



Inquiry into annual and financial reports 2024–2025

Answer to question on notice

Asked by: Ms Leanne Castley MLA

Addressed to: Chief Minister

Redirected to:

Reference: CMTEDD CMCD

Hearing: 20 November 2025

In relation to: Public service cuts

Question received: 21 November 2025

Answer Due: 5 December 2025

With respect to the current staffing levels within CMTEDD, does the indicated 2,753 FTE staff align with the expected staffing levels for CMTEDD? How many of these positions were created after the end of the nominal staffing freeze?

Given the staffing freeze at the start of this year was to “manage budget pressures” were any redundancy packages, voluntary or involuntary, offered to public servants at this time?

On how many occasions has the head of service advised the CPSU, or another union, of the ACTPS’ intent to implement forced redundancies in directorates? Has the Head of Service ever instituted a forced redundancy without the written agreement of the CPSU or other union? How many positions in the last year have the union(s) been notified of? What directorates have had “forced retirements”? What is the process for implementing an involuntary redundancy?

All ACTPS EBAs have a clause about notification for the intent to discuss redundancies, however the timeframe is simply stipulated as taking place over such a time as is reasonable. What is considered reasonable time?

Andrew Barr MLA: The answer to the Member’s question is as follows:

- 1. With respect to the current staffing levels within CMTEDD, does the indicated 2,753 FTE staff align with the expected staffing levels for CMTEDD?**

CMTEDD’s FTE in the 2024-25 Annual Report is comparable to expected FTE numbers, as budgeted. The budgeted FTE was 2,748.0 and the actual FTE was 2,752.6.

2. How many of these positions were created after the end of the nominal staffing freeze?

The 'Recruitment Activity for Vacant Roles 2024-25 Guidelines' were operational across the ACTPS from 17 February to 30 June 2025.

3. Given the staffing freeze at the start of this year was to "manage budget pressures" were any redundancy packages, voluntary or involuntary, offered to public servants at this time?

During 2024-25, twelve (12) voluntary redundancies were accepted by officers in CMTEDD.

4. On how many occasions has the head of service advised the CPSU, or another union, of the ACTPS' intent to implement forced redundancies in directorates?

There were no involuntary redundancies in 2024-25.

5. Has the Head of Service ever instituted a forced redundancy without the written agreement of the CPSU or other union?

Refer to response at question 4. Redundancies for SES are under Section 38 of the Public Sector Management Act and Enterprise Agreement consultation requirements do not apply.

6. How many positions in the last year have the union(s) been notified of?

Refer to response at question 4.

7. What directorates have had "forced retirements"?

Refer to response at question 4.

8. What is the process for implementing an involuntary redundancy?

When positions become excess, the relevant directorate must seek to redeploy permanent officers within the directorate or the ACTPS in order to avoid or minimise an excess officer situation. Should redeployment not be possible, voluntary redundancy, reduction in classification and involuntary redundancy must be considered in that order. Throughout these procedures the relevant directorate must, where practicable, take into consideration the personal and career aspirations and family responsibilities of affected officers.

Information on the excess officer process is found in Clause L of the relevant [Enterprise Agreements](#) and the [Redeployment - Excess Officer - Policy](#) located on the [ACTPS Employment Portal](#).

9. All ACTPS EBAs have a clause about notification for the intent to discuss redundancies, however the timeframe is simply stipulated as taking place over such a time as is reasonable. What is considered reasonable time?

The time considered as reasonable would vary for each situation dependant on the factors such as complexity of the restructuring and potential need for excess officer situations to be resolved. In these discussions, the directorate must meet consultation requirements set out in ACTPS Enterprise Agreements that require providing staff and unions with genuine opportunity to contribute to and influence the decision-making process. The proposed timeframe must be justifiable and fair under the circumstances of the proposal.

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Approved for circulation to the Standing Committee on Public Accounts and Administration

Signature: 

Date: **9.12.25**

By the Chief Minister, Andrew Barr MLA