



Advice to Relevant Unions

Advice in accordance with Clause 3(a), Schedule 3 of the CSIRO Enterprise Agreement

Business Unit: Food & Nutrition

Date: 2/05/2016

Contact for further information: _____ (name) (contact phone number)

Details of the circumstances causing the potential redundancy situation

F&N plan to reduce headcount in total by approximately 20 this financial year. This reduction is in part (approximately 5 staff) to meet this year's staffing budget, and also to reduce or exit some capability assigned to lower priority science areas (approximately 15 staff), in order to fund the reshaping of remaining capability and invest in new capability to deliver customer and industry-focused research aligned to CSIRO's strategy and identified impact areas.

Capability reshaping includes developing new skills in our existing staff, recruiting new people and developing partnerships to access new skills.

To inform decision-making on where to make changes in the BU capability profile and science focus, we have analysed and reviewed:

1. Three major growth opportunities as presented at our Deep Dive. These were (a) Next generation foods, meals and beverages; (b) Integrated diet and lifestyle platform; and (c) Capturing value from Australia's biomass
2. Research Directors utilised the findings from the Science and Impact Review to consider areas of research that could be reduced.
3. Immediate and longer term external revenue pipeline opportunities
4. Capability that is unique and core to delivery on CSIRO strategy and the 3 Research program strategies. We have also explored some current talent gaps from our Capability Research project undertaken by the In-Business HR team

Impact of the proposed change upon science, research capabilities and/or support for these areas.

This analysis and review had led to the following proposed changes:

1) Reduce investment/capability in:

- a) Small animal models of human health. We are moving more towards in silico, high throughput screens that are more representative of human biology and direct into human testing; and away from any unnecessary testing in animals.
- b) Broader food safety capability outside of industry-led food safety and stability. This is based on limited resources in the BU and the current need to focus on microbial food safety which is a demonstrated national market need.
- c) Small fragmented areas of research using capability that we have not been able to integrate into our strategy or growth areas
- d) Areas where the science has progressed sufficiently to commercialisation/customer engagement and further basic R&D will not value-add
- e) A merger of two small Research Groups and adjust capability within a larger merged Research

Group

2) Recruit/develop or collaborate for new capability across our 3 growth areas

In general, across all 3 current F&N Programs, it is recognised that we need more R&D market-facing skills with innovative thinking to deliver on the CSIRO strategy of customer first. In addition, in order to successfully deliver on our 3 Programs strategy, we will primarily focus our strategy refresh to support our 3 articulated growth areas.

a) Next generation foods, meals and beverages

- New product concept developers
- Integrative food scientists to work with customers across a number of novel and existing technologies to develop ambient temperature shelf-stable meal products

b) Integrated nutrition and lifestyle platform

- New diet and lifestyle program development and expanded substantiation capability developed for customer needs
- Integrative scientists to work with customers across multi-dimensional data, biomarkers, diet and lifestyle, digital disruptions to deliver on personalised health strategy

c) Capturing value from Australia’s biomass

- Recruit critical staff from other BU (previously deployed in) with known skills in developing the technology for leaf oil extraction and conversion; in delivering on the Nu-Seed omega-3 enrichment process, and delivering on externally-funded projects. This will provide additional capability to Werribee.

The anticipated number of officers affected and their level, functional area and location.

Note: Where the provision of this information will allow an individual officer to be identified, all but the identifying information has been made available.

site	Potentially redundant positions	CSOF/ PFS
Adelaide	5 positions	3 x CSOF4 RP 2 x CSOF6 RS
	1 position	RS CSOF6
	2 positions	RS TBD
	1 positions	RP CSOF4
Melbourne	1 position	RS CSOF8
Sydney	2 positions	RP CSOF4
	3 positions	CSOF2-5 RP
	4-5 positions	CSOF4-5, RS & RP
	1 position	CSOF4 RP

The method of identifying potentially redundant officers.

After VRS submissions have been considered, the responsible line manager will undertake an assessment of each officer against the organisational requirements for the available roles, in accordance with the provisions of Schedule 3 Clause (5) of the CSIRO EA.

Any other relevant information

9 management/support positions are impacted as a result of the F&N restructure, however these will form part of a separate business case.