

From: Pedersen, Andrew
To: Dowdell, Michelle; Austin, Scott
Cc: Campbell, Russ; Peffer, Dave; Stoddart, Helen; Johnson, Lisa
Subject: RE: Workforce restructure - updated budgets
Date: Friday, 22 May 2026 2:14:39 PM
Attachments: CIO 26-27 FTE Budget info.xlsx
image002.png
image003.gif
image004.png

CABINET

Hi Michelle
Apologies for the delay, I was on an interview panel this morning.
See attached for high level calculations. This does not include any potential challenges we have operating within the supplies and services budget.
Let me know if you have any questions.

Regards
Andrew Pedersen, Chief Financial Officer, Executive Branch Manager, Finance
City and Environment Directorate | ACT Government
480 Northbourne Avenue, Dickson | GPO Box 158 Canberra ACT 2601
Email: andrew.pedersen@act.gov.au
Phone: [Personal information](#)



You may leave your footprints here by Ngunnawal, Wiradjuri, Kamilaroi and Barkindji artists Lynnice Church and Lailani Keen-Church.

From: Dowdell, Michelle
Sent: Friday, 22 May 2026 8:15 AM
To: Peffer, Dave; Stoddart, Helen; Johnson, Lisa; Pedersen, Andrew
Cc: Campbell, Russ; Austin, Scott
Subject: Re: Workforce restructure - updated budgets

CABINET

Thanks Dave
To clarify we will not be providing these numbers to Cabinet - only a draft decision with the financial impact of the fund and expected total redundancies will be provided.
Andrew - happy if you can send through any information to myself and Scott.
Thanks
Michelle
Get [Outlook for iOS](#)

From: Peffer, Dave <Dave.Peffer@act.gov.au>
Sent: Friday, May 22, 2026 8:06:57 AM
To: Dowdell, Michelle <Michelle.Dowdell@act.gov.au>; Stoddart, Helen <Helen.Stoddart@act.gov.au>; Johnson, Lisa <Lisa.Johnson@act.gov.au>; Pedersen, Andrew <Andrew.Pedersen@act.gov.au>
Cc: Campbell, Russ <Russ.Campbell@act.gov.au>
Subject: Re: Workforce restructure - updated budgets

CABINET

G'morning Michelle - thanks for sharing. I appreciate the timeframes are tight on these things.
Yes, we're targeting more redundancies than that. In the order of 130+ in 2026-27.
I think our estimates of employee expenses differ from yours. Our numbers are based on actuals at pay run 23 (most recent). It includes CED-proper, as well as the wages embedded in the pass through to Transport Canberra Operations. In CED's budget statements those expenses are shown as non-employee, but ultimately when they reach TCO are paid out as wages.
Your table also only covers recurrent CRP. Our calculations provide for the halving of capital works projects in between 2025-26 and 2027-28. Project funding has been used to fund employee expenses and we'll need to adjust our workforce to reflect that.
Helen is currently on leave, but I've copied Andrew and will ask that he engages with whomever on your team to share how we've arrived at our estimate of redundancies. Ultimately as I advised you on Monday the approach of just using recurrent employee expenses is not correct. The assumption that savings can be equally harvested from employee and non-employee we have already worked through within CED. Ideally we wouldn't have gone in to Cabinet Monday with different numbers and had to explain, but we can do that now these numbers have been provided to Ministers. We'll share what we provide to our portfolio ministers in our Cabinet briefing.
Thanks
Dave

From: Dowdell, Michelle <Michelle.Dowdell@act.gov.au>
Sent: Thursday, May 21, 2026 11:55:15 PM
To: Peffer, Dave <Dave.Peffer@act.gov.au>; Stoddart, Helen <Helen.Stoddart@act.gov.au>; Johnson, Lisa <Lisa.Johnson@act.gov.au>
Cc: Campbell, Russ <Russ.Campbell@act.gov.au>
Subject: Workforce restructure - updated budgets

CABINET

Hi Dave
As flagged at DGs, we've updated the expected CRP following budget decisions for directorates. The table blow sets out our estimates for CED, as well as estimates of changes in your budgeted wages and salaries. We've provided the information for all directorates to the Treasurer's office, Chief Minister's Office and Minister for Public Service's office for consideration on the fund (apologies for sharing in parallel but system timing means we require a decision from Minsiter's tomorrow).
Following this update, we are recommending that the restructure fund support 450 redundancies across the ACTPS over 2 years (225 in each year). Could you let us know ASAP (preferably tomorrow) if you expect CED to be looking to offer more than 50 redundancies in either year, so we can ensure the fund is appropriately sized. The fund would not be allocated to agencies but we want to ensure sufficient capacity for all directorates.

	Directorate/Agency	FTE	Employee expenses as share of CRP (%)	Controlled Recurrent Payments – Year on Year Delta (\$m)			Budgeted Wages & Salaries – Year on Year Delta (\$m) ²	
				2025-26 to 2026-27 (Budget Review)	2025-26 to 2026-27 (Incorporating Budget decisions)	2026-27 to 2027-28	2025-26 to 2026-27 (Incorporating Budget decisions)	2026-27 to 2027-28
	City and Environment Directorate	3,810	43.9	-57.9	23.9	-21.0	3.9	-10.0

Happy to discuss any questions
Thanks
Michelle
[Michelle Dowdell](#)
Deputy Under Treasurer
Phone: [Personal information](#) Email: michelle.dowdell@act.gov.au
Chief Minister, Treasury and Economic Development Directorate
220 London Circuit | GPO Box 158 Canberra ACT 2601 | www.act.gov.au
EO: Aishwarya Iyer | Email: aishwarya.lyer@act.gov.au
EA: Rowena Thomas | Email: rowena.thomas@act.gov.au

