

Market Related Employment

The Know Your Rights series of fact sheets assist CSIRO union members better understand and enforce our rights at work. The source of these rights is the CSIRO Enterprise Agreement 2017-2020 (EA), specifically Clause 11.

1) Can CSIRO offer market related employment arrangements and under what circumstances?

Yes. CSIRO may - at the organisation's discretion - offer supplementary remuneration for a specified period for an employee who possesses skills and capabilities that are in high market demand.

However, CSIRO can only offer market related employment arrangements to employees who would be otherwise classified at CSOF Level 5.1 or above.

2) What happens at the conclusion of the specified period of a market related employment arrangement?

When the specified period for a market related arrangement concludes - and employment at CSIRO is set to continue - the employee will revert to the standard conditions applicable to classification level and step.

3) What happens to market related employment arrangements made under a previous enterprise agreement?

Market related employment arrangements made prior to the commencement of the current EA will - unless terminated beforehand - continue to operate until the nominated expiry date of the specified period in the market employment arrangement.

4) What happens if there is a dispute regarding the application of market related employment arrangements?

Disputes concerning the application of an agreed market related employment arrangement will be resolved in accordance with the Grievances and Dispute procedures outlined in Clause 84 of the EA.

These rights include the right of an employee to nominate a representative, an obligation to resolve disputes at the workplace level through discussions with relevant supervisors and management and – where issues remain unresolved at the workplace level – access to the Fair Work Commission.

This resource was produced by the CSIRO Staff Association and paid for by union members. Every member contributes to the resources, strength and capacity of the Staff Association. Non-members seeking advice and support at work need to join today.

For more information about membership talk to your local organiser, email csstaff@cpsu.org.au or visit www.cpsu-csiro.org.au

KNOW YOUR RIGHTS

Important points

- CSIRO can offer supplementary remuneration - for a specified period - to an employee possessing skills and capabilities in high market demand.
- However, CSIRO can only offer market related employment arrangements to employees who would otherwise be classified at CSOF Level 5.1 or above.
- At the end of the specified period of a market related arrangement where employment at CSIRO continues, employees revert to standard conditions applicable to classification level and step.
- Standard EA dispute resolution procedures apply regarding the application of market related arrangements.





CSIRO STAFF ASSOCIATION

APPLICATION FOR MEMBERSHIP

I apply for membership of the CSIRO Staff Association (a section of the CPSU) and declare that the information provided is true and correct and agree that if admitted, I will abide by the Constitution and Rules of the Union.

CSIRO IDENT: _____ **DR/MR/MRS/MS/MISS/Other** (Circle one) **FIRST NAME:** _____

SURNAME: _____ **D.O.B:** _____ **M/F/Unspecified** (Circle One)

FLAGSHIP/BUSINESS UNIT: _____

SITE NAME: _____ **BUILDING:** _____ **CSOF LVL & STEP:** _____

TENURE (Indefinite or Specified): _____ **FULL or PART TIME** (Circle one) **ATSI origin YES/NO**(Circle one)

HOME ADDRESS: _____

POSTAL ADDRESS: _____

WORK EMAIL: _____

HOME EMAIL: _____

PH (Mob): _____ **(Work):** _____ **(Home):** _____

SIGNATURE: _____ **DATE:** _____

Please complete the next section of the form, then hand to your delegate or organiser, or email to csstaff@cpsu.org.au

FOR YOUR INFORMATION

To be financial, a member must have paid all subscriptions and all other amounts owed within 30 days of becoming due. In order to resign from the union, a member must give 2 weeks notice, in writing, to the union.

Privacy Statement: The CPSU uses members' personal information for membership management and services. Any personal information collected will only be used for this or a directly related purpose. In that context, we may contact you at a later date. Your personal information will not be disclosed to anyone or any organisation outside of the CPSU unless you consent or we are required to do so by law. You can access our privacy policy and any information we hold about you by calling 1300 137 636 8am to 8pm (AEST) Monday to Friday.

AUTHORISATION FOR PAYROLL DEDUCTION

TO: THE CSIRO PAY OFFICER

Please credit 0.60% of my salary to MEMBERS AND EDUCATION CREDIT UNION (MECU)/LABORATORY CREDIT UNION (LCU) from the first available pay period after receipt of this authority. This is in addition to previous authorities for deductions to MECU/LCU and should remain in force until further notice.

The amount to be deducted and credited to MECU/LCU may be varied from time to time and the amount of variation shall be as certified and advised to you by the CSIRO Staff Association office.

CSIRO IDENT: _____ **FIRST NAME:** _____ **SURNAME:** _____

D.O.B: _____ **CSOF LVL/STEP:** _____ **LOCATION:** _____

SIGNATURE: _____ **DATE:** _____