

# DCITHS Corporate Services

# Change proposal

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*26 February 2026*

# Acknowledgement of Country

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The Department of Creative Industries, Tourism, Hospitality and Sport acknowledges, respects and values Aboriginal peoples as the Traditional Custodians of the lands on which we walk, live and work. We pay our respects to Elders past and present.

We acknowledge the diversity of Aboriginal people and their ongoing connection to their country, waters and seas. We also acknowledge our Aboriginal and Torres Strait Islander employees who are an integral part of our diverse workforce.



# Content

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# 1

## Why we are changing

# Change narrative

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DCITHS is required to reduce the number of senior executive roles to comply with the NSW Government election commitment to support public sector-wide savings and a leaner senior executive service.

In response, Corporate Services has reviewed how branches and teams are structured and work together. This has informed targeted changes to roles, accountability and functional alignment.

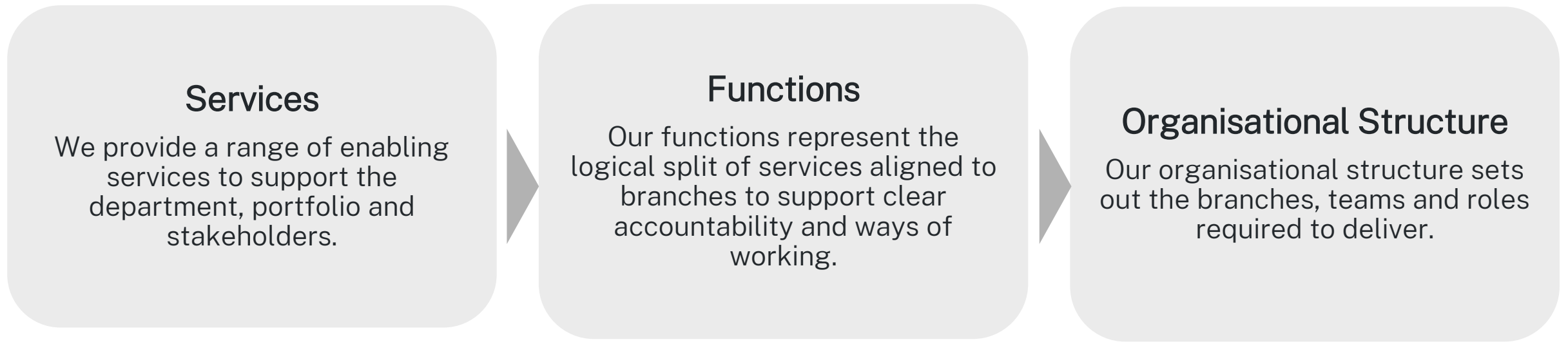
## Change objectives

- Align Corporate Services leadership structures with NSW Government requirements including a reduction of senior executives.
- Ensure work delivery continues successfully with the removal of multiple senior executive roles, with clear re-prioritisation, merging and/or movement of functions implemented as required.
- Re-establish clear leadership, accountabilities and effective ways of working across Corporate Services to support a more sustainable, efficient and well-coordinated operating model.
- Strengthen project delivery, engagement and data-driven decision-making by bringing together digital, communications, media, events, project delivery, business planning, and data and performance insights.
- Rebalancing of the Program Performance and Compliance function ensuring that activity is focused on the highest risk functions, particularly the Grants Assurance space, which will maintain continuity of Grants compliance. The remaining functions and responsibilities will be transitioned to other teams where the work naturally aligns, supporting clearer ownership and more seamless delivery.
- Enhance independence and assurance by moving Governance, Audit, Risk and Compliance away from operational functions, and bringing it together with Legal Services and Grants Compliance, creating a clear, central and independent focus on these governance functions across Corporate Services and the portfolio.



# Our guiding principles

A few key concepts





# Foundational design principles

1	Functions first	Functions are clarified first and used as the foundation for designing branches, teams and reporting lines.
2	Customer Portfolio focused	The design should support our customers across the portfolio to deliver on government priorities and effective services.
3	Role clarity and decision making	The design should establish clear roles, responsibilities and decision-making authority to support accountability and effective day-to-day operations.
4	Accountability and collaboration	The design should support clear accountability while enabling collaboration and effective ways of working across Corporate Services.
5	Practical	The design looks beyond “lines and boxes” to support practical ways of working, decision-making and delivery across divisions.
6	Balanced change	Changes are designed to support clarity and viability following senior executive reductions, while maintaining continuity and minimising unnecessary disruption.

# 2

## What is changing



# DCITHS Corporate Services current functions

The core functions across our branches

## Deputy Secretary, DCITHS Corporate Services

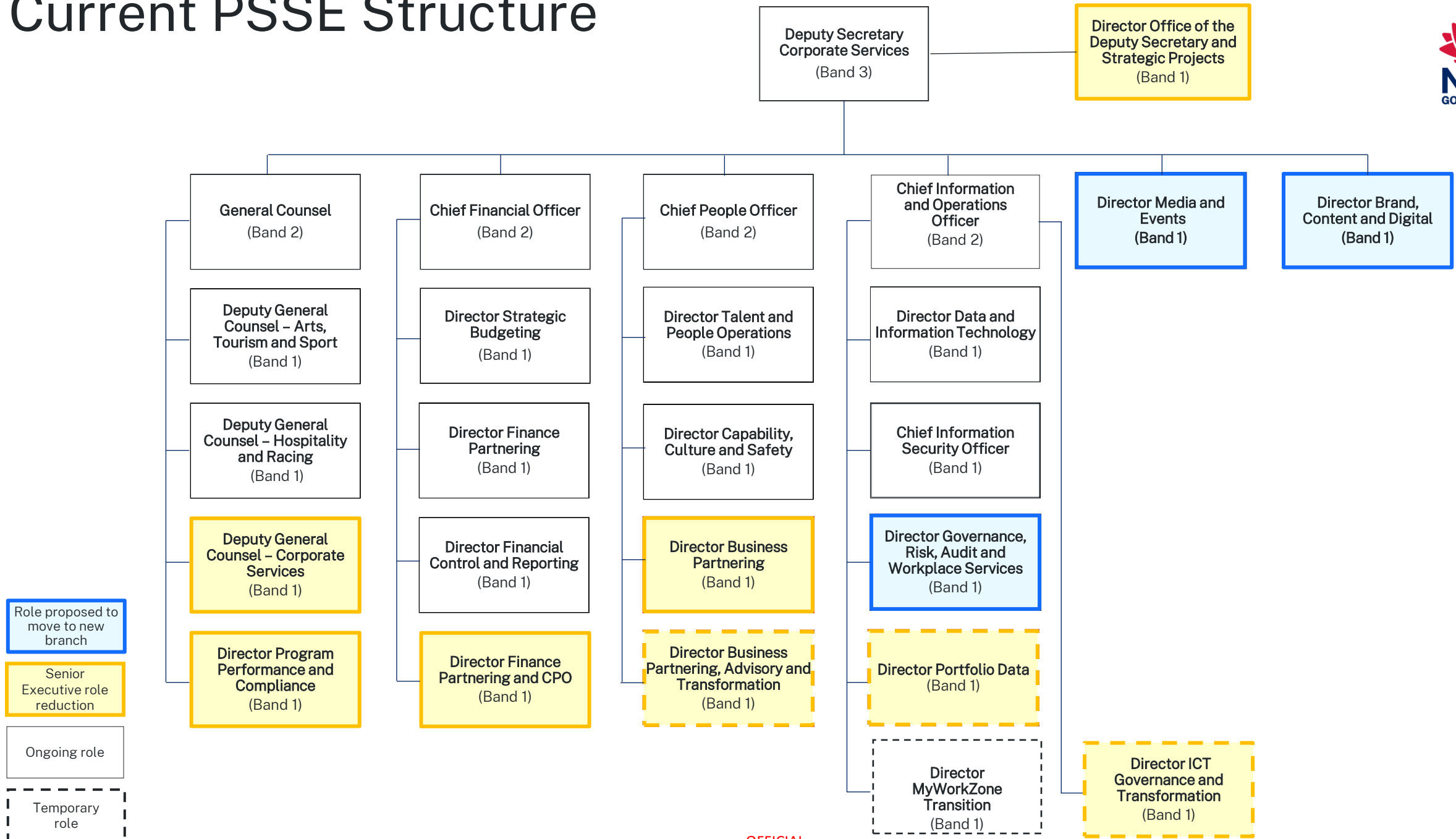
The Deputy Secretary provides overall leadership for Corporate Services, ensuring enabling and advisory functions support the department and portfolio to achieve their objectives. The role oversees governance, compliance and assurance, and supports high-quality advice to inform Executive Leadership Team decision-making. The Deputy Secretary also provides cross-portfolio leadership on finance and corporate services in line with whole-of-government requirements.

Office of the Deputy Secretary	Finance and Procurement	Legal Services	People and Capability	Technology and Operations	Brand, Content and Digital	Media and Events
<ul style="list-style-type: none"> <li>Executive &amp; Business Management</li> <li>Transformation (Strategic Projects)</li> <li>Internal Communications and Engagement</li> </ul>	<ul style="list-style-type: none"> <li>Strategic Procurement</li> <li>Financial Control &amp; Reporting</li> <li>Governance &amp; Accounting Policy</li> <li>Statutory Reporting</li> <li>Strategic Advisory</li> <li>Reporting &amp; Insights</li> <li>Finance Projects</li> <li>Finance Business Partnering</li> </ul>	<ul style="list-style-type: none"> <li>Program Risk &amp; Compliance</li> <li>Program Performance</li> <li>Corporate Reporting</li> <li>Legal Advisory</li> <li>Information Access and Privacy</li> <li>Legal Services</li> </ul>	<ul style="list-style-type: none"> <li>Talent &amp; Executive Management</li> <li>People Systems &amp; Analytics</li> <li>Business Partnering</li> <li>Transformation</li> <li>Culture &amp; Engagement</li> <li>Safety &amp; Wellbeing</li> <li>Leadership and Performance</li> <li>Ethics &amp; Integrity</li> <li>Projects &amp; Governance</li> </ul>	<ul style="list-style-type: none"> <li>IT</li> <li>Data</li> <li>Fleet &amp; Commercial</li> <li>Workplace Operations &amp; Resilience</li> <li>Cyber Security</li> <li>Audit &amp; Compliance</li> <li>Governance &amp; Corporate Policy</li> <li>Enterprise Risk</li> <li>Secretariat and Committee Coordination</li> <li>Climate Change Risk</li> <li>MWZ Transformation</li> </ul>	<ul style="list-style-type: none"> <li>Brand &amp; Marketing</li> <li>Digital Communications</li> <li>Content and Social</li> </ul>	<ul style="list-style-type: none"> <li>Media</li> <li>Events</li> </ul>

Based on Grade 11/12 roles; Technology and Operations has been summarised for clarity.

