

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

AGENCY: CSIRO

TOPIC: Crowd-sourcing process

REFERENCE: Written Question – Senator Carr

QUESTION No.: AI-158

1. In relation to the crowd-sourcing process CSIRO employed to help develop its strategy:
 - a. How many CSIRO staff participated in that process?
 - b. Please provide a breakdown of participation by Division and Flagship?
 - c. What efforts were made to reach out to staff who did not participate in the crowd-sourcing mechanism?
 - d. Were any concerns raised about distortions in the groups of staff participating? For example, were the people who engaged with the crowd-sourcing more likely to be younger or in specific areas?

ANSWER

- a. 2667 staff (over 40 per cent) were engaged directly on the crowd sourcing platform.
- b. Of the 2667 staff, participation at the Flagship level (Divisions had already been merged into Flagships during 2015) is provided in the table below:

Participation by Flagship/Business Unit

Flagship / BU	% participation	Number of participants
Digital Productivity	11	293
Biosecurity	2	53
Land & Water	11	293
Manufacturing	10	267
Food & Nutrition	7	187
Minerals	4	107
Shared Services	21	560
Oceans & Atmosphere	7	187
Services	3	80
Energy	4	107
Agriculture	12	320
National Facilities & Collections	8	213

- c. A range of off-platform options were available to staff to encourage engagement with the process. This included:
- Local, site based workshops and/or discussion groups where ideas could be verbally explored and later uploaded (to the platform) by a volunteer. Over 130 staff volunteers led these sessions.
 - Direct submission or contact with a line manager, business unit leader or strategy team member.
 - Engagement on the existing 'Yammer' online system.
 - Direct contact with Dr Larry Marshall during his 2015 site visits and staff talks.
- d. No concerns were raised about distortions in the groups participating. The overall response to the crowd sourcing platform was positive with staff from all business units participating. Engagement by the business unit and site was proportional to the overall size with the larger business units and sites. Staff engagement by age cohort was across all age ranges with the majority of staff between the 36-64 age group.