



## Advice to Relevant Unions

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

**Business Unit:** Oceans and Atmosphere

**Date:** May 2016

**Contact for further information:**

### Details of the circumstances causing the potential redundancy situation

CSIRO's Strategy 2020 has a clear vision to make CSIRO Australia's innovation catalyst to help deliver on the Government's desire to use innovation to drive growth, productivity, export and jobs. As part of the process of implementing the new 5 year strategy, CSIRO undertook a series of science investment (SICOM) process into deeper engagements with each Business Unit – or “deep dives” at the end of 2015. The objectives were to understand any significant or imminent market shifts and their impact on Australia, determine what science investments would best prepare Australia for these shifts, and identify where to position Australian innovation to take advantage of these shifts.

In response to the CSIRO 2020 Strategy and to support the implementation of the Oceans and Atmosphere Business (O&A) Unit Strategic Plan 2015/16, the leadership within O&A have identified the need to reshape the current capability profile in the Business Unit to allow more focused delivery into identified research strategic priorities that present strong science and impact opportunities including potential for growth of external revenue.

The proposed reshaping of capability across O&A has been foreshadowed in Ocean and Atmosphere's 'Deep Dive' presentation on 4 December 2015.

Predicted staff reduction as a result of O&A's restructuring proposal is up to 74 staff, reshaping with an additional 14 new positions recruited into areas identified for growth.

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

Focused reductions or identified needs to reshape research delivered by O&A Capability means that there is a need to reduce research capability in O&A by up to 74 staff across the whole Business Unit but with most impact anticipated in the following areas:

#### Earth System Assessment

- Measurement and sample collection of paleo greenhouse gas emissions
- Observation and modelling of air quality - turbulence modelling
- Earth assessment capabilities, including micrometeorology
- Complex system science
- Other impacts across program

#### Ocean and Climate Dynamics

- Analysis of climate variability, extreme weather and climate services
- Other impacts across program

#### Marine Resources and Industries

- Generalist Marine ecology
- Other impacts across program

#### Coastal Development and Management

- Impacts across program

## Engineering and Technology

- Impacts across program

Impacts to Program and site administrative and management support

### 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 classification of officers likely to be **affected (including groups)** are up to:

	Research Scientist (RS) and Research Management (RM)	Research Projects	Technical Services	Admin Services
CSOF3		8		5
CSOF4		14	15	
CSOF5	7	9		
CSOF6	10	10		
CSOF7	17			
CSOF8	10			
CSOF9				
<b>Total - 105</b>	44	41	15	5

The anticipated number and classification of officers likely to be **redundant (71)** are up to:

	Research Scientist (RS) and Research Management (RM)	Research Projects	Technical Services	Admin Services
CSOF3		6		5
CSOF4		8	5	
CSOF5	5	5		
CSOF6	7	8		
CSOF7	13			
CSOF8	9			
CSOF9				
<b>Total - 71</b>	34	27	5	5

Plus 2 transfers to an alternative business unit and 1 early term cessation.

The anticipated reductions in capability (including early term end and transfers) are predominately in Canberra (14), Melbourne (32) Tasmania (12), Brisbane (9), Floreat (6), Northern Australia (1)

Further specifying by classification, location and/or functional area may allow identification of individuals where smaller numbers are impacted.

### The method of identifying potentially redundant officers.

Numerous strategic and detailed operational planning discussions have been held with both Sector and Business Unit leadership teams, involving other senior leaders as appropriate (Research Group and Team Leaders, Senior Project 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 Business Unit explored. Plans currently underway to significantly reshape some capability areas have reduced in those areas the number of impacted officers identified and discussions with other BU leaders have identified potential opportunities to transfer some O&A capability once those BU plans are finalised and this will be explored further.

We have also considered Business Unit staff who have nominated for Voluntary Redundancy Substitution and are in a position to accommodate a number of those requests at this stage.

Where individuals will be identified from a group of staff the proposed process, will be in accordance with Clause 5 (Schedule 3) of the CSIRO Agreement as follows:

<b>Due Dates</b>	<b>Actions</b>
May 2016	Staff to provide ( <i>O&amp;A Leader</i> ) 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 ( <i>O&amp;A Leader</i> ) 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.
May 2016	( <i>O&amp;A Leader</i> ) will confirm the final identification process after considering any feedback from staff. The Leader will also confirm the date that their assessment will be completed by after considering any feedback from staff. The timeline can be shortened at any time with the agreement of staff.
May 2016	Staff may choose to provide information to ( <i>O&amp;A Leader</i> ) – can be in a written statement or via a discussion.
May 2016	( <i>O&amp;A Leader</i> ) will meet with individual staff to provide them with their assessments against the role and capabilities in line with the CSIRO Work Classification Standards.
May / June 2016	Staff have the option of providing ( <i>O&amp;A Leader</i> ) with feedback on their assessments via email or by appointment if preferred.
May / June 2016	( <i>O&amp;A Leader</i> ) will confirm the outcome after considering any feedback from staff.
June 2016	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

#### **Any other relevant information**

O&A is available for regular meeting with the CPSU to discuss progress and any arising concerns or feedback during the implementation timetable set out above.

When completed this form should be forwarded to Sam Popovski at [sam.popovski@cpsu.org.au](mailto:sam.popovski@cpsu.org.au)