

**Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Industry, Innovation, Science, Research and Tertiary Education Portfolio  
Additional Estimates Hearing 2012-13  
13 February 2013

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**AGENCY/DEPARTMENT:** Commonwealth Scientific and Industrial Research Organisation (CSIRO)

**TOPIC:** Workplace Bullying

**REFERENCE:** Question on Notice (Hansard, 13 February 2013, page 17-18)

**QUESTION No.:** AI-6

**Senator BUSHBY:** In answer to question on notice SI74, the team within CSIRO overseeing the organisations workplace bullying has not been listed in full. It may just be the use of a word that makes it confusing; it uses the word 'includes' rather than, 'the team is'. It suggests that there might be others. Are Dr Drummond and/or Mr Thomas part of the team? And could you ensure that we now receive an answer that clarifies whether there are other members of the team within CSIRO overseeing the workplace bullying?

**Mr Whelan:** In answer to the first part of your question—Dr Drummond and Mr Thomas are not part of that team.

**Senator BUSHBY:** Okay.

**Mr Whelan:** If I recall correctly, when I was clearing that answer I think we chose to use the word 'includes' because this is a dynamic process and we have been adding and adjusting to the resources of it. To give you an 'is' answer would potentially have been misleading. For example, I am not listed there as a member of the team, yet I chair the incident management team now, and I am accountable for reporting to the chief executive. We have adjusted this process to make sure it remains fit for purpose. Certainly there was no intent in the answer provided to you at the time to imply that we were just giving you a subset and that there were others. At the time of providing that answer to you, that was the 'is' answer at the time; we chose to use the word 'includes'.

**Senator BUSHBY:** Could you provide us with an update of who currently 'is', as at the date that you provide the answer?

**Mr Whelan:** I would be happy to do that.

## **ANSWER**

As at 21 February 2013 the Staff Welfare Incident Management Team comprised:

- Mike Whelan, Deputy Chief Executive Operations (Chair)
- Alex Allars, Workplace Relations Manager
- Hazel Bennett, Chief Financial Officer
- Geoff Clarke, Strategic Adviser (HR)
- John Curran, General Manager Communications
- Peter Duffy, Executive Manager – Risk
- Chris Gibson, Senior Legal Counsel
- Trevor Heldt, General Manager HR Business Services
- Mary Mulcahy, Manager Internal and Enterprise Communication
- Oona Nielssen, Executive Manager Communication

- Craig Roy, Deputy Chief Executive Science Strategy and People
- Kimberley Shrives, Manager Ministerial and Parliamentary Liaison
- Warren Smith, General Manager, Workplace Relations and Policy
- Brett Walker, General Counsel
- Philippa Eggerton (Secretary)