



26 June 2026

Susan Tonks
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Dear Susan,

RE: request to commence negotiations for a new enterprise agreement covering CSIRO employees

Thank you for your letter of 22 June 2026 requesting CSIRO initiate bargaining for a new CSIRO enterprise agreement. As we discussed at our meeting on 11 June 2026, our understanding of the current situation is:

- The *Public Sector Workplace Relations Policy 2026* (WR Policy) requires CSIRO to delay the commencement of any replacement for the *CSIRO Enterprise Agreement 2023 - 2026* until after 01 March 2027.
- CSIRO has a choice for the commencement date for a new agreement to be either 6 or 12 months after the nominal expiry date of the current agreement, being 17 November 2026. This means a new CSIRO agreement would commence either in May or November next year.
- To mitigate the impact of the delayed commencement date, an interim pay rise will occur in November this year delivered via a determination under the *Science and Industry Research Act 1949*. The percentage of this increase has yet to be advised by the Government.
- If a 12-month delay is chosen, the full amount of the interim increase will be implemented. Half the full increase will apply if the 6-month option is taken.
- CSIRO will need to decide between the 6- and 12-month options once the interim pay rise is known, including whether any top-up may apply if Australian Public Service (APS) bargaining results in an increase above the interim amount. This will allow a thorough assessment of the best outcome for staff.
- The WR Policy requires CSIRO to obtain Australian Public Service Commission (APSC) approval before negotiating any changes in an agreement that has a financial impact. Almost all issues we can think of that might be subject to bargaining have a financial impact. We note you indicate negotiations could start by addressing non-financial matters but have not explained what those items are.
- CSIRO is also encouraged by the WR Policy to incorporate the Common Conditions arising from central APS bargaining once available. It would be counterproductive to try to negotiate now on unknown items. Furthermore, once the Common Conditions have been

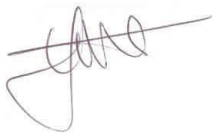
made available, CSIRO will need to consider whether those Conditions are appropriate for CSIRO and would encourage feedback from the Staff Association.

- The APS bargaining process has not yet started, and we do not know when it will. However, the APSC anticipates central APS bargaining being completed before Christmas this year, enabling APS agencies to finalise their local negotiations and have replacement agreements operating from 01 March 2027.
- Due to the policy and practical circumstances in which we are operating, the Government pay offer and the Common Conditions will not be apparent for some time. Both will inform bargaining for a new CSIRO agreement.

We appreciate the Staff Association might wish to start negotiations sooner but given the above it does not make sense to start bargaining until there is greater clarity. Starting now would risk an inefficient and unproductive process, unnecessarily drawing on the time of CSIRO staff and delegates. There is also no need to rush commencing negotiations with a limited prospect of progress when a new CSIRO agreement cannot commence operation until May 2027 at the earliest. A November 2027 commencement date would provide even greater prospect of certainty of the APS outcome and give more than adequate opportunity to finalise negotiations and have a new agreement operating on time.

CSIRO therefore believes it is in the best interests of our staff and the agreement negotiation process, that bargaining does not start until later this year - no earlier than September. In the immediate future, we will focus on the choice for a deferred agreement commencement after the interim increase percentage is known, followed by putting the arrangements for the November interim pay rise in place as soon as possible.

Yours sincerely,



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