

**Senate Standing Committee on Economics**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Innovation, Industry, Science and Research Portfolio  
Supplementary Budget Estimates Hearing 2010-11  
20 October 2010

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**AGENCY/DEPARTMENT:** COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION

**TOPIC:** Consultants—Whole of staff surveys

**REFERENCE:** Question on Notice (Hansard 20 October 2010, E24)

**QUESTION NO:** SI-14

**Senator BUSHBY** - I was going to ask whether you conducted your whole-of-staff surveys internally, but obviously you did not; you used consultants for that.

**Mr Roy** - Yes, we used the support of external experts, and it was Towers Watson.

**Senator BUSHBY** - How does the cost of what you are doing now compare with the cost of what you were doing?

**Mr Roy** - The cost of doing the current piece of work is significantly less. I do not have the exact number.

**Senator BUSHBY** - Could you take that on notice for both the current work and the previous work.

**Mr Roy** - I would be happy to.

**Senator BUSHBY** - How did you select the consultant? Obviously Towers Watson were already doing it; did you just, because they were doing it, give them the nod to continue to do this?

**Mr Roy** - No. I am happy to provide a headline answer, if you are comfortable with that, and then take any further detail on notice. My understanding was that we went through a call for applications—some form of tender process—and then sifted through who the most appropriate tenderers to that were. As I said, I would have to take that on notice. I am not as close to that as some others.

**ANSWER**

The consultant costs for the 2010 staff focus group surveys was \$81 847.46 (GST exclusive).

CSIRO sought quotations and proposals from two firms. The selective approach was taken on the basis that CSIRO had highly specific requirements for continuity of analysis, including of data from previous staff surveys, and needed this work undertaken in a short timeframe to support the Enterprise Agreement negotiation process. Organisations that had worked previously with CSIRO and understand our requirements were therefore best placed to undertake this work.

Following evaluation of those submissions CSIRO selected Towers Watson to undertake the work.

The payment made to Towers Watson ISR for the 2007 Insight poll was \$169 743.30 (GST exclusive).