

## EDUCATION, SCIENCE AND TRAINING

### SENATE LEGISLATION COMMITTEE – QUESTIONS ON NOTICE 2003-2004 SUPPLEMENTARY ESTIMATES HEARING

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

#### DEST Question No. E587\_04

Senator Carr asked on 5 November 2003.

#### Question:

- a) Has CSIRO commissioned external consultants HRM Consultants Pty Ltd to conduct a survey of opinion among ex-CSIRO staff relating to CSIRO work conditions?
- b) What is the value of this consultancy?
- c) What form does it take: questionnaire, interview, etc?
- d) [Can you provide a copy?]
- e) How many interviews are being conducted?
- f) When was the survey completed?
- g) Have you had any preliminary results yet? If yes, what are they?

#### Answer:

CSIRO has provided the following response.

#### *Staff surveys – CSIRO-wide post-exit survey*

- a) CSIRO has engaged HRM Consulting Pty Ltd to undertake a CSIRO-wide Post-Exit study to enable CSIRO to understand the drivers for voluntary staff cessations and review retention strategies.
- b) The estimated cost is \$20,000, not including printing and postage expenses.
- c) The survey is in the form of a printed, multiple-choice questionnaire.
- d) A copy of the questionnaire is attached.
- e) Nine hundred and twenty-six (926) questionnaires were sent to former CSIRO staff that left CSIRO between May 2000 and June 2003. Three hundred and nine (309) were returned by the closing date, 3 October 2003.
- f) The final return date for the questionnaires was 3 October 2003, with survey processing taking place after that.
- g) Preliminary results indicate that the top five turnover drivers were:
  - Dissatisfied With Job
  - Availability Of Career Opportunities
  - My Direct Manager
  - Management/Leadership within CSIRO
  - Personal Reasons External to CSIRO