

# Services Directorate

The Government has been clear about its intention to make changes to the structure of the ACTPS to better align it to government priorities, provide a greater focus on service delivery and find efficiencies.

This is the home page for all information relating to the Health and Community Services Directorate (HCSD) Implementation team.



## HCSD - Final Initial Structure - 1 July 2025

### On this page

[What is the government hoping to achieve with the HCSD MoG?](#)

[Will the initial structure achieve these objectives?](#)

[What is the process for consultation on the initial structure?](#)

[What will happen after the consultation?](#)

[What will change by 1 July?](#)

[What do I need to do?](#)

[Will my day-to-day job change?](#)

[Will I need to move location?](#)

[When will the final structure be in place?](#)

[What will happen after 1 July?](#)

[Is everything in the ACTPS 2025 Taskforce Report going to be implemented?](#)

[How will it work in practice with two corporate teams for both CED and HCSD?](#)

[Will corporate people lose their jobs?](#)

[When will I know if my job is changing?](#)

[What will happen to excess EBMs and EGMs?](#)

[When will the Implementation teams be settled?](#)

[What is the implementation timeline for the MoG Changes?](#)

[What should I do if I need support?](#)

[Where do I go for information on Work Health and Safety related to all of these changes?](#)

### Contact

Anita Perkins

DDG Implementation

Health and Community Services Directorate

HCSDImplementation@act.gov.au

### Consultation Outcomes

These documents outline the results of consultation that occurred with staff between 26 May 2025 - 10 June 2025.



Health and Community Services Listening Report  
(PDF)



Health and Community Services Consultation  
Outcomes (PDF)



Health and Community Services Initial Structure -  
1 July 2025 (PDF).pdf

## What is the government hoping to achieve with the HCSD MoG?

The Government has been clear about its intention to make changes to the structure of the ACTPS to better align it to government priorities, provide a greater focus on service delivery and find efficiencies.

Specific goals for the Health and Community Services Directorate include:

- Integrating policy and service delivery to improve outcomes for the community, for example in responding to anticipated changes to the National Disability Insurance Scheme (NDIS), establishing foundational supports within the Territory;
- Streamlining collaboration with the community sector, making it easier and more effective for government to work with service providers; and
- Bringing together functions with shared responsibility; particularly in areas such as infrastructure delivery and digital technology, to enhance service innovation and responsiveness.

Infrastructure delivery and Housing are both major priorities of government and combining public housing infrastructure delivery and maintenance functions in Infrastructure Canberra will streamline operations and improve efficiencies.

## Will the initial structure achieve these objectives?

The initial structure for 1 July is the first step towards meeting the Government's objectives for the Machinery of Government changes. Once the incoming Director-General is in place they will consider how best to organise the directorate's resources to meet the Government's objectives. The ACTPS 2025 Taskforce Report will provide some useful recommendations that will inform decisions.

## What is the process for consultation on the initial structure?

Consultation on the initial structure will take place between 26 May- 10 June. You can access the consultation page on the initial structure [here](#).

You can provide your feedback on the initial structure [here](#). Or you can email [HCSDImplementation@act.gov.au](mailto:HCSDImplementation@act.gov.au).

All Senior Executive staff with affected teams have been asked to hold a session with their teams to discuss the proposed structure and any feedback they have. You may wish to provide team or individual feedback on the structure.

The DDG Implementation is available to join your team meetings or for one-on-one discussions throughout the consultation period. Anita is available for meetings with individuals and teams from Tuesday 2 to Friday 6 June, at 220 London Circuit and at Bowes Street, Woden. Please contact Anita via [HCSDImplementation@act.gov.au](mailto:HCSDImplementation@act.gov.au).

The implementation DDGs will also be liaising with unions throughout the implementation and transition period.

## What will happen after the consultation?

All feedback will be reviewed and a decision paper will be provided to the Head of Service for consultation with existing Directors-General. If the consultation feedback results in further changes to the initial structure, further consultation may be required before a decision paper is issued. Implementation Teams intend to review feedback as it is received to assist in the process of finalising a structure for 1 July implementation.

