

## EDUCATION, SCIENCE AND TRAINING

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

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

#### DEST Question No. E194\_06

Senator Carr provided in writing.

#### Question:

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

One of the virtues claimed for the Cullen Egan Dell (CED) job evaluation system is that it is "applicable to all job types, levels and industries." (See page 22.)

- (a) What was the CED score for the position of Executive Director Communications at the time that the job was advertised?
- (b) Please provide a copy of the job description and evaluation of the position undertaken by CSIRO in order to advertise and fill this position?
- (c) If you did not apply it to that position, please provide sufficient detail for the position to enable a CED score to be obtained. In other words, provide sufficient information against all the "factor" areas to allow a score.
- (d) Secondly, what comparator markets were used to benchmark this position?
- (e) Please provide precise details of which of the four markets Mercer identifies were used (or others if relevant), together with details of which institutions or companies in those comparator markets were used for the direct benchmarking?

#### Answer:

CSIRO has provided the following response.

*Mercer Report – Cullen Egan Dell job evaluation – Executive Director Communications*

- (a) The position of Executive Director Communications was not scored using the CED system prior to being advertised.
- (b) and (c) A copy of the job description can be found at Attachment 1. The conventional method of remuneration assessment for executive search recruitment is by position matching. This does not require a work value score. As previously advised (E603\_05), executive search firm Korn/Ferry International were retained by CSIRO and provided advice on prevailing market relativities. This advice was taken into account in negotiating the salary with the appointee.
- (d) See above and previous answers E606\_05 and E607\_05.
- (e) As previously advised (E607\_05), Korn/Ferry International provided advice on prevailing market relativities for positions of this nature, i.e. senior communication/public affairs roles in major organisations within Australia.