

Proposed CSIRO Job cuts – Impacted Officers

I've just been notified I'm potentially impacted by the CSIRO restructure; what do I do?

If you are required to attend a meeting with your line manager you are entitled to take a representative from the union with you.

In the meeting it is important to ask the following questions:

- What are the details for the circumstances causing the potential redundancy situation?
- Has CSIRO looked at the Voluntary Redundancy Substitution register to see if my capabilities can be matched with someone who is prepared to leave the organisation?
- What are the measures CSIRO have taken to mitigate the impact on me individually?
- Is the Business Unit now undertaking an assessment of impact officers?
- How long is this assessment period open?
- What are the timelines for officers to provide feedback during the assessment process?
- Who do I provide this feedback to?
- When will individual officers who are potentially redundant receive formal notice?

If you are impacted by the restructure in any way please contact your local workplace delegate or union organiser immediately. Alternatively you can email csstaff@cpsu.org.au

My Business Unit has not considered the Voluntary Redundancy Substitution register prior to identifying me as potentially impacted; is this correct?

If you are in this scenario please contact the union either through your delegate, organiser or csstaff@cpsu.org.au

My Business Unit is undertaking an assessment of impacted officers; am I allowed to provide feedback?

Yes- as per the Enterprise Agreement, impacted officer officers whose Business Unit is undertaking an assessment have the opportunity to provide information if they so choose. This information may assist with mitigating the effects on the impacted group of officers.

For example, if you believe a specific mitigation in your Business Unit has been overlooked you can raise your concerns through this process. Furthermore, if you have a specific scientific skill that may not have been considered by CSIRO you can raise this too.

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.

Join the CSIRO Staff Association today

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



**CSIRO STAFF
ASSOCIATION**

A section of the CPSU