



Consultation

CSIRO STAFF ASSOCIATION

As at April 2024

During 2023 as part of the Staff Association bargaining claim and from common terms negotiated in APS Service Wide Bargaining, CSIRO Staff Association representatives secured long awaited and much needed improvements to consultation in your agreement.

Why is consultation important?

Consultation in the workplace is important because it provides employees with a voice on the issues that affect them, which supports safer, healthier workplaces, and a CSIRO that draws on the skills and experience of employees to deliver for the Australian community.

When do CSIRO have to consult?

Under the new clause, CSIRO will have to consult employees and the relevant union when it proposes to:

- change work practices,
- introduce new policies or guidelines or change existing policies or guidelines,
- implement major change,
- change regular rosters or ordinary hours of work, or
- make any other changes on workplace matters that significantly or materially impact employees.

What does consultation involve?

The new consultation clause requires CSIRO to:

- provide employees and the Staff Association with a genuine opportunity to influence the decision prior to a decision being made,
- provide all relevant information to employees and the Staff Association in a timely manner to support consideration of the issues,

- consider feedback from employees and the Staff Association in the decision-making process, and
- advise employees and the Staff Association of the outcome of the process, including how their feedback was considered in the decision-making process.

Are all consultation processes the same?

Not all workplace change is the same. Minor changes with a smaller impact on employees will require a less formal consultation process. Where major change is involved, there should be a clear consultation plan that includes information provided to staff, staff briefings, union meetings, and adequate time for employees and the union to provide feedback.

Will the union be involved?

Yes. The new consultation clause guarantees a role for the union in consultation processes. That means you can provide your feedback through the Staff Association, and union members have the strength of a collective voice.



What should I do if I think consultation isn't occurring?

Contact the Staff Association as early as possible. Getting the process on track quickly means there is a greater chance of a genuine consultation process being established.

What if I don't agree with the outcome?

Sometimes there will be a range of views about outcomes and decisions in the workplace. Genuine consultation guarantees a fair process where employees' and the union's views are considered, it doesn't necessarily guarantee that everyone agrees.

If the consultation process is flawed, the union can take steps to ensure that the enterprise agreement is followed and that your consultation rights are protected. In the most serious cases, this includes asking the Fair Work Commission to help get things back on track.

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This information was produced by the Staff Association and paid for by union members. Every member contributes to the resources, strength, and capacity of our union.



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Members are encouraged to email our team at csstaff@cpsu.org.au or speak directly with your Delegate or Staff Association Organiser.

NOT YET A MEMBER?

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