



Advice to Relevant Unions

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

Business Unit: CSIRO Land and Water

Date: 11 June 2014

Is this a partial advice: Yes

Contact for further information: Paul Bertsch (07) 3833 5922

Details of the circumstances causing the potential redundancy situation

The CSIRO Annual Direction Statement (ADS) 2014 has provided direction for prioritisation of research across CSIRO leading to potential impacts on CSIRO Land and Water (CLW) capability in 2014/15. The directions articulated in the ADS require CLW to restructure staffing and investments in response to the organisational strategic directions and the budget imperative for the 2014/15 financial year

The CSIRO Annual Direction Statement 2014 provides CLW with directions on reducing investment in urban water and a previous advice to the Staff Association (22 May 2014) provided details with respect to the impacts CLW had identified in relation to urban water research.

There also has been a general reduction in funding for research at CSIRO, through reduction in both appropriation from government as announced in the 2014 Federal Budget and decline in external earnings from other agencies and industry. These changes to available revenue mean that we can no longer support the level of research staff that we have in recent years, necessitating strategic reductions in selected areas of CLW's research capability.

This advice provides detail with respect to the impacts identified in relation to CSIRO Land and Water resulting from decline in available budget and funding (excluding urban water research as outlined above).

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

Focussed reductions or reshaping of research delivered by CLW capability means that there is a need to reduce research capability in CLW in 2014 by up to 30 FTEs across the following areas:

- Soil and Landscape Science;
- Surface Water Hydrology;
- Ground Water Hydrology;
- Environmental Information Systems;
- Remote Sensing & Vegetation Sensing
- Catchment Chemistry and Aquatic Ecology
- Aquatic Chemistry and Ecotoxicology
- Water re-use and Environmental Process Engineering

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 and classifications of officers likely to be affected are up to:

- 13 Research Scientist (RS) positions (1 x CSOF8, 4 x CSOF7 2 x CSOF6, 6 x CSOF5); [Black Mountain, Waite, Floreat and Lucas Heights)
- 17 Research Projects (RP) positions (5 x CSOF5, 7 x CSOF4, 5 x CSOF3); [Black Mountain, Waite, Townsville, Floreat, Brisbane, Lucas Heights, Clayton]

The anticipated reductions in capability are predominantly in Black Mountain (10), Waite (6) and Floreat (7), with smaller effects at Townsville (1) Lucas Heights (3), in Clayton (1), and at the EcoSciences Precinct in Brisbane (2).

Specifying further by location and functional area may allow identification of individuals where smaller numbers are impacted at any single location.

The method of identifying potentially redundant officers.

Detailed discussions have been held at a Divisional Executive (Office of the Chief) and Science Executive (Research Program Leaders with input from Theme Leaders) to ensure that, based on on-going requirements, the correct skill sets and then individuals are identified.

The broad ranges of skills of identified individuals have been considered with all options of redeployment opportunities across the Division explored.

We have also considered Divisional staff that have nominated for Voluntary Redundancy Substitution and may be in a position to accommodate a number of those requests.

Where individual officers need to be identified from a group of officers the proposed process, in accordance with Clause 5 of the CSIRO Agreement will be:

Actions
Staff to provide the Responsible Manager with comments on the process and raise any concerns or issues via email or by appointment if preferred. This feedback can include any feedback on the names of other managers who are nominated to assist the Responsible Manager and the proposed role and capabilities in accordance with the Work Classification Standards.). Staff should also advise the HR Manager if they are interested in voluntary redundancy substitution.
The Responsible Manager will confirm the final assessment process after considering feedback from staff. He will also confirm that his assessment will be completed within a reasonable period after considering any feedback from staff. The timeline can be shortened at any time with the agreement of staff.
Staff may choose to provide information to the Responsible Manager – can be in a written statement or via a discussion. There is no requirement to do so.
The Responsible Manager will meet with individual staff to provide them with their assessments against the role and capabilities in line with the CSIRO Work Classification Standards.
Staff have the option of providing the Responsible Manager with feedback on their assessments via email or by appointment if preferred.
The Responsible Manager will confirm the outcome after considering any feedback from staff.

Identified staff from the above will be advised and we will discuss Redeployment and Redundancy details as indicated in Clause 6(a) of Schedule 3 of the CSIRO Enterprise Agreement	
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We expect that the total assessment process will take a week to 2 weeks.

Any other relevant information

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