



Secure your working future

csirobargaining2011.org

Pay rises in CSIRO. Busting the myths.

Myth number 1: The Government has placed a 3% per annum pay rise 'cap' on CSIRO.

In their Enterprise Agreement proposals released on Friday, CSIRO Executive stated in support of their pay stance: 'It will maintain salary competitiveness for staff and meets government policy requirements, which place a cap of 3% per annum on salary increases.'

This statement is simply wrong. The section of the Australian Government Employment Bargaining Framework (AGEBF) that imposes pay restrictions does not apply to CSIRO. CSIRO is not an APS agency.

Myth number 2: CSIRO has no money because of a drop in government funding. Therefore we should accept a lower pay rise to limit redundancies.

According to CSIRO's annual report, in the 2009-10 financial year, revenue from government increased from \$668.1m to \$704.9m (up 5.5%). The year also incorporated a 5.1% pay rise, yet total staffing levels at CSIRO increased to 6680 from 6510 (up 2.6%).

Redundancies in CSIRO are largely the result of decisions made by the CSIRO Executive to increase funding in some areas to the detriment of others. Cuts to support services continue to be a 'strategic choice' of the Executive, and are not a funding issue. There is no justification for CSIRO Executive to mislead and pressure staff to moderate pay rises based on these concerns.

Myth number 3: CSIRO Executive have been prudent with their own remuneration and managing expenditure and that staff should do the same.

The increase in average base salary for CSIRO Executives in 2009-10 was 5.0%. However there was also an increase of 18.4% in average performance bonuses, which when incorporated with the increase to base salary (and allowances), increased average Executive remuneration by 8.9%.

In terms of expenditure, there was a 70% increase in the cost of consultancy services in 2009-10. Expenditure on contractors is difficult to identify from the annual report, but there continues to be significant numbers of contractors working on SAP functions and in other roles across CSIRO.

Negotiations commence Thursday 4th of November!

Negotiations towards a new Enterprise Agreement commence this Thursday. The Staff Association's bargaining position is a claim derived from member input. During negotiations we will be reporting back regularly and welcome your ongoing feedback.

How can I help?

Members can get involved by distributing information, having conversations and providing feedback from members in your workplace. If you are not a member yet, get involved and join by filling in the form on the back of this bulletin. By becoming a member, you make sure that you and your colleagues achieve better outcomes in bargaining.

CSIRO Staff Association - A Section of the Community and Public Sector Union

Application for Membership

I apply for membership of the CSIRO Staff Association (a section of the CPSU) and declare the information provided is true and correct and agree that if admitted, I will abide by the Constitution and Rules of the Union.

CSIRO IDENT DR/MR/MRS/MISS/MS SURNAME

MALE/FEMALE INITIALS PREFERRED GIVEN NAME DATE OF BIRTH

QUALIFICATIONS CSOF LEVEL/STEP DIVISION/UNIT

LOCATION WORKPLACE DELEGATE

TENURE - Indefinite or Specified (date period ends) FULL OR PART-TIME (hours per week)

HOME ADDRESS

POSTAL ADDRESS

TELEPHONE (Work) (Home) (EMAIL)

SIGNATURE WITNESS SIGNATURE DATE

For your information - To be financial, a member must have paid all subscriptions and all other amounts owed within 30 DAYS of them becoming due. In order to resign from the union, a member must give 2 weeks notice, in writing, to the Union.

To: The CSIRO Pay Officer

Please credit 0.55% of my salary to MEMBERS AND EDUCATION CREDIT UNION (MECU)/LABORATORY CREDIT UNION (LCU) from the first available pay period after receipt of this authority. This is in addition to previous authorities for deductions to MECU/LCU and should remain in force until further notice.

The amount to be deducted from salary and credited to MECU/LCU may be varied from time to time and the amount of any variation shall be as certified and advised to you by MECU/LCU.

IDENT SURNAME GIVEN NAME

CSIRO DIVISION/UNIT LOCATION

CSOF LEVEL/STEP HOME ADDRESS

TELEPHONE () EMAIL

DATE OF BIRTH SIGNATURE DATE

PLEASE NOTE: YOUR DEDUCTION WILL CEASE WHEN YOUR EMPLOYMENT WITH CSIRO IS TERMINATED OR YOU GO ON LEAVE WITHOUT PAY. IF YOU RESIGN FROM THE UNION AND REMAIN IN CSIRO, IT IS YOUR RESPONSIBILITY TO AUTHORISE THE PAY OFFICER TO CEASE YOUR DEDUCTION.

Please hand to your delegate, fax to 03 8620 6347 or email to csstaff@cpsu.org.au

Privacy Information of CSIRO Staff Association/CPSU Members

The CPSU is committed to protecting your personal information consistently with principles set out in the Commonwealth Privacy Act 1988. This petition is being undertaken for the purpose of eliciting information on conditions of work of CPSU members and potential members. We will only use any personal information you provide for the purpose for which you have provided it. In this context, we may contact you further to clarify the information you have provided or to otherwise follow-up on the issues raised about your workplace. We will not disclose any personal information to anyone or any organisation outside of the CPSU unless you consent or we are required to do so by law. You can access any information we hold about you by contacting us on 1300 137 636. This statement relates only to this document. For a copy of the CPSU's privacy policy visits <http://www.cpsu.org.au/site/privacy.html> or ring 1300 137 636.

Please separate along Perforation and Tape Here