



Advice to Relevant Unions

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

Business Unit: Agriculture and Food

Date: 10 September 2020

Contact for further information:

Details of the circumstances causing the potential redundancy situation

Towards the end of 2019/20 financial year Agriculture and Food identified that the drought was continuing to have an impact on the budget position of the business unit. On 31 August 2020 Michiel Van Lookeren Campagne advised staff that we need to reduce our staffing as a result of this impact on the budget. This decision was reached after carefully reviewing our capability requirements into the future and how the existing workforce could be utilised.

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

The reduction proposed is expected to have a minimal impact on the science of the business unit. The adjustment would have been greater if not for the careful workforce planning undertaken over the last few years including not replacing all resignations and retirements, only offering further term or casual appointments where necessary and not hiring new staff when there are existing staff who can be transferred to different projects to do the work.

The areas impacted by the staff reductions are as follows:

- Cotton Fibre Biotechnology support
- Pest and Necrotrophic research
- Metabolic Engineering of oils
- Synthetic Traits glasshouse support
- Quality, Starch and Biochemistry science in cereal grains
- Physiological or Trait-based pre-breeding in cereals
- General analytics for generic based research on traits in pre-breeding
- Technical field support for trait based genetic breeding and pre-breeding
- Cereal root disease research
- High Rainfall Zone cropping agronomy
- Gut ecosystem and function support
- Nutrition and production support
- Aquaculture field work support
- Agricultural software platforms

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.

There will be a total of 61 staff impacted by the proposed 20 redundancies across 6 sites.

| Sites | Impacted staff | Redundancies | CSOF Levels | Functional areas |
|----------|----------------|--------------|-------------|-------------------|
| Black | 1 | 1 | CSOF2 | Research Projects |
| Mountain | 8 | | CSOF3 | Research Projects |
| | 5 | 2 | CSOF4 | Research Projects |

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|-----------------|---|---|-------|--------------------|
| | 1 | | CSOF5 | Research Projects |
| | 1 | 1 | CSOF6 | Research Projects |
| | 1 | 1 | CSOF5 | Research Scientist |
| | 3 | 1 | CSOF6 | Research Scientist |
| | 9 | 4 | CSOF7 | Research Scientist |
| | 9 | 2 | CSOF8 | Research Scientist |
| St Lucia | 2 | | CSOF3 | Research Projects |
| | 7 | 3 | CSOF4 | Research Projects |
| | 1 | | CSOF5 | Research Projects |
| | 1 | | CSOF6 | Research Projects |
| | 2 | | CSOF7 | Research Scientist |
| | 2 | 1 | CSOF8 | Research Scientist |
| Waite Campus | 1 | | CSOF3 | Research Projects |
| | 1 | 1 | CSOF6 | Research Scientist |
| Floreat | 1 | 1 | TBA | Research Scientist |
| Hobart | 3 | 1 | TBA | Research Projects |
| TBA | 1 | 1 | CSOF3 | Research Projects |
| | 1 | | CSOF5 | Research Projects |

The method of identifying potentially redundant officers.

A&F Research Directors, and their close advisors, have undertaken a review of capability to determine the best capability mix for the Business Unit going forward. The capability review undertaken sought to position the A&F in the most sustainable position possible in terms of alignment with strategy, financial stability and allowing future growth. The process involved conversations with group leaders across the programs over the last few months. There were also conversations with the A&F Leadership team, including other RPD's, the Business Unit Director and Science Director. This process included consideration of: alignment with strategy; short- and long-term growth potential and opportunities; capability mix and the ability to access capability within A&F and other CSIRO BU's; current external pipeline; external engagement opportunities; as well as CSOF level, functional area and location. Ultimately, this process led to the identification potentially impacted capabilities.

In order to implement the above mentioned reductions the following identification process is to employed consistent with the requirements in the Enterprise Agreement:

- Call for voluntary redundancy substitution
- Affected officers will be informed of process to be undertaken
- A consultation period of two weeks during which affected officers can provide feedback on the process and potential opportunities to mitigate redundancies can be explored
- Following the consultation period and where a impacted group have been identified, a group assessment process will be undertaken in accordance with Schedule 3, Clause 5, of the Enterprise Agreement.
- The line manager with the appropriate delegation will make the decision
- Affected officers will have the opportunity to provide information and/or names of people who can be contacted in relation to the assessment
- In making his /her decision, the line manager may take into account the views of other line managers and may involve them in the process.
- Affected officers will be offered the opportunity to provide a short written statement or have a discussion with the manager making the decision, if they choose.
- Affected officers will be advised of the date by which the assessment will be completed and will be given an opportunity to review their assessment and to provide comment on that assessment.
- After consideration of all inputs a final decision will be made and affected officers advised of the outcome in writing and formal notification of potential redundancy will be made.
- For those potentially impacted officers who have not been identified as part of an impacted group and following the consultation period a mitigation has not been identified, they will be advised that they are a potentially impacted officer and a period of redeployment will commence.

Any other relevant information

We would appreciate if the Staff Association could refrain from contacting staff until the Business Unit has had the opportunity to meet with impacted staff. Ag and Food will confirm when all impacted staff have been advised.