



*Bardell*

Submission No. 02

(CSIRO Clayton)

Date 20/01/2014

## CSIRO STAFF ASSOCIATION

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Secretary  
Parliamentary Standing Committee on Public Works  
Parliament House  
Canberra ACT 2600

20 January 2014

By email [pwc@aph.gov.au](mailto:pwc@aph.gov.au)

### Submission into the Inquiry into the CSIRO Clayton Property Strategy

Dear Committee,

The CSIRO Staff Association is a section of the Community and Public Sector Union (CPSU). We represent 2800 staff in CSIRO, including scientists, engineers, research project, support and administrative staff.

**Recommendation 1:** The CSIRO Staff Association supports the CSIRO Clayton Property Strategy.

However, there are three aspects of CSIRO's statement of evidence that we would like to draw to the attention of the Committee: office accommodation, child care provisions and staff amenity.

#### Office accommodation

At paragraph 21, CSIRO state that 'New office fit outs will be designed to increase spatial occupancy in line with the Commonwealth Property Guidelines of 14 square metres per occupied work point.' This density maximum is significantly lower than the current normal CSIRO work environment and will result in expansion of open plan office accommodation at Clayton.

The CSIRO Staff Association believes that widespread open plan office accommodation is unsuitable for the work role and function of many CSIRO staff and that it may lead to reduced productivity and increased workplace absenteeism. This point was further detailed in our *Submission into the Inquiry into the CSIRO ACT consolidation project*. The CSIRO Staff Association makes the same recommendations below, in relation to office accommodation.

**Recommendation 2:** That the Committee request CSIRO amend its strict adherence to PRODAC guidelines in order to implement the most effective and collaborative workplace design for CSIRO's scientific productivity. This should include undertaking a participatory design approach, encompassing input from staff, without the constraints of PRODAC guidelines.

**Recommendation 3:** That the Committee request CSIRO provide demonstrable evidence that scientific productivity and workplace attendance will not be diminished as a result of introducing open plan office accommodation in CSIRO workplaces at Clayton.

#### Child care provisions

At paragraph 110, CSIRO provides evidence on the CSIRO Child care facility at the Clayton site. The CSIRO Staff Association fully supports current plans to extend the facility.

Under Clause 77 of the CSIRO Enterprise Agreement 2011-2014, CSIRO is required to:

1. conduct a staff demographic analysis and staff survey each time there are significant additions to current facilities, and for new building projects, at all CSIRO workplaces; and
2. assess the feasibility of the provision of additional child care facilities at CSIRO workplaces; and
3. raise awareness of CSIRO procedures and guidelines.

To date, the above requirements have not been met for the CSIRO Clayton Property Strategy.

**Recommendation 4:** That the Committee request CSIRO comply with requirements under the CSIRO Enterprise Agreement 2011-2014 (Clause 77) as soon as practicable.

#### **Staff amenity**

CSIRO's statement of evidence outlines the state of buildings at Highett and Clayton in Victoria, including the progressive inability to upgrade and replace buildings to maintain the condition of CSIRO property infrastructure. This point was further detailed in our *Submission into the Inquiry into the CSIRO ACT consolidation project*. The CSIRO Staff Association makes the same recommendation below, in relation to staff amenity.

**Recommendation 4:** That the Committee be aware of the inability of CSIRO to maintain world class property and research infrastructure under recent and current funding and structural models. That the Chief Scientist be requested to consider how this could be addressed as part of the strategy 'Science, Technology, Engineering and Mathematics in the National Interest: A Strategic Approach'.

Yours sincerely,

  
Sam Popovski  
Secretary