

11 SEPTEMBER 2023

PAY INCREASE

CSIRO Staff claim submitted

No Executive proposal

Service-wide offer (updated)



not yet
negotiated

- CSIRO Staff Association has tabled a member-endorsed claim of 20 per cent over three years (9%, 6% and 5%) which mirrors the CPSU position in service-wide bargaining.
- Union claim recognises high cost-of-living, ten years of wage suppression, challenge to attract and retain staff and salary gap with other research industry salaries.
- CSIRO Executive have not yet tabled a pay offer. Will not table any proposal until receiving APSC approval of CSIRO remuneration declaration.
- Latest Government pay offer in service-wide bargaining is 11.2 per cent over three years (4% in the first year, followed by 3.8% and 3.4%).
- CPSU members are considering on the second pay offer and will vote in September.

SUPERANNUATION

CSIRO Staff claim submitted

No Executive proposal



not yet
negotiated

- Staff Association claim calls for all CSIRO staff to receive a guaranteed minimum employer superannuation contribution of 15.4%, regardless of choice of fund.
- Currently staff that do not join a Commonwealth scheme only receive the legislated minimum superannuation guarantee of 11 per cent.
- CSIRO Executive have not yet tabled a position on superannuation. However, there are indications that CSIRO Executive is seriously considering the union's position.
- In past negotiations CSIRO Executive have outright rejected the similar proposals to introduce superannuation choice/equity.

CONSULTATION

CSIRO Staff claim submitted

Executive proposal in
development



in discussion

- CSIRO Staff Association claim calls for the introduction of genuine and meaningful pre-decision workforce consultation.
- Union claim proposes that pre-decision consultation with CSIRO staff would occur before proposed changes to work practices, policies, or guidelines, prior to major changes of strategy and ahead of any restructuring or relocation of jobs.
- Pre-decision consultation features as part of the model clause agreed to in service-wide bargaining between the APSC and CPSU
- CSIRO Executive bargaining representatives have accepted that CSIRO needs to introduce some measure of pre-decision consultation, in line with expected improvements across federal public sector workplaces.
- More work to be done with discussions continuing around wording and ensuring that consultation practice and culture changes at CSIRO.
- Too many recent examples - such as the proposed Alcohol and Other Drugs policy and the decision to create the Environment business unit - where pre-decision consultation did not occur.

RESTORE RIGHTS

CSIRO Staff claim submitted

Executive position not
finalised



in discussion

- CSIRO Staff Association claim calls for the restoration of rights lost from the agreement in past enterprise agreement negotiations.
- Recent advice from the APSC has addressed the legacy of the previous government's bargaining policy, which resulted in extensive stripping of conditions from enterprise agreements, clearing the way for the restoration of content.
- Conditions and rights in the enterprise agreement are protected by law and can only be changed by agreement, whereas CSIRO policy can be changed at any time.
- CSIRO Executive are not seeking to remove content from the enterprise agreement into policy (unlike previous negotiations) but their overall bargaining position is currently unclear.

IMPROVED CONDITIONS

CSIRO Staff claims submitted
(select list)



in discussion

- **Job security** - Make indefinite, ongoing employment as the usual and preferred basis for employment at CSIRO. Establish improved employment reporting requirements, the establishment of strategies to reduce insecure employment at CSIRO and provide pathways to permanent work for specified term and casual employees, reduce the use of labour-hire contractors and consultants.
- **Reasonable workloads** - Relieve excessive workloads, a major driver of workplace stress and psychosocial injury at CSIRO. Introduce the right to request management review work demand issues in the workplace with the aim of minimising health and safety risks to employees. Make new rules to ensure that Work Objectives and Performance Indicators are clear, achievable and subject to mutual agreement.
- **Science integrity** - Provide support to CSIRO staff to disseminate findings and evidence-based research without limitations or impositions from funding parties including Government, industry and other external research partners.
- Upcoming - Staff Association claims focussing on parental leave, representational rights, CSOF 5 access to TOIL, flexible work arrangement and working from home.

PROPOSED CHANGES

Executive proposals
discussed (select list)



for consideration

- **Public holidays** - Public holidays can be substituted by agreement and subject to operational requirements.
- **Family and Domestic Violence Leave** - Employee access to uncapped paid leave entitlement, including casual staff.
- **Recreation leave** - Applications to cash out recreation leave can be made at any time, minimum of five days and maximum of any amount in addition to the (min) 20 day balance.
- **Enhanced Responsibilities Allowance (ERA)** - Allow pay progression where an ERA has been in place for at least six months (currently 12 months).
- **Redundancy** - Changes to introduce the ability to offer voluntary redundancies, in addition to existing substitution arrangements.
- CSIRO Executive have so far provided worded clauses for most - but not all - of the proposed listed to date.