Pending consultation outcomes, it is intended that structures are implemented on 1 July in line with changes to Administrative Arrangements.

## What will change by 1 July?

As you will see from the initial structure chart, for many teams there will be no change on 1 July. Staff will continue to undertake their current duties and report to their existing supervisor. In most cases, where there is a change in reporting lines, this will impact the supervisor for executive group managers and executive branch managers.

For a small number of teams there will be a change in reporting lines on 1 July. We will meet with these teams separately to ensure that they know who to report to from 1 July.

The Office of LGBTIQA+, currently within Policy and Cabinet in CMTEDD, will be incorporated into the new Health and CSD Directorate, within the Inclusion Division.

From ACTHD, several teams will move to Digital Canberra. Until you are told otherwise you will continue to report to your existing supervisor.

From ACTHD and Housing, CSD, some teams will move to iCBR. Direct discussions with these teams will be undertaken to update you on the proposed approach to this move.

The Health Research and Ethics functions, currently within the Research, Programs and Services branch in ACTHD, will move to Canberra Health Services.

On 1 July there will be

- three new directorates formed, this means:
  - new names;
  - an initial structure;
  - revised Administrative Arrangements;
  - finances amalgamated;
  - budgets transferred; and
  - delegations in place.
- people will know where their position is and who their supervisor is.

## What do I need to do?

You do not need to do anything differently from what you would normally do, and you should continue to report to your current supervisor.

## Will my day-to-day job change?

It is unlikely that there will be changes to your day-to-day functions under the initial structure. If you are unsure about what to do you should discuss this with your supervisor.

## Will I need to move location?

A small number of staff may need to relocate to join their new directorate. It is not envisaged that large scale relocations will occur before 1 July. All staff who are required to change their primary work location will be provided with additional information before the location change is required.

## When will the final structure be in place?

The incoming new Director-General of each new directorate will finalise the structure after they start.

## What will happen after 1 July?

After 1 July further work will need to be done to:

- finalise the structure of the directorate, following consultation;
- consolidate corporate support, systems and processes; and
- develop strategic and corporate plans

## Is everything in the ACTPS 2025 Taskforce Report going to be implemented?

Not everything in the report was agreed by Government for immediate implementation. The summary of actions (here) outlines what the Government has agreed to do in response to the Taskforce's recommendations. Of those actions the first 7 will be implemented by 1 July, specifically:

- the establishment of City and Environment Directorate, Digital Canberra and Health and Community Services Directorate; and
- the movement of: the ACT Heritage Library to the Territory Records Office in CMTEDD; the Better Regulation Taskforce to CED; the Office of LGBTIQ+ Affairs to HCSD; moving some housing infrastructure delivery and maintenance functions to Infrastructure Canberra; and moving health research governance and ethics functions to Canberra Health Services.

The remaining recommendations require further scoping and consideration and will be implemented progressively after 1 July.

## How will it work in practice with two corporate teams for both CED and HCSD?

Until the incoming Directors-General are in place the corporate teams will operate in parallel, that is, they will continue to service the people and systems from the directorate they have come from.

In some instances, there may be some support also provided to Access Canberra from CMTEDD whilst CED processes are established.

For example, the former CSD People, Culture and Capability Branch will continue to provide support to the teams that have transitioned from CSD, and the former Health Finance Team will continue to administer the finances related to former ACTHD functions. Some support will also be provided to CMTEDD.

Corporate support for the Heritage Library will be provided by CMTEDD from 1 July. For the Health Research Governance and Ethics team, Canberra Health Services will take on this function.

## **Will corporate people lose their jobs?**

The Government has committed to no redundancies below the SES as a result of the MoG changes. Where roles and responsibilities are no longer operationally necessary, redeployment options within the ACTPS will be investigated and prioritised, including any training. This process will be managed within existing policies and procedures.

## **When will I know if my job is changing?**

The incoming Directors-General will consider how best to allocate the resources of the directorate to meet the Government's priorities, in line with relevant policies and legislation. If your role is no longer operationally required, redeployment options will be explored. If you have any concerns please raise them with your supervisor or Executive Branch Manager in the first instance.

