

**Senate Standing Committee on Economics**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Innovation, Industry, Science and Research Portfolio  
Supplementary Budget Estimates Hearing 2011-12  
19 October 2011

---

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

**TOPIC:** GRIEVANCE INVESTIGATION REPORTS

**REFERENCE:** Question on Notice (Hansard, 19 October 2011, page 14)

**QUESTION No.:** SI-14

**Senator COLBECK:** Again, you might have to take this on notice. Have you found any incidents of bullying and harassment towards an employee in that process?

**Mr Roy:** Again, I would have to take that on notice to go through the findings of those. I think what is fair to say is that CSIRO has a philosophy of no harm to their people. We work through informal processes trying to use mediation and discussion between people to try to resolve if there is an issue with someone. Then at times you need to escalate to an external panel, as you have spoken about just there

**ANSWER**

Two reports (as per SI-78) made findings of instances of workplace bullying and recommended training and mediation for the parties (including the complainants).