



Advice to Relevant Unions

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

Business Unit: CSIRO Land and Water – PARTIAL ADVICE

Date: 22 May 2014

Contact for further information: Paul Bertsch 07 3833 5922
(name) (contact phone number)

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 14/15 Annual Direction Statement states for Land and Water Flagship:

“We will reduce investment in urban water with a particular focus on **ceasing research currently conducted in WfHC at our Highett Laboratories**. We will reduce investment in social and economic sciences with a focus on rationalisation of effort currently located in CESRE and CES. We will also reduce investment in terrestrial biodiversity with a particular focus on rationalising work currently conducted across the “Managing Species and Natural Ecosystems in a Changing Climate” theme in CAF and the “Building Resilient Australian Biodiversity Assets” theme in CES.”

This direct proposal to cease activities in this area follows on from signals in the 2013 Annual Directions Statement which read:

“**Reduce our activities in urban water science**, and grow our partnerships with Universities, local government and the private sector in urban systems science “

This advice provides detail with respect to the impacts identified in relation to urban water research given the specifics of the direction provided within the ADS. A further advice will be provided where other impacts for CSIRO Land and Water are identified.

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

The proposed implementation of the of the management decision ADS for Highett based staff working in the Urban Water capability is anticipated to result in 18 indefinite CLW staff (15 at Highett and 3 at Clayton) being identified as potentially surplus. The affected officers are currently deployed to the WfHC urban water research activity.

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.

CSIRO Land and Water has identified 18 impacted positions. Details of the level and functional area are set out below:

Functional Area	Headcount	Classification
Research Management	2	CSOF7-8
Research Science Engineering	10	CSOF5-7
Research Projects	6	CSOF4-5

Locations are Clayton and Highett.

The method of identifying potentially redundant officers.

The ADS statement has provided clear direction with respect to the identification of a directly impacted group of officers who belong to the Urban Water Research. Accordingly, this direction has resulted in a potential redundancy situation where those officers impacted are likely to become potentially redundant.

Every effort will be made to mitigate this impact through redeployment opportunities and also opportunities for Voluntary Redundancy Substitution of this group with other staff in CSIRO who are not impacted by Business Restructuring.

The table below provides the proposed timeline for implementation of this decision:

Target Date	Action
16 May	Release of the ADS and commenced initial consultation with potentially impacted area.
16 – 22 May	Continue communication and consultation with potentially impacted areas. Continue support options available including via HR. Feedback sought from staff.
22 May	Confirm decision and provide information to staff association (Clause 3(a) of CSIRO EA)
23 May	Discussions with directly impacted areas and groups of officers. Consultation and explore mitigation including VRS. Discuss possible next steps and timeline including consultation period under Clause 3(b) of CSIRO EA. Continue to provide support options available including via HR.
27 May	Meeting with staff association (Clause 3(b) of CSIRO EA). Continue consultation with directly impacted groups of officers and exploration of mitigation options and support/information including consideration of interests in VRS..
3 June	Impacted staff from the affected group 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.

Any other relevant information

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

