
From: Robertson, Michael (A&F, Floreat) <Michael.Robertson@csiro.au>

Sent: Tuesday, April 30, 2024 12:11 PM

To:

Subject: Agriculture and Food Workforce Reshaping

Dear Colleagues

Earlier today I provided information on a proposed workforce reshaping that will lead to staffing reductions in A&F. I would like to confirm the information I shared during the webinar.

The Agriculture & Food (A&F) Leadership team has been refining its priorities for future impact while at the same time managing the workforce required against our budget.

Our big priorities are those that focus on transformational science that effect step change within the agriculture and food sectors, as described in the Food Security and Quality Challenge. As a result, it is proposed that 30 positions will be impacted across areas a range of science areas in A&F.

Announcements about staffing impacts are never good news, but I want to assure everyone that we will manage this process in accordance with the Enterprise Agreement and will now commence a period of consultation before any decisions are made. RDs will be contacting impacted staff between now and 9th May 2024 to discuss the proposed staffing changes. Staff can provide feedback to RDs directly via an email or verbally, by requesting a meeting, or via the Staff Association, who will also be advised of the proposed changes. We will also be meeting with the A&F Consultative Committee and general feedback on the proposed changes can be shared anonymously with members of the committee. Once conversations have been held with impacted staff, Research Directors will provide information to their programs.

It should be noted that where appropriate we will consider [Voluntary Redundancy Substitution - MyCSIRO](#) or VRS. Staff who are interested to know more about VRS are encouraged to use the link for information on how to register and view the FAQs. Please note, the new Enterprise Agreement 2023-2026 has also introduced Voluntary Redundancy or VR (see Schedule 3). Staff do not apply for VR, rather it would be offered to a potentially impacted officer in a group where an assessment process would be required. Further information is available by contacting People Connect on 1300 427 476 and speaking to someone about VRS or VR.

I understand this will be a difficult time for many of our people. We have experienced a lot of change in recent times with the restructure last year and the Enterprise Services Reform underway, and we take the wellbeing of all our people seriously. So, I would like to remind everyone of the support available through our [Employee Assistance Program \(EAP\)](#). This free, confidential, independent, and professional support service which is available to all CSIRO staff, affiliates and immediate family through [Converge International](#) (Username: CSIRO, Password:

EAP) - available 24/7 and can be accessed via phone on 1300 687 327.

Regards,
Michael

Dr Michael Robertson

Director

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