

CED Voluntary redundancy FAQs

General matters

What is voluntary redundancy?

A voluntary redundancy occurs where an employer invites employees to volunteer to have their roles made redundant in exchange for a redundancy payment and the employee chooses whether to accept.

Why is CED offering voluntary redundancies?

CED is offering voluntary redundancies to ensure the financial sustainability of the Directorate while continuing to deliver government priorities, serve the needs of the Canberra community and invest in our workforce.

Are voluntary redundancies being offered across the entire ACT Public Service?

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

Have ACT unions been consulted on the offer of voluntary redundancies?

Yes. The Government has notified ACT unions of its intention to pursue a program of voluntary redundancies in certain areas.

The Director-General has also advised unions of the directorate's plan to offer voluntary redundancies and on the proposed process for officers to submit an expression of interest to elect to be made voluntarily redundant.

Is this really voluntary?

Yes. Participation is entirely voluntary. You can choose whether or not to submit an expression of interest (EOI). There is no obligation to apply, and no requirement to accept an offer if one is made.

Will everyone who applies get a redundancy?

Submitting an EOI does not mean you will automatically get a redundancy. The assessment panel will review all applications, and you will be notified if you are eligible to continue the process.

The assessment will consider:

- public and team safety
- government priorities
- operational requirements.

How many people will be given a voluntary redundancy?

- This is not about targeting jobs. It is about ensuring the directorate aligns its workforce with its budget profile and priorities as determined by Government.

To manage current budget pressures, CED will need to reduce the workforce by approximately 3–5%, which is in the order of around 130 Full Time Equivalent (FTE) positions. However, the final outcome will depend on the profile of applications received and broader organisational considerations.

Why are some areas excluded from the voluntary redundancy round?

Some areas have been excluded due to operational requirements.

- Transport Canberra Bus and Fleet Services Operational teams (including Transport Officers and Support School Transport) deliver essential public transport services that rely on current staffing levels. With a new bus network starting in July, we can't make quick changes without impacting the community. While we know this may be disappointing, these roles must be maintained to keep services running.
- Employees transitioning to Digital Canberra on 1 July 2026 (subject to consultation) are not included in this round, as they will become team members of Digital Canberra.
- 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.

I am temporarily in another role, but my nominal role is in CED., Can I put in an expression of interest for a voluntary redundancy?

Yes, if your nominal position is within an area of CED or SLA that is offering Voluntary Redundancies. Your EOI will be considered against your nominal (permanent) role.

I have provided notice of my intention to retire, am I still eligible for a voluntary redundancy?

If you have formally notified your intention in writing you will not be eligible for a voluntary redundancy. While we recognise this may be disappointing timing for some, it is important to ensure fair and responsible use of public funds.

Can we still recruit during and after this process?

Yes. This is not a recruitment freeze. However, consideration should be given to the need to recruit to roles. What we want to achieve through this process is a sustainable workforce where our Managers are empowered to recruit and build capability in line with their budget.

Are Ministers being consulted?

Yes. Minister's have been consulted on the process.

Expressions of interest process

What happens if you don't get enough people submitting EOI's? Will forced redundancies be offered?

The process is expected to place the Directorate in a strong position to align its workforce with available funding, as well as community and Government priorities.

Forced redundancies are not part of this process. A range of other options including mobility processes remain available to support alignment of the workforce with organisational needs.

The Directorate will be transparent about the outcomes of the voluntary redundancy round, including whether expected levels of uptake are achieved.

Can I change my mind during the EOI process?

Yes. You can withdraw your EOI at any time before you accept the formal offer. You will have time to consider the offer if your EOI is deemed eligible.

Will my EOI be confidential?

EOIs are handled confidentially. Your application may be discussed between your Executive and immediate manager or supervisor as part of the assessment process on a need to know basis. The project team, Assessment Panel and your respective Executives will be aware you have submitted an EOI.

Can I get an early estimate of my likely payout before lodging an EOI?

Your estimate is calculated by payroll only once your EOI has been assessed as eligible. See the question “How are voluntary redundancies calculated?” for further information.

Understanding voluntary redundancies

How are voluntary redundancies calculated?

The package is calculated in line with the [ACTPS Enterprise Agreement](#) and may include:

- Payment based on years of service
- Notice period (or payment in lieu)
- Accrued leave entitlements
- Superannuation arrangements

Will I receive payment of any unused entitlements (e.g., annual leave)?

Yes. In addition to your redundancy payment, you will receive the amounts below. These amounts are not taxed at the rate that applies to the redundancy payment:

- lump sum payments of unused annual leave and leave loading; and
- lump sum payments of unused long service leave where it has accrued and is payable.

You are entitled to \$1,000 of independent, accredited financial counselling in relation to decisions made about voluntary redundancies if you assessed eligible for a VR.

What are the taxation implications?

A redundancy payment has a specified taxation approach which is [outlined by the Australian Taxation Office](#).

The other lump sum payments (unused annual leave and leave loading, accrued and payable long service leave) are taxed according to the non-redundancy approach.

