

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

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**AGENCY/DEPARTMENT:** AUSTRALIAN NUCLEAR SCIENCE AND TECHNOLOGY ORGANISATION

**TOPIC:** Staffing

**REFERENCE:** Written Question – Senator Eggleston.

**QUESTION No.:** AI-75

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

- a) Fourteen permanent staff (staff engaged as ongoing employees as outlined by ANSTO's Enterprise Agreement 2009-2011) were recruited by ANSTO between 23 October 2009 and 31 January 2010.

b)

<b>Band Level (as defined by the ANSTO Enterprise Agreement 2009-2011):</b>	<b>Number of Staff:</b>
Band 2	3
Band 3	8
Band 6	1
Band 7	1
Band 8	1

- c) Eight temporary employees were recruited (engaged for a period of up to a maximum of twelve months or less and as defined by the ANSTO Enterprise Agreement 2009-2011) between 23 October 2009 to 31 January 2010.
- d) Fifty seven employees were employed on contract under section 24 of the *Australian Nuclear Science and Technology Organisation Act 1987* from 23 October 2009 to 31 January 2010. Forty-six staff were employed under the ANSTO Enterprise Agreement and eleven staff were employed on individual (common law) contracts (as defined by the ANSTO Enterprise Agreement 2009-2011). The average length of the non-ongoing engagements is 2.83 years.
- e) As a result of the efficiency dividend, in the 2008/09 financial year, ANSTO reduced its staff numbers. As previously indicated by Dr Cameron at the Additional Estimates Committee hearing of 26 February 2009 (Hansard page E194), and in response to a written question on notice from Senator Bushby (Estimates, June 2009 BI-101), “both operational and research staff numbers at ANSTO have been reduced. Specifically, staff were reduced in the materials engineering, radiopharmaceutical and environmental research areas of ANSTO as well as operations staff predominately from Campus Services and from ANSTO Radiopharmaceuticals and Industrials.” Reductions were made across a range of levels. Since that time, see response to question f).
- f) There are no plans for staff reduction.
- g) ANSTO recently began a recruitment drive for a new Graduate Development Programme to commence in 2011. As compared to the previous graduate intake in 2008, the new programme will recruit more graduates, will run for two years instead of four years and will have a different format.