

CED Portfolio Workforce Management Approach

ELT Presentation

City and Environment Directorate Portfolio
(including Suburban Land Agency)

26th May 2026

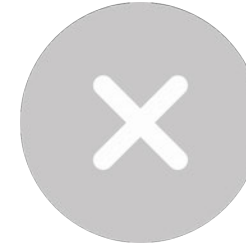
We are opening an EOI process for consideration in a Voluntary Redundancy round

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What this is

- Expressions of Interest (EOI)
- Completely voluntary
- Self-initiated EOIs
- Assessed against business, community and Government need and priorities
- Fair and transparent
- Giving you control in the decision



What this process is not

- Not forced or involuntary
- Not targeted to specific areas only
- Not about excess or potentially excess officers
- Not about individual performance management
- Not a guarantee you will receive a VR if you submit an EOI

Some areas are excluded from this

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Transport Canberra Bus Operations* and Fleet Services

Why?

- It's an essential service for our community
- Our new July network is aligned to workforce size
- *Service Contract* with the community
- Global liquid fuel supply situation is increasing demand

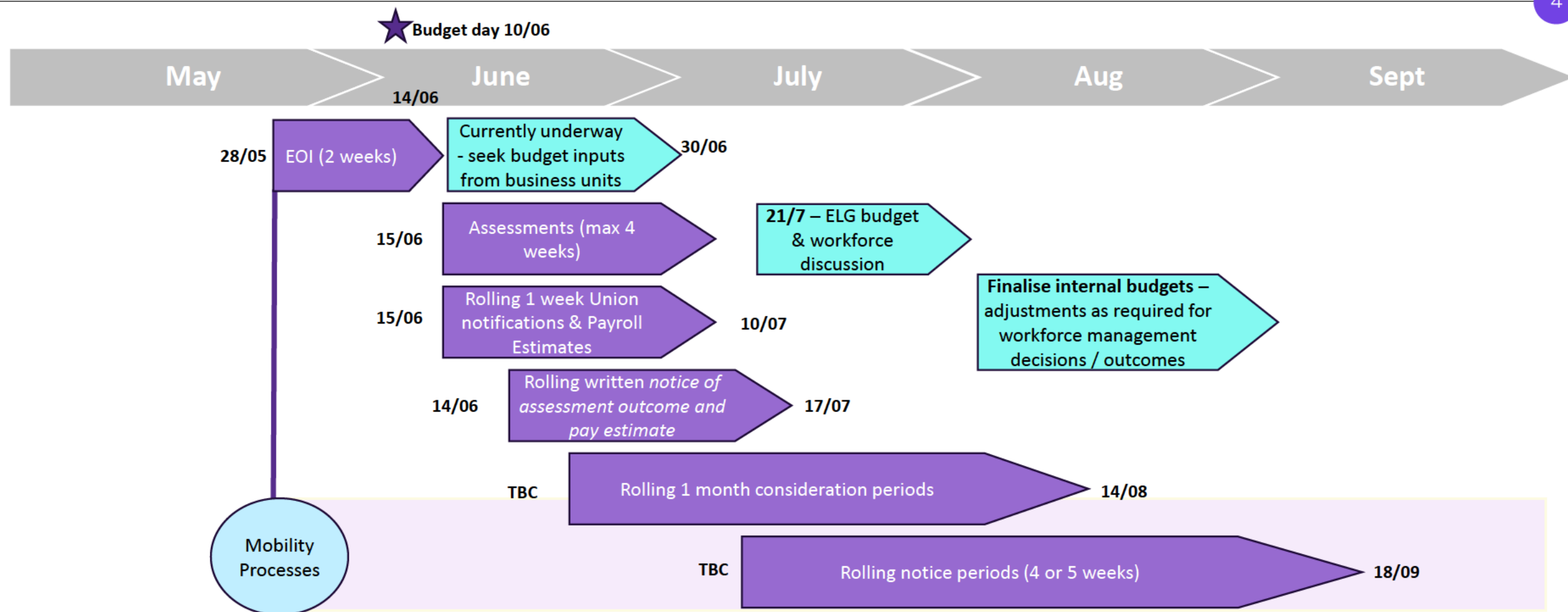
Team members transitioning to DCBR

Why?