As outlined above, you are entitled to \$1,000 of independent, accredited financial counselling in relation to decisions made about voluntary redundancies.

How will this affect my superannuation?

You are encouraged to seek independent, accredited financial counselling in relation to decisions made about voluntary redundancies including any questions you have about superannuation.

Do I have to be declared potentially excess or excess to be able to express interest in a voluntary redundancy?

No. You can be offered a voluntary redundancy without being declared potentially excess or excess if such a redundancy would permit the redeployment of potentially excess and excess officers who do not wish to accept a voluntary redundancy.

Expressing an interest in voluntary redundancies

What information will I receive from the directorate if I express interest in a voluntary redundancy?

If your expression of interest is accepted, you will receive a letter notifying you that you are eligible for a voluntary redundancy. The letter will include detailed financial advice on the severance package and an election form for you to return to the directorate at the end of the consideration period to indicate if you intend to accept the voluntary redundancy offer.

If your expression of interest is not accepted, you will receive written notice that you have been deemed ineligible for a voluntary redundancy.

Should I seek independent financial advice?

Yes. It is recommended that all officers who receive a voluntary redundancy offer seek advice on:

- the amount of accumulated superannuation contributions;
- the options open to the officer concerning superannuation; and
- the taxation rules applicable to the various payments.

As outlined above, once your EOI is assessed as eligible and you are formally offered a voluntary redundancy, you are entitled to \$1,000 of independent, accredited financial counselling in relation to decisions made about voluntary redundancies.

Does the ACTPS pay for independent financial advice?

Yes. Once your EOI is assessed as eligible and you are formally offered a voluntary redundancy, the directorate will supplement the costs of independent, accredited financial counselling incurred by each officer who has been offered voluntary redundancy up to a maximum of \$1000. The accredited financial counsellor must submit their invoice directly to the directorate. Details on how to do this will be provided in your letter of offer of a voluntary redundancy.

What if I don't get my financial advice in time?

If your EOI is assessed as eligible you will be invited to a 1:1 meeting with a team member from CED People, Safety and Culture. Your individual situation and the process for obtaining financial advice can be discussed at that time.

What happens if I don't apply or am not approved for a voluntary redundancy?

You will remain in your role.

Will my manager know if I apply?

EOIs are handled confidentially and only shared where necessary as part of the assessment process. The project team and your respective Executives will be aware you have submitted an EOI.

Accepting a voluntary redundancy

Will I be prevented from re-employment in the ACTPS if I accept a voluntary redundancy?

If you elect to be made voluntarily redundant you cannot be re-engaged in the ACTPS until an equivalent period of weeks and days to your termination payment has expired.

What happens to my current role if I accept a voluntary redundancy?

Your role will either be declared redundant and abolished or filled by another officer whose role has been declared redundant and abolished.

What is the notice period if I accept a voluntary redundancy?

If you accept a voluntary redundancy you will be given no less than four weeks' notice or, for officers over 45 years-old with at least two years of continuous service, five weeks' notice.

Can the notice period be waived?

Yes. At the discretion of the Director-General, the notice period can be waived and you will be paid for any unexpired portion of the notice period.

Can I change my mind after accepting a voluntary redundancy?

No. You cannot change your mind once you formally accept (elect) a voluntary redundancy.

It is important:

- You carefully consider your decision before signing the final Voluntary redundancy Election Form (provided in your meeting with People, Safety and Culture)
- Understand that once you elect to be made redundant, your position is abolished and the voluntary redundancy decision is final.

You may change your mind during the EOI process, however if you are formally offered a VR and you formally elect to accept the offer, you cannot change your mind.

If I accept a voluntary redundancy, can I take leave before I leave (e.g. annual leave or long service leave)?

This will depend on operational requirements and will be discussed as part of your individual arrangements.

Not accepting a voluntary redundancy

What happens if I don't accept a voluntary redundancy?

If you decline an offer you will remain in your current position.

Workforce impacts

How will workload be managed after team members leave?

We recognise this is a challenging and disruptive time for our team members.

For those who do not nominate or are not approved for a voluntary redundancy, we know there may be concerns about workload and role clarity, team changes and ongoing organisational change.

These risks are recognised, including potential psychosocial impacts, and will be actively managed through:

- clear work program prioritisation - CED will continue to review work programs in line with government priorities to identify areas where work may be streamlined or stopped with a focus on impact rather than activity. This will be done this in consultation with Ministers.
- supporting managers to redesign their workforces and service delivery if required – CED will actively support the realignment of roles to fill service delivery gaps that may result through this process
- People, Safety and Culture will be supporting executives and managers with change management resources and support.

Additionally, a portion of all saved salary budget will be retained within affected branches for the responsible Executive to invest as the team requires (branch redesign, capability uplift, work level uplift).

We want a sustainable workforce where we can properly invest in the capability of the people we have.

How will prioritisation of work be done?

Executives will work closely with their teams to continue to review work programs in line with government priorities to identify areas where work may be streamlined or stopped with a focus on impact rather than activity. This will be done in consultation with Ministers.