



Advice to Relevant Unions

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

Business Unit: Mineral Resources

Date 6/9/2017

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 vision to make CSIRO Australia's innovation catalyst to help deliver on the Government's desire to use innovation to drive growth, productivity, exports and jobs. As part of the process of implementing the new 5 year strategy, CSIRO undertook a series of science investment (SICOM) processes 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 changes.

In response to the CSIRO 2020 Strategy, and to support the continuing implementation of CSIRO Mineral Resources' (CMR) Strategic Plan, the CMR leadership team has identified the need to reshape the current capability profile across the Business Unit to allow more focused delivery into identified priority areas that present strong science and impact opportunities including potential for growth of external revenue. The transition is further complicated by weak mineral markets over the last few years leading to reduced revenue and an additional financial driver to reduce costs. These pressures are most acute in our mineral processing activities.

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

The proposed changes in 2017 build on the changes implemented in 2016, and are based on a continuing effort to rebalance the Business Unit's capability profile to enable growth in other areas, most notably hard rock mining to support the new Mining3 venture. The changes include a number of redundancies, with a concurrent recruitment campaign in strategically important areas. The majority of the staff reductions will be in the Business Unit's Processing Program which was established on 1 July 2017 through the merger of the previous Mineral Processing and Sustainability Research Programs. Processing activities represent around 40% of the Business Unit's total investment profile.

CMR's Characterisation Program will also be impacted with reduced demand for its services from the proposed changes in Processing. We also anticipate a small number of redundancies in the Business Unit's Hard Rock Mining Program as it has become evident that there is over capacity in some areas with increased capacity required in other areas.

Consistent with priority setting across the BU, the proposed changes in the Processing domain will be informed by focusing investment in capability that will deliver: (i) clear national benefit; and (ii) long-term financial sustainability.

There is also an imperative to focus on building significant “depth” in selected areas, including but not limited to Processing, to ensure the Business Unit can transition to a more sustainable financial footing. These shifts are necessary so that we transition in line with market trends and in alignment with CSIROs

Strategy 2020. We will continue to focus 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.

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.

Up to 42 positions may be impacted by the proposed changes. The majority of these will be within the Processing Program. We will continue to seek ways, in consultation with our staff, to mitigate the need for staff reductions where possible.

Impacts are likely across the following capability areas within the Business Unit:

Capability Area 1	Processing – up to 35 staff reductions in RP & RS/RE or RC
Capability Area 2	Characterisation – up to 7 staff reductions in RP & RS/RE
Capability Area 3	Hard Rock Mining – up to 4 staff reductions anticipated in RP & RS/RE

Indicative Classification	RFA	Location	Indicative Staff Numbers
CSOF3/4	RP	Clayton/Waterford	10
CSOF5	RP, RS/E	Clayton/Waterford/Pullenvale	10
CSOF6	RP, RC, RS/E	Clayton/Waterford/Pullenvale	15
CSOF7/8	RS/E	Clayton/Waterford	7

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 foreshadowed above. CMR is seeking CSIRO support in FY 2017/18 which will allow us to reset our external revenue trajectory to match our recent performance in order to minimise any future financially driven redundancies, but this will not offset the need for reductions in staff numbers this year.

Non-renewal of terms will be implemented if/where possible to mitigate the impact on indefinite staff. Registration by interested staff for Voluntary Redundancy Substitution (VRS) will be actively encouraged and careful consideration will be given to staff nominating for VRS with a view to accommodating such requests wherever possible.

Detailed discussions will be held with Research Directors and Research Group Leaders to identify opportunities for potentially impacted staff to be deployed into other priority areas within the Business Unit (i.e. mitigation). Redeployment of staff to other Business Units will be aggressively explored to minimise the number of directly impacted staff.

Where impacted officers need to be identified from a larger group of potentially impacted staff, processes outlined in Clause 5 of Schedule 3 of the CSIRO Enterprise Agreement will be strictly adhered to, according to the following timeline.

Due Dates	Actions
11-15 September 2017	Potentially impacted staff to provide Deputy Business Unit Director Dr Steve Harvey or nominated Research Director with comments on the

	<p>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 Research Director and the proposed role and capabilities in accordance with the Work Classification Standards.</p> <p>Staff should also advise the HR Manager if they are interested in voluntary redundancy substitution (VRS).</p>
15 September 2017	Dr Harvey will confirm the final assessment process after considering feedback from staff. He will also confirm that his assessment will be completed by 18 September 2017 after considering any feedback from staff. The timeline can be shortened at any time with the agreement of staff.
Until 18 September 2017	Staff may choose to provide information to Dr Harvey or nominated Research Director – can be in a written statement or via a discussion. There will be no requirement levied upon staff to do so.
20 September 2017	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.
Until 20 September 2017	Staff have the option of providing Dr Harvey with feedback on their assessments via email or by appointment if preferred.
27 September 2017	Dr Harvey or nominated Research Director will confirm the outcome after considering any feedback from staff.
From 27 September 2017	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	
Nil	

When completed this form should be forwarded to Sam Popovski at sam.popovski@cpsu.org.au