

Public Perceptions of a Management Culture of Intimidation, Bullying and Harassment at CSIRO – 3

A New Chief Executive in 2009

Many Scientists Hoped for a Change in the Management Culture when Megan Clark Became Chief Executive

The Background:

The CEO of CSIRO until 2008 was Geoff Garrett who had been forced to review internal procedure for freedom of speech in light of some of the cases that are discussed elsewhere. A new CEO was appointed in 2009, Megan Clark, who was formerly Vice President Technology and Vice President, Health, Safety, Environment, Community and Sustainability, with mining giant BHP Billiton. Clark came to CSIRO with expertise in, and plans for a strong commitment to workplace health and safety. She initiated a “Zero-Harm” policy against workplace bullying.

Soon the new Chief Executive faced a ‘Freedom-of-Speech’ Test ...

- “A group of CSIRO senior climate scientists have defied a gag order by their organisation to speak out on Australia’s proposed greenhouse reduction targets”
- The four high-profile scientists, **Michael Raupach, John Church, Pep Canadell, and James Risby, have broken ranks with CSIRO to make personal submissions to a senate enquiry”**
- **“A CSIRO source said they could risk censure and possible career repercussions by taking a public stand”**

[“CSIRO Climate experts defiant”, Rosslyn Beeby, Canberra Times, 15 April 2009](#)

But, shortly thereafter ...

- **“CSIRO has sought to secretly close a loophole that allows scientists to publish research and comment in their private capacity”**
- **“While CSIRO has denied it has reviewed or changed its public comment policy, a confidential memo ... revealed the policy has been reviewed at the highest levels”**

[“CSIRO moves to put gag on scientists”, The Australian, 9 Nov 2009](#)

Ian Enting, former CSIRO employee, said:

- “There is no practical way of any employer preventing someone from making a submission [to the Senate]. However, while retaliation by the employer may also be contempt of the Senate, proving it is effectively impossible”

[“Culture Wars at CSIRO”, ABC Background Briefing, 15 August 2010](#)