

Senate Standing Committee on Economics
ANSWERS TO QUESTIONS ON NOTICE
Innovation, Industry, Science and Research Portfolio
Additional Estimates Hearing 2009-10
10 February 2010

AGENCY/DEPARTMENT: COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION

TOPIC: Staffing

REFERENCE: Written Question –Senator Eggleston

QUESTION No.: AI-77

- (a) How many permanent staff recruited since the supplementary budget estimates? What level are these staff?
- (b) How many temporary positions exist or have been created since budget estimates?
- (c) Since supplementary budget estimates, how many employees have been employed on contract and what is the average length of their employment period?
- (d) Have staffing numbers been reduced as a result of the efficiency dividend and/or other budget cuts? If so, where and at what level?
- (e) Are there any plans for staff reduction? If so, please advise details ie. reduction target, how this will be achieved, services/programs to be cut etc
- (f) What changes are underway or planned for graduate recruitment, cadetships or similar programs? If reductions are envisaged please explain including reasons, target numbers etc.

ANSWER

The Commonwealth Scientific and Industrial Research Organisation (CSIRO) uses different terminology to describe employment contracts to the Australian Public Service. There are three forms of employment in CSIRO:

- employment with indefinite tenure (no termination date specified);
- employment with specified term tenure (termination date specified);
- casual employment (temporary employment by the hour which can be terminated at any time),

For the purposes of this response and to best align APS terms and CSIRO terms the term “Permanent” will equate to “employment with indefinite tenure” and the terms “on contract” and “temporary” will equate to “employment with specified term tenure”.

(a) Fifty-eight staff have been hired on indefinite contracts between 21 October 2009 and 31 January 2010.

The table below lists the CSIRO Officer level of the 58 above mentioned staff.

Level	Total
CSOF2	8
CSOF3	20
CSOF4	9
CSOF5	14
CSOF6	3
CSOF7	1
CSOF8	1
Clause 11 (Market based contract)	2
Total	58

(b) and (c) On 30 June 2009 CSIRO had 1025 employees on term contracts. As at the 31 January 2010 there were 1001 employees on term contracts.

For the purposes of this response the length of employment period is calculated from the date the employee commenced with CSIRO to the end date of their current term. Given this definition the average length of these terms is 3.3 years.

(d) It is not possible to separate changes in staffing levels as a result of changes to the efficiency dividend and other adjustments to CSIRO funding levels and changing demand for research services. Total underlying CSIRO funding is forecast to increase by \$86 million in 2009-10 over 2008-09 (excluding receipts from Wireless Local Area Network settlements). As noted below, over the same period CSIRO estimated the average staffing level (ASL) would decline by 136.

(e) As noted in table 2.1 of CSIRO's entry in the Portfolio Budget Statement, CSIRO's ASL was projected to decline by 136 in 2009-10.

(f) CSIRO does not run Australian Public Service style entry level graduate program. CSIRO does run Postgraduate Scholarship programs and a Postdoctoral Fellowship program and in 2009-10 a new Honours Scholarship program was introduced to complement the Postgraduate Scholarship programs. There are currently no plans to reduce these programs and it is envisaged their intake will increase.