



## Advice to Relevant Unions

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

**Business Unit:** MANUFACTURING

**Date:** 6 May 2016

**Contact for further information:**

(name)

(contact phone number)

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

As a result of the Deep Dive and a recalibration of CSIRO's budget, Manufacturing is looking at reshaping and rebalancing to ensure the ongoing viability and impact of the Business Unit. The Business Unit needs to assess a number of science areas within Manufacturing to ensure alignment to the strategy going forward. As a result a number of areas will be impacted. There is a clear directive that the Organisation must fit within the financial parameters provided by Government and external clients. Therefore, Manufacturing has undertaken a comprehensive review of its research capability areas in light of the organisational structure and budget constraints. Manufacturing has refocused over the past two years to deliver capability to the Biomedical, Chemical and Innovative/Agile manufacturing sectors. This refocus has previously seen a marked reduction in capability but our staffing remains in excess of the market's capacity to pay. The Business Unit therefore requires to further refine its capability which is being done by a mixture of strategic capability exits and reduction in some areas. The Business Unit will also focus its capability on our three principle sites. As a result of this decision, and over the medium term, our biology capability will be focused at Clayton and Polymer/Fibre processing will be focussed in Geelong. Several areas will require reductions and refocus as we seek to build specific capabilities in Carbon Fibre and Processing at Geelong. We will specifically transfer capability to Geelong.

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

Manufacturing have identified the following capability areas as requiring assessment and prioritisation to ensure alignment to the Business Unit Strategy going forward.

#### **Chemistry**

Chemistry is a key capability area and there are substantial requirements for this capability across the Business Units strategic delivery areas while also serving other BU's such as Agriculture. While this capability is deployed across all areas of the Business Unit major investments are in the Biomedical Manufacturing and Chemical Manufacturing Programs. Chemistry is a multi-faceted capability deployed to Groups and Teams across the BU and as such we intend to review Chemistry across the sub-disciplines (listed below) to ensure that we have the optimal capability mix. In particular, the BU has strong and increasing demand from customers in the Synthetic Organic and Polymer Chemistry areas which does not align with our current capability mix where we have an excess in, for example, physical chemistry.

Synthetic Organic Chemistry  
Physical Chemistry  
Polymer and Fibre Processing  
Electro-chemistry

#### **Biology**

The BU has a strong focus and major capability in biology but one that is fragmented with capability at Clayton, Parkville and North Ryde. It is our intention, in the medium term, to focus our biology capability at Clayton. Staff at Parkville have already been informed of our intention to do this and will be involved in the decision making process as we go forward. The capability is deployed mainly in the Biomedical Manufacturing Program and consists of staff in the sub-disciplines of:

- Cell Biology
- Molecular Biology
- Protein Biology and Chemistry

These sub-disciplines are deployed in several groups and teams. Our current capability in cell biology is too large for our current work demands and has been exacerbated by the early completion of major projects in the CRC Polymers and with SIEF. In addition, there is strong demand for staff in the fermentation area and a re-alignment of capability is required.

#### **Materials Science**

In addition to its work in Chemistry the BU has capability in the wider domain of materials science including metals and metal processing and materials modelling. A reduced demand for traditional metals capability and materials modelling is envisaged to align the capability with market needs.

#### **Engineering**

In the engineering area we are not competitive in microfluidics and we intend to realign this capability.

The Manufacturing Business Unit will continue to retrain, rebalance and renew our workforce to meet our strategic imperatives. The Business Unit commenced this process in 2015 with a recruitment plan that included redirecting and retraining current staff and replacing staff who have exited the organisation with roles providing career development and opportunities for less experienced individuals and building a future workforce capability pipeline..

#### **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 of impacted positions is up to 42 positions.

SITE	IMPACTED	REDUNDANCIES	CSOF LEVELS	FUNCTIONAL AREAS
CLAYTON	74	26	CSOF8 X 3 CSOF7 X 2 CSOF6 X 4 CSOF5 X 11 CSOF4 X 4 CSOF3 X 1	RS X 13 RP X 12
GEELONG	44	10	CSOF8 X 2 CSOF7 X 3 CSOF6 X 1 CSOF4 X 3	RS X 5 RC X 1 RP X 4
SYDNEY	10	7	CSOF8 X 1 CSOF7 X 1 CSOF6 X 1 CSOF5 X 2 CSOF4 X 1 CSOF3 X 1	RS X 4 RP X 3
TOTAL	128	42		

#### **The method of identifying potentially redundant officers.**

Detailed discussions have been held at the Business Unit Executive to ensure that based on on-going and future requirements, the appropriate capability, skill sets and then individuals are identified. The research director/s together with the appropriate group leaders will undertake an assessment of the current capability within the Business Unit to determine alignment to the Manufacturing Strategic Plan. The BU will try to redeploy or retrain some of this capability into identified growth areas within the Business Unit or more broadly across CSIRO.

There are a number of staff within the Business Unit who have registered for Voluntary Redundancy Substitution and we are in a position to accommodate some of those requests at this time.

Where individual officers need to be identified from a group of officers we will undertake an assessment process as outlined in Schedule 3 of the Enterprise Agreement, that is, once voluntary redundancy substitution has been considered the responsible manager will use available knowledge and information to undertake an assessment of each officer against organisational requirements for the roles.

**Any other relevant information**

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