## **What will happen to excess EBM and EGMs?**

The newly appointed Directors-General will make the decisions about where to place staff in the new structure in accordance with existing procedures, and if necessary, explore redeployment options across the ACTPS. This process will be done in consultation with affected staff.

## **When will the Implementation teams be settled?**

The implementation team leads are working through the expressions of interest and will work closely with the current DGs and Chief Operating Officers to make sure that they have the right mix of skills and experience in teams. It is important to remember that there are not full time positions being recruited to for implementation teams, rather staff from affected directorates who expressed an interest, have the opportunity to be involved in transition and implementation activities, in consultation with their current supervisors, to ensure workloads are balanced appropriately.

## **What is the implementation timeline for the MoG Changes?**

| Phase                                    | Stage                                                                            | Detail                                                                                                                                                                                                                                                                                            | Timeframe                    |
|------------------------------------------|----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| ACTPS 2025 Taskforce                     | <b>Stage 1:</b> Taskforce Review and Report - COMPLETE                           | ACTPS 2025 Taskforce was active from January – April 2025 to undertake a review and provide a Report to Government with advice on the proposed changes.                                                                                                                                           | January – April 2025         |
| Planning                                 | <b>Stage 2:</b> Consideration of Taskforce Report and recommendations - COMPLETE | Report finalised and actions identified.                                                                                                                                                                                                                                                          | April 2025                   |
|                                          | <b>Stage 3:</b> Implementation Governance establishment and planning             | <ul style="list-style-type: none"> <li>- Governance Framework establishment: <ul style="list-style-type: none"> <li>o Steering Committee</li> <li>o Central Implementation Management Team</li> <li>o Implementation Teams</li> <li>o Implementation Stream Working Groups</li> </ul> </li> </ul> | April-May 2025               |
| Implementation                           | <b>Stage 4:</b> Administrative Arrangements                                      | Update of Administrative Arrangements undertaken with sign off by CM<br>Effective date 1 July 2025                                                                                                                                                                                                | End of May 2025              |
|                                          | <b>Stage 5:</b> commencement of work program for changes                         | Central Implementation Management Team development of work program for ACTPS wide change (not associated with new directorates).                                                                                                                                                                  | May-June 2025                |
| New directorate establishment            | <b>Stage 6:</b> Implementation pre - 1 July 2025                                 | Implementation Team and Stream Working Groups action tasks required pre-1 July 2025 for implementation of Administrative Arrangements                                                                                                                                                             | May-June 2025                |
|                                          | <b>Stage 7:</b> new directorate establishment complete                           | All new directorate establishment steps complete including consequential changes to other directorates.                                                                                                                                                                                           | 1 July 2025                  |
|                                          | <b>Stage 8:</b> Implementation post 1 July 2025                                  | Implementation Team and Stream Working Groups action tasks required post-1 July 2025 that are related to directorate establishment.                                                                                                                                                               | July-Dec 2025                |
| First year of new directorate operations | <b>Stage 9:</b> Incoming Directors-General                                       | Incoming Directors-General and Deputy Directors-General commence discussions with Ministers and staff and final changes to new directorate structures completed following commencement of incoming DG                                                                                             | July-September 2025          |
|                                          | <b>Stage 10:</b> Directorate planning and implementation                         | Development of strategic and corporate plans for new directorates under the leadership of incoming DGs                                                                                                                                                                                            | Commencement of DG - ongoing |
| Evaluation                               | <b>Stage 11:</b> Evaluation                                                      | Review of outcomes associated with changes and actions.                                                                                                                                                                                                                                           | 2026                         |

## What should I do if I need support?

You can speak to your supervisor, or you can contact our Employee Assistance Provider (EAP), Converge International. EAP provides access to counselling, stress management, and wellbeing

resources for ACT Government employees. All services are free, voluntary, and completely confidential. You can make an appointment by calling 1300 687 327.

## Where do I go for information on Work Health and Safety related to all of these changes?

The management of work health and safety risks is an important part of the change process. Implementation teams will conduct a work health and safety risk assessment for the change process. More information about work health and safety measures for the these changes is available on the ACTPS WHS site.