

Talking Points

CED Voluntary Redundancy Program

Date: 28 May 2026

Key messages:

- The ACT Public Service is carefully managing workforce growth to ensure it aligns with available funding and government priorities, including prioritising the services delivered to Canberrans.
- Over coming months, Directors-General will continue to implement workforce measures appropriate to their Directorate to better align staff to priority areas, reshaping the workforce to provide stability in the long term.
- The City and Environment Directorate (CED) has decided to implement a voluntary redundancy program for most of its workforce as part of this broader ACT Public Service approach.
- This approach has been chosen by the Director General to ensure CED remains financially sustainable in the long term while continuing to deliver essential services for the Canberra community.

Talking points:

- This approach forms part of the multi-year whole-of-government expenditure reform process which commenced in the 2025-26 Budget. This includes reprioritisation and budget control measures, which ensures government expenditure is directed to priorities and delivers value for the community.
- The CED voluntary redundancy program will be managed carefully and respectfully through an expression of interest process.
- CED will access the expanded central funding that is available for severance payments. This funding will support Directors-General to make the long-term workforce decisions they need to ensure their directorate is financially sustainable, without worsening their directorate budgets.
- The voluntary redundancy approach will follow the steps outlined in ACTPS enterprise agreements, including consultation with affected staff.
- Participation from staff is voluntary, and decisions will be guided by the need to maintain delivery of priority government work and essential services.
- CED employees will be supported through the process, through clear communication, access to relevant information and appropriate support services. The psychosocial wellbeing of the teams is a priority.
- The approach will be gradual and managed so that there is time to consult with employees and limit disruption to delivering for the Canberra community.

- The ACT Public Service plays a valuable and critical role for the community. These measures are ensuring it remains fit for purpose and sustainable for the future so that it can continue to deliver frontline services along with other priorities.
- CED employees will not be expected to do more with less. A key part of creating efficiencies across the ACTPS is about reducing workload pressures.

QUESTIONS AND ANSWERS:

Is this part of broader cuts across ACT Government?

- No. Voluntary redundancies are being offered by individual directorates at the discretion of the Director-General.

How many jobs is CED targeting?

- This is not about targeting jobs. It is about ensuring the directorate fits within the current budget as determined by Government.
- To manage current budget pressures, CED is aiming to reduce the workforce by approximately 3 to 5% which is roughly around 130 roles. However, the final outcome will depend on the profile of applications received and broader organisational considerations.

Why is CED doing this now?

- Like many organisations, the Directorate is responding to financial pressures and rising workforce costs, which make up around half of the Directorate's expenditure.
- This program is part of ensuring we remain sustainable while continuing to deliver for the community.

Which areas are affected?

- The program is open to most permanent employees. Some areas have been excluded due to operational requirements.

Which areas have been excluded and why?

- Employees that are excluded from the program are;
 - Transport Canberra Bus and Fleet Services Operational teams (including Transport Officers and Support School Transport); and
 - Temporary and contract employees – This program only applies to permanent CED employees who hold an ongoing (nominal) position. Temporary and contract employees are not eligible.
- Public transport operational areas are critical to delivering public transport services in the ACT. The teams not included in this program deliver essential public transport services that our community rely on.
- With a new bus network starting in July, the Directorate won't be able to make quick changes without significant impacts to the community.
- While this may be disappointing for some people, these roles must be maintained to keep services running.



Will there be a recruitment freeze while VRs are being offered?

- No, there won't be a recruitment freeze as frontline roles and roles aligned to government priorities will still need to be filled. This is where mobility strategies across the ACTPS will be important.

Are forced redundancies being considered?

- No. There are currently no plans for forced redundancies.
- This is a voluntary redundancy program only. Employees can choose whether to apply, and there is no obligation to accept an offer.

Why is the government making announcements through the ACT Budget to invest in the CED workforce if you are cutting jobs?

- This is not about reducing jobs for its own sake, it is about reshaping the workforce to ensure it is sustainable and aligned to current and future priorities.
- CED continues to face ongoing cost pressures, and it is important to ensure workforce size aligns with available funding in the long term.
- Budget investments allow the Directorate to focus capability in priority areas, while this voluntary program helps ensure overall workforce levels remain sustainable.
- The focus is on rebalancing the workforce, so the Directorate can continue delivering essential services and government priorities effectively.
- Leaders will work with their teams to ensure priorities are delivered through available staffing, with a strong focus on maintaining service delivery and supporting employees.

Will employees be replaced after they leave?

- Positions approved for voluntary redundancy are made redundant. The program supports reshaping the workforce to align with future needs and the priorities of Government and the Community.

What support is available to employees?

- CED Employees are encouraged to take the time needed and seek support to make informed decisions.
- CED is providing support for team members and its leaders to effectively manage this change, and align the workforce with priorities.
- CED is focussed on achieving a sustainable workforce that enables investment in the wellbeing, capability and development of its employees.
- A range of employee assistance programs are available, including confidential counselling services, wellbeing programs and access to financial advice.

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