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

<table>
<thead>
<tr>
<th>Invoice Number</th>
<th>Invoice Date</th>
<th>Gross($)</th>
<th>Deduction($)</th>
<th>Nett($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>97/2010 CSIRO</td>
<td>19.11.2010</td>
<td>8,560.75</td>
<td>0.00</td>
<td>8,560.75</td>
</tr>
<tr>
<td>98/2010 CSIRO</td>
<td>26.11.2010</td>
<td>16,368.00</td>
<td>0.00</td>
<td>16,368.00</td>
</tr>
</tbody>
</table>

**Totals:**

|                |             | 24,928.75 | 0.00       | 24,928.75|

**Total Deposited ($)**: 24,928.75
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 [name]. 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 $565 per hour (plus GST plus disbursements).

Fees:
Investigator: 20.5 hours @ $565 per hour $7,482.50
Paralegal: 3 hours @ $100 per hour $300.00
GST $778.25
Total $8,560.75

Yours faithfully,

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

26 November 2010

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. 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. Interview: conduct of interviews with respondents.
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  
$16,388.00

Deletion

Yours faithfully,

Juliet Bourke  
Partner
TAX INVOICE
ABN. 64 068 592 996

Principal
Des Heaney

Senior Consultants
Ken Titheridge
Lucy Champion
Anne Lark
Max Gillard
Chris Duffy
Jan Byers (Vic)
Les Bell (Qld)
Jim 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

<table>
<thead>
<tr>
<th>Activity to 30 June 2010</th>
<th>Discussions with client, read documentation. Organise interviews and begin the interview process.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>9 hours @ $250.00 per hour (excluding GST) : $2,250.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Consulting fee</th>
<th>$2,250.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>GST</td>
<td>$225.00</td>
</tr>
<tr>
<td>AMOUNT DUE AND PAYABLE (including GST)</td>
<td>$2,475.00</td>
</tr>
</tbody>
</table>

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 Lausk
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

<table>
<thead>
<tr>
<th>Activity to 6 August 2010</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meeting and follow up, Email to</td>
<td></td>
</tr>
<tr>
<td>Meeting and follow up, Meeting and follow up.</td>
<td></td>
</tr>
<tr>
<td>Emails to, Discussion and follow up.</td>
<td></td>
</tr>
<tr>
<td>Discussion and email, Meeting I follow up.</td>
<td></td>
</tr>
<tr>
<td>Review of material from Review of FOI material, Meeting and follow up.</td>
<td></td>
</tr>
<tr>
<td>Discussion and follow up, Meeting I follow up.</td>
<td></td>
</tr>
<tr>
<td>Consideration, analysis and drafting, HBA peer review and Finalising report.</td>
<td></td>
</tr>
</tbody>
</table>

44 hours @ $250.00 per hour (excluding GST) : $11,000.00

<table>
<thead>
<tr>
<th>Consulting fee</th>
<th>$11,000.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>GST</td>
<td>$1,100.00</td>
</tr>
</tbody>
</table>

AMOUNT DUE AND PAYABLE (including GST) : $12,100.00

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

With Compliments

Des Heaney
Principal
HBA Consulting

PO Box 6252, O'Connor ACT 2602 t +61 2 6247 4490 e info@hbaconsulting.com.au www.hbaconsulting.com.au
The following payment will be directly deposited into your bank account within 2 working days of the payment date.

<table>
<thead>
<tr>
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<th>Nett($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>DH.30.6.2010 CSIRO</td>
<td>30.06.2010</td>
<td>2,475.00</td>
<td>0.00</td>
<td>2,475.00</td>
</tr>
</tbody>
</table>

| Totals:        |              | 2,475.00 | 0.00         | 2,475.00  |

Total Deposited ($) 2,475.00*
The following payment will be directly deposited into your bank account within 2 working days of the payment date.

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</tr>
</thead>
<tbody>
<tr>
<td>KT:6.8.2010 CSIRO</td>
<td>06.08.2010</td>
<td>12,100.00</td>
<td>0.00</td>
<td>12,100.00</td>
</tr>
</tbody>
</table>

| Totals:          |              | 12,100.00 | 0.00     | 12,100.00 |

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