

**Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Industry, Innovation, Science, Research and Tertiary Education Portfolio  
Budget Estimates Hearing 2012-13  
28 and 29 May 2012

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**AGENCY/DEPARTMENT:** COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION (CSIRO)

**TOPIC:** Staffing - Legal

**REFERENCE:** Written Question – Senator Bushby

**QUESTION No.:** BI-138

1. How many legal officers are currently employed by CSIRO?
2. Are there any grounds for them to potentially undertake an internal investigation of any description into other CSIRO staff – and, if so, what sorts of subjects or areas could those investigations potentially cover?
3. Have they been requested since 1 December 2007 to conduct investigations of any description into staff or former staff who have made a complaint of any kind against CSIRO management? If so, how many times has this happened?
4. Have there been any officers in any other areas of CSIRO who have been requested since 1 December 2007 to conduct work of any description related to staff or former staff who have made complaints of any kind against CSIRO management? If so, how many times has this happened?

**ANSWER**

1. As at 31 May 2012 CSIRO employs 44 legal officers.
2. CSIRO's legal officers do not undertake internal investigations in relation to CSIRO staff. On occasions they may be asked, to provide legal advice as to whether the activities of a CSIRO officer has resulted in a breach of the law or of CSIRO policy, or on the legal basis for a claim made by a CSIRO officer against CSIRO. They may also be requested on occasions to provide legal advice on the establishment or conduct of internal or external investigations into the actions of current or former CSIRO employees and / or allegations made by current or former CSIRO employees.
3. As noted in the response to Question 2, CSIRO legal officers do not undertake investigations into other CSIRO staff.
4. A range of staff across CSIRO are required to conduct work in relation to current and former staff regardless of whether they have made complaints against CSIRO management. For example, the role of Human Resources staff, Health Safety and Environment staff, and supervisors, includes responding to issues raised, assessing workplace matters and dealing with staff matters generally. These matters are routine and records are not necessarily kept of each interaction.