



1 August 2024

Susan Tonks
Secretary, CSIRO Staff Association
Level 3, 99 William Street
Melbourne VIC 3000
By Email: Susan.Tonks@cpsu.org.au / Louise.jarman@cpsu.au

Dear Susan,

RE: Staff Association correspondence – Wednesday, 24 July 2024

Thank you for your recent correspondence where you raised concerns in relation to workforce changes in CSIRO.

I, along with the rest of CSIRO's Leadership team, are very mindful of the impact of workforce changes on staff. We are committed to supporting our people throughout these difficult changes and will always look to minimise staff impacts wherever possible.

As you're aware, during and following the COVID-19 pandemic CSIRO was supported by the Federal Government's COVID-19 safety net budget measure. This allowed us to maintain staffing levels during a period where we were focused on supporting the global response to the pandemic.

Over the past 18 months the Executive Team has undertaken an analysis and identified that Enterprise Services (ES) functions have grown disproportionately to science areas. While there have been cost increases across all of CSIRO, a disproportionate part of this growth has been in our Enterprise Service functions. The ES Reform process is addressing this, ensuring our ES teams can best deliver the services that underpin CSIRO's science delivery simply, efficiently and sustainably.

In relation to CSIRO's research units, we are continually undertaking strategic workforce planning to ensure we have the right scale and research capability in place to deliver against national priorities in a financially sustainable way.

For any proposed changes that impact CSIRO staff, we are committed to consulting staff and considering their feedback before making a final decision. In this regard, I would like to reiterate that CSIRO notifies our Minister's office of this process and the resulting decisions but neither the Minister nor the Minister's office plays a role in the decision-making process.

Regarding the results of our recent culture survey, we deeply value hearing from our people about their experiences of CSIRO. It is a tool for us to understand perspectives, and suggestions regarding our workplace culture.

We are now working on better understanding the survey insights to further to develop enterprise-wide actions to leverage our key strengths and address opportunities for improvement.

Australia needs a strong, vibrant and financially sustainable national science agency that maximises its research investment to increase impact for the nation. CSIRO's focus is firmly on ensuring staff are informed, consulted, and supported throughout any changes.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Doug Hilton', with a horizontal line extending to the right.

Dr Doug Hilton
Chief Executive