

**Economics Legislation Committee**  
ANSWERS TO QUESTIONS ON NOTICE  
Industry, Innovation and Science Portfolio  
2016-17 Supplementary Budget Estimates  
20 October 2016

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**AGENCY:** CSIRO

**TOPIC:** All Staff Survey and management questions

**REFERENCE:** Written Question – Senator Carr

**QUESTION No.:** SI-105

I note that there were a number of questions in this survey to ascertain feelings towards “senior leaders”, defined to include the Executive Team, the Business Unit Directors and General Management.

What was the reasoning behind aggregating these three levels of management, rather than allowing staff to separately rate their feelings for each different layer of management?

**ANSWER**

As part of the 2016 CSIRO staff survey, senior leaders were grouped to keep the responses comparable to norm groups and the 2014 survey. The norm groups available from our survey partners, Willis Towers Watson, define senior leaders to be the collective equivalent of CSIRO’s Executive Team and Business Unit Directors and enterprise General Managers.