



Thursday 14 March 2024

Ms Susan Tonks
Secretary
CSIRO Staff Association
Level 3, 99 William Street
Melbourne VIC 3000
By email: Susan.Tonks@cpsu.org.au

Dear Ms Tonks

Re: CSIRO Enterprise Services Reform – Wave One: Proposed Changes to Executive Structure

I write in relation to the above matter and previous discussions between CSIRO and the CSIRO Staff Association (**the Staff Association**) on this topic.

The purpose of this correspondence is to advise the Staff Association of the commencement of a period of consultation regarding proposed changes to the Executive structure within Enterprise Services. CSIRO would like to invite the Staff Association to participate in that consultation period and to provide feedback as part of that process.

Background and nature of the proposed changes

The purpose of the ES Reform is to enable CSIRO to understand the current challenges and priorities of each ES function in supporting CSIRO's capacity to deliver organisational outcomes. It is anticipated that the ES Review will also assist CSIRO with consolidating and prioritising the investments within Enterprise Services to improve its service capabilities.

CSIRO anticipates that the ES Reform will be implemented in three waves. CSIRO will engage in a process of consultation with staff and the Staff Association prior to each wave. The proposed changes as part of Wave One are outlined below and are intended to ensure that CSIRO is best positioned to navigate future organisational changes that may be required as part of the ES Reform program.

CSIRO has determined to replace the role of Executive Director, Growth, with a Deputy Chief Executive position. It is anticipated that the Deputy Chief Executive position will have responsibility for several important Enterprise Services functions. CSIRO has also determined that other consequential changes to the Executive structure are required. This includes refocussing the Chief Scientist's position from an internal line management to one of science engagement and advocacy.

CSIRO proposes to make several changes to the ES Executive structure as part of Wave One of the ES Reform program. To that end, CSIRO proposes to make the following changes the ES executive structure:

- **Operations Group**
CSIRO proposes to re-point several functions to report to the newly established Deputy Chief

Executive position, including Corporate Affairs, Strategic Government Programs, and Strategy. However, the IM&T, CBIS, Finance, and Governance Business Units would remain within the Operations Group under the proposed structure.

CSIRO also proposes to rename the Governance Business Unit to “Legal and Governance”. The Business Implementation Program from Growth would then merge with the Legal and Governance team under the proposed structure. CSIRO also proposes to recruit a Chief Legal Officer as part of those changes.

- **Growth**

CSIRO proposes to realign several functions that currently report to the Executive Director of Growth to the newly established Deputy Chief Executive position. This includes the Investment, Customer, Strategic Partnerships, and Strategic Delivery Business Units.

- **Office the Chief Scientist**

CSIRO proposes to realign the Indigenous Science and Engagement Program and the Science Impact and Policy Business Unit to the newly established Deputy Chief Executive position.

At present there are no proposed changes to the People Group pending the arrival of CSIRO’s new Chief People Officer in April. CSIRO will engage in a process of consultation with the Staff Association if further changes are proposed within the People Group.

As above, CSIRO anticipates that the ES Reform program will necessitate further organisational changes as part of Wave Two and Wave Three of the program. CSIRO is currently in the process of developing those proposed changes and will consult with the Staff Association once those changes proposals have been further developed.

Please find enclosed a copy of the following documents for your reference:

- Current and proposed Executive organisational chart – [Annexure A](#);
- Staff communication materials – [Annexure B](#);

Impact of proposed changes to CSIRO staff

CSIRO anticipates that the impact to CSIRO staff will be limited. The proposed changes relate principally to a realignment affecting the CSIRO executive structure. This means that the proposed realignment will not result in direct changes to the reporting lines for most CSIRO staff members.

Indicative implementation timeframe

Once the consultation period has concluded, CSIRO will review the feedback received during the consultation period and will prepare a consultation feedback report summarising the key feedback themes from staff members and the Staff Association. CSIRO will provide a copy of the consultation feedback report to staff and the Staff Association.

Depending on the feedback received during that time, CSIRO anticipates that it will be in a position to commence the implementation of the proposed structure in the week commencing Monday 15 April 2024.

Employee communication strategy

CSIRO

Australia’s National Science Agency

CSIRO advised staff of the proposed changes via an all-staff email on 14 March 2024. A copy of that email is enclosed at [Annexure B](#). During the consultation period, employees will be encouraged to provide feedback via the dedicated ES Reform email address at ESReform@csiro.au. CSIRO will also make further information in relation to the proposed changes available on the ES Reform intranet page. Staff members will be invited to participate in information sessions on the proposed changes during the consultation period.

Employees are encouraged to access CSIRO's Employee Assistance Program (EAPs) as needed during the consultation process. CSIRO's EAP provider is Converge International. Employees can book an appointment via phone on 1300 687 327 or online at <https://convergeinternational.com.au/>.

CSIRO's commitment to consultation with staff and the Staff Association

CSIRO is now in a position to commence consultation with staff and the Staff Association. The consultation period will commence today (Thursday 14 March 2024) and will conclude after a period of three (3) weeks on Thursday 4 April 2024. During the consultation period, CSIRO would like to arrange regular meetings with the Staff Association to discuss the progress of the consultation feedback received and to provide ongoing updates.

To that end, senior CSIRO officers are available to meet with the Staff Association regularly during the consultation period. Please advise of any dates and times that are suitable to the Staff Association and CSIRO will arrange for the Microsoft Teams details to be sent to you.

CSIRO's contact officer for this matter is Dean Astley (Senior Industrial Relations Advisor) who can be contacted on (02) 9490 5553 or via email at dean.astley@csiro.au.

Yours sincerely,



Anthea White
A/Executive Director, CSIRO People
14 March 2024