



Redeployment and redundancy

CSIRO STAFF ASSOCIATION

as of August 2024

The current CSIRO Enterprise Agreement includes significant changes to redeployment, redundancy and retrenchment conditions. It's important for Staff Association members to know their workplace rights in the event of restructures, and potential job impacts in their business units.

Given that CSIRO is a workplace that is regularly exposed to restructure announcements, the Staff Association has developed this resource providing an overview of the redeployment and redundancy process.

For more detail on the redeployment and redundancy rights contained in the CSIRO enterprise agreement, [please visit our website](#).

Consultation matters

Based on member and delegate feedback, the Staff Association gained improvements to consultation arrangements that play a vital role in restructure processes that involve redeployment, redundancies and retrenchment at CSIRO.

The purpose of the new consultation processes is to reduce the need for - and mitigate the impacts of - redundancies where possible and to ensure consistency with new consultation rights in the current enterprise agreement.

Early engagement discussions on any proposed restructures and potential reductions in job roles should always occur ahead of any decisions being made to allow for genuine consultation and opportunities to influence outcomes.

Redundancy discussions with potentially impacted staff **should not occur** during the initial consultation period while feedback is still being gathered and considered for final proposals.

What does consultation involve?

CSIRO must :

- Give you and the union a genuine opportunity to influence the outcome of a proposed decision
- Provide you and your Staff Association representative all the relevant information in a timely manner
- Consider and respond to all feedback in the decision-making process, and
- Advise you and your union representative of the outcome, including how your feedback was considered in the decision-making process.

Can I be represented by the union?

Yes. New consultation, redeployment and redundancy content in the enterprise agreement guarantees a role for the Staff Association to provide assistance to members.

That means you can provide your feedback directly to the union and seek the assistance and support from your local representative throughout redeployment and redundancy processes.



What's a group assessment?

After voluntary redundancy has been considered, and where CSIRO has determined that the number of roles available is fewer than the current number of staff in those roles, CSIRO must:

- ensure your line manager undertakes an assessment of each officer against the organisational requirements for the role/s developed in line with applicable work classification standards and
- confirm each officer in the group is provided the opportunity to provide information on the proposed decision if they so choose, however they will not be required to make a formal application for their role.

I've been identified as potentially redundant. What happens next?

Following consultation, where CSIRO determines that there is no ongoing organisational need for your role, CSIRO will call a meeting with you to inform you that you are potentially redundant.

You will be provided with a formal letter containing all the relevant information.

Members are encouraged to bring a Staff Association representative to the meeting.

What happens during redeployment?

CSIRO will provide you with a letter outlining the scope of the redeployment procedure.

You should discuss this in further detail with your Staff Association representative.

A CSIRO-wide survey of all existing and foreseeable vacancies which are at, or one level below, your substantive CSOF level and in your functional area must be undertaken over a minimum period of two months.

This minimum period maybe altered by mutual agreement.

Retrenchment

Where there are no apparent redeployment opportunities, you will be called to another meeting where CSIRO must provide you with a formal written notification of redundancy. The notification will include information about your options for formal notice period, for timing of termination, for relevant benefits and details for other entitlements. You should discuss this with your union representative.

Right to review

You are entitled to seek a review under CSIRO's Workplace Issues Resolution Procedure in relation to other redundancy issues, such as procedural fairness. You should contact your Staff Association representatives in the first instance if you want to pursue a review for advice and support.

Voluntary redundancy

An officer may become voluntarily redundant by either;

- a) accepting an offer from CSIRO to make their position voluntarily redundant; or
- b) exchanging positions with another officer who was subject to potential redundancy. This is referred to as Voluntary Redundancy Substitution (VRS).

If you are interested in voluntary redundancy, you should contact the Staff Association representative at the earliest opportunity so that they can advise you who to contact within CSIRO.

LOOKING FOR ADVICE?

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.

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

NOT YET A MEMBER?

Join today at csirostaff.org.au for access to advice, support and representation when you need it.

For more information visit csirostaff.org.au/document/schedule-3-redeployment-and-retrenchment-csiro-ea-2023-26

