



Advice to Relevant Unions

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

Business Unit: Minerals

Date: 26/04/2015

Is this a partial advice: No

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 Minerals Business Unit Strategic Plan 2015/16, the leadership within Minerals 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.

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

The proposed changes in the Minerals Business Unit are based on repositioning our business for a sustainable future and include three elements: (i) redundancies; (ii) recruitment; and (iii) additional investment to implement new business models.

- i. **Redundancies:** As foreshadowed in our recently endorsed Strategic Plan, there will be a net reduction in the Business Unit's process science and engineering capabilities in response to declining industry support. There will also be some changes in our exploration geoscience, on-line analysis and control and resource characterisation capabilities in line with our research priorities.
- ii. **Recruitment:** Our strategic plan endorsed by ET requires a shift in capabilities to align with market investments and our research priorities. As a result, we also expect an additional repositioning of our capability base through new recruitment, leaving a net reduction of approximately 10 staff.
- iii. **New business models:** We will be focussing our internal resources on responding to the challenging market conditions and a move away from service based research with end users towards equipment and technology providers to grow longer term returns on investment. We have a range of technologies ready to commercialise and a range of new business models that will transition our Business Unit to a sustainable and profitable business.

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 total number of positions that may be impacted is now 39, slightly reduced from an original estimate of 40. Of these, we anticipate 33 potential redundancies, with the remainder as terms not being renewed. We will continue to seek ways, in consultation with our staff, to mitigate the need for staff reductions where possible.

Impacts are likely across most of the capability areas within the Business Unit:

Capability Area 1	Exploration Geoscience – Spectral Science – 5 staff reductions in RP & RS/RE or RC
Capability Area 2	On-line Analysis & Control. 2 staff reductions in RP & RS
Capability Area 3	Process Science & Engineering – 21 staff reductions anticipated in RP & RS
Capability Area 4	Resource Characterisation – up to 5 staff reductions in RP & RS

Indicative classification	RFA	Location	Number of staff
CSOF3	RP	Clayton, Perth, Sydney	3
CSOF4	RP	Clayton, Perth	8
CSOF5	RP, RS/E	Clayton, Perth	5
CSOF6	RP, RC, RS/E	Clayton, Perth	3
CSOF5-6	RP, RS/E	Perth	2
CSOF7-8	RC, RS/E	Perth	3
CSOF7	RS/E	Clayton, Perth or Sydney	2
CSOF8	RC, RS/E	Clayton, Perth	2
To be determined by review process currently under way	RP, RS/E (subject to review outcome)	Clayton, Perth potentially impacted	Up to 5

Other capability areas of the Business Unit, including support areas, are not anticipated to be impacted.

The method of identifying potentially redundant officers.

The Business Unit has implemented measures since 1 July 2014 to move to a more financially viable staffing level. Unfortunately these measures have not mitigated the likely staffing impacts. A positive presentation to the CSIRO Deep Dive process has seen additional investment which will allow for reshaping.

Non-renewal of terms will be implemented to mitigate the impact on indefinite staff. Registration by interested staff for Voluntary Redundancy Substitution (VRS) has been sought, and we will carefully consider the cases of staff who nominate for VRS with a view to accommodating such requests where feasible.

In addition, detailed discussions have been held at Divisional Executive level with Research Directors and Research Group Leaders to ensure that, based on on-going and anticipated requirements, the appropriate skill sets, and then consequently individuals, are identified. The broad ranges of skills of identified officers have been considered with all options of redeployment opportunities across – and where possible beyond – the Business Unit being explored.

Where individual officers need to be identified from a group of officers the proposed process, in accordance with Clause 5 of Schedule 3 of the CSIRO Enterprise Agreement, will be:

Due Dates	Actions
May 2016	Staff to provide Deputy Business Unit Director Dr Steve Harvey or nominated Research Director (RD) 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 Dr Harvey or nominated RD 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 (VRS).
May 2016	Dr Harvey will confirm the final assessment process after considering feedback from staff. He will also confirm that his assessment will be completed by 9 May 2016 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 Dr Harvey or nominated Research Director – can be in a written statement or via a discussion. There is no requirement being levied upon staff to do so.
May 2016	Dr Harvey or nominated Research Director 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 2016	Staff have the option of providing Dr Harvey with feedback on their assessments via email or by appointment if preferred.
May/June 2016	Dr Harvey or nominated RD will confirm the outcome after considering any feedback from staff.
May/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

We expect that the total assessment process will take up to 2 weeks.

Any other relevant information

Mineral Resources Leaders are 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