

Australia's National Science Agency

H&B HUMAN HEALTH

Proposed program changes

22 April 2024



H&B Strategy (2020)

- stronger alignment with Government priorities
- improved competitiveness of R&D required for technology translation *CSIRO Health Challenge Strategy*

Human Health program established (2021)

HH currently supports 124 staff at seven sites Active portfolio shifts - APAIRs, strategic appropriation and revenue relief Limited opportunity pipeline across a number of capabilities Disproportionate balance between internal and external funded work Current and forecasted budgets

HH Strategic Priorities (2024-2028)

	hum Heal		Strategic Priorities (2024-2028)	OUR VISI People living resilient live	g healthier, more	OUR GOAL: Develop science and techr people's improved wellbei	ology to advance human health solutions for ng and resilience	
IMPA	CT:		PREPAREDNESS			RESPONSE	TRANSLATION	
OBJECTIVES:		Protect and prepare for health threats Strengthen collaboration aligned to national priorities Build national capability to respond to threats				he nation b build community resilience benefit the vulnerable and create scal	Provide access to facilities and capability Develop and apply innovative methods and analyses Accelerate early-stage research and translation	
OUR FOC DISEASE PREVENT PREPARE (communical non-commu	TION AN DNESS ble and	ID	Surveillance, detect prediction and contr AND population interven to support wellbeing prevention, and community resilienc	rol Print		ing and predicting disease n and infection models ontrol interventions	Lifestyle and behavioural change Chronic disease prevention Pre-clinical studies Phase II Clinical Trials	

WE WILL:

- Concentrate on priority markets for growth and to reduce fragmentation of capacity and capability.
- Pursue opportunities based on market pull and in consultation with health system end-users to maximise potential for impact.
- Harness cross-cutting capabilities and multidisciplinary approaches with internal and external collaborators to solve greater good challenges.
- Target large and strategic opportunities and academic and industry partnerships to build scale and reinforce financial sustainability.

OUR INVESTMENT CRITIERIA:

IMPACT	Can we deliver clear and significant value? Are we investing in a crucial problem facing the nation? Is feasible to create impact at scale?
MARKET	Is there a feasible path to impact? Is there clear customer need and market pull? Can the work support financial sustainability?
Why CSIRO?	Do we have a differentiated capability to delivery? Are there others more qualified? Can a cutting edge national/world capacity be created?

15 December 2023



Need to ensure a strategic and sustainable future for the program

OBJECTIVES

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

Organised around capability areas

Focus on CSOF level and function requirements



PROPOSED CHANGES

Nutrition (VAN/PHW)	Reduction in nutrition capabilities to focus on key asset maintenance (i.e.,TWD) with an active shift into behaviour, population health, system impacts and community resilience
VAN	Exit from agriculture and food related pre-clinical analytical studies.
CCR	Exit from clinical trial services including the closure of two units at Westmead and Adelaide
Human Diagnostics	Exit from biomarker and molecular diagnostics and shift to support non- animal models and biosurveillance
Portfolio Management	Reduction in project management requirements to align with the size of the program



NUTRITION

CAPABIITY AREA	Nutrition, nutritional physiology, dietetics, microbiome and gut health supporting clinical trials, novel foods, consumer science and nutritional behavioural interventions designed to improve health
RATIONALE	 Currently an overinvestment relative to projects/opportunities Studies are considered additive and not core to industry need Industry not investing in health substantiation or health claims Withdrawal from clinical trial reduces need for investigators Need to reshape the capability to focus on key assets and public health/wellbeing interventions focused on chronic disease and behaviour change
ΙΜΡΑCΤ	13 of 22 staff supporting nutrition in VAN and PHW are potentially impacted based at Kintore and SAHMRI



PRE-CLINICAL AND ANALYTICAL STUDIES

CAPABIITY AREA	Provides technical support for chemical, protein and molecular analysis of food and nutritional products utilising skills such as food microbiology, molecular biology, analytical chemistry and biology
RATIONALE	 Highly specialised in agri-food nutritional studies/trials Low demand for agri-food manufacturing industry A&F advised do not require this in-house service Possibility of diversifying not viable Limited pipeline and small value projects <u>NOTE:</u> Identified as a growth market in HH Strategic Priorities, however CSIRO's ability to diversify beyond current niche area and be competitive would require a significant investment and capability build
IMPACT	11 staff within VAN at Kintore are potentially impacted