# Current PSSE Structure

OFFICIAL



Role proposed to move to new branch

Senior Executive role reduction

Ongoing role

Temporary role

OFFICIAL



# DCITHS Corporate Services proposed functions

The core functions across our branches

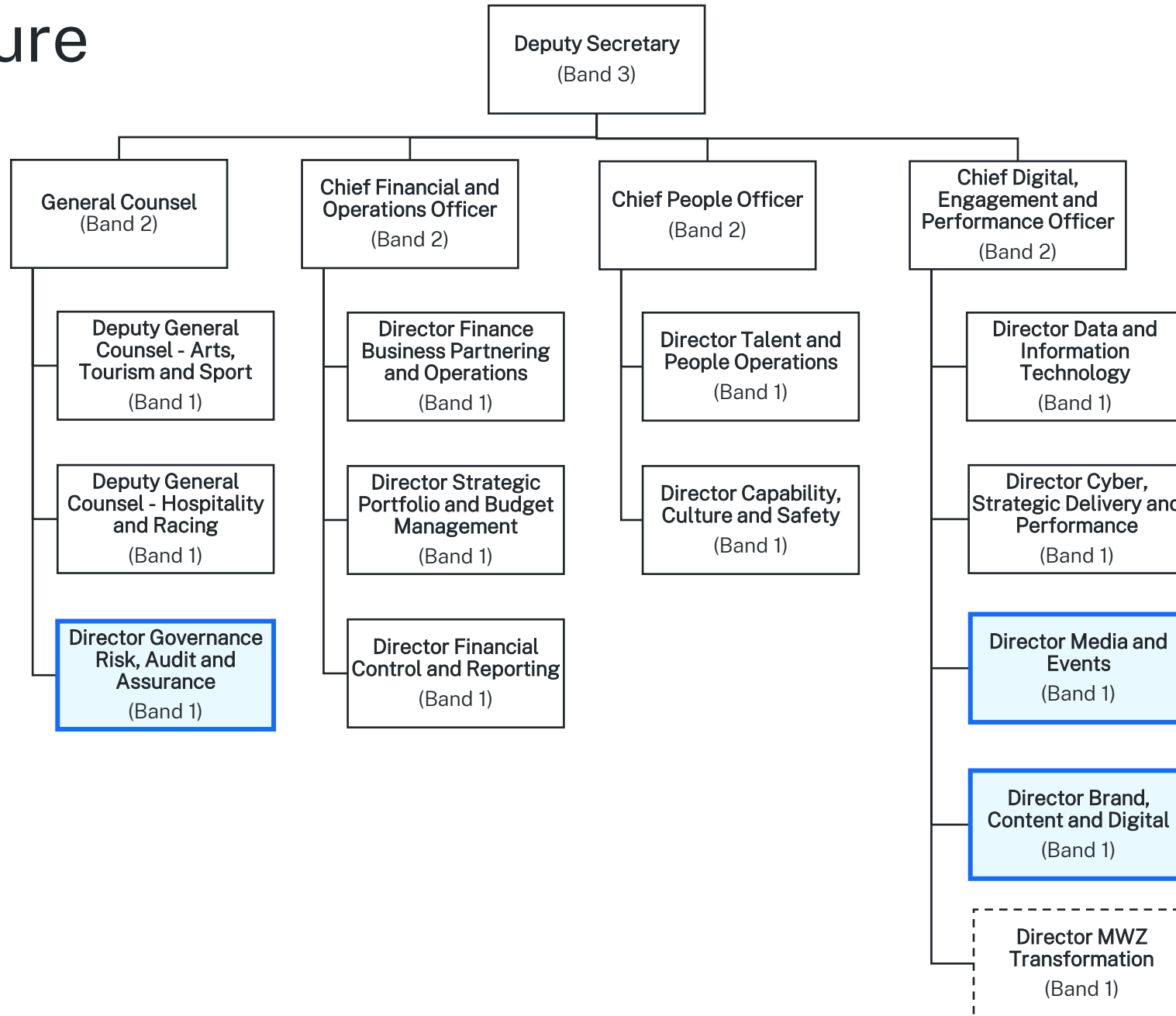
## Deputy Secretary, DCITHS Corporate Services

The Deputy Secretary provides overall leadership for Corporate Services, ensuring enabling and advisory functions support the department and portfolio to achieve their objectives. The role oversees governance, compliance and assurance, and supports high-quality advice to inform Executive Leadership Team decision-making. The Deputy Secretary also provides cross-portfolio leadership on finance and corporate services in line with whole-of-government requirements.

Office of the Deputy Secretary	Finance and Operations	Legal and Governance	People and Capability	Digital, Engagement and Performance
<ul style="list-style-type: none"> <li>Executive &amp; Business Management</li> <li>Internal Communications &amp; Engagement</li> </ul>	<ul style="list-style-type: none"> <li>Finance Business Partnering</li> <li>Fleet &amp; Commercial</li> <li>Workplace Operations &amp; Resilience</li> <li>Reporting &amp; Insights</li> <li>Strategic Advisory</li> <li>Governance &amp; Accounting Policy</li> <li>Financial Control</li> <li>Statutory Reporting</li> <li>Finance Projects</li> <li>Strategic Procurement</li> </ul>	<ul style="list-style-type: none"> <li>Legal Advisory</li> <li>Information Access and Privacy</li> <li>Legal Services</li> <li>Audit &amp; Compliance</li> <li>Grants Assurance</li> <li>Government and Corporate Policy</li> <li>Enterprise Risk</li> <li>Climate and Change Risk</li> </ul>	<ul style="list-style-type: none"> <li>Talent &amp; Executive Management</li> <li>People Systems &amp; Analytics</li> <li>Business Partnering &amp; Advisory</li> <li>Culture &amp; Engagement</li> <li>Safety &amp; Wellbeing</li> <li>Leadership, Learning and Performance</li> <li>Ethics &amp; Integrity</li> <li>Projects &amp; Governance</li> </ul>	<ul style="list-style-type: none"> <li>IT Solution Architecture &amp; Apps</li> <li>IT Strategy &amp; Governance</li> <li>MWZ Transformation</li> <li>IT Operations</li> <li>Information Management</li> <li>Data Services</li> <li>Cyber Security Governance &amp; Engagement</li> <li>Strategic Project Delivery</li> <li>Corporate Planning &amp; Social Policies</li> <li>Performance &amp; Insights</li> <li>Brand, Content and Digital</li> <li>Media &amp; Events</li> </ul>

Based on Grade 11/12 roles; Technology and Operations has been summarised for clarity.

# PSSE Structure



New role

Role has moved to new branch

Ongoing role

Temporary role

# 3

## Setting the scene



# Clarity on the proposed branch changes

## FEEDBACK FROM EVERYONE

We welcome feedback from across DCITHS Corporate Services.

The senior executive role reductions shared will be proceeding, and we welcome your feedback on the resulting realignments and changes proposed.

All perspectives are valued and will help strengthen the next steps, better understand impacts, and ensure the right support and review processes are in place after consultation.

## WHY FEEDBACK MATTERS

We are committed to working collaboratively across teams. Your insights will help maintain strong connections and effective ways of working during and post consultation.

The Change Management Plan covers branches with significant change and everyone’s feedback across Corporate Services remains important.

## WHY CHANGES VARY ACROSS BRANCHES

Changes vary across branches because the required reduction in senior executive roles affects each area differently.

Additional adjustments have been made to ensure leadership, accountabilities and ways of working remain clear and sustainable after these reductions, which means some branches require more realignment than others.

This section provides an overview of the branch changes. For more detailed on roles and reporting lines see the proposed organisational charts from slide 49. Branch functions can be found on slide 11. Role descriptions can be found on the DCITHS Change Hub.

# Key changes: Technology and Operations\*

- Technology and Operations is proposed to be repositioned to bring together digital, engagement, project delivery and performance insight functions into one integrated branch, strengthening coordination and supporting effective planning, delivery and communication.
- The Chief Digital, Engagement and Performance Officer will lead this branch.
- In line with PSSE reduction requirements, two temporary Director roles — Portfolio Data and MWZ Transformation — will conclude later this year.
- As part of the PSSE reduction requirements, the Chief Information and Security Officer role and Director ICT Governance and Transformation role will also be consolidated to form the Director Cyber, Strategic Delivery and Performance
- An Associate Director Business Services and Projects will provide senior leadership across project delivery and branch operations.
- An Associate Director, Corporate Planning and Social Policies will lead social policy and business planning under unified leadership to reduce fragmentation and compliance risks.
- Business planning, performance reporting, insights and wellbeing measures will be consolidated into a single integrated performance function, supported by strengthened Grade 11/12 capacity and incorporating functions transitioning from Program Performance & Compliance.
- Governance, Audit and Risk will move to the renamed Legal and Governance branch, reinforcing independent assurance, compliance and oversight.
- Workplace Services and Commercial will move to Finance to strengthen alignment with procurement and financial governance and ensure end-to-end oversight of commercial and financial arrangements.
- Delivery of strategic and priority projects will sit within this branch, supported by a Grade 11/12 lead and team, working closely with the IT PMO to ensure alignment.
- Media and Events and Brand, Digital and Content will move into the branch to strengthen alignment across external communications and digital/data-insight capabilities.
- IT Solution Architecture and Applications will continue to lead core systems support, with an additional role to increase capacity.

The functions for this branch can be found on slide 11 and the proposed organisation chart can be found on slide 50.

