 x HSE Corporate Manager role and the 13 x HSE Manager roles. We are currently seeking preferences from the potentially Impacted Officers 5-16 May, and completing assessments 19-23 May to communicate placements on 26 May.

When these roles have been completed we will seek preferences from the remaining potentially Impacted Officers for the 2 x CSOF5 roles, Strategic Projects Officer and Deputy HSE Manager, should there be preferences for these roles we will complete assessments, should these roles be vacant we will advertise them internally and conduct a recruitment process.

Any other relevant information

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

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