

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry, Innovation, Climate Change, Science, Research and Tertiary Education Portfolio
Budget Estimates Hearing 2013-14
3 and 4 June 2013

AGENCY/DEPARTMENT: COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION (CSIRO)

TOPIC: Restructure of Finance and HR functions

REFERENCE: Written Question –Senator Bushby

QUESTION No.: BI-69

Has there been a recent restructuring of the Finance and HR functions within the organisation? And, if so, what has been the nature of the consultation with staff in relation to that restructuring? Is it possible that, in any way, the CSIRO senior executive has breached the organisation's Enterprise Agreement in relation to genuinely and openly consulting with staff in relation to these changes?

ANSWER

There has been a limited reorganisation of leadership responsibilities in CSIRO's Human Resources function to reduce the number of General Managers from three to two. Directly affected staff were consulted about how the changes would be implemented and the CSIRO Staff Association has expressed its satisfaction with the process.

A more extensive restructuring of responsibilities has been undertaken in CSIRO's Finance function. The CSIRO Staff Association has alleged that this process has breached the CSIRO Enterprise Agreement, although they have not lodged a formal dispute in relation to this with the Fair Work Commission. CSIRO is attempting to resolve this matter through constructive dialogue between the union and management. CSIRO is of the view that it is meeting its obligations in the Enterprise Agreement to its employees.