

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry Portfolio
Additional Budget Estimates Hearing 2013-14
27 February 2013

AGENCY/DEPARTMENT: CSIRO

TOPIC: Staffing & Recruitment

REFERENCE: Written Question – Senator Kim Carr

QUESTION No.: AI-109

1. How much over or under budget is CSIRO's average staffing level?
2. What is the effect on staffing levels of the interim recruitment arrangements (also known as recruitment and staffing freeze)?
3. How many new non ongoing positions have been put forward to executives for approval? How many are renewals of ongoing staff? How many are new positions? Please divide these figures by division and flagship.
4. How many vacancies are exempt from the recruitment freeze?
5. Please outline the sites impacted by the recruitment freeze and the number of positions per site impacted.
6. Please outline the states impacted by the recruitment freeze and the number of positions per state impacted.
7. How long will these interim recruitment arrangements remain in effect?

ANSWER

1. CSIRO's budgeted average staffing level (ASL) for the 2013/14 year is 5550. As at 28 February 2014, CSIRO's year to date ASL was 5567.
2. The interim recruitment arrangements came into effect from 31 October 2013. At that time CSIRO's ASL was 5630. The difference in average staffing level (ASL) between 31 October 2013 and 28 February 2014 was a reduction of 63. This cannot be attributed only to the recruitment freeze. Other factors such as expiry of term contracts and reprioritisation of research directions influence cessation rates and therefore the ASL.

Note: The ASL is an averaging of full time equivalent staffing (FTE) to a particular point in time within the financial year. Therefore an ASL calculation obtained in February 2014 will be influenced by changes to FTE that occurred during the whole period between July 2013 to February 2014.

3. CSIRO does not have non ongoing positions however specified term roles are the same in nature to non ongoing roles. A total of 169 specified term roles have been submitted for approval in the period 31 October 2013 to 21 March 2014. Details are as follows:

Tenure	Term		
Requested Term Roles by Division			
Group, Division or Flagship	New contract for current term employee	New recruitment for term employee	Grand Total
Plant Industry	13	15	28
Communication	4	13	17
Earth Science and Resource Engineering	15		15
Animal, Food and Health Sciences	6	9	15
Materials Science and Engineering	11	2	13
Computational Informatics		13	13
Marine and Atmospheric Research	4	7	11
Land and Water	7	3	10
Finance	2	6	8
Ecosystem Sciences	3	3	6
Energy Technology	3	2	5
HR Business Services	4	1	5
Administration Services	2	2	4
Property, Procurement & Environmental Sustainability		3	3
Process Science & Engineering	2	1	3
Water for a Healthy Country Flagship	2	1	3
Information Management & Technology	2		2
Preventative Health Flagship		1	1
Commercial	1		1
Development		1	1
Governance	1		1
Energy Group	1		1
Wealth from Oceans Flagship	1		1
Food Futures Flagship	1		1
Food, Health and Life Science Industries Group	1		1
Grand Total	86	83	169

4. Exempt from the interim recruitment arrangements are Indigenous employment programs, postgraduate scholarships and graduate recruitment programs (eg postdoctoral research fellow recruitment programs). As at 21 March 2014, vacancies being filled in exempt categories were as follows:

Indigenous programs: 7
 Studentships: 6
 Post Doctoral Research Fellows: 44

5. The ASL is an averaging of full time equivalent staffing (FTE) to a particular point in time within the financial year. Therefore an ASL calculation obtained in February 2014 will be influenced by changes to FTE that occurred during the whole period between July 2013 to February 2014.

The change in ASL per site between 1 July 2013 and 28 February 2014 is depicted in the table below. Fluctuations in staffing numbers are influenced by the interim recruitment arrangements and other additional factors.

Site	State	Change in ASL
Acton	ACT	-1.7
Black Mtn	ACT	-7.0
Campbell	ACT	-0.7
Ginninderra	ACT	-0.4
Tidbinbilla	ACT	-1.5
Yarralumla	ACT	-1.8
Armidale	NSW	-1.3
Griffith	NSW	-0.2
Lindfield	NSW	-2.0
Lucas Heights	NSW	-0.5
Marsfield	NSW	0.7
Myall Vale	NSW	1.9
Narrabri	NSW	-0.2
Newcastle	NSW	-0.8
Nth Ryde	NSW	-6.0
Parkes	NSW	-0.6
Wagga	NSW	-0.4
Darwin	NT	-1.6
Atherton	QLD	0.1
Ayr	QLD	-0.1
Bribie Island	QLD	-0.1
Cairns	QLD	-0.1
Coopers Plain	QLD	-0.4
Dutton Park	QLD	-1.0
Gatton	QLD	-0.7
Herston	QLD	-0.6
Pullenvale	QLD	-3.8
St Lucia	QLD	-2.6
Townsville	QLD	-1.1
Adelaide	SA	-3.0
Waite Campus	SA	-1.8
Hobart	TAS	0.9
Sandy Bay	TAS	0.1
Aspendale	VIC	-2.1
Clayton	VIC	-14.4
Geelong AHHL	VIC	0.3
Geelong Belmont	VIC	-4.3
Geelong WP	VIC	1.0
Highett	VIC	-1.9
Irymple	VIC	-0.1
Parkville	VIC	-0.8
Werribee	VIC	-1.7
Wodonga	VIC	0.1
Floreat	WA	-2.8
Geraldton	WA	0.8
Kensington	WA	1.3
Waterford	WA	-0.3

6. The ASL is an averaging of full time equivalent staffing (FTE) to a particular point in time within the financial year. Therefore an ASL calculation obtained in February 2014 will be influenced by changes to FTE that occurred during the whole period between July 2013 to February 2014. The change in ASL per state between 1 July 2013 and 28 February 2014 is depicted in the table below. Fluctuations in staffing numbers are influenced by the interim recruitment arrangements and other additional factors.

State	Change in ASL
ACT	-13.1
NSW	-9.4
NT	-1.6
QLD	-10.4
SA	-4.8
TAS	1.0
VIC	-23.9
WA	-1.0

7. Interim recruitment arrangements will be reviewed in June 2014.