

## EDUCATION, SCIENCE AND TRAINING

### SENATE LEGISLATION COMMITTEE – QUESTIONS ON NOTICE 2005-2006 BUDGET ESTIMATES HEARING

**Outcome:** CSIRO  
**Output Group:** CSIRO

#### DEST Question No. E193\_06

Senator Carr provided in writing.

#### Question:

I refer to the review of classification and remuneration framework report undertaken by Mercer Human Resource Consulting.

- (a) The report indicates that higher level professional staff are significantly behind Mercer's broad market average. What are you doing to address this issue?
- (b) The report recommends on page 18 that senior positions remuneration be "reviewed for competitiveness." Are you going to do this? How will it be done, and over what period of time?
- (c) Will staff and the Staff Association be involved in this process?
- (d) Given Mercer's recommendations on review, how will the shortfalls identified for various staff levels be addressed in an EBA context?
- (e) Page 9 refers to four "comparator" markets: science; universities; technology; general market. The "universities" market are G8 universities: what is the precise constitution of the other three sectors - what institutions, companies, etc?

#### Answer:

CSIRO has provided the following response.

#### *Mercer Report – senior positions remuneration review*

- (a) Mercer has found that in general CSIRO salaries are within the competitive range (plus or minus 15%). CSIRO has considered the issue and has concluded that at this stage action is not warranted. There is no evidence of recruitment/retention difficulties and when it does arise it has tended to be confined to particular disciplines or individuals, which can be addressed using a market related employment contract.
- (b) The recommendation on page 18 notes that remuneration is generally competitive with the market, being within 15% of market practice in the majority of cases, However, CSIRO salary grades 5 and above are less competitive than grades 4 and below. Given that they are within the competitive range, no review is proposed.
- (c) The report has been provided to the CSIRO Staff Association and has been considered by the Enterprise Agreement Working Group (in which the Staff Association is a participant).
- (d) See response at (a) and (b) above.
- (e) The companies included in the science, universities and general comparator markets are listed in the following Attachment. The technology comparator draws on IT positions from organisations in the other comparator lists.