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20 December 2018

Mr Sam Popovski
Secretary
CSIRO Staff Association

By email: Sam.Popovski@cpsu.org.au

Dear Sam

Thanks for your email of 14 December 2018 regarding a staffing cap at CSIRO. I believe you are referring to the Average Staffing Levels (ASL) that have applied to CSIRO for many years, are published in the annual Portfolio Budget Statements (PBS) and are used in our budget and workforce planning. Our actual ASL for this year to the end of November is 5,180 and you know how pleased the CSIRO Leadership Team is to have increased the number of staff in the organisation since 2015.

ASL is managed at the Department Portfolio level and I am working with the Department to make sure we continue to deliver on our commitments and strategy. Please be assured that we are continuing to plan and deliver our work and currently 300+ recruitments underway across the organisation. Business Units have been encouraged to continue to work with the partners on new and current activities.

Human Resources and Finance are working with each Business Unit on this topic and are happy to brief you more fully if needed. Responses to your questions are below (your references to a staffing cap are assumed to mean reference to ASL):

1. Who is imposing a staffing cap on CSIRO?

In the 2015-16 Budget, the Government made a commitment to maintain the size of the general government sector (GGs) (excluding military and reserves) around, or below 2006-07 levels (167,596). This commitment was reinforced by the Government in the 2018-19 Budget. ASL caps are applied at the portfolio level, and for 2018-19 are based on ASL estimates published in the 2018-19 Budget papers. A copy of the ASL approach is attached and you can find more information at the Government's Budget website (www.budget.gov.au) and I understand the CPSU has a current campaign on this matter with supporting material.

2. On what legal basis are they imposing the cap?

All Commonwealth entities and Commonwealth companies are part of the GGS unless stipulated. CSIRO is a corporate Commonwealth entity and part of the GGS. Within the CSIRO Code of Conduct, it states we must "comply with all applicable laws, regulations and Australian Government policies."

3. *Is the imposition an overall staffing cap for the whole of CSIRO, or are there additional caps or restrictions in parts of CSIRO that are also being imposed?*

There are no additional caps or restrictions on ASL for CSIRO.

4. *Is CSIRO Executive, as a consequence of the overall staffing cap, imposing its own staffing caps or restrictions at a Business Unit level? If yes, what are the Business Unit level staffing caps (headcount and/or FTE) for each Business Unit and what is the current overall staffing cap?*

ASL is managed at the Department portfolio level. Within CSIRO ASL is managed at the whole of organisation level. However we have a notional Business Unit distribution to assist in workforce planning and labour budget management. We will provide this information in early February to accommodate the December/January staffing movements.

5. *What are the processes CSIRO Executive is using to enforce overall and Business Unit staffing caps this financial year?*

ASL is reported to BU and the Executive Team monthly and has been for several years. Executive Directors work with Business Unit Directors to manage ASL within their portfolios.

If you have any further enquiries, please contact Ilona Charles.

Regards

A handwritten signature in black ink, appearing to read 'Larry Marshall', is positioned above a light grey rectangular box.

Larry Marshall
Chief Executive