



Our transition to new ways of working

Current

Work

- Meetings conducted virtually
- Work redirected to Important priorities
- Collaborations conducted virtually
- New tools/platforms to support working virtually
- Alternatives to travelling are explored
- No international travel
- No domestic travel
- Virtual conferences become a reality

Worker

- New online wellbeing programs
- Leader online support programs
- Increased uptake of collaboration and virtual working tools for all teams
- Prioritisation of critical work and critical capabilities continues
- Critical cohorts identified and attraction/retention programs developed (PDFs, PhD)
- New Starter experience

Workplace

- Compliance with government and medical advice and HSE priority
- On site activities restricted to essential work and where WFH not possible
- Site density monitored
- Site hygiene and physical distancing emphasised
- Extensive property footprint
- Virtual meetings are the norm
- Our behaviours and values are socialised

Cohorts of People

Gradual return to workplaces

- Identification of people who may blend WFH & office ongoing
- Identification of vulnerable groups and modification of work arrangements to support this cohort
- New Starters set up for success

Engagement of our people

Engagement methods to reach everyone

- Leaders facilitate our shift to NWoW
- Opportunity to practice our new CSIRO Values
- Gain insights from people and teams to shape NWoW

Health & Wellbeing

Support at work and at home

- Low threshold for attendance at work if ill
- Physical wellbeing
- Emotional wellbeing
- Home office set up
- HSE extends to the home
- Monitor environmental impact of our work practices

Systems & Technology

Best practice tech to suit remote & office working

- Common, simple tools
- Digital (mobile) support services and platforms - more team information accessible online
- Safe and secure from cyber risks
- Home office set up
- Emerging tech to support remote working

Effective working

Blended working drives outcomes

- Performance is measured by outcomes
- Collaboration
- Increased social acceptance of WFH
- All meetings have a virtual option
- New Standards for meetings

Policy

Redesign and align to meet NWoW

- Streamlined WFH
- Decision making close to the work
- Travel
- HSE Wellbeing frameworks
- Core hours

Working times

Adjust the norm to the new

- Flexible work hours to accommodate all modes of work
- Staggered hours of work to allow for site density
- More flexible work hours to allow for balance and international collaboration
- Teams determine their core hours

Facilities & Workplaces

Meets immediate and long term needs

- Safety first
- Reduced property footprint
- Redesign of workspaces
- WFH becomes enduring

Future

Work

- Repeatable, low value work replaced by new tools technologies and an augmented workforce
- Our national research and development teams spend less time on data collection and analysis, and more time on data interpretation, visualisation and high value work
- Operating models become more agile
- Travel is limited to essential requirements

Worker

- Skill shortages across our organisation are reduced through an open and thriving talent network
- We have a clear view of the critical skills and mindsets required for today's missions and tomorrow's opportunities
- New digital curriculum developed informed by insights from Strategic Workforce Planning
- We have succession plans in place for critical roles and pipelines of diverse talent identified
- We have the information and tools to manage our workforce in a dynamic way to increase mobility, adaptability, collaboration and delivery

Workplace

- Our dispersed workforce and partners have the physical and virtual environments and tools to collaborate effectively
- We have a clear understanding of the ways of working that support and enable successful execution of our cultural aspirations - Our Values are embedded and influence everything we do
- Our people and teams are aware and skilled in working together to deliver high quality outcomes for our nation
- We have modern (including virtual) labs, meeting spaces and a smaller property footprint

