



Limestone Avenue, Campbell ACT 2601
PO Box 225, Dickson ACT 2602, Australia
ABN 41 687 119 230

This document was created in response to a Freedom of Information request made to CSIRO.

FOI Number: FOI2011/33

Date: 24 October 2011

Request: Documents stating the costs of conducting two investigations in CSIRO – HBA Consulting investigation and Aequ’us Partners investigation into grievances in 2010

Document: Documents 1-7

For more information, please refer to CSIRO’s FOI disclosure log at www.csiro.au/FOILog



CSIRO
Private Bag 77
Clayton South BC VIC 3169
AUSTRALIA

CSIRO

ABN: 41687119230
procuretopay@csiro.au

Remittance Advice

Payment No: 2000201263
Date: 07.12.2010
Vendor Code: 610301
Fax: 02 9810 7173
Email:

Aequ'us Partners
Work & Life Strategies Pty Ltd T/A
332 Darling Street
BALMAIN NSW 2041

Enquiries: Account Enquiries
Telephone: 61 3 9545 8200

The following payment will be directly deposited into your bank account within 2 working days of the payment date.

Invoice Number	Invoice Date	Gross(\$)	Deduction(\$)	Nett(\$)
97/2010 CSIRO	19.11.2010	8,560.75	0.00	8,560.75
98/2010 CSIRO	26.11.2010	16,368.00	0.00	16,368.00
Totals:		24,928.75	0.00	24,928.75

Total Deposited (\$) *****24,928.75*

Aequus Partners

19 November 2010

Sally-Jane Ferguson
HR Advisor
Human Resources
CSIRO
PO Box 223
Dickson ACT 2602

Dear Sally-Jane

Tax Invoice (97/2010)
Internal investigation –

Thank you for engaging Aequus Partners to undertake an internal independent investigation into allegations of workplace misconduct made by [redacted]. This interim invoice covers the work we have undertaken for CSIRO in relation to this matter during the period 7 October to 29 October 2010 namely,

1. *Preparation:* including reading and considering materials provided, development of letters to complainant, witnesses and respondents.
2. *Interviews:* conduct of interviews with complainant and witnesses.
3. *Liaison:* with CSIRO.

As agreed, our fees are \$2,750 per day (plus GST), or \$365 per hour (plus GST plus disbursements).

Fees:

Investigator: 20.5 hours @ \$365 per hour	\$7,482.50
Paralegal: 3 hours @ \$100 per hour	\$300.00
GST	\$778.25
Total	\$8,560.75

Deletion

Yours faithfully,

Juliet Bourke
Partner

26 November 2010

Ms Sally-Jane Ferguson
HR Advisor
Human Resources
CSIRO
PO Box 225
Dickson ACT 2602

Dear Sally

Tax Invoice (98/2010)
Internal investigation -

Thank you for engaging Aequus Partners to undertake an internal independent investigation into allegations of workplace misconduct made by [redacted]. This final invoice covers the work we have undertaken for CSIRO in relation to this matter during the period 1 November to 18 November 2010 namely,

1. *Interviews:* conduct of interviews with respondents.
2. *Report:* preparation of investigation report.
3. *Liaison:* with CSIRO.

As agreed, our fees are \$2,750 per day (plus GST), or \$365 per hour (plus GST plus disbursements).

Fees:

Investigator: 1 day @ \$2,750 per day	\$2,750.00
Investigator: 32 hours @ \$365 per hour	\$11,680.00
Paralegal: 4.5 hours @ \$100 per hour	\$450.00
GST	\$1,488.00
Total	\$16,368.00

Deletion

Yours faithfully,

Juliet Bourke
Partner



TAX INVOICE
ABN. 64 068 592 996

Principal
Des Heaney

Senior Consultants

Ken Titheradge

Gary Champion

Anne Laisk

Max Gillard

Chris Duffy

Jan Byers (Vic)

Les Bell (Qld)

Jan Marsh

Ashley Stanley

Les Bell (Qld)

