



A message from the Chair - ACTPS 2025 Taskforce - 28 February

4 min read

Hello colleagues,

I'm looking forward to the first weekend of an 'Enlightened' autumn after a fantastic week in which 1200 people from across the ACTPS attended the town hall meetings in-person or online. We answered over 100 questions during the meetings and it was super valuable to hear your ideas for improving our services to the Canberra community.



Organising technical support, adjoining rooms, the right number of chairs and chargers, microphones and back up speakers was no easy task, so I want to pass on an enormous thank you to those staff at these locations who assisted Skye Haffner, who was the force behind making it all happen.

Also, a very big thank you to Shane Eccleston and Tara Phabmixay from CMTEDD who were the tech experts behind the scenes in our online sessions.

One of the most important recurrent themes has been the need to respect, listen to and cater for our Aboriginal and Torres Strait Islander staff. As part of this, I am very grateful for the chance last Friday to visit the Ngunnawal Healing Farm and learn about the work being done there and plans for the future.



In the many conversations lately, another big theme has been the need to grow and maintain good culture across the ACTPS. Your professional behaviour and leadership at every level are key to the positive conversations that will bring the new teams together for the benefit of Canberrans.

Thanks to everyone who has contributed so positively and remember that the team and I are here to myth bust any rumours that don't seem quite right.

If you didn't get to one of the townhall meetings or you are interested in seeing one of the recordings, you can [watch them on the Information Hub](#). In coming weeks I will be playing back what we have learnt during the lunchtime and town hall sessions in February.

If attending or listening to these sessions have sparked some new ideas, thoughts or concerns, please continue to send them through to actps2025@act.gov.au.

Below are some of the frequently asked questions/topics and my responses. These and many others can be found in the [FAQs on the Information Hub](#).

How many staff will be made redundant and how many DGs will be selected to lead the two new directorates?

One of the key messages from the start of this process has been that there will be no staff redundancies below SES level. Some people may have changes to their duties, but it is expected this will not be the case for the majority of staff. If your job changes you will be consulted as set out in Enterprise Agreements, and we will work to support you in training and upskilling to do your new work.

How many DGs will be selected to lead the two new directorates?

The Taskforce will recommend that each of the two new directorates will have one Director General.

If my job changes, will I need to work in a different location?

The new structure will focus on function, so if your function moves then you may find that your team location is not where it currently is. However, many staff in the ACTPS already have the option to work in different locations across Canberra providing the opportunity to work where it's most convenient including working from home. It is likely that the Taskforce will recommend that where possible teams and units work together collaboratively (online or in person) to achieve the desired outcomes for the community. If it appears important for a staff member to change work locations this won't happen immediately. These changes will be done in a planned way to give people the chance to adjust to their new routines.

Will systems be amalgamated by 1 July?

Merging of systems is complex and takes time, so it's unlikely that this will happen comprehensively by 1 July. Because the ACT Government payroll system is already consistent across directorates, this is not a system that needs to be changed hence salary arrangements will not be affected. The Taskforce may recommend changes to some systems where there are opportunities to do so, however it's unlikely that those changes would be immediate. Any recommendations made on systems are likely to have a longer timeframe and will focus on improved services to the Canberra community.

Do you think these changes are a risk to the community? The Report will aim to provide recommendations that have:

- the least adverse impact possible on staff
- minimum disruption to service delivery.

We don't want to disrupt the community negatively in any way, so the recommendations will align to improving service delivery to Canberrans by bringing these directorates together and building efficiencies.

What happens to the feedback that doesn't sit within the MoG's remit?

For anything outside of the Terms of Reference for the MoG, please be assured

that nothing will be lost. The Chair will ensure that information is passed on to the appropriate person/line area to address. The Chair is open to hear your suggestions for change or improvement. Please email her directly or email ACTPS2025@act.gov.au

What's next

My focus over the next few weeks will be collating all I have learnt and beginning to shape the report that will go to government for their consideration and decisions on the way forward. I'll still be taking time out to visit with more teams all over Canberra so watch this space for more news.

See you all around town.

Caroline
Chair, ACTPS 2025 Taskforce