



# Secure your working future

csirobargaining2011.org

## The CSIRO Executive's pay and redundancies scare campaign rolls on...

### **Background**

Staff Association members in December endorsed a motion stating that in order for an agreement to be supported, the CSIRO Executive needed to change its position positively on the outstanding issues of consultation, redundancy and redeployment, pay and parental leave. The implementation of bans on effort logging and credit card reconciliation as well as two weeks of rolling stoppages have led to a small shift in the CSIRO Executive position, but not on the issue of pay.

### **What is the CSIRO Executive saying on pay and redundancies?**

The CSIRO Executive have been recently stating to staff that an extra 1% p.a. pay rise (over 3% p.a.) would mean a loss of 70 jobs each year. However, when CEO Megan Clark and Deputy CEO Craig Roy have been repeatedly requested by members to guarantee, if the pay rise is limited to 3% p.a., no further involuntary redundancies at CSIRO, they have refused to do so.

### **What would an annualised 3% p.a. pay rise mean at CSIRO?**

According to recently released ABS data, working households faced extra costs of 4.5% in the year to December 2010. Accordingly, it is likely that most CSIRO staff will face a drop in living standards if the pay rise is limited to 3% p.a. In this scenario, in the first year of a new agreement, staff at CSOF 2M would receive a pay increase of \$1557; staff at CSOF 4M, a \$2402 increase; and staff at CSOF 6M, a \$3369 increase. By contrast, despite their self proclaimed frugality, the average CSIRO Executive Team member would receive a pay increase (not including performance bonuses) of \$7013.

### **But isn't it true that recent redundancies have resulted from cuts in government funding?**

No. In 2009-10, total revenue from the Australian Government (including co-investment) grew by \$58M or 7.1%. There was a 5.1% pay rise in December 2009, yet by the end of the 2009-10, total staffing numbers at CSIRO had grown by 2.6%. However, redundancies continued unabated, principally as a result of decisions of the CSIRO Executive (many without adequate consultation) on how to manage and direct CSIRO's funding.

### **But isn't a pay outcome of 3% normal for the public sector?**

No. Announcing the latest 2010 statistics from bargaining in the public sector, Workplace Relations Minister, Senator Chris Evans said: "It is important to note that September quarter wages growth for the public sector is contained within the normal range which, over the past three years has varied between 3.6% and 4.8%."

### **Are work bans continuing?**

Yes. In accordance with legally notified industrial action, Staff Association members are continuing to undertake protected work bans in the forms of a ban on all effort logging and a ban on all reconciliations of credit cards. These bans will remain in place until further notice.

### **What if I'm not a union member?**

If you are not yet a Staff Association member now is a crucial time to support your colleagues and get involved. Join today by filling in the form on the back of this bulletin and hand it to your workplace delegate, fax to 03 8620 6347 or scan and email to [csstaff@cpsu.org.au](mailto:csstaff@cpsu.org.au)

**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

Please separate along Perforation and Tape Here

**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.