

**Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Industry Portfolio  
Budget Estimates Hearing 2014-15  
2-3 June 2014

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**AGENCY/DEPARTMENT:** Commonwealth Scientific & Industrial Research Organisation

**TOPIC:** CSIRO Staffing & Recruitment

**REFERENCE:** Written Question – Senator Carr

**QUESTION No.:** BI-190

Please update QON A1-109 outlining the impacts of the Abbott government's public sector freeze on renewal of non-ongoing employees. In particular:

1. What is the effect on staffing levels of the interim recruitment arrangements (also known as recruitment and staffing freeze)?
2. How many new non ongoing positions have been put forward to executives for approval?
3. How many are renewals of ongoing staff? How many are new positions? Please divide these figures by division and flagship.
4. How many vacancies are exempt from the recruitment freeze?
5. Please outline the sites impacted by the recruitment freeze and the number of positions per site impacted.
6. Please outline the states impacted by the recruitment freeze and the number of positions per state impacted.

**ANSWER**

1. CSIRO is not required to seek APSC approval for recruitment actions as Public Service departments have been required to do since restrictions were announced by the Government on 31 October 2013. However, CSIRO introduced its own interim recruitment arrangements to assist in the management of average staffing level targets. CSIRO's average staffing level (ASL) as at 31 Oct 2013 for the 2013-14 year was 5630. As at 31 May 2014, CSIRO's ASL for 2013-14 was 5530.
2. CSIRO does not have "non-ongoing positions". However, specified term roles are the same in nature to non-ongoing roles. A total of 216 new specified term roles have been submitted for approval in the period 31 October 2013 to 31 May 2014.
3. In the period 31 October 2013 to 31 May 2014, 161 requests were received for renewals of contracts for existing term staff. A total of 216 requests were received for new specified term appointments. The breakdown is as follows:

<b>Business Unit<sup>1</sup></b>	<b>New term contracts</b>	<b>Renewal of existing terms</b>
Administration Services	4	2
Animal, Food and Health Sciences	21	17
Astronomy and Space Science	2	2
Commercial	1	4
Communication	19	13
Computational Informatics	15	2
Development	1	18
Earth Science and Resource Engineering	16	3
Ecosystem Sciences	6	1
Energy Group	1	11
Energy Technology	6	1
Environment Group	1	4
Finance	14	1
Food, Health and Life Science Industries Group	1	2
Governance	1	0
Health, Safety and Environment	0	9
HR Business Services	5	2
HR Strategy and Organisational Development	3	3
Information Management and Technology	4	11
Land and Water	11	10
Marine and Atmospheric Research	12	16
Materials Science and Engineering	17	21
Plant Industry	38	0
Preventative Health Flagship	1	3
Process Science and Engineering	3	1
Property, Procurement and Environmental Sustainability	7	0
Strategy, performance and Flagships Group	1	3
Water for a Healthy Country Flagship	4	1
Wealth from Oceans Flagship	1	0
<b>Total</b>	<b>216</b>	<b>161</b>

1. As at 31 May 2014, staff were employed in Divisions and deployed to Flagships on a project by project basis.

4. Exempt from the CSIRO interim recruitment arrangements are Indigenous employment programs, postgraduate scholarships and graduate recruitment programs (eg postdoctoral research fellow recruitment programs). In the period 31 October 2013 to 31 May 2014, vacancies advertised externally in exempt categories were as follows:

Indigenous Programs	19
Studentships	6
Post Doctoral Research Fellows	67

5. The ASL is an averaging of full time equivalent staffing (FTE) to a particular point in time within the financial year. Therefore an ASL calculation obtained in May 2014 will be influenced by changes to FTE that occurred during the whole period between July 2013 to May 2014.

The change in ASL per site between 1 July 2013 and 31 May 2014 is depicted in the table below. Fluctuations in staffing numbers are influenced by the interim recruitment arrangements and other additional factors such as voluntary turnover, the end of term employment contracts, redundancies etc.

<b>Site Impacted</b>	<b>State</b>	<b>Change in ASL</b>
Acton	Australian Capital Territory	-2.3
Adelaide	South Australia	-4.6
Armidale	New South Wales	-2.3
Aspendale	Victoria	-8.3
Atherton	Queensland	-0.2
Ayr	Queensland	-0.1
Black Mountain	Australian Capital Territory	-9.0
Bribie Island	Queensland	-0.2
Brisbane	Queensland	0.2
Cairns	Queensland	-0.5
Campbell	Australian Capital Territory	-0.9
Clayton	Victoria	-19.7
Collingwood	Victoria	0.4
Coopers Plains	Queensland	-0.6
Dalby	Queensland	0.1
Darwin	Northern Territory	-1.1
Dutton Park	Queensland	-0.5
Floreat	Western Australia	-3.4
Gatton	Queensland	-0.4
Geelong AAHL	Victoria	2.0
Geelong Belmont	Victoria	-5.7
Geelong Waurm Ponds	Victoria	0.8
Geraldton	Western Australia	1.2
Ginninderra	Australian Capital Territory	-0.6
Griffith	New South Wales	-0.2
Herston	Queensland	-1.7
Highett	Victoria	-4.3
Hindmarsh	South Australia	-0.7
Hobart	Tasmania	-1.6
Kensington	Western Australia	2.3
Lindfield	New South Wales	-5.3
Lucas Heights	New South Wales	-0.5
Marsfield	New South Wales	0.4
Myall Vale	New South Wales	5.1
Narrabri	New South Wales	-0.4
Newcastle	New South Wales	-0.8
North Ryde	New South Wales	-10.2
Parkes	New South Wales	-1.3
Parkville	Victoria	-1.1
Pullenvale	Queensland	-8.5
Sandy Bay	Tasmania	2.7
St. Lucia	Queensland	-4.4
Tidbinbilla	Australian Capital Territory	-3.3
Townsville	Queensland	-1.2
Waite Campus	South Australia	-4.1
Waterford	Western Australia	-1.4
Werribee	Victoria	-1.4
Wodonga	Victoria	0.3
Yarralumla	Australian Capital Territory	-3.0

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**Total****-100.3**

6. The ASL is an averaging of full time equivalent staffing (FTE) to a particular point in time within the financial year. Therefore an ASL calculation obtained in May 2014 will be influenced by changes to FTE that occurred during the whole period between July 2013 to May 2014. The change in ASL per state between 1 July 2013 and 31 May 2014 is depicted in the table below. Fluctuations in staffing numbers are influenced by the interim recruitment arrangements and other additional factors such as voluntary turnover, the end of term employment contracts, redundancies etc.

<b>State</b>	<b>Change in ASL</b>
Australian Capital Territory	-19.0
New South Wales	-15.8
Northern Territory	-1.1
Queensland	-18.0
South Australia	-9.3
Tasmania	1.1
Victoria	-36.8
Western Australia	-1.4
<b>Total</b>	<b>-100.3</b>