\*These are proposed changes with an accompanying Change Management Plan found on the Change Hub

# Key changes: Legal Services\*

- Legal Services will be renamed Legal and Governance, bringing together Legal, Governance, Audit, Risk and Compliance into one centralised branch.
- This strengthens independence, enhances assurance capability and creates a clear compliance, governance and risk management focus across Corporate Services and the department.
- In line with PSSE reduction requirements, the Deputy General Counsel (Corporate Services) role will be removed. A new Principal Legal Officer, Employment Law role will be established, with all PLOs reporting directly to the General Counsel.
- This new PLO will work closely with People and Capability to support consistent, proactive management of employment-related legal risks.
- As part of PSSE reductions, the Director, Program Performance and Compliance (PPC) role will be removed. Governance, Risk and Audit will move from Technology and Operations into Legal and Governance, retaining responsibility for governance frameworks, corporate policies, risk management and audit oversight. Compliance will also transfer into Legal and Governance, strengthening stewardship of public funds through a centralised Grants Assurance function. These functions would be led by a Director of Governance, Risk, Audit and Assurance.
- Following the reduction of the PPC Director role, the PPC team will be reshaped, with responsibilities moving to the areas where they naturally align:
  - A focused Grants Assurance function will remain in Legal and Governance, led by a Grade 11/12 role with supporting capacity.
  - One position will move to support corporate planning and social policies.
  - Reporting on corporate performance, portfolio insights and the Performance & Wellbeing Framework will consolidate into Performance Insights.
- Responsibility for the Annual Report will move to Internal Communications & Engagement within the Office of the Deputy Secretary, Corporate Services.
- Overall, these changes establish a strengthened Legal and Governance branch that provides independent assurance, clear guidance and principled compliance oversight, supporting business areas across Corporate Services and the department to meet governance, risk and compliance obligations.

The functions for this branch can be found on slide 11, and the proposed organisation chart can be found on slide 51.

\*These are proposed changes with an accompanying Change Management Plan found on the Change Hub

# Key changes: Office of the Deputy Secretary\*

- Changes within the Office of the Deputy Secretary (ODS) align the function with Executive Business Support (EBS) structures used across the Department and support the Government's commitment to a leaner senior executive service.
- As part of the PSSE reduction requirements, the Director of ODS and Strategic Projects role will be removed. Consequently, strategic projects, social policies and business planning will move to the Digital, Engagement and Performance branch.
- Given the reduced need for ODS business coordination as a result of these changes, the Executive Coordinator role is proposed to be removed reflecting the adjusted executive requirements.
- A Senior Corporate Publications and Reporting Advisor will be established within Internal Communications & Engagement, providing dedicated support and coordination for key corporate publications and reporting such as the Annual Report. This role will work closely with the Office of the Deputy Secretary and Digital, Engagement and Performance to ensure coordinated, timely and consistent corporate publications development and messaging.
- The Associate Director, Transformation role is proposed to transition into Digital, Engagement and Performance as the Associate Director, Corporate Planning and Social Policies. This brings social policy and business planning together under one leader to better align planning, policy and performance. As these functions grow, the role will be supported by an additional direct report to meet organisational needs.

The functions for this branch can be found on slide 11, and the proposed organisation chart can be found on slide 52.

\*These are proposed changes with an accompanying Change Management Plan found on the Change Hub

# Key changes: Finance and Procurement

- As part of the PSSE reduction requirements, the role of Director Finance Business Partnering (agencies) and Chief Procurement Officer will be removed. Consequently, the agency partnering functions previously reporting to this role will now be realigned under the Director Strategic Portfolio and Budget Management, ensuring continuity of oversight and clearer integration across financial planning and strategic portfolios. The procurement function will report directly to the Chief Financial and Operations Officer.
- Director titles have been reviewed and updated to ensure they accurately signal the strategic scope, accountability, and leadership responsibilities of each area.
- To strengthen alignment between operational delivery and financial governance, the Workplace Services and Commercial functions will transition into the Finance and Procurement branch from Technology and Operations. This shift reflects their core responsibilities in contract and contractor management and formalises the close partnerships they already maintain with Procurement and Finance through ongoing vendor engagement. To support this, the Director of Finance Partnering will now become the Director of Finance Business Partnering (department) and Operations.

The functions for this branch can be found on slide 11, and further details about the proposed organisation chart can be found on slide 53.

# Key changes: People and Capability

- As part of the PSSE reduction requirements, the Director Business Partnering and Advisory role will be removed. To operationalise this role removal, the Business Partnering team will move to report directly to the CPO. This move will streamline operations and ensure close alignment with organisational priorities.
- Titles within the Business Partnering team have been reviewed to more accurately represent the responsibilities and value delivered by the team – with Grade 11/12 being retitled Associate Director Business Partnering and Advisory. These roles also now include people transformation (e.g. org. Design) and will work closely with other roles in P&C and the Digital, Engagement and Performance branch to identify, design and deliver AI-related workforce transformation.
- The Business Coordinator role is proposed to shift under the Executive Office to strengthen support and coordination across executive functions.

The functions for this branch can be found on slide 11, and the proposed organisation chart on slide 54.

# Key changes: Brand, Content and Digital.

- Brand, Digital and Content will move into the Digital, Engagement and Performance branch, reflecting the strong collaboration that already exists across brand, digital delivery and communications.
- Aside from the reporting-line change of the Director Brand, Content and Digital from the Deputy Secretary Corporate Services to the Chief Digital, Engagement and Performance Officer, no other changes to this team are proposed.
- The team will continue to lead brand stewardship, digital channels and content, now with stronger alignment to the IT, performance insights and corporate reporting teams to support evidence-based communication and engagement.
- This change reinforces end-to-end communication planning and delivery, without altering the core role or responsibilities of the team.
- The Director, Brand, Content and Digital will report to the Chief Digital, Engagement and Performance Officer, strengthening strategic alignment and leadership across external communication and digital functions. The changes also support executive reporting arrangements to enable effective oversight, timely decision-making and a consistent leadership model across Corporate Services.

This will form part of Digital , Enablement and Performance. The proposed organisation chart can be found on slide 50.

# Key changes: Media and Events

- Media and Events will move into the Digital, Engagement and Performance branch, recognising the team's existing close partnership with the Brand, Content and Digital team as a unified communications function.
- The team will continue to lead media engagement and events, benefiting from improved alignment with strategic planning, performance reporting and portfolio priorities. Aside from the reporting-line change of the Director Media and Events from the Deputy Secretary Corporate Services to the Chief Digital, Engagement and Performance Officer, no other changes to this team are proposed.
- This realignment supports consistent messaging and coordinated delivery, while maintaining the team's core role and responsibilities.
- The Director, Media and Events will report to the Executive Director, Digital, Engagement and Performance, providing clearer executive alignment and consolidating external communication leadership. The changes also support executive reporting arrangements to enable effective oversight, timely decision-making and a consistent leadership model across Corporate Services.

This will form part of Digital , Enablement and Performance. The proposed organisation chart can be found on slide 50.

# 3

## Change impacts



# Impact to Clerical and Administrative Roles

Grade	Current Positions	Proposed Positions	Impact of Current Positions to Proposed Positions*	Ongoing employees in impacted positions
PSSE 3	1	1	0	0
PSSE 2	4	4	0	0
PSSE 1	21	13	-8	4
CG 11/12	61	60	-1	3
CG 9/10	78	79	+1	3
CG 7/8	45	46	+1	1
CG 5/6	15	14	-1	0
CG 3/4	6	6	0	0
Trainee	4	4	0	0
<b>TOTALS</b>	<b>235</b>	<b>227</b>	<b>-8</b>	<b>11</b>

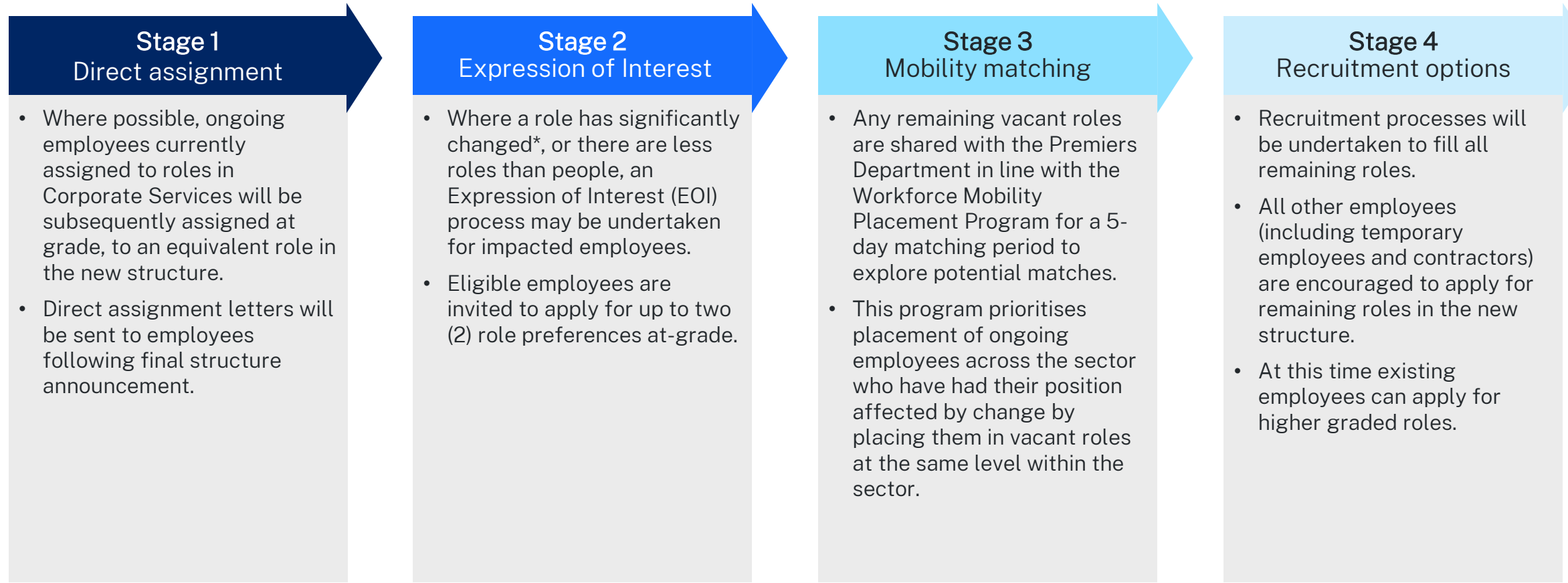
The table shows ongoing employees who are covered under the Clerical and Administrative Award (or equivalents) and PSSE roles compared to roles at the same level in the proposed future Corporate Services structure.

