

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

AGENCY: CSIRO

TOPIC: Dr Marshall's all-staff email

REFERENCE: Written Question – Senator Carr

QUESTION No.: AI-155

In Dr Marshall's all-staff email, he said that "turnover is essential for a healthy business".

- a. Did Dr Marshall have a target level of turnover in mind that is appropriate for a "healthy business"?
- b. Does the CSIRO Executive consider that there is a difference in the level of turnover that is healthy for a business versus a national science and research institution that undertakes ongoing, long-term research?
- c. How does CSIRO's level of turnover compare with other Australian science agencies – for example, ANSTO, AIMS and Defence Science and Technology?
- d. How does it compare with similar organisations overseas (eg Canada's National Research Council or NOAA in the US)?
- e. Have you consulted with the CEOs of similar large scientific organisations about their experience in terms of healthy levels of staff turnover?

ANSWER

- a. The CSIRO Executive is aware that CSIRO's voluntary turnover rate is low. From 2009 to 2015, the average voluntary turnover rate was 4.5 per cent. As at 31 December 2015, the annualised voluntary turnover rate for the 2015-16 financial year was 3.1 per cent. CSIRO does not currently have a target level of voluntary turnover.
- b. Yes, the turnover rate would likely be different for a commercial business versus a national science and research institution.
- c. Unable to answer - Turnover figures for these agencies are not publically available.
- d. Unable to answer - Turnover figures for these agencies are not publically available.
- e. No.