

The Government has been clear about its intention to make changes to the structure of the ACTPS to better align it to government priorities, provide a greater focus on service delivery and find efficiencies.

This is the home page for all information relating to the City and Environment Directorate (CED) Implementation team.



CED – Final Initial Structure – 1 July 2025

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Consultation Outcomes

These documents outline the results of consultation that occurred with staff between 26 May 2025 - 10 June 2025.





What is the government hoping to achieve with the CED MoG?

The Government has been clear about its intention to make changes to the structure of the ACTPS to better align it to government priorities, provide a greater focus on service delivery and find efficiencies.

In relation to the City and Environment Directorate the Government has some specific goals which include:

- a solution driven and customer focussed approach to service delivery;
- better alignment between planning and transport;
- faster and more streamlined decision making in relation to development proposals and a streamlined approach to entity referrals;
- consolidation of on-the-ground operations and service delivery in particular city services, parks and land management; and
- consolidation of the interface with the community.

The decision to move the ACT Heritage Library (ACTHL) into CMTEDD alongside the Territory Records Office confirms the special role that both ACTHL and TRO have in preserving and making accessible the rich documentary history of Canberra.

Will the initial structure achieve these objectives?

The initial structure for 1 July is the first step towards meeting the Government's objectives for the Machinery of Government changes. Once the incoming Director-General is in place they will consider how best to organise the directorate's resources to meet the Government's objectives. The ACTPS 2025 Taskforce Report will provide some useful recommendations that will inform decisions.

What is the process for consultation on the initial structure?

Consultation on the initial structure will take place between 26 May- 10 June. For more information you can read the [CED Consultation Paper](#).

You can provide your feedback on the initial structure through the [Feedback Form](#) or you can email CEDImplementation@act.gov.au

All Senior Executive staff with affected teams have been asked to hold a session with their teams to discuss the proposed structure and any feedback they have. You may wish to provide team or individual feedback on the structure.

The DDG Implementation CED is available to join your team meetings or for one-on-one discussions. Trish is available for meeting with individuals and teams from Tuesday 3 June – Friday 6 June. She will be located in room 3.109 Level 3, Blackfish (3.109) for a drop in or you can book an in-person or online time. If you would like Trish to visit you at another location please contact her via email at CEDImplementation@act.gov.au.

The implementation DDGs will also be liaising with unions throughout the implementation and transition period.

What will happen after the consultation?

All feedback will be reviewed and a decision paper will be provided to the Head of Service for consultation with existing Directors-General. If the consultation feedback results in further changes to the initial structure, further consultation may be required before a decision paper is issued. Implementation Teams intend to review feedback as it is received to assist in the process of finalising a structure for 1 July implementation.

Pending consultation outcomes, it is intended that structures are implemented on 1 July in line with changes to Administrative Arrangements.

What will change by 1 July?

As you will see from the initial structure chart, for many teams there will be no change on 1 July. Staff will continue to undertake their current duties and report to their existing supervisor. In most cases, where there is a change in reporting lines, this will impact the supervisor for executive group managers and executive branch managers.

For a small number of teams in CED there will be a change in reporting lines on 1 July. We will meet with these teams separately to ensure that they know who to report to from 1 July. In most cases, where there is a change in reporting lines, this will impact the supervisor for executive group managers and executive branch managers.

On 1 July there will be:

- three new directorates formed, this means:
 - new names;

- an initial structure;
- revised Administrative Arrangements;
- finances amalgamated;
- budgets transferred; and
- delegations in place.
- people will know where their position is and who their supervisor is.

What do I need to do?

You do not need to do anything differently from what you would normally do, and you should continue to report to your current supervisor.

Will my day-to-day job change?

It is unlikely that there will be changes to your day-to-day functions under the initial structure. If you are unsure about what to do you should discuss this with your supervisor.

Will I need to move location?

A small number of staff may need to relocate to join their new directorate. It is not envisaged that large scale relocations will occur before 1 July. All staff who are required to change their primary work location will be provided with additional information before the location change is required.

When will the final structure be in place?

The incoming Director-General of each new directorate will finalise the structure after they start.

What will happen after 1 July?

After 1 July, further work will need to be done to:

- finalise the structure of the directorate, following consultation;
- consolidate corporate support, systems and processes; and
- develop strategic and corporate plans

Is everything in the ACTPS 2025 Taskforce Report going to be implemented?

Not everything in the report was agreed by Government for immediate implementation. The summary of actions (here) outlines what the Government has agreed to do in response to the Taskforce's recommendations. Of those actions the first 7 will be implemented by 1 July, specifically:

- the establishment of City and Environment Directorate, Digital Canberra and Health and Community Services Directorate; and
- the movement of: the ACT Heritage Library to the Territory Records Office in CMTEDD; the Better Regulation Team to CED; the Office of LGBTIQ+ Affairs to HCSD; moving some housing infrastructure delivery and maintenance functions to Infrastructure Canberra; and moving health research governance and ethics functions to Canberra Health Services .

