

Senate Standing Committee on Economics
ANSWERS TO QUESTIONS ON NOTICE
Innovation, Industry, Science and Research Portfolio
Budget Estimates Hearing 2012-13
28 and 29 May 2012

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

TOPIC: Workplace bullying

REFERENCE: Written Question – Senator Bushby

QUESTION No.: BI-144

1. At any time since 1 December 2007, has the CSIRO Board of Directors rejected a recommendation that a senior executive of the organisation be disciplined for any form of misconduct, including workplace bullying or harassment? If so, by whom was the recommendation made in each case; on what date(s); and why was it rejected?
2. Has any CSIRO employee or former employee raised allegations of workplace bullying with the Board of Directors? If so, on what date(s)? What was the response of the Board in each case? Has the Board ever failed to directly respond to the concerns of the complainant – and, if so, how many times?
3. Has any CSIRO employee or former employee raised allegations of illegal conduct by a CSIRO staff member with the Board of Directors at any time since 1 December 2007? If so, on what date(s)? What was the response of the Board in each case? Has the Board ever failed to directly respond to the concerns of the complainant – and, if so, how many times?
4. At any time since 1 December 2007, has any employee who has raised allegations of workplace bullying, harassment or illegal conduct with the Board subsequently had their employment with CSIRO terminated? If so, how many times has this happened; for what reason(s) in each case; on what date(s); and how long after they raised the allegations with the Board of Directors?
5. At any time since 1 December 2007, has any member of the Board of Directors been alleged to have been involved in any way in workplace bullying, harassment, intimidation and/or illegal conduct? If so, how many times, on what date(s), and how has the Board specifically acted upon these allegations in each case?

ANSWER

1. No.

2 & 3. Yes. As the issue raised by the complainant in some cases included allegations of illegal conduct and of bullying and harassment, a combined response to questions 2 and 3 including a summary of each issue raised, is provided in the following table:

Employee	Date	Summary of Issue Raised	Action by the Board	Response date
A	28 April 2008 & 12 May 2008	From employee at the time - whether Chair of CSIRO Board Audit Committee and other CSIRO senior executives, acted appropriately when applying the processes set out in the CSIRO Whistleblower Scheme in relation to alleged breaches of the CSIRO Code of Conduct.	Allegation investigated and determined that the Chair of the CSIRO Board Audit Committee had acted appropriately.	30 June 2008
B	14 August 2008	Refers to earlier complaint lodged under Whistleblower Scheme in June 2007 and concern as to the progress of the investigation.	Chairman responded – no further action required at Board level.	30 September 2008
C	27 October 2008	Advised Chairman of formal complaint lodged against line manager for bullying and discrimination.	Chairman responded – no further action required at Board level.	6 November 2008
D	26 January 2011 & 8 March 2011	Requested Chairman's assistance since redundancy in mid August 2010 and advising of workplace bullying and claim of psychological injury.	Advised former employee that the matters had already been investigated by CSIRO management and were otherwise being dealt with as part of mediation and legal proceedings.	5 April 2011

4. This question is relevant to three employees. See following table:

Date to Board	Date of termination	Reason for termination
28 April 2008 & 12 May 2008	23 August 2010	There was insufficient volume of current and projected work to sustain the position.
14 August 2008	23 February 2009	CSIRO no longer required the job to be performed because of changes in operational requirements.
26 January 2011 & 8 March 2011	4 September 2011	CSIRO no longer required the job to be performed because of changes in operational requirements.

5. No.