

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry, Innovation, Science, Research and Tertiary Education Portfolio
Budget Estimates Hearing 2012-13
28 and 29 May 2012

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

TOPIC: Workplace Bullying

REFERENCE: Written Question – Senator Bushby

QUESTION No.: BI-143

1. At any time since 1 December 2007, has any CSIRO employee claimed that they were the subject of fabricated allegations that were intended to induce them to change and/or withdraw complaints they had made about the actions of other staff at CSIRO? If so, on what date(s) has this happened?
2. Were their allegations immediately investigated by CSIRO in each case and, if not, why not?

ANSWER

1. Yes, it is not uncommon for a CSIRO officer who is facing or has faced some form of disciplinary action to allege that the disciplinary action was based on fabricated allegations and was motivated by a desire by others within CSIRO to induce the officer to withdraw complaints they had made about those other staff.

It would be contrary to the CSIRO Code of Conduct, for a CSIRO officer to fabricate allegations against another CSIRO officer for the purpose of inducing that officer to withdraw a complaint. Any formal complaint alleging this type of conduct would be investigated provided that there was adequate evidence to support the commencement of an investigation.

CSIRO is not able to provide details of every claim of this nature that has been made but would be happy to answer questions about specific claims on request.

2. If the claim was supported with adequate evidence CSIRO would take steps to investigate it. No investigations of this nature have been commenced since 1 December 2007.