The remaining recommendations require further scoping and consideration and will be implemented progressively after 1 July.

How will it work in practice with two corporate teams for both CED and HCSD?

Until the incoming Directors-General are in place the corporate teams will operate in parallel, that is, they will continue to service the people and systems from the directorate they have come from.

For example, the former EPSDD People and Capability Branch will continue to provide support to the teams that have transitioned from EPSDD, the former TCCS Finance Team will continue to administer the finances related to former TCCS functions and the Access Canberra Corporate Support and Capability team will continue to support Access Canberra staff. In some instances, there may be some support also provided to Access Canberra from CMTEDD whilst CED processes are established.

Some support will also be provided to CMTEDD.

Corporate support for the Heritage Library will be provided by CMTEDD from 1 July. For the Health Research Governance and Ethics team, Canberra Health Services will take on this function.

Will corporate people lose their jobs?

The Government has committed to no redundancies below the SES as a result of the MoG changes. Where roles and responsibilities are no longer operationally necessary, redeployment options within the ACTPS will be investigated and prioritised, including any training. This process will be managed within existing policies and procedures.

When will I know if my job is changing?

The incoming Directors-General will consider how best to allocate the resources of the directorate to meet the Government's priorities, in line with relevant policies and legislation. If your role is no longer operationally required, redeployment options will be explored. If you have any concerns please raise them with your supervisor or Executive Branch Manager in the first instance.

What will happen to excess EBM's and EGM's?

The newly appointed Directors-General will make the decisions about where to place staff in the new structure in accordance with existing procedures, and if necessary, explore redeployment options across the ACTPS. This process will be done in consultation with affected staff.

When will the Implementation teams be settled?

The implementation team leads are working through the expressions of interest and will work closely with the current DGs and Chief Operating Officers to make sure that they have the right mix of skills and experience in teams. It is important to remember that there are not full time positions being recruited to for implementation teams, rather staff from affected directorates who expressed an interest, have the opportunity to be involved in transition and implementation activities, in consultation with their current supervisors, to ensure workloads are balanced appropriately.

What is the implementation timeline for the MoG Changes?

	Stage	Detail	Timeframe
2025 ce	Stage 1: Taskforce Review and Report - COMPLETE	ACTPS 2025 Taskforce was active from January – April 2025 to undertake a review and provide a Report to Government with advice on the proposed changes.	January 2025
	Stage 2: Consideration of Taskforce Report and recommendations - COMPLETE	Report finalised and actions identified.	April 2025
g	Stage 3: Implementation Governance establishment and planning	- Governance Framework establishment: - Steering Committee - Central Implementation Management Team - Implementation Teams - Implementation Stream Working Groups	April-May 2025
ation	Stage 4: Administrative Arrangements	Update of Administrative Arrangements undertaken with sign off by CM Effective date 1 July 2025	End of April 2025
	Stage 5: commencement of work program for changes	Central Implementation Management Team development of work program for ACTPS wide change (not associated with new directorates).	May-July 2025
orate ent	Stage 6: Implementation pre - 1 July 2025	Implementation Team and Stream Working Groups action tasks required pre-1 July 2025 for implementation of Administrative Arrangements	May-July 2025
	Stage 7: new directorate establishment complete	All new directorate establishment steps complete including consequential changes to other directorates.	1 July 2025
	Stage 8: Implementation post 1 July 2025	Implementation Team and Stream Working Groups action tasks required post-1 July 2025 that are related to directorate establishment.	July-December 2025
f new ate ns	Stage 9: Incoming Directors-General	Incoming Directors-General and Deputy Directors-General commence discussions with Ministers and staff and final changes to new directorate structures completed following commencement of incoming DG	July-September 2025
	Stage 10: Directorate planning and implementation	Development of strategic and corporate plans for new directorates under the leadership of incoming DGs	Commencement of DG -
on	Stage 11: Evaluation	Review of outcomes associated with changes and actions.	2026

What should I do if I need support?

You can speak to your supervisor, or you can contact our Employee Assistance Provider (EAP), Converge International. EAP provides access to counselling, stress management, and wellbeing resources for ACT Government employees. All services are free, voluntary, and completely confidential. You can make an appointment by calling 1300 687 327.

Where do I go for information on Work Health and Safety related to all of these changes?

The management of work health and safety risks is an important part of the change process. Implementation teams will conduct a work health and safety risk assessment for the change process. More information about work health and safety measures for these changes is available on the ACTPS WHS site.