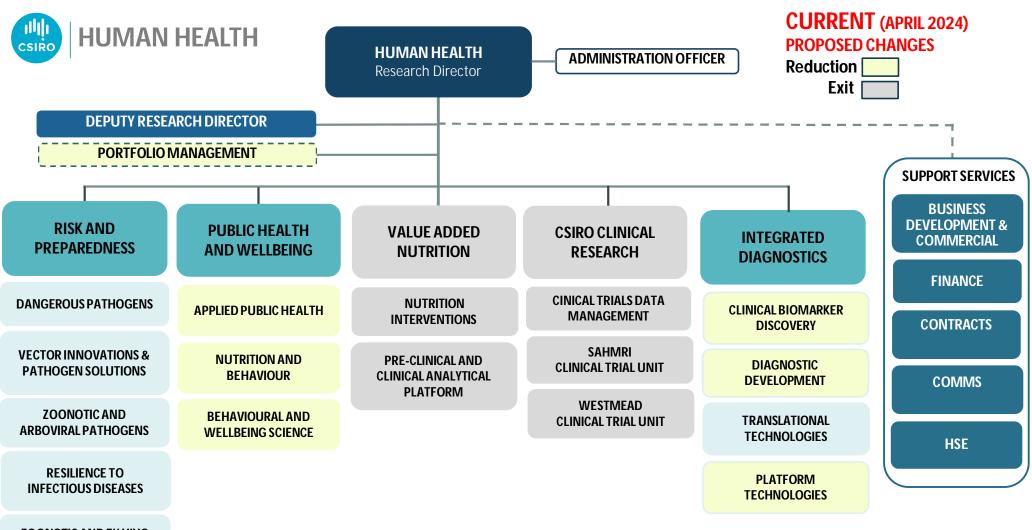
<u>CSIRO CLINICAL TRIALS</u>

CAPABIITY AREA	Clinical trial management and delivery, nursing, data and quality management
RATIONALE	 Highly specialised in agri-food nutritional trials Declining pipeline and no evidence of market failure Existing competitors (industry and academic) with more experience Diversification of capabilities required, point of difference unclear SMO diversification strategy – timely and expensive, ROI unclear Risk reduction can be achieved by partnering for services needed Opportunity pipeline insufficient to support diversification build <u>NOTE:</u> Identified as a growth market in HH Strategic Priorities, however CSIRO's ability to diversify beyond current niche area and be competitive would require significant investment and capability build
IMPACT	14 staff in CCR at the SAHMRI and Westmead units are potentially impacted



HUMAN DIAGNOSTICS

CAPABIITY AREA	Focused on identifying biomarkers for disease diagnostics and develops <i>in vitro</i> diagnostic assays spanning capabilities in molecular biology, genetics, biochemistry, multi-omics, bioinformatics, biostatistics, biomarker discovery, analytical chemistry, and nutrigenomics
RATIONALE	 Diagnostics not identified as a growth area in HH Strategic Priorities FSP and APAIR investment not resulted in a sustainable pipeline Market is competitive and moves quickly – CSIRO has no advantage Lack of alignment with industry standards restricts translation Validated through independent expert advice There is potential for some capabilities to redeploy into new program priority areas
ΙΜΡΑCΤ	4 of 22 staff in human diagnostics across Westmead, Kintore and Black Mountain are potentially impacted



ZOONOTIC AND EX VIVO MODELLING



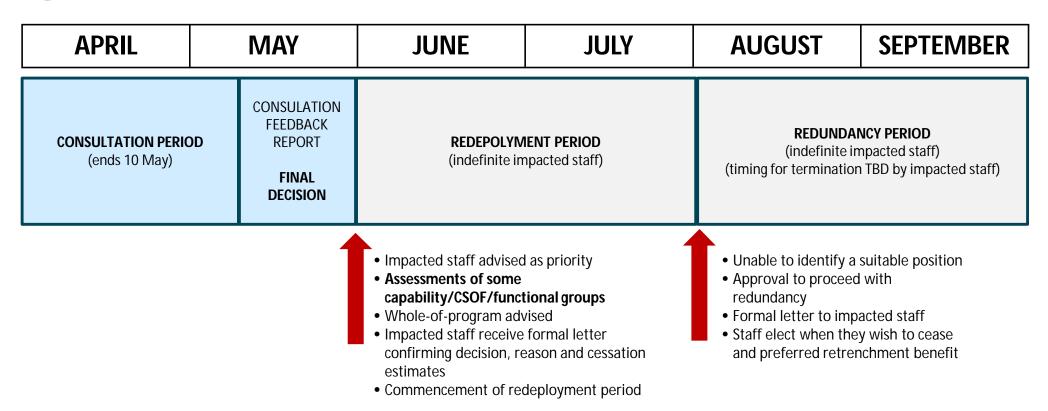
22 April - 10 May 2024

FEEDBACK MECHANISMS:

- <u>Human Health Proposed Program Changes Consultation Form</u>
- Email directly to the Research Director, Deputy RD or H&B Strategic HR Partner
- Engage in information and Q&A sessions planned and requested
- Anonymously via the Human Health online feedback form <u>HHAnon</u>



INDICATIVE TIMELINE



Call for Voluntary Redundancy Substitution (VRS)



Change is difficult and unsettling - support is available for you and your colleagues

Employee Assistance Program (EAP) - 1300 687 327

• You, your immediate family and your team members

Seek out and engage with your colleagues – identify support people

Speak with your line manager and reach out to program leadership

People Advisory support - @PristineLuu, @KymCao

The CSIRO Staff Association (if you are a member)

Dealing with Uncertainty – Converge webinar tomorrow, 23 April 1100-1200



HH ALL STAFF SPACE

Webinar recording and PPT deck Frequently Asked Questions

THANK YOU