Leanne Currie
Manager, Workforce Planning and Policy
CSIRO Human Resources

DATE OF ISSUE: 30 June 2010

PROFESSIONAL SERVICES RENDERED BY DES HEANEY
TAX INVOICE No DH:30.6.2010

HBA Investigation and Report on the matters raised by
Activity to 30 June 2010 Discussions with client, read documentation. Organise interviews and begin the interview process.
9 hours @ \$250.00 per hour (excluding GST) : \$2,250.00

Consulting fee	\$2,250.00
GST	\$ 225.00
AMOUNT DUE AND PAYABLE (including GST)	\$2,475.00

Payment within 14 days from the date of the invoice would be appreciated.

Deletion

With Compliments

Des Heaney
Principal
HBA Consulting



TAX INVOICE
ABN. 64 068 592 996

Principal
Des Heaney

Senior Consultants

- Ken Titheradge
- Gary Champion
- Anne Laisk
- Max Gillard
- Chris Duffy
- Jan Byers (Vic)
- Les Bell (Qld)
- Jan Marsh
- Ashley Stanley
- Les Bell (Qld)

Leanne Currie
Manager, Workforce Planning and Policy
CSIRO - Human Resources
Private Bag No. 16
Werribee VIC 3030

DATE OF ISSUE: 6 August 2010

PROFESSIONAL SERVICES RENDERED BY KEN TITHERADGE
TAX INVOICE No KT:6.8.2010

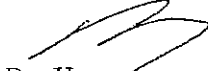
HBA Investigation and Report on the matters raised by	
Activity to 6 August 2010	Meeting and follow up, Email to Meeting and follow up, Meeting and follow up. Emails to ; Discussion and follow up. Discussion Discussion and email ; Meeting follow up. Review of material from Review of FOI material, Meeting and follow up. up. Discussion and follow up, Meeting follow up. Consideration, analysis and drafting, HBA peer review and Finalising report.
44 hours @ \$250.00 per hour (excluding GST) : \$11,000.00	

Consulting fee	\$11,000.00
GST	\$ 1,100.00
AMOUNT DUE AND PAYABLE (including GST)	\$12,100.00

Payment within 14 days from the date of the invoice would be appreciated.

Deletion

With Compliments


Des Heaney
Principal
HBA Consulting



CSIRO
Private Bag 77
Clayton South BC VIC 3169
AUSTRALIA

CSIRO

ABN: 41687119230
procuretopay@csiro.au

HBA Consulting
PO Box 6262
O'CONNOR ACT 2602

Remittance Advice

Payment No. 2000178247
Date: 24.08.2010
Vendor Code: 616659
Fax: 0262472135
Email: des.heaney@hbaconsulting.com.au

Enquiries: Account Enquiries
Telephone: 61 3 9545 8200

The following payment will be directly deposited into your bank account within 2 working days of the payment date.

Invoice Number	Invoice Date	Gross(\$)	Deduction(\$)	Nett(\$)
DH.30.6.2010 CSIRO	30.06.2010	2,475.00	0.00	2,475.00
Totals:		2,475.00	0.00	2,475.00

Total Deposited (\$) *****2,475.00*



CSIRO
 Private Bag 77
 Clayton South BC VIC 3169
 AUSTRALIA

CSIRO

ABN: 41687119230
 procuretopay@csiro.au

HBA Consulting
 PO Box 6262
 O'CONNOR ACT 2602

Remittance Advice

Payment No: 2000185683
 Date: 28.09.2010
 Vendor Code: 616659
 Fax: 0262472135
 Email: des.heaney@hbaconsulting.com.au

Enquiries: Account Enquiries
 Telephone: 61 3 9545 8200

The following payment will be directly deposited into your bank account within 2 working days of the payment date.

Invoice Number	Invoice Date	Gross(\$)	Deduction(\$)	Nett(\$)
KT:6.8.2010 CSIRO	06.08.2010	12,100.00	0.00	12,100.00
Totals:		12,100.00	0.00	12,100.00

Total Deposited (\$) *****12,100.00*