

## EDUCATION, SCIENCE AND TRAINING

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

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

#### DEST Question No. E200\_06

Senator Carr provided in writing.

#### Question:

- a) What was the formal title of the research project into creativity and CSIRO that Peter O'Keefe was asked to undertake? Please provide a copy of the brief for this work.
- b) When initially commissioned, what was the expected date of completion?
- c) Can you confirm that CSIRO has no report from this project?
- d) CSIRO did receive progress reports of findings from Mr O'Keefe. Please provide copies or full details of these (whether provided in written or oral form to CSIRO).
- e) What interstate and international travel did Mr O'Keefe undertake in the course of this research?
- f) What was the total cost of this travel, ancillary costs and any other costs associated with his work?
- g) Has CSIRO provided any assistance to Mr O'Keefe, other than office support, since his employment was terminated? If so, what are the details and the cost?
- h) Can you confirm that CSIRO no longer holds the IP rights to this research? Can you confirm that the IP rights to this research are now held by Mr O'Keefe?
- i) If that is the case, what were the terms of CSIRO relinquishing its IP rights to such important research?

#### Answer:

CSIRO has provided the following response.

*Mr Peter O'Keefe*

(a) The project did not have a formal title; it was referred to as the project on people development issues that arise in managing innovation in knowledge intensive organisations. The objective of the study was to investigate how appropriate people-related processes and expectations could accelerate the processes of discovery and innovation in environments such as CSIRO.

(b) Mr O'Keefe commenced this project in the second half of 2004 during the time he was employed by CSIRO. A separate agreement was entered into with Mr O'Keefe when he ceased employment with CSIRO. Under the terms of this agreement, CSIRO provided access to CSIRO facilities (see (f) below), with visitor status, to Mr O'Keefe from January 2005 until June 2005 to finalise his research.

(c) Mr O'Keefe has presented the results of his study to a number of CSIRO staff through general discussion and power point presentations. No other report has been provided to CSIRO.

(d) Mr O'Keefe held several meetings with professionals in the People and Culture community within CSIRO up to December 2004 and met with the Deputy Chief Executive several times in the period leading up to December 2004 to discuss progress on his study. There are no written records of these discussions.

(e) Mr O'Keefe made one overseas trip and some local travel within Australia in the period up to the end of December 2004.

(f) Mr O'Keefe was an employee of CSIRO until the end of December 2004 and was paid his normal CSIRO salary up until this date. As well as the usual salary costs, the total cost of travel (including fares, accommodation, meals and incidentals) associated with the project was \$32,875 up until the end of December.

(g) No. Between January and June 2005 Mr O'Keefe had access to the CSIRO computer system and an office was available for his use. CSIRO did not provide any other assistance or payments to Mr O'Keefe after he ceased employment on 31 December 2004.

(h) CSIRO retains (i) ownership or rights to any data or information that Mr O'Keefe collected, and (ii) ownership of any intellectual property which he created, as a CSIRO officer up until his departure in December 2004. Any intellectual property that Mr O'Keefe generated since January 2005 is owned by him (other than that which incorporates CSIRO confidential information). CSIRO has permitted Mr O'Keefe access to and use of non-confidential information obtained by him during the course of his study whilst employed at CSIRO.

(i) CSIRO did not relinquish rights to work performed by Mr O'Keefe during the period of his employment with CSIRO (see (h) above). CSIRO regards this as potentially interesting material in the people and culture area, however, much of it is probably available in the public domain and its collection, integration and interpretation is likely to be the most useful aspect of this work.