A number of roles will also have some changes in terms of their reporting line, role title or accountabilities.



# Filling our structure

There are four methods that may be used to place people into roles in the new structure.



### Stage 1 Direct assignment

- Where possible, ongoing employees currently assigned to roles in Corporate Services will be subsequently assigned at grade, to an equivalent role in the new structure.
- Direct assignment letters will be sent to employees following final structure announcement.

### Stage 2 Expression of Interest

- Where a role has significantly changed\*, or there are less roles than people, an Expression of Interest (EOI) process may be undertaken for impacted employees.
- Eligible employees are invited to apply for up to two (2) role preferences at-grade.

### Stage 3 Mobility matching

- Any remaining vacant roles are shared with the Premiers Department in line with the Workforce Mobility Placement Program for a 5-day matching period to explore potential matches.
- This program prioritises placement of ongoing employees across the sector who have had their position affected by change by placing them in vacant roles at the same level within the sector.

### Stage 4 Recruitment options

- Recruitment processes will be undertaken to fill all remaining roles.
- All other employees (including temporary employees and contractors) are encouraged to apply for remaining roles in the new structure.
- At this time existing employees can apply for higher graded roles.

\* Significant changes include where:

- Purpose, functions and accountabilities of the role have changed entirely
- Technical accountabilities have changed in their entirety (where the role's main functions have changed from X to Y)
- New functions are added to the role

4

What is next

# Your input is important


Consultation begins on 26 February 2026 until 5pm on 11 March.

Throughout this time, we encourage you to take the time to review the proposed changes and share your feedback on the supporting change materials which include:

- new functions/changes to branches because of PSSE reductions
- organisational structures
- role descriptions
- Change Management Plan

Regularly check the DCITHS Change Hub as your go-to resource to stay up-to-date on key dates and to find the latest FAQs.

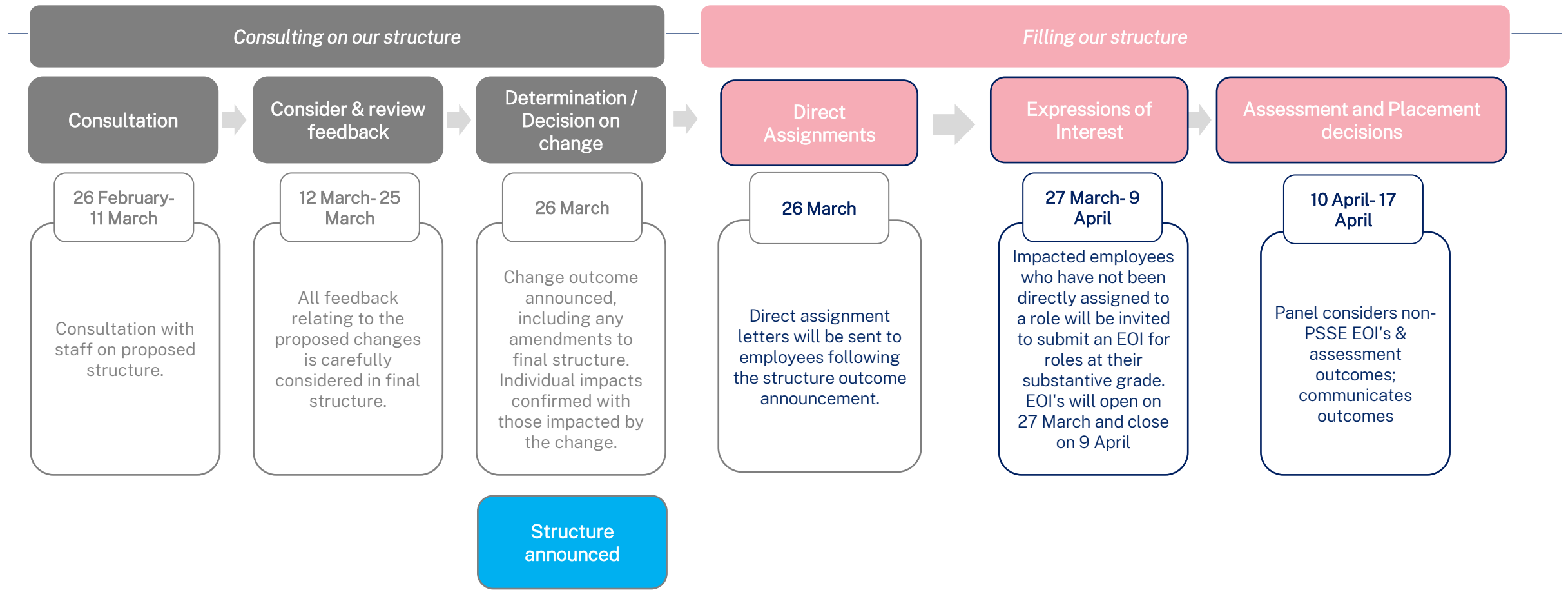
If you can't find your answer there, send it through to [change@dciths.nsw.gov.au](mailto:change@dciths.nsw.gov.au).



Have your say via  
this FEEDBACK  
FORM



# Next steps & timelines



5

Support for you



# Support for you

Throughout the consultation, you can find further information, career guidance, support, and provide feedback, through the resources below:

Visit the Change Hub	See our Frequently Asked Questions (FAQs) <a href="mailto:change@dciths.nsw.gov.au">change@dciths.nsw.gov.au</a>	Employee Assistance Program (EAP) 1300 687 327 (Aus) +61 3 8620 5300 (Int'l)	Contact People & Capability Support: <a href="mailto:peopleandcapability@dciths.nsw.gov.au">peopleandcapability@dciths.nsw.gov.au</a>

	Supporting sessions for working and leading through change are available for anyone during consultation. Booking details can be found on the Change Hub.
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# Team members on temporary assignment and away during consultation

## Temporary assignments (within DCITHS Corporate Services)

Ongoing team members who are temporarily assigned to other roles should participate in the consultation in relation to their substantive role and can also provide feedback informed by their temporary assignment.

## Secondment (outside of DCITHS Corporate Services)

Ongoing team members who are seconded will be included in consultation activities and relevant communications. Leaders are required to actively engage with these team members to ensure information about structural or organisational changes is shared.

## Planned Leave

Team members who are taking, or considering, planned leave should speak with their manager and provide contact details for the period of their leave. These team members will continue to be included in consultation communications, including email updates.

Where a team member is already on planned leave, leaders are required to proactively reach out to ensure they have the information needed to participate in and be supported throughout the consultation period.

If you will not have access to your work email and wish to provide an alternative email address to be contacted on, please email [change@dciths.nsw.gov.au](mailto:change@dciths.nsw.gov.au) to confirm your preferred contact details during and following consultation.

# 6

## Annexes

# 1 Process ANNEXES FOR NON-PSSE ROLES



- A. Direct Assignments
- B. Expression of Interest Form
- C. Expression of Interest Process
- D. Redeployment and Redundancy

# 1A

## Direct Assignments

# Direct Assignments

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Where possible, employees currently assigned to roles in DCITHS Corporate Services will be subsequently assigned at grade, to an equivalent role in the new structure.

Direct assignment letters will be sent to employees following the final structure outcome announcement.

\*Temporary employees will be communicated with directly by ELT about their individual contract of employment following final structure outcome announcement.

# 1B

## Expressions of Interest Form

# Expression of Interest (EOI) Form

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## The EOI form will be available:

- Non PSSE employees: 9am Friday 27 March and close at 12pm Thursday 9 April

## Eligible employees are invited to express an interest in a role via the EOI form where they are asked to:

- Nominate up to two preferences for available roles
- Submit the details of referee (must be a current or previous manager)
- Upload a copy of your current CV and cover letter (a cover letter for each role can be uploaded)

## Eligible employees will also have the opportunity to:

- Provide any relevant information for consideration during the placement process (e.g. specific flexible working arrangements)

The information submitted will be provided to the Panel for use in the assessment process.

# 1C

## Expressions of Interest (EOI) Process – Non PSSE Employees

Eligibility and assessment processes



# EOI process – non PSSE

## You are eligible to submit an EOI if...

- You are an ongoing impacted non-PSSE DCITHS Corporate Services employee at the equivalent grade for the available role(s)
- You are a temporary impacted employee in Corporate Services, assigned after a comparative merit selection process and who has a minimum of 12 months continuous service.

## You are not eligible for the EOI process if:

- You are a non-PSSE temporary employee who was not assigned through a comparative merit selection process and/or who has less than 12 months continuous service.
- You are an employee temporarily assigned to a role in Corporate Services from another division within the Department.
- You are an employee seconded to a role without a comparative assessment in Corporate Services from another NSW Government agency.
- You are a contingent worker assigned to a non-executive role within Corporate Services

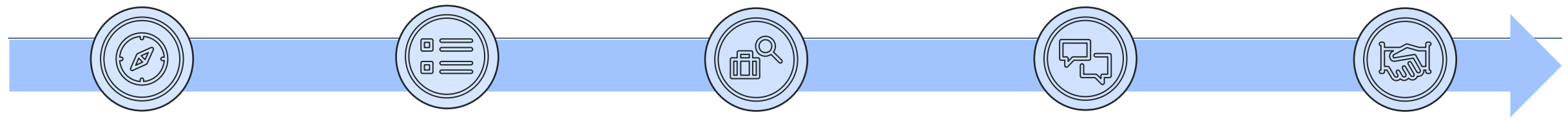
## Those not eligible for EOI will be considered for remaining roles utilising standard recruitment mechanisms:

- Any remaining roles will be filled via Workforce Mobility Placement Program or a GSE compliant recruitment process.





# EOI high level process overview



## 1. EOIs open

EOIs open and communications will be sent out advising employees of how to apply.

Eligible employees submit EOI with their role preferences, CV and covering letter.

EOIs will open on 27 March and will close on 09 April 2026

## 2. EOIs assessed

People & Capability will collate and record all EOIs against roles.

Applications will be reviewed against pre-established standards: key knowledge and experience; essential requirements; and focus capabilities.

## 3. EOIs completed

EOI process finalised, and outcomes approved.

## 4. Outcome

A member of the ELT will notify employees of successful/unsuccessful outcomes.

Successful employees will be notified of the outcome by a letter.

Employees who are not successful will be notified of the outcome and options discussed.

