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**From:** Wessel, Heather (H&B, Clayton) on behalf of Sutton, Brett (H&B, Clayton)  
**Sent:** Tuesday, 16 April 2024 3:25 PM  
**To:** H&B All Staff, Affiliates and Support-DG; Baker, Michelle (H&B, Geelong ACDP); Morgan, Branwen (H&B, Lindfield); Jenkins, Kristie (AAHL, Geelong ACDP); Rice, Scott (A&F, Westmead); Brindal, Emily (H&B, Adelaide K. Ave); Howitt, Crispin (A&F, Black Mountain)  
**Cc:** Health and Biosecurity Leadership Team-DG  
**Subject:** H&B Human Health program – Proposed Structure Changes

Dear colleagues,

I write to inform you of some proposed structural changes to the Human Health program which have been communicated to the program this afternoon.

Over the last 18 months, the Human Health program has been actively seeking to refine its focus on national priorities and growth markets. The endorsed *Human Health Strategic Priorities (2024-2028)* aim to address current portfolio fragmentation, maximise scientific impact and ensure long-term sustainability.

To enable us to achieve these strategic priorities, CSIRO is presenting a proposal to restructure the program which will also involve a reduction in staff numbers and service units.

The purpose of the proposed changes is to achieve the following objectives:

- enable the *Human Health Strategic Priorities* and concentration on priority growth areas;
- deepen and consolidate capabilities in key areas of national priority; and
- better align with the *CSIRO Health Challenge Strategy*.

This is a difficult decision.

Over the remainder of this week, discussions about the proposed changes will commence with impacted and indirectly impacted staff in the Human Health program.

This will be followed by a three-week Consultation Period from 22 April – 10 May 2024. During this Consultation Period all H&B staff and the Staff Association will be invited to share feedback on the proposed changes. This feedback will inform final decisions relating to the proposed program restructure.

I understand that change brings uncertainty, which can be unsettling and difficult. I ask that you be respectful, supportive of, and sensitive towards your colleagues across the Human Health program and the broader BU during this period of change. Please remember that support is available for you and your colleagues through our [Employee Assistance Program \(EAP\)](#).

I will provide a further update to the entire H&B Business Unit next Monday 22 April 2024, including a detailed summary of the proposed changes.

Kind regards,  
Brett

**Prof Brett Sutton AO**

Director | Health & Biosecurity

[CSIRO Australia's National Science Agency](#)

[Brett.Sutton@csiro.au](mailto:Brett.Sutton@csiro.au)

Research Way, Clayton, VIC, 3168, Australia

EA: [Heather.Wessel@csiro.au](mailto:Heather.Wessel@csiro.au)

Boonwurrung Country (work) / Wurundjeri Country (home)

CSIRO acknowledges the Traditional Owners of the land, sea, and waters, of the area that we live and work on across Australia. We acknowledge their continuing connection to their culture, and we pay our respects to their Elders past and present.

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*Please note, if I send you an email outside reasonable work hours I'm doing so because it is convenient for me.  
In the spirit of encouraging work life balance, I look forward to a response if appropriate at a time that suits you.*