- Proposed to no longer be CED employees on 1 July
- Consultation underway
- May be part of any future workforce management approach outside of CED

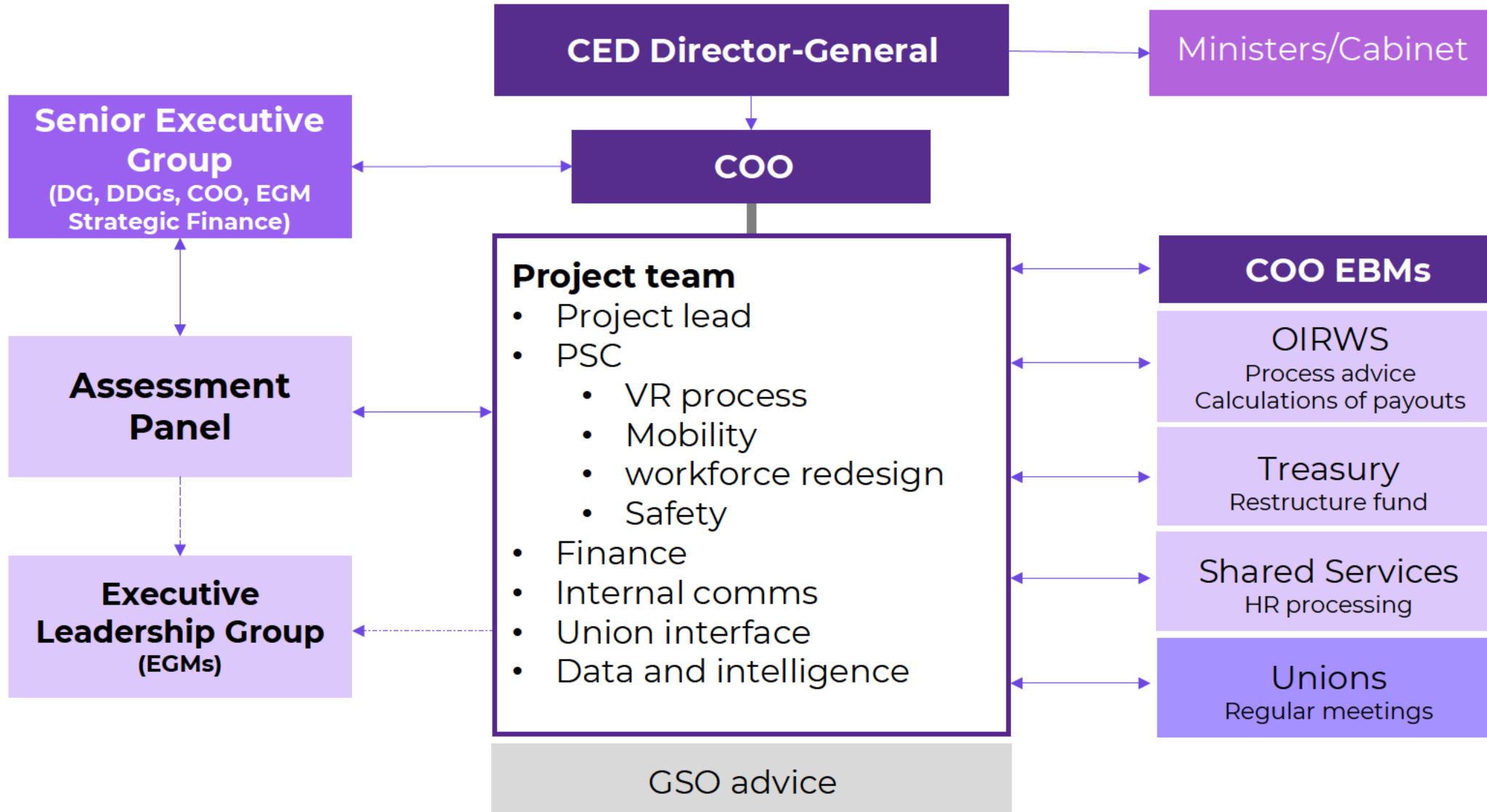
*Including Transport Officers and Support School Transport

Workforce management and budget timeline



Project Team

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How will assessment work?

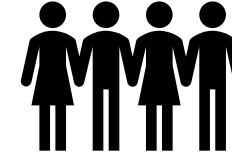
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EOIs



Assessment Panel



- **Executive Members**
- **Structured process based on positions not individuals**
- **Assessment criteria**
 - Public and team safety
 - Service criticality
 - Government priorities
- **Consultation with EGM's and EBM's**
- **Senior Executive Group makes decision (DG, DDGs, COO, EGM Strategic Finance)**

CED

Emily Springett
Tim Rampton
Kerry McMurray
Ros Malouf
Liz Hall

SLA

Membership
TBC

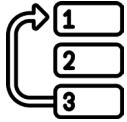
The EOI process is not open to TC Bus Operations, TC Fleet or team members transitioning DCBR

What will this mean for teams afterwards?

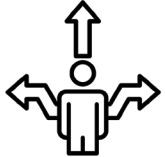
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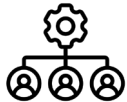
We are not asking you to do more work or do work above your level – we want to be able to sustainably invest in our workforce



We will prioritise our work programs to our capacity and focus on impact not activity



We will offer and encourage opportunities for team member mobility



We will redesign and realign our workforce, if required, directing effort to meet the needs of government and the community



We will look for new and novel ways of delivering



A portion of money will be retained within affected branches to focus on our teams and our people

Close