

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

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

TOPIC: Workplace Bullying

REFERENCE: Written Question – Senator Bushby

QUESTION No.: BI-141

1. At any time since 1 December 2007, has any employee at CSIRO alleged intimidation or victimisation – and/or been found to have been intimidated or victimised – following complaints by them of breaches of the law within CSIRO? If so:
 - (i) On how many occasions has this happened?
 - (ii) On what date(s) has this happened?
 - (iii) What action did CSIRO specifically take to investigate the complaint(s) and/or refer them to the relevant authorities?
 - (iv) Are the complainant(s) in each case still employed by CSIRO? Or, if not: (a) was the termination of their employment voluntary or involuntary? and (b) how long after the investigation of their complaint(s) was completed did their employment with CSIRO cease?
2. At any time since 1 December 2007, has any employee at CSIRO alleged intimidation or victimisation – and/or been found to have been intimidated or victimised – after enacting or asserting or intending to assert/enact/carry out/disclose or report upon any other legal right (such as, for example, issuing a grievance against another CSIRO officer; speaking out or disclosing contentious information in a reasonable capacity in line with their professional obligations or under the expectation of any reasonable professional obligation; or supporting another employee in asserting their legal rights?

ANSWER

CSIRO does not maintain a central record of all informal or unofficial allegations of breaches of the law or bullying and harassment, however, where such allegations are made through formal CSIRO processes such as the Employee Grievance Process or the Whistleblower Scheme central records are maintained. The following answers are based on a review of those central records.

1.
 - i) Three employees have alleged breaches of the law within CSIRO and have subsequently made allegations of intimidation or victimisation.
 - ii) These three employees made these allegations to a number of people within and external to CSIRO between 1 December 2007 and today.
 - iii) All three lodged formal grievances that were formally investigated and subsequently all three had their complaints investigated by independent external bodies including Comcare.

iv) No. The redundancy dates are 4 September 2011; 14 February 2011; and, 23 February 2009. In all cases investigations into their complaints by external organisations are ongoing.

2. Yes.