## 5. Mobility process commences

Employees who are unsuccessful will commence the mobility process for a period of 8 weeks. During this period employees will work with P&C to find employment across the NSW Public Sector.

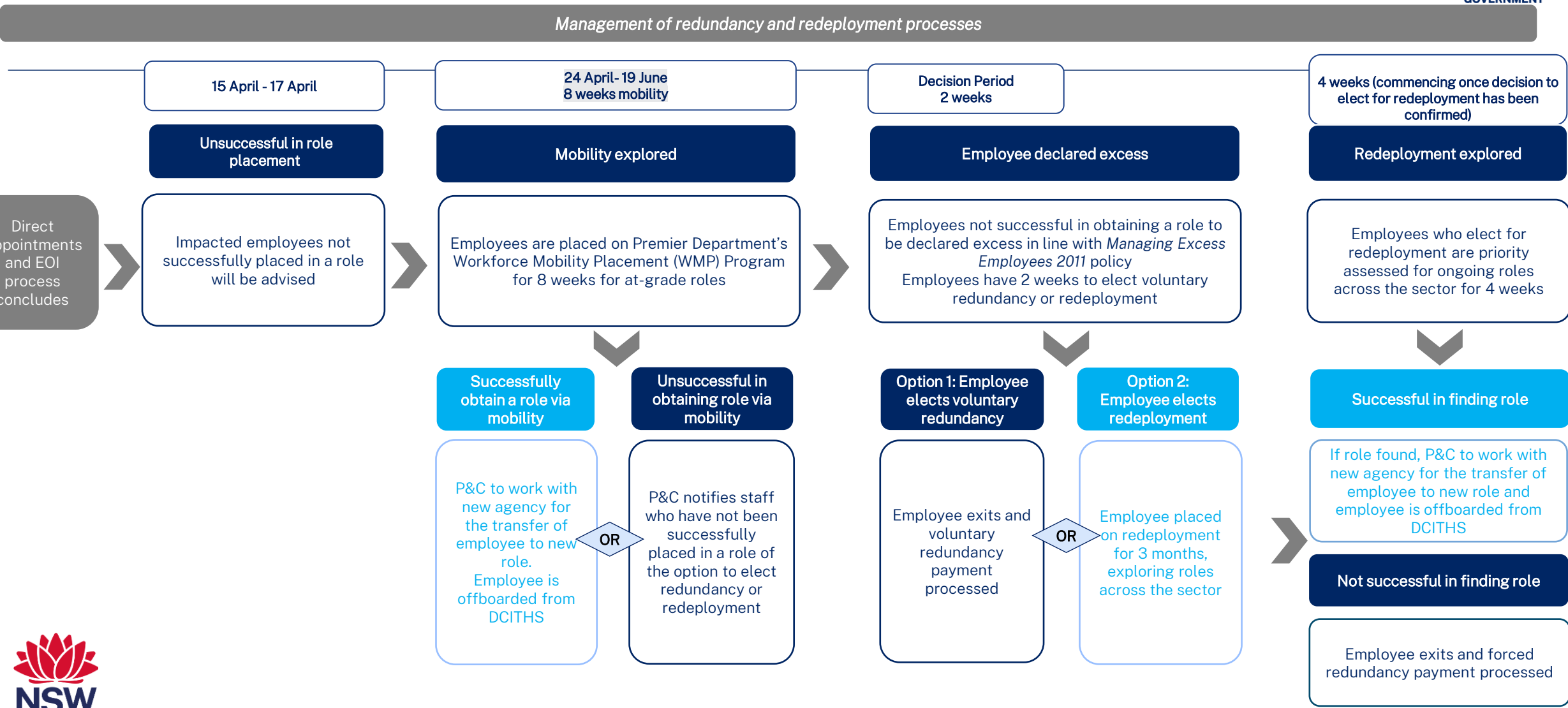
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## Redeployment and Redundancy

Eligibility and assessment processes



# Mobility – non PSSE's



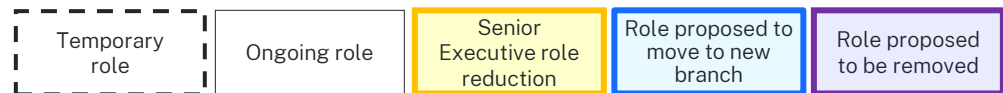
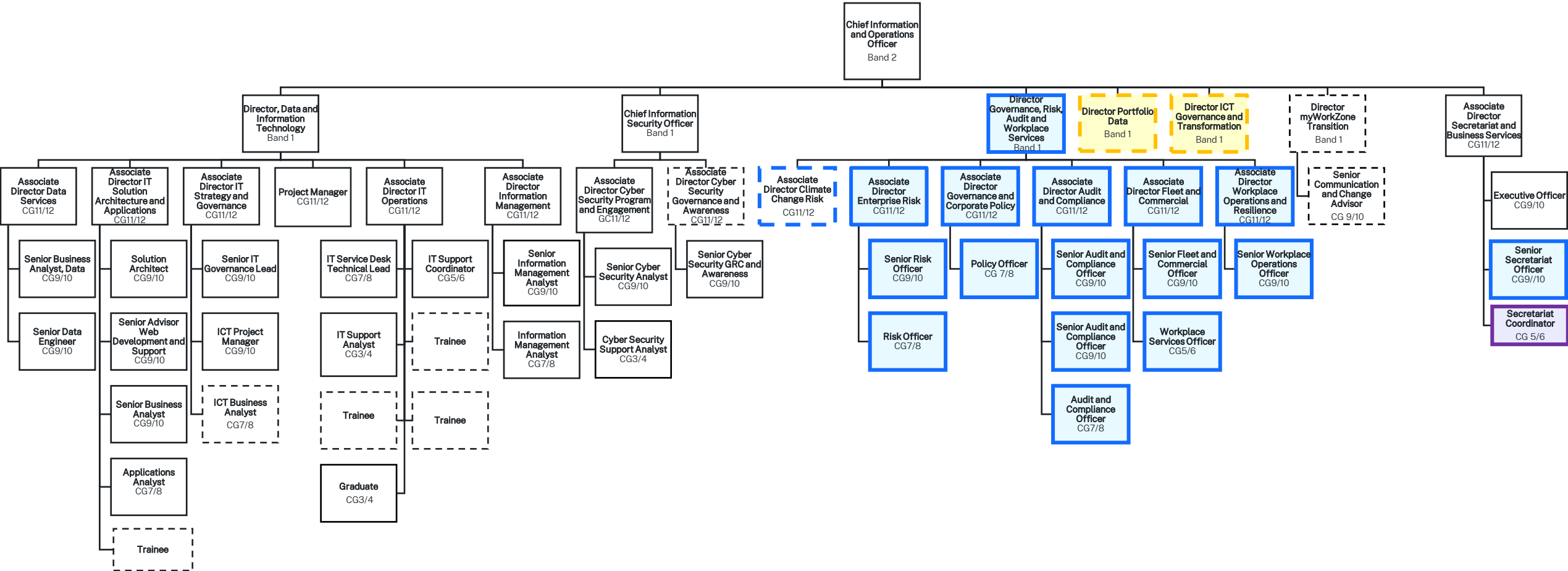
# 2 Existing Structures ANNEX



Existing DCITHS Corporate Services structures by  
branch as off 18 February 2026

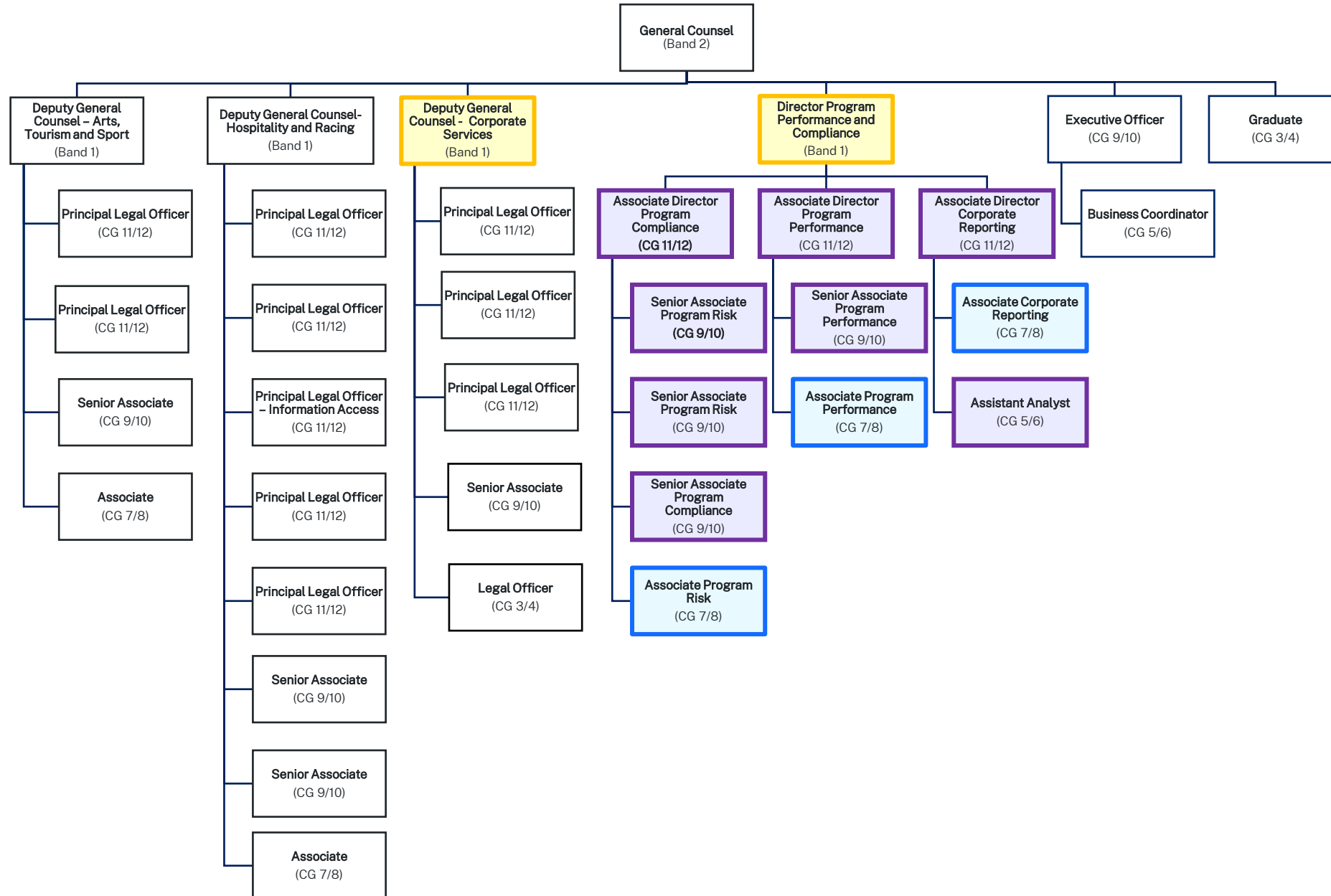


# Current Structure - Technology and Operations





# Current Structure - Legal Services



Role proposed to be removed

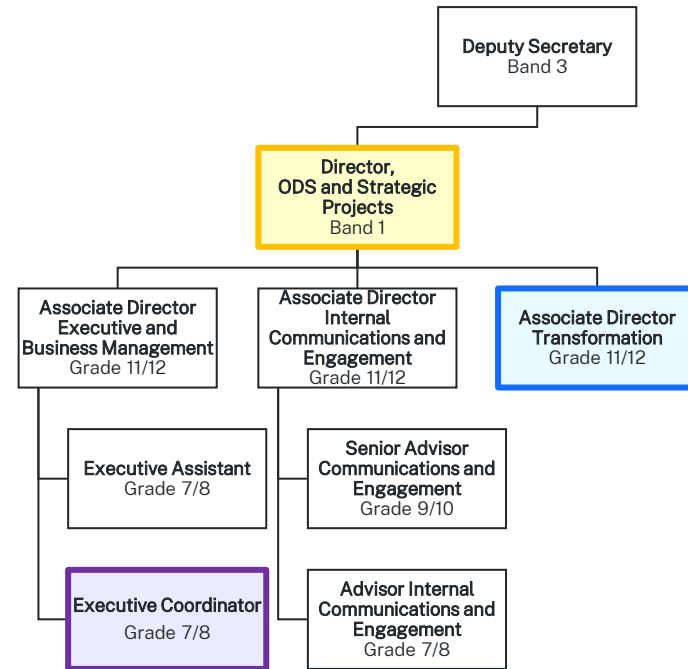
Role proposed to move to new branch/ realigned current branch

Senior Executive role reduction

Ongoing role

Temporary role

# Current Structure - ODS, Internal Communications and Engagement



Role proposed to be removed

Role proposed to move to new branch

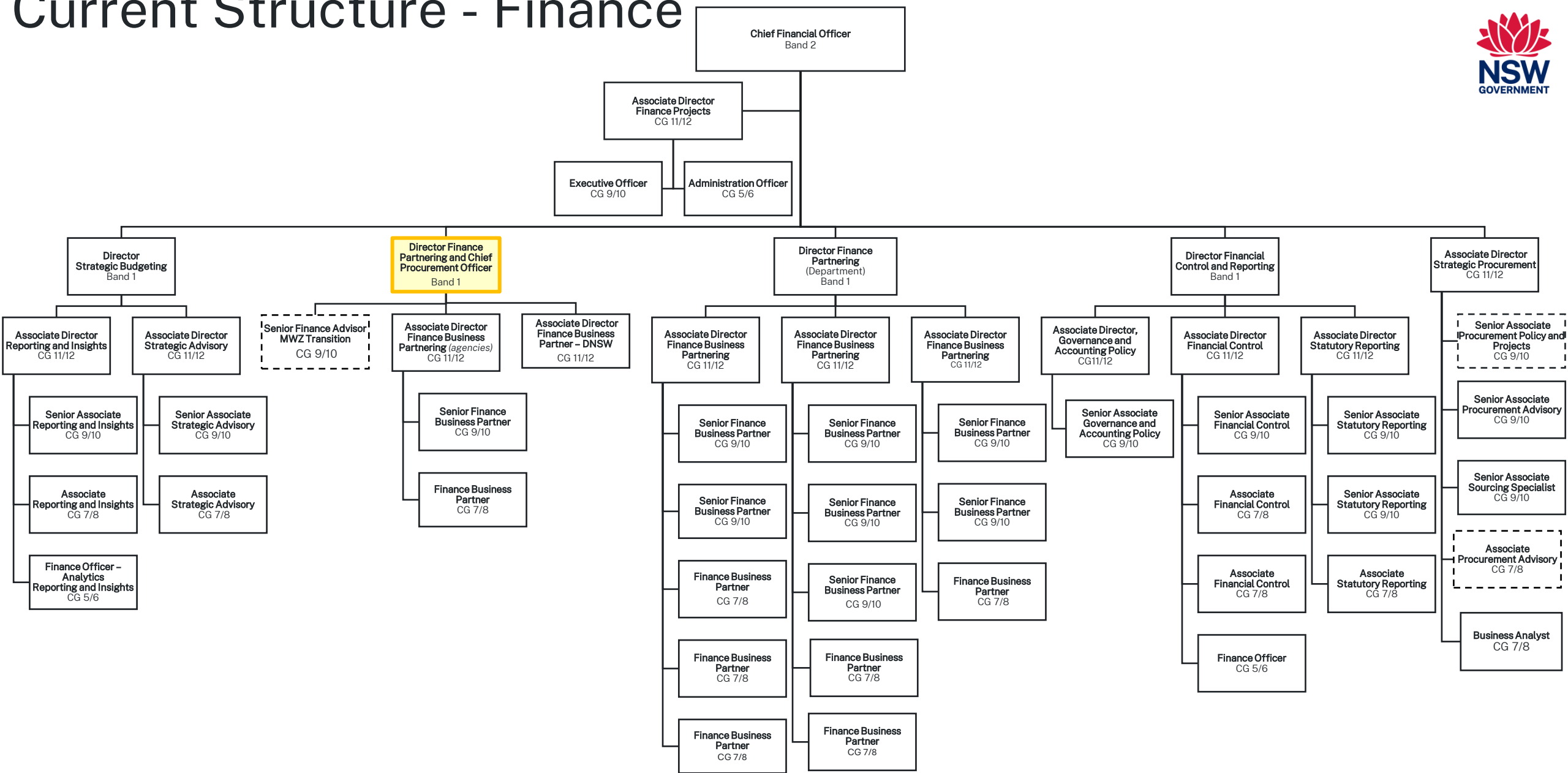
Senior Executive role reduction

Ongoing role

Temporary role



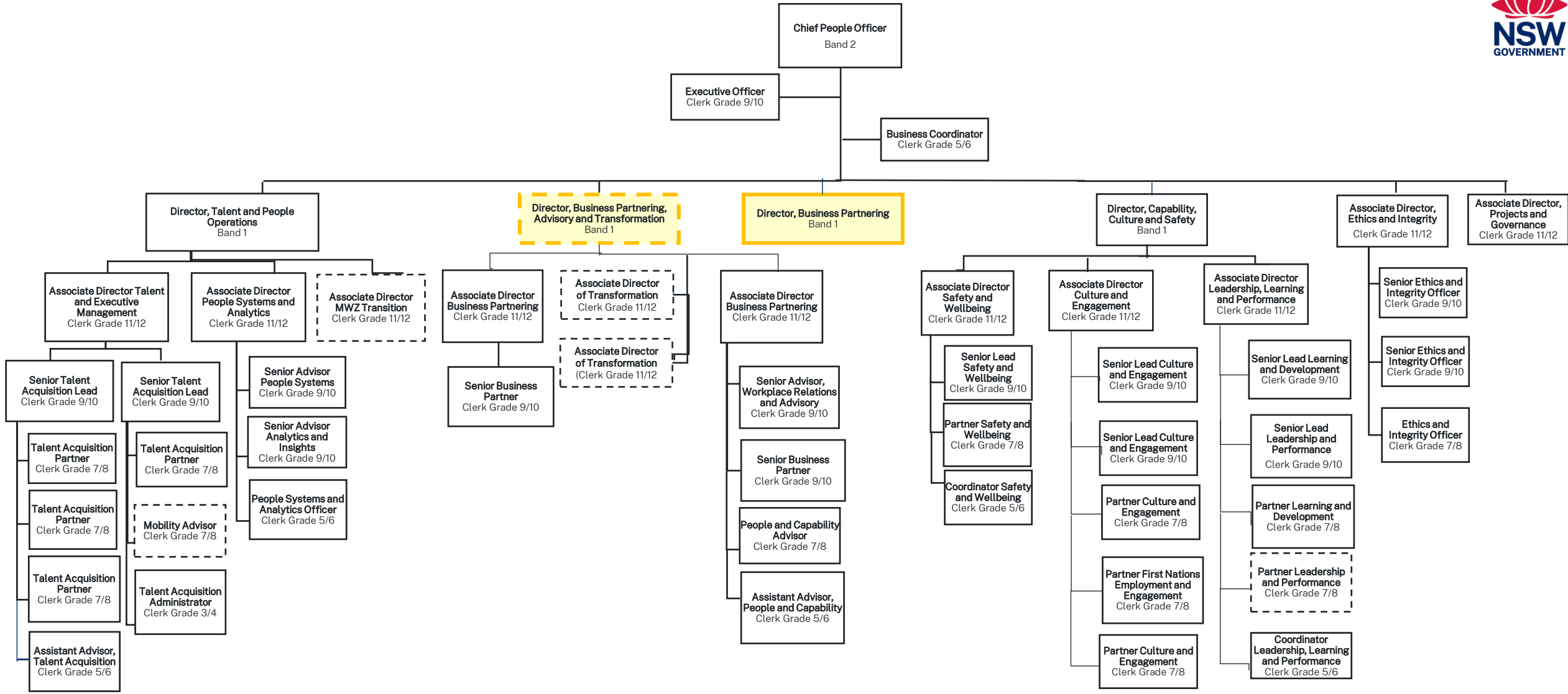
# Current Structure - Finance



Temporary role
Ongoing role
Role proposed to be removed
Role proposed to move to new branch
Senior Executive role reduction

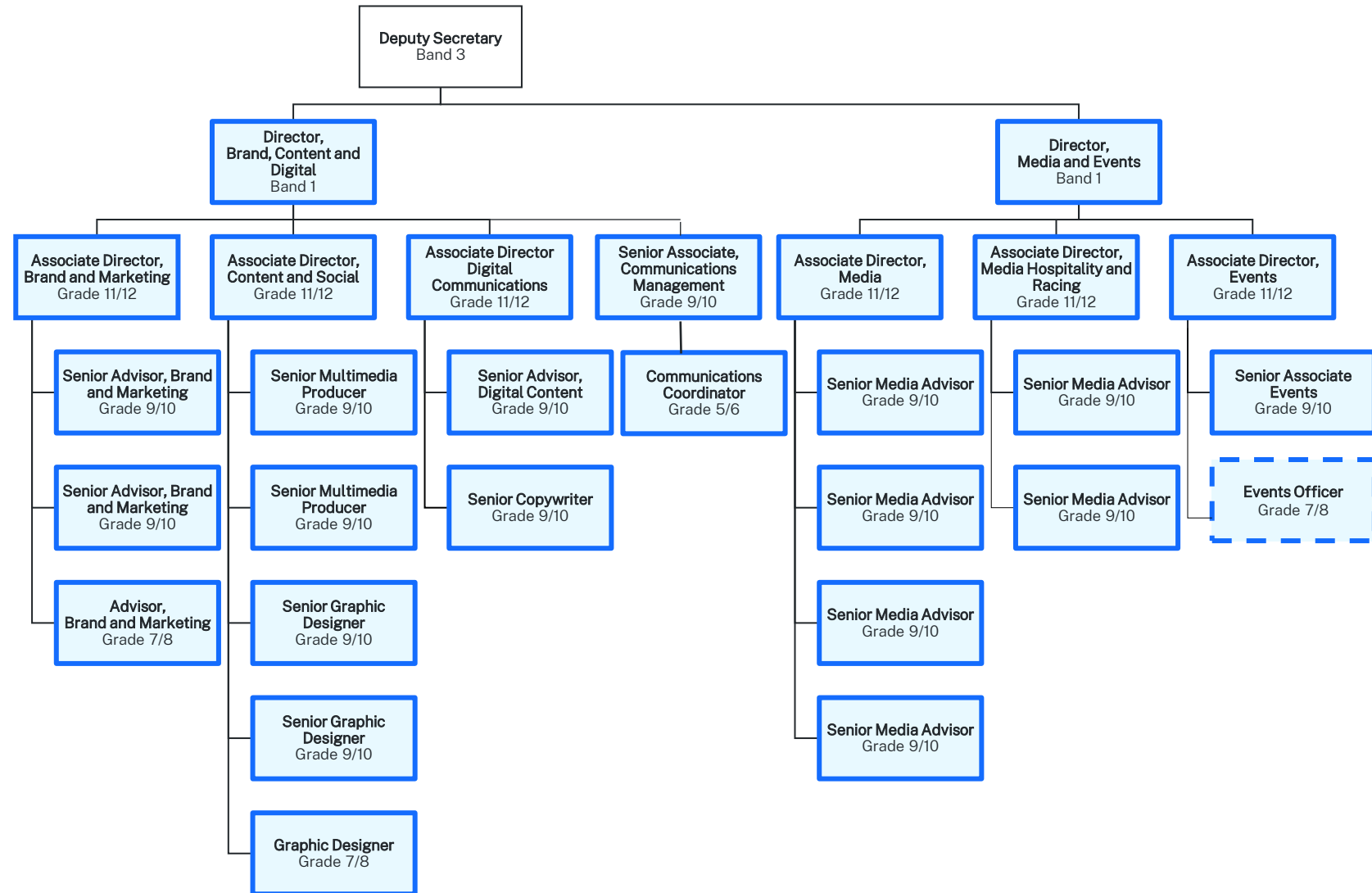


# Current Structure - People and Capability



Temporary role	Ongoing role	Role proposed to be removed	Role proposed to move to new branch	Senior Executive role reduction
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# Current Structure - Brand, Content and Digital Media and Events



Role proposed to be removed

Role proposed to move to new branch

Senior Executive role reduction

Ongoing role

Temporary role

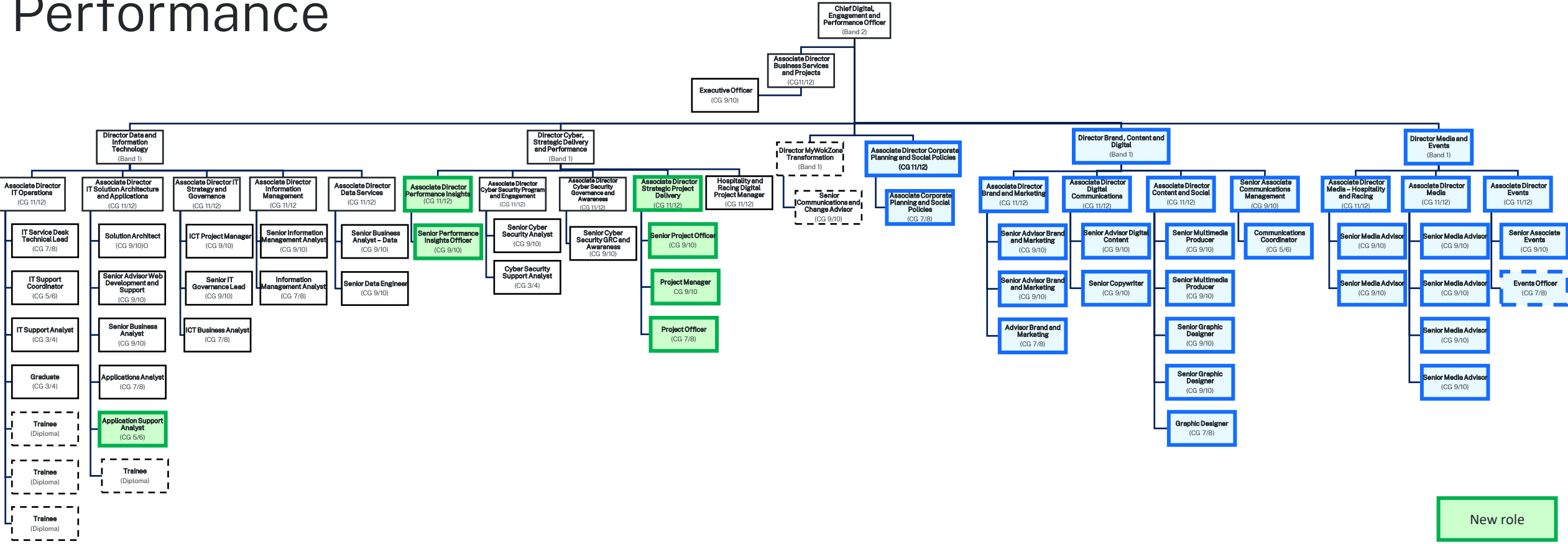
# 3 Proposed Structures ANNEX



Proposed DCITHS Corporate Services structures by branch.



# Proposed structure - Digital, Engagement and Performance



**New role**

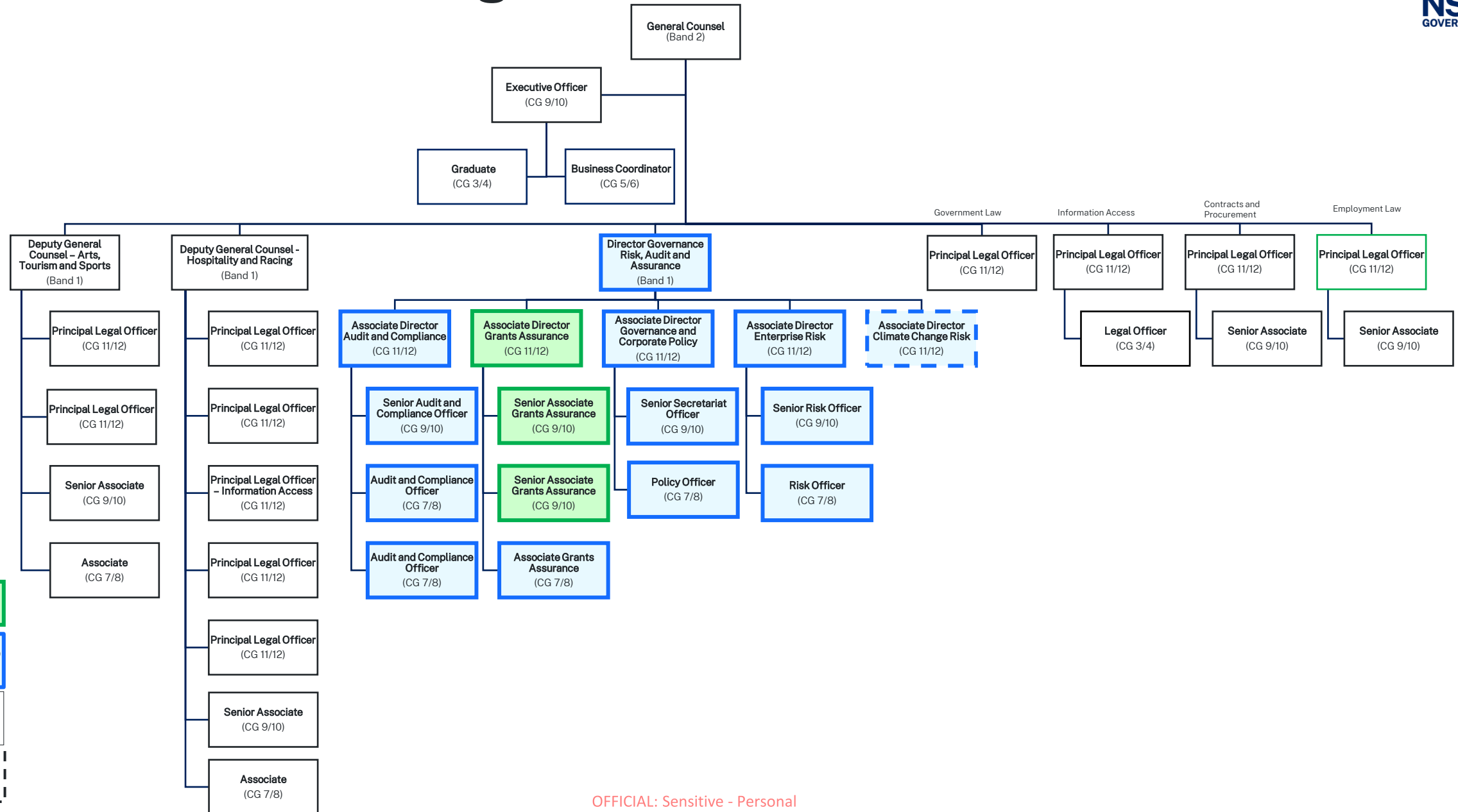
**Role has moved to this branch**

Ongoing role

Temporary role

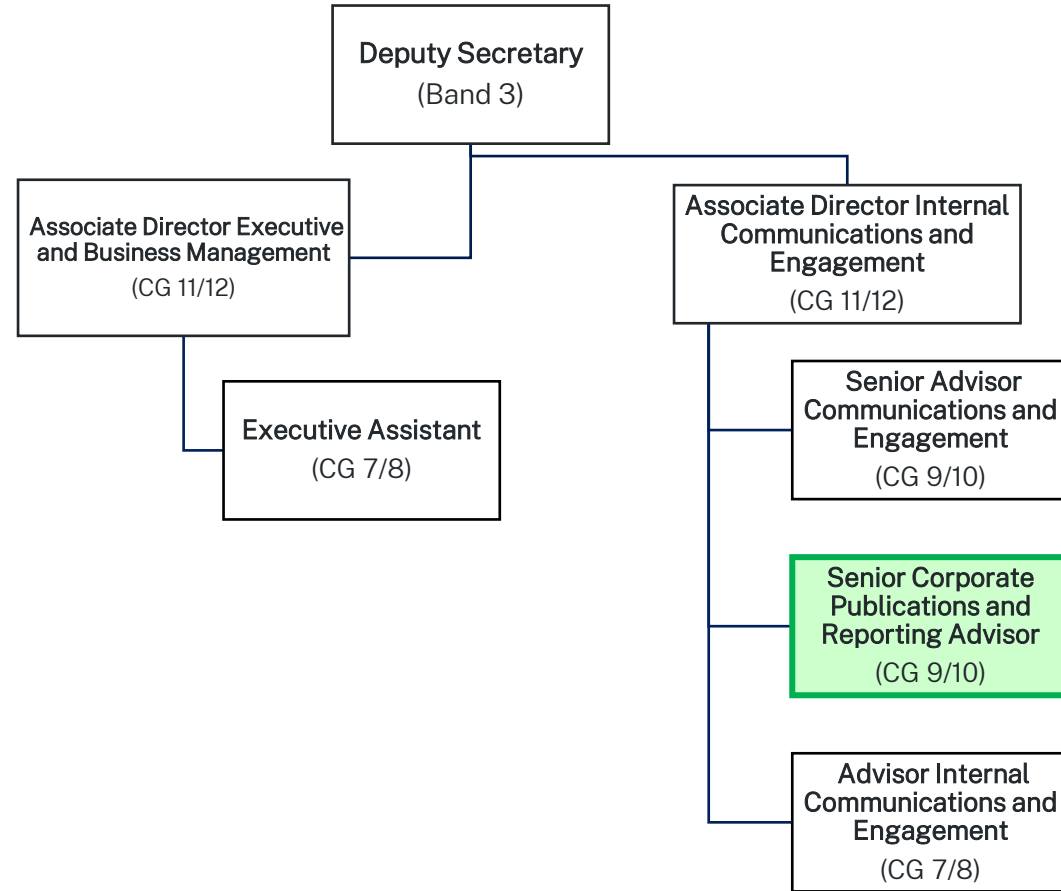


# Proposed structure- Legal and Governance





# Proposed Structure - Office of the Deputy Secretary



New role

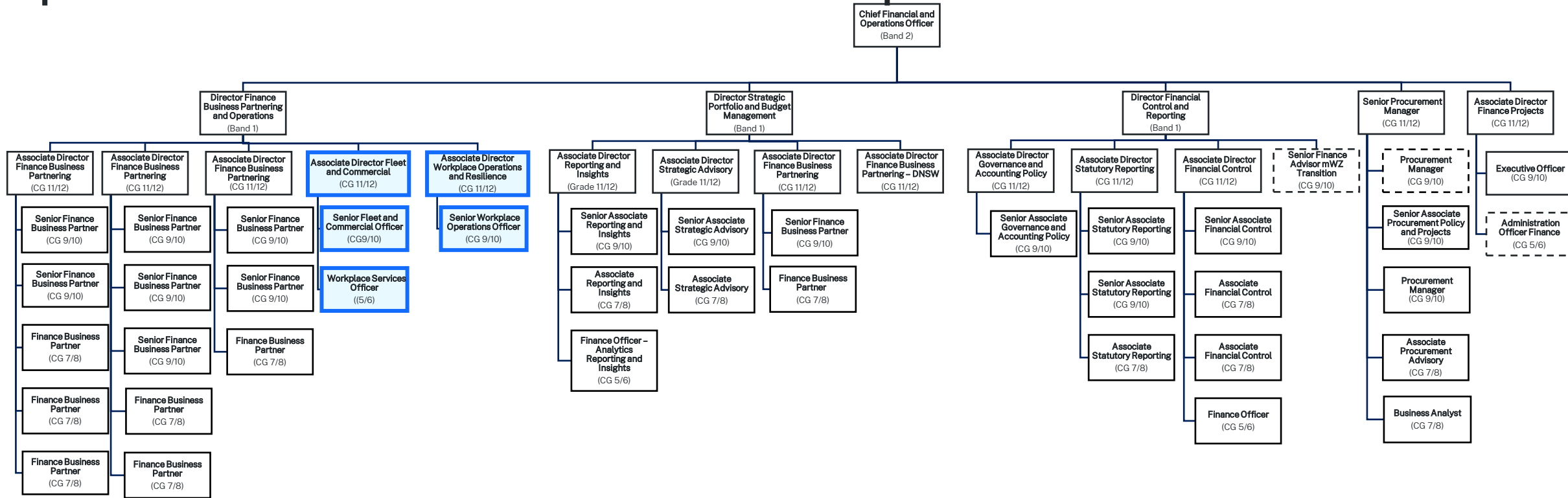
Role has moved to this branch

Ongoing role

Temporary role



# Proposed Structure – Finance and Operations



**New role**

**Role has moved to this branch**

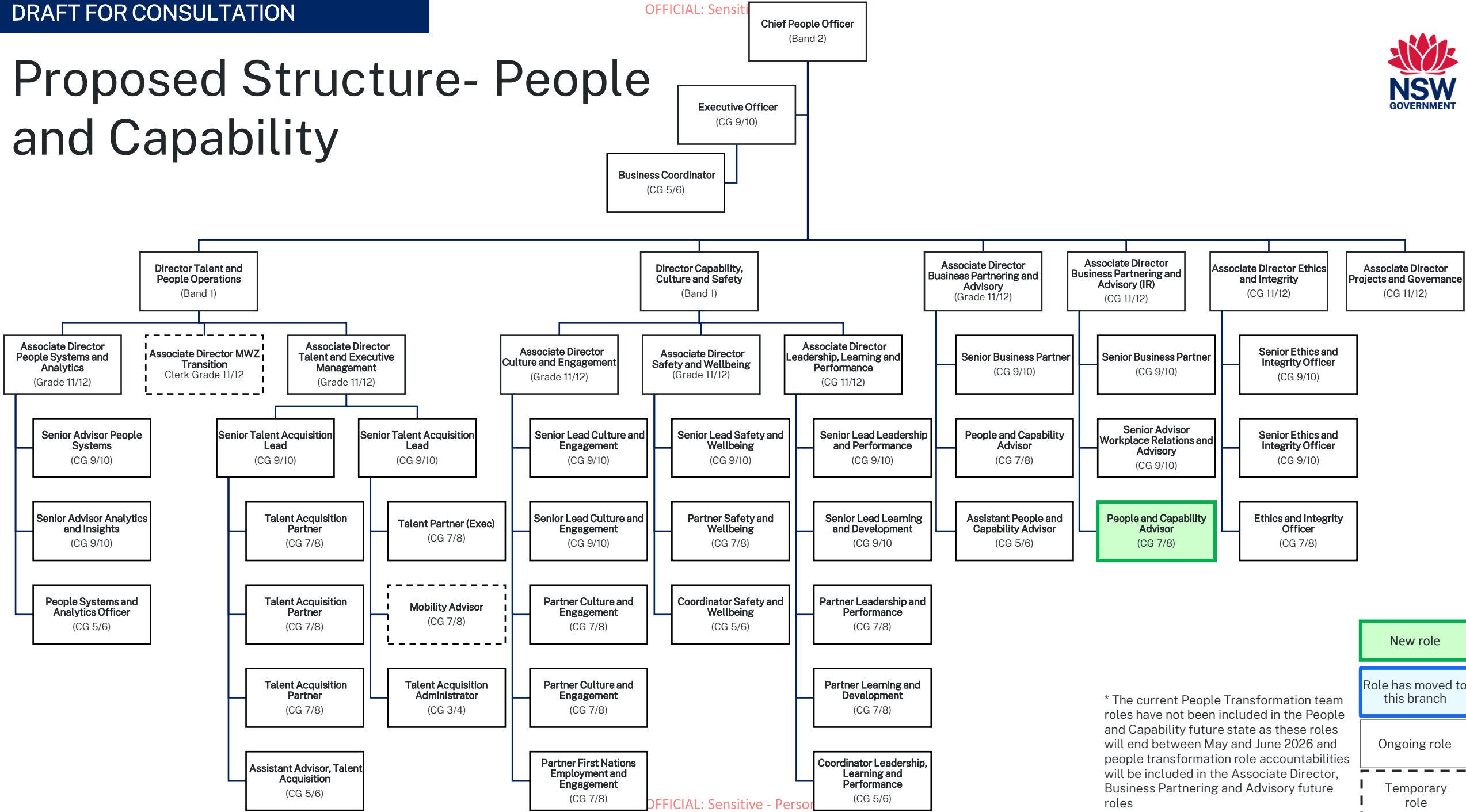
Ongoing role

Temporary role

\* The current MWZ Director role has not been included in the Finance future state as this role will end by May 2026.



# Proposed Structure- People and Capability



\* The current People Transformation team roles have not been included in the People and Capability future state as these roles will end between May and June 2026 and people transformation role accountabilities will be included in the Associate Director, Business Partnering and Advisory future roles

- New role
- Role has moved to this branch
- Ongoing role
- Temporary role