Foreign Affairs, Defence and Trade References Committee
ANSWERS TO QUESTIONS ON NOTICE
Capability of Defence's physical science and engineering workforce
Public Hearing 5 February 2016

AGENCY/DEPARTMENT: The Australian Nuclear Science and Technology Organisation

TOPIC: Intellectual Property

REFERENCE: Question on Notice (Hansard, 5 February 2016, page 10)

QUESTION No.: ACS085261_3

Senator FAWCETT: From an IP perspective, how does ANSTO engage with DMTC and the other partners, be they industry, academia or Defence, in terms of sharing IP and then benefiting from any commercialisation that may come from the research?

ANSWER

The principles regarding the sharing of Intellectual Property (IP) and determining ownership of IP are dependent on the method of ANSTO's engagement with its partners or collaborators.

For example:

Cooperative Research Centres (CRCs)
Generally, all IP produced by CRCs such as the Defence Materials Technology Centre (DMTC) is owned by the CRC corporate structure, which has an equal shareholding by its constituent members.

Fee for service or consulting projects
ANSTO's industry partner will generally own the project's IP. However, if – as is often the case - ANSTO's role is to provide an independent validation or characterisation of that IP using ANSTO research infrastructure or capability, ANSTO will own the copyright of any reports that are produced. This is important to ensure that the report is, and is seen as, independent.

Collaborative projects where both parties commit resources and background IP
IP ownership is generally given to one party, with a mechanism for the other party to share in the commercial benefit of the IP. This could be through upfront and milestone payments, as well as royalties on product sales or gross revenue. Jointly held IP with third parties is generally avoided, as it creates impediments to the commercialisation process.

ANSTO IP
Where ANSTO solely bears the costs and risk of a particular IP development, this IP is commercialised through licensing to existing industry or through the establishment of a new venture. Technology transfer best practice is used to determine the relevant commercial model for the transfer of IP on a case by case basis.

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TOPIC: Workforce salaries

REFERENCE: Question on Notice (Hansard, 5 February 2016, page 9)

QUESTION No.: ACS085261_1

Senator McEWEN: Do you know how much more you pay than Defence pays their equivalent workforce?

ANSWER

The average annual salary for scientists and engineers involved in research at ANSTO is approximately $110 000.

ANSTO is not privy to details regarding the salaries of the Australian Defence Force's equivalent workforce.

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TOPIC: Average age and gender of workforce

REFERENCE: Question on Notice (Hansard, 5 February 2016, page 9)

QUESTION No.: ACS085261_2

Senator McEWEN: That would be useful. Do you know what the average age is of your PSE workforce?

Dr Storr: We can take that on notice. I do not have the information for you, but we certainly keep those statistics. I have seen them but I do not remember them and I do not want to tell you something that is wrong.

Senator McEWEN: I think Defence says it is around 48 or 50—

Dr Storr: It would be something similar, I think. The thing with ANSTO is that we have an organisation in which about 25 per cent were classified as researchers, 50 per cent or so were classified in the technical and engineering areas, and then 25 per cent of the people were classified as enabling—financial people and people who work in Steve's area and what not. So if I were going to give you numbers I could divide it up into those components and we could give you the correct data.

Senator McEWEN: That would be useful.

CHAIR: Can you include gender in that, too?

ANSWER

The average age of all ANSTO employees is 44 years old. 28% of ANSTO employees are female. Divided into organisational areas, the gender percentages and average ages of ANSTO employees are as follows:

1. Nuclear Science and Technology (ANSTO's research area)
   Average age: 44 years old
   Gender: 32% female

   1.1 Scientists and engineers specifically involved in research:
   Average age: 44 years old
   Gender: 28% female

2. Enablers (HR, Finance, IT and support services)
   Average Age: 46 years old
   Gender: 30% female

3. Nuclear Business (ANSTO's business units)
   Average Age: 42 years old
   Gender: 34% female

4. Nuclear Operations (research reactor operations and waste management)
   Average Age: 45 years old
   Gender: 16% female

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TOPIC: PSE Workforce Qualifications

REFERENCE: Question on Notice (Hansard, 5 February 2016, page 11)

QUESTION No.: ACS085261_4

Senator McEWEN: Going back to those questions you took on notice about age differentials, including the gender differential, I do not know whether you keep statistics on or information about the level of qualifications of your DSE workforce?

ANSWER

ANSTO boasts a diverse and highly skilled work force. Although ANSTO does not currently keep detailed statistics regarding qualification levels, it is worth noting that in our Nuclear Science and Technology Group, where the defence related research is undertaken, 60% of research staff hold a PhD.