

From: [CED, DG Office](#)
To: [##All Staff, CED](#)
Subject: A message from the DG CED - 28 May 2026
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ACT
Government

City and Environment Directorate

28 May 2026

A message from the **Director-General** City and Environment Directorate



Dave Pepper



Voluntary Redundancy program – what happens next

Team

Thanks to everyone who joined today's Town Hall, and to those who'll catch the recording as time permits.

I know this is a bit to take in, so I wanted to follow up with a clear note on what this means and what happens next.

The key point is this: our workforce is currently larger than the funding we have available. Over time, our workforce costs have grown faster than our budget, and while we've taken action to stabilise things this financial year, the challenge hasn't gone away. It's ongoing, and we need to deal with it in a sustainable way.

That's why we're opening a voluntary redundancy (VR) program.

This voluntary program is about making sure we can continue to deliver essential services now and into the future, while staying within budget. This includes ensuring CED directs its resources and available funding to Government priorities which will further strengthen the services we provide Canberrans.

Ok, so what does it mean for you?

This is a voluntary process. You can choose to submit an expression of interest if you want to explore the option. Submitting an EOI doesn't mean you'll receive a redundancy, and if you are offered one, you'll have time to consider whether it's right for you. Decisions will be made carefully, balancing individual interest with business needs, service delivery and government priorities.

From here, we'll open the EOI process for a short period. After that, submissions will be assessed through a structured process. If you're eligible, you'll receive more information and have time to make an informed decision.

You'll see more detail on the [intranet](#), including the full process, [FAQs](#) and where to go for help.

I know one of the biggest questions is what this means for our teams who stay.

We're not asking you to do more with less - psychosocial safety of our teams is important. A key part of creating the necessary efficiencies is to reduce workload pressures.

This is about redesigning our work to match what we can sustainably deliver. That means being clear on priorities, stopping or reshaping work, and supporting movement across teams where needed.

You may have seen the Government has already made pre-budget announcements to invest in frontline staff across the service. Our goal is a workforce we can properly support over time.

I also want to acknowledge that this can feel uncertain and personal. Support is available, whether you're considering your options or just need to talk it through. Please reach out to your manager, People, Safety and Culture, or the support services such as [EAP](#).

This is not something that happens often in the ACT Public Service. I understand that.

What you can expect from me is clear communication, a fair and transparent process, and our leadership team working to support our people through it.

Thank you for everything you're doing. It's a demanding time, and I appreciate the way you continue to show up for your teams and the community.

Dave

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