



## Advice to Relevant Unions

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

**Business Unit:** Agriculture

**Date:** 29 April 2016

**Contact for further information:**

(name)

(contact phone number)

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

The Agriculture Executive identified a deficit in the budget for the 2015/16 financial year and in October 2015, John Manners (Director), advised staff by email that in order to address the budget shortfall a number of initiatives would be used. While these initiatives reduced the shortfall, there was still a significant gap in the budget to cover salaries for the business and the future revenue pipeline indicate that this will deficit will persist into 2016/17. Furthermore, Agriculture would not be able to invest in new or growing areas such as Digital Agriculture without first addressing our budget situation.

The Agriculture Director presented information during the Deep Dive in December 2015 that indicated a need to review our staffing profile and identify areas where changes and reductions could be made in order to achieve a balanced budget in the future. Following discussions with Research Directors, we have identified areas across the business where the changes could be made.

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

We initially determined during the Deep Dive process that a reduction of around 40 staff would be required to enable us to address the budget deficit. However, that number has been reduced to 26 as a result of actively managing our staffing including not replacing all resignations or retirements, only offering further term or casual appointments where necessary and not hiring new staff when there are existing staff available to do the work.

### 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.

There are a total of 63 staff impacted by the proposed 26 redundancies across 6 sites.

As some of the information to be provided in this section would easily identify staff on the smaller, regional sites (particularly were Agriculture only has 1 or 2 staff at the location or limited number of people in particular CSOF Levels or Functional areas), we have combined this information without identifying the sites. We will provide more detailed information including which 3 sites are included when conversations with staff are imminent.

The table over the page shows the number of staff impacted, their CSOF levels and Functional areas, as well as the number of redundancies. We have identified the numbers for Armidale together with the information for the 2 larger locations (Canberra and Brisbane).

Site	Impacted staff	Redundancies	CSOF Levels	Functional areas
Canberra	20	7	CSOF3 x 8 CSOF4 x 7 CSOF5 x 2 CSOF7 x 2 CSOF8 x 1	Research Scientists x 5 Research Projects x 10 Admin Services x 1 Technical Services x 4
Brisbane	29	10	CSOF3 x 3 CSOF4 x 9 CSOF5 x 6 CSOF6 x 3 CSOF7 x 2 CSOF8 x 6	Research Scientists x 11 Research Projects x 18
Armidale	7	2	CSOF3 x 1 CSOF4 x 5 CSOF6 x 1	Research Projects x 7
Other	7	7	CSOF3 x 2 CSOF4 x 2 CSOF5 x 1 CSOF7 x 2	Research Scientists x 3 Research Projects x 3 Technical Services x 1

### The method of identifying potentially redundant officers.

In order to implement the above mentioned reductions the following identification process consistent with the requirements in the Enterprise Agreement:

- We have already made a call for voluntary redundancy substitution and will consider this when appropriate.
- Impacted officers will be informed of assessment process to be undertaken.
- They will be provided with the opportunity to make comment on the process and raise any concerns.
- The line manager with the appropriate delegation will make the decision, in many cases this will be the Group Leader, but in some cases this will be the Research Director.
- Affected officers will be provided with the opportunity to provide information and/or names of people who can be contacted in relation to the assessment, if they choose
- In making his /her decision the line manager may take into account the views of other line managers and may involve them in the process.
- Affected officers will be advised of the date by which the assessment will be completed and will be given an opportunity to review their assessment and to provide comment on that assessment.
- After consideration of all inputs a final decision will be made and affected officers advised of the outcome in writing and formal notification of potential redundancy will be made.

### Any other relevant information

We request that the Staff Association respect the fact that staff should be advised if they are impacted by Agriculture management in the first instance, particularly as some staff are currently travelling overseas and discussions won't be held until they return to Australia. We have given an undertaking to the Agriculture Consultative Committee to raise this with the Staff Association as part of this discussion.

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