

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry, Innovation and Science Portfolio
2015-16 Additional Budget Estimates
11 February 2016

AGENCY: CSIRO

TOPIC: Jobs to be cut in the Land and Water and Manufacturing Divisions

REFERENCE: Written questions – Senator Carr

QUESTION No.: AI-152

1. How did CSIRO leadership determine the number of jobs to be cut in the Land and Water and Manufacturing Divisions?
 - a. Which particular areas of manufacturing are expected to lose jobs?
 - b. Why have those areas been identified?

ANSWER

CSIRO's portfolio balancing decisions were taken against a set of six investment criteria, including impact value and customer need which are key performance attributes in CSIRO's 2020 Strategy. These criteria are also aligned with the primary functions of CSIRO under the SIR Act including: *to conduct scientific research for assisting Australian industry; and to further the interests of the Australian community and achievement of Australian national objectives.*

Some changes to capability levels in the Manufacturing Business Unit are implementation of previously announced, but deferred, capability reductions (see AI-7, 11 February 2016). The remainder were based on feedback from the Business Unit's leadership team and other external factors, identified during the strategic investment process including the business unit "deep dive" review. Key drivers for the change include alignment of the research portfolio with their Business Unit Strategic Plan and addressing financially unsustainable areas of research. The CSIRO Executive affirmed the number of impacted roles proposed by the Business Unit Leadership Team. Ongoing staff consultation will consider the specific areas impacted by the balance of these redundancies.

Changes to capability levels in the Land and Water Business Unit were similarly based on feedback from the leadership team and other external factors of the Business Unit as part of their "deep dive" review. The CSIRO Executive used six investment criteria to affirm the changes proposed by the Business Unit Leadership Team and requested a shift of additional resources to other parts of CSIRO, with greater alignment to CSIRO's "innovation catalyst" strategy. Those shifts were identified based on market drivers, areas of maturing science, areas of financial unsustainability and/or under deployed staff.