

**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:** Workplace Bullying

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

**QUESTION No.:** BI-140

Since 1 December 2007, how many employees (or former employees) in total have raised a workplace bullying complaint of any kind with the CSIRO Chief Executive? What was the specific response of Dr Garrett and Dr Clark on each occasion where such a complaint was raised with them?

**ANSWER**

An examination of the CSIRO Chief Executive's office records indicates that since 1 December 2007, 13 employees (or former employees) are documented as having raised a workplace bullying complaint with the Chief Executive. The specific response on each occasion where this occurred is summarised in the following table:

<b>Employee or former employee</b>	<b>Contact ID</b>	<b>Specific Response</b>
A	1	The Chief Executive replied to A advising that the Executive Director Human Resources, Safety and Sustainability had been asked to consider and respond to the new issues raised and that she had referred the other ongoing matters to A's case manager.
A	2	The Chief Executive replied to A, noting the complexity of the matters raised and advised A she would reply shortly.
A	3	The Executive Director Human Resources, Safety and Sustainability, who had been copied into the correspondence, replied to A.
A	4	The Executive Director Human Resources, Safety and Sustainability, who had been copied into the correspondence, replied to A.
A	5	The Office of the Chief Executive referred the correspondence to the Executive Director Human Resources, Safety and Sustainability.
B	1	The Office of the Chief Executive referred the correspondence to the Acting Chief Executive who referred it to the Whistleblower Disclosure Officer for consideration.
C	1	The Chief Executive replied to C advising she had asked the Deputy Chief Executive Science, Strategy and People to assist.
D	1	The Chief Executive replied to D advising she had referred the matter to the Deputy Chief Executive Science, Strategy and People for formal investigation.
E	1	The Chief Executive replied to E advising that the Deputy Chief Executive Science, Strategy and People had been asked to follow up.
F	1	The Chief Executive replied to F advising that, of the matters raised, one had been previously investigated and was considered finalised and an investigation was underway concerning the other.

<b>Employee or former employee</b>	<b>Contact ID</b>	<b>Specific Response</b>
F	2	The Chief Executive replied to F noting CSIRO has taken all reasonable steps to try and resolve the various matters that have been raised and that the issues could not be resolved in a way that was satisfactory to F.
F	3	The Executive Director Human Resources, Safety and Sustainability, who had been copied into the correspondence, replied to F.
G	1	The Chief Executive replied to G advising that she was working with the division Chief to follow up.
H	1	The Chief Executive replied to H advising she had referred the matter to the Executive Director Human Resources, Safety and Sustainability to investigate.
I	1	The Chief Executive replied to I advising she has asked for a meeting to be arranged as requested.
I	2	The Chief Executive replied to I thanking them for their input and advice and acknowledging their desire to contribute.
J	1	The Chief Executive replied to J and agreed to look into bringing their planned meeting forward.
J	2	The Chief Executive replied to J and advised she would like to meet, would help with their career and asked to continue to see their papers. She also advised they had helped raise issues which has made a difference and that she was committed to working on CSIRO culture and values.
K	1	The Office of the Chief Executive referred the correspondence to the Executive Director Human Resources, Safety and Sustainability.
K	2	The Office of the Chief Executive referred the correspondence to the Executive Director Human Resources, Safety and Sustainability.
K	3	The Office of the Chief Executive referred the correspondence to the General Manager CSIRO Human Resources, Business and Specialist Services.
K	4	The Office of the Chief Executive referred the correspondence to the Executive Director Human Resources, Safety and Sustainability and the Group Executive, Agribusiness.
K	5	The Chief Executive replied to K advising that she had referred the matter to the Group Executive Agribusiness for consideration and follow-up.
K	6	The Office of the Chief Executive referred the correspondence to the Group Executive, Agribusiness, the Chief of Entomology and the General Manager CSIRO Human Resources, Business and Specialist Services
K	7	The Office of the Chief Executive referred the correspondence to the Group Executive, Agribusiness, the Chief of Entomology, the General Manager Human Resources and the General Manager Workplace Relations and Policy.
K	8	The Office of the Chief Executive referred the correspondence to the General Manager Human Resources and the General Manager Workplace Relations and Policy
K	9	The Office of the Chief Executive referred the correspondence to the Deputy Chief Executive Science, Strategy and People.
K	10	The Office of the Chief Executive referred the correspondence to the Deputy Chief Executive Science, Strategy and People.
K	11	The Office of the Chief Executive referred the correspondence to the Deputy Chief Executive Science, Strategy and People.
L	1	The Chief Executive met with L.
L	2	The Chief Executive replied to L and the Division Chief regarding the next steps.
M	1	The Office of the Chief Executive referred the correspondence to the Deputy Chief Executive Science, Strategy and People.