



Advice to Relevant Unions

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

Business Unit: Data 61

Date: 5 September 2017

Contact for further information:

Details of the circumstances causing the potential redundancy situation

In 2016 extensive consultation occurred with the Communication and Signal Processing Groups to better understand the ongoing capability requirements and demand for the capability. Since that time a thorough skills analysis of this capability has been conducted with input from all team members. This analysis included alignment with the Data61 strategy and future market demands for the capability. Staff have been deeply involved in this process. Some capability has been successfully deployed to external projects including the DSTG project, however it is now clear that some of this capability is not aligned with the Data61 strategy or the external market and therefore is an impacted group.

The impacted teams are confined to the Communications systems group within the Cyber Physical Systems program which is comprised of small teams in the electromagnetics, microwave systems, communications and project management capabilities. The embedded systems group will be reshaped with a focus on building capability in FPGA engineers.

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

The groups and roles that have been identified are not aligned with Data61 strategy and there is no external demand for the capability. Therefore there is no ongoing requirement for the capability.

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.

PFA	CSOF Level	Site
SS	CSOF 7 x 1	Marsfield
RM	CSOF 7 x 1	Marsfield
RS	CSOF 7 x 2	Marsfield
RS	CSOF 6 x 1	Marsfield
RP	COSF 6 x 8	Marsfield
RP	CSOF 5 x 2	Marsfield

The method of identifying potentially redundant officers.

In most instances specialised teams have been identified as there is no scope for retraining and there is no ongoing need for the capability. Where individual roles have been identified this is due to being isolated capability which does not scale therefore we will exit the capability area.

In one group a reshaping exercise will be conducted to ensure the correct capability and level of expertise which can meet future demands and scale. Retraining has been considered however to date

these efforts have not been successful.

Any other relevant information

None.

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