

Proposed CSIRO Job cuts

What does the Staff Association know about the size, scale and likely impact of the proposed job cuts?

As of 16 May 2016, the Staff Association has been notified of 264 proposed redundancies across six Business Units; Land and Water, Oceans and Atmosphere, Agriculture, Minerals, Manufacturing, and Food and Nutrition. The number of impacted staff is a staggering 441 across these Business Units because of the method chosen to conduct some of the processes.

Total proposed redundancies across CSIRO are expected to rise to approximately 317 including the addition of Data61 (25) and Research Support (comprised of 21 finance / project support positions, and 7 jobs from Victoria's Clayton laboratories). These numbers are still to be confirmed.

At the moment - based on current overall staffing levels in each region - Northern Australia, Victoria, and Western Australia are most disproportionately affected, with NSW, ACT and Tasmania least proportionately affected. However these weightings may change when the expected cuts in Data61 and Research Support materialise.

In terms of functional area, Research Scientist/Engineer and Research Projects are most disproportionately affected, with Admin Services and Tech Services least proportionately affected. These relativities will also change to some extent once Data61 and Research Support are included. When considering classification (CSOF) Levels 8, 9 and 7 are most disproportionately affected, with Levels 2, 3 and 4 least proportionately affected. These relativities will also likely change when Data61 and Research Support cuts are included.

Can CSIRO still proceed with redundancy processes now an election has been called?

Caretaker provisions allow for any decisions or announcements made prior to the calling of an election to proceed throughout the caretaker period. As the decision to cut jobs was made and announced prior to caretaker mode, redundancy processes at CSIRO can continue. However, due to the work of Staff Association members in enforcing consultation during this process, no staff can be terminated by CSIRO before the election date on July 2, unless that staff member individually agrees to forego the minimum two month redeployment period within the process (see below).

How can the redundancies continue, but not Enterprise Agreement negotiations?

CSIRO had approval from Minister Pyne to continue with the re-structure prior to the caretaker provisions taking effect. CSIRO has not been given approval for their proposed agreement prior to caretaker mode taking effect, and therefore is unlikely to proceed to an all staff ballot.

If CSIRO is proceeding with job cuts, should I be considering leaving early?

The union is encouraging all members to not shorten their right to the minimum two month redeployment period (unless there is a very specific individual circumstance to do so). This is for a variety of reasons, including on the basis of the recent commitment provided by the Labor party which could result in a different jobs outcome if an alternative government is elected on July 2.

What is the status of the Fair Work Commission dispute?

CSIRO has been directed to provide written information on how they have considered the feedback of staff. At this stage this information is still forthcoming and the union will monitor the situation to ensure this direction is complied with. The dispute is still open should we decide to challenge CSIRO's processes. We are also investigating other options, including a variety of legal and industrial approaches, to continue the fight for the benefit of members.

Join the CSIRO Staff Association today

visit www.cpsu-csiro.org.au/campaigns/support-csiro/

USEFUL RESOURCES

Formal redundancy (3a) advice

Includes the formal advice from management regarding potential redundancies across CSIRO*

Staff Association analysis of proposed redundancies

Lists the potential impacts and job cuts by region, functional area and classification

Know your rights

Useful guide to staff rights in a potential redundancy and redeployment situation.

All resources available at www.cpsu-csiro.org.au/campaigns/support-csiro

* Does not include advice relating to Data61 and or the complete advice from Research Support (specifically proposed cuts from Victoria's Clayton laboratories). This information has not yet been provided by CSIRO management to the Staff Association.



**CSIRO STAFF
ASSOCIATION**

A section of the CPSU