

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry Portfolio
Supplementary Budget Estimates Hearing 2013-14
21 November 2013

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

TOPIC: Interim Recruitment Arrangements

REFERENCE: Written Question - Senator Carr

QUESTION No.: SI-29

1. Please provide a copy of the Chief Executive Officer's email to staff of Thursday 31 October 2013, with the subject line "Interim Recruitment arrangements"
2. In relation to the Chief Executive Officer's email to staff of Thursday 31 October 2013:
 - a) When was the decision taking to institute a staff freeze?
 - b) Is the phrase, "in line with the announcement by the Government today regarding APS recruitment" an accurate reflection of the cause of the decision to institute a staff freeze?
 - c) What was the nature of the review taken by the Executive Team referred to in this email. When did the review commence? When was its finding considered?
 - d) Was the Australian Public Service Commission consulted in taking this decision?
 - e) Was the Ministers office or the office of the Prime Minister or any other Minister in the government consulted in taking this decision? If so, when?
 - f) How long will the interim recruitment arrangements remain in effect?

ANSWER

1. The Chief Executive's email to staff of 31 October 2013 is below:

From: Clark, Megan (OCE, Campbell)
Sent: Thursday, 31 October 2013 11:36 AM
To: CSIRO - All Staff
Subject: Interim Recruitment arrangements

Dear all

Following review by the Executive Team, and in line with the announcement by the Government today regarding APS recruitment, I announce an immediate recruitment freeze covering the following:

- External recruitment; and,
- Entering into any new, or extending existing term or contract employment arrangements.

The above applies in all circumstances except where written offers have already been provided to candidates, noting the further guidance below.

Reflecting the government's intentions, and in order to maintain longer term capability, we will continue targeted recruitment programs for our Indigenous employment and Post-Doctoral Fellows.

Cases for maintaining or filling mission critical capability (including industry and externally supported commitments) will need approval by DCE (Science, Strategy and People) after demonstrating the critical nature of the role and secondly that redeployment opportunities have been exhausted within CSIRO and the wider APS.

I am conscious that these measures will raise personal concerns with some members of staff. I ask line managers and HR professionals to work with potentially impacted people to clarify their personal situation and provide support.

Further advice will be provided on the mechanism for implementing these changes.

Regards

Megan

Dr Megan Clark
Chief Executive
CSIRO

2.

- a) The decision was under consideration by the Chief Executive, CFO and selected Executive Team members throughout September and October and confirmed on the morning of 31 October.
- b) No, it was not the sole element. The decision reflected three factors: firstly, CSIRO's assessment of the appropriate way for it to manage risks associated with achieving the financial forecasts outlined in the 2013-14 Portfolio Budget Statements; secondly, the outlook for demand for services; and thirdly, to provide certainty to CSIRO staff given the contemporaneous APS announcement.
- c) As stated in a) this took the form of consideration over time by Executive team members. It was not a formal review as such, but a process conducted in the course of the organisation's normal governance.
- d) No.
- e) No.
- f) The arrangements will be reviewed periodically by the CSIRO Executive. No